



2024

Consolidated Sustainability Statement

Pursuant to Italian Legislative Decree no. 125 of 6 September 2024 implementing the Sustainability Reporting Requirements 2022/2464 (CSRD)

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General disclosures

ESRS	Location	Notes
Basis for preparation		
BP-1 – General basis for preparation of sustainability statements	Methodology	
BP-2 – Disclosures in relation to specific circumstances	Methodology	
Governance		
GOV-1 – The role of the administrative, management and supervisory bodies	Administrative, management and supervisory bodies	
GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies;	Administrative, management and supervisory bodies	
GOV-3 – Integration of sustainability-related performance in incentive schemes	Incentive Schemes	
GOV-4 – Statement on due diligence	Statement on due diligence	
GOV-5 – Risk management and internal controls over sustainability reporting	Risk management and internal controls over sustainability reporting	
Strategy		
SBM-1 – Strategy, business model and value chain	Strategy, business model and value chain	
SBM-2 – Interests and views of stakeholders	Stakeholder engagement activities	
SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model		The disclosure shall be presented together with the information provided under the corresponding thematic ESRS, in accordance with this Chapter of ESRS 2, as provided for in paragraph 49.
Impact, risk and opportunity management		
IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities	Double materiality analysis	
IRO-2 – Disclosure Requirements in ESRS covered by the undertaking's Consolidated Sustainability Reporting	Disclosure requirements	

Methodology

Basis for preparation

BP-1, 5a

This chapter of the Management Report constitutes the Consolidated Sustainability Reporting of the Indel B Group (hereinafter also the “Group”) for the year ended 31 December 2025, prepared pursuant to Article 4 of Italian Legislative Decree no. 125 of 6 September 2024 implementing EU Directive 2022/2464/EU (Corporate Sustainability Reporting Directive, or “CSRD”) and in accordance with the sustainability reporting standards adopted by the European Commission pursuant to Directive 2013/34/EU (*European Sustainability Reporting Standards*, hereinafter also “ESRS”).

Reporting scope

BP-1, 5b

The scope of the economic and financial information included in the Consolidated Sustainability Reporting coincides with the scope of the Indel B Group’s Consolidated Financial Statements as at 31 December 2025. With regard to the other information included in the Consolidated Sustainability Reporting, the scope includes all companies consolidated on a line-by-line basis in the Group’s Consolidated Financial Statements, namely:

Company	Registered Office	% held
Indel B S.p.a.	Italy	Parent Company
Condor B S.r.l.	Italy	100.0%
Indel B North America	USA	100.0%
Autoclima S.p.A.	Italy	100.0%
Indel B Germany GmbH	Germany	94.0%
Autoclima Russ	Russia	70.0%
Indel B Group Iberica S.L.	Spain	90.0%
Indel B Poland SP. ZOO	Poland	85.0%
Indel B Isitma Ve Sogutma Sistemleri LTD. STI	Turkey	60.0%
Indel B France S.a.s.	France	100.0%
Lindel S.r.l.	Italy	51.0%
Indel Marine S.r.l.	Italy	100.0%
Indel B USA	USA	100.0%

Compared to the previous year's scope, the following changes are noted:

- on 1 January 2025, the company Sea was merged into the parent company Autoclima S.p.A.;
- on 13 June 2025, the parent company Indel B S.p.A. acquired the remaining 50% stake in the joint venture Indel Webasto Marine and its subsidiary Indel Webasto Marine USA with the aim of strengthening the group's presence in the marine sector; these companies were renamed Indel Marine and Indel B USA;
- on 28 July 2025, the Group established a new company, called "Indel B Isitma Ve Sogutma Sistemleri LTD. STI", a commercial company established with the aim of serving the Turkish market more efficiently.

Apart from the subsidiaries, the Indel B Group has determined that there are no companies for which the concept of operational control, as defined by the ESRS Reporting Standards, is applicable.

Value chain coverage

BP-1, 5c

In line with the results of the double materiality analysis, this Consolidated Sustainability Reporting includes information on the Indel B Group's value chain regarding:

- **IRO:** The double materiality analysis and identification of impacts, risks and opportunities (IRO) covers the upstream and downstream value chain. The Group conducted this analysis together with the players it has a direct relationship with, identifying potential significant impacts both upstream and downstream of these players.
- **Policies:** Company policies cover the value chain where necessary. In particular, policies concerning workers in the value chain relate directly to the value chain, with attention paid to the conditions and rights of the workers involved.
- **Metrics:** The only value chain metrics reported in this statement are those related to indirect greenhouse gas (GHG) emissions. These emissions are defined as Scope 3 according to the GHG Protocol and are reported under the Disclosure Requirement E1-6.

Value chain estimation

BP-2, 10

In this Consolidated Sustainability Report, metrics that include value chain data may be based on indirect sources, such as industry averages or proxy variables.

These metrics are clearly identified and accompanied by a description of the methodology used to develop them. An indication of the level of accuracy of the resulting data is also provided and, where appropriate, planned actions to improve accuracy in the future are outlined.

Sources of estimation and outcome uncertainty

BP-2 11

In line with ESRS 1, Section 7.2, quantitative metrics and monetary amounts with a high level of measurement uncertainty are identified, where present. For each of these metrics, the Indel B Group provides information on the causes of uncertainty, such as dependence on future events, the measurement techniques adopted or the availability and quality of data from the value chain. The assumptions, approximations and judgments made in evaluating these metrics are clearly stated, ensuring transparency and clarity in the reporting process.

Changes in preparation or presentation of sustainability information

BP-2 13

Following the acquisition of full control of Indel Webasto Marine during the year, the Group's greenhouse gas emissions reporting scope has changed compared to the previous year. Specifically, in accordance with the GHG Protocol Corporate Standard, the Company's emissions have been included in the Group's Scope 1 and 2 emissions for the entire 2025 financial year and, consequently, excluded from Scope 3 – Category 15 (Investments), in order to avoid potential double counting.

Reporting errors in the prior period

BP-2 14

Compared to the 2024 reporting, certain changes have been made within this document to the preparation criteria and the presentation methods for sustainability information. These changes are appropriately indicated in the notes to each indicator. Although the differences were not material, for better comparability of the data, the Company has decided to restate the data from the previous year.

Use of transitional provisions

BP-2, 17

In accordance with paragraph 136 of ESRS 1 and in line with the provisions of Appendix C of the same Standard, as well as in application of Italian Law no. 118 of 8 August 2025, converting Decree Law no. 95 of 30 June 2025 (so-called *Omnibus Decree*), which transposes Directive (EU) 2025/794 "Stop the Clock", the Indel B Group will not include the following information:

- **E1-9** Anticipated financial effects from material physical and transition risks and potential climate-related opportunities;
- **E5-6** Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities;
- **S1-11** Social protection;
- **S1-12** Persons with disabilities;
- **S1-13** Training and skills development metrics (only for the percentage of employees that participated in regular performance and career development reviews);
- **S1-14** Health and safety metrics (only for reporting on the number of days lost);
- **S1-15** Work-life balance metrics.

Strategy, business model and value chain

SBM-1, 38,
39, 40, 42

The Indel B Group operates in a single operating segment and offers a diverse range of products and services, reflecting its business model and development strategies, formalised in the Strategic Plan. The main product and service groups include refrigeration and air conditioning systems for the automotive and leisure sectors as well as refrigerators for the hospitality industry and other special applications. During the reporting period, there were no significant changes to the range of products offered, with the company continuing to invest in innovation to meet emerging market needs and sustainability challenges.

Significant customers and markets

The Indel B Group is positioned as one of the leading global players in the mobile refrigeration and air conditioning market. Its business focuses on the design, production and marketing of a wide range of products and solutions designed to meet the specific needs of the Automotive, Hospitality, Leisure and Cooling Appliances markets.

In the Automotive sector, the Group offers solutions that include mobile refrigerators, air conditioning systems for special vehicles such as ambulances and mobile clinics, as well as systems for minibuses, industrial vehicles, agricultural and earthmoving machinery and material handling. These products are intended for large manufacturers, processing companies and multi-sector distributors.

For the Hospitality market, which also includes the Cruise Ship market, Indel B offers minibars equipped with state-of-the-art technology, electronic safes and LED televisions, mainly for hotels and cruise ships. The focus on quality and innovation characterises the offer of technological accessories and customised solutions, in line with the needs of customers in this sector.

In the Leisure segment, the Group develops portable built-in refrigerators, refrigeration units and boilers for leisure boats and recreational vehicles. These products are designed to guarantee energy efficiency, refined design and functionality, meeting market demands.

For the Cooling Appliances segment, Indel B offers OEM (Original Equipment Manufacturing) and ODM (Original Design Manufacturing) solutions for both the professional and retail markets. These products are sold to B2B customers operating in the Home Appliances and Ho.Re.Ca. sector.

The Group is also active in the production and marketing of components mainly through Condor B, which produces refrigeration piping, and the Autoclima company, which markets air conditioning spare parts.

Business model and value chain

The Group's business model is based on an integrated approach that embraces the entire product life cycle, from research and development to production, distribution and after-sales service. The design process pays particular attention to quality and sustainability, with a focus on technological innovation and resource optimisation.

The undertaking's value chain features several main stages. The first phase is product conception and design. Production consists mainly of the assembly of individual components and is carried out in plants that ensure high quality standards and compliance with environmental regulations.

Global distribution is supported by a network of business partners and distributors, enabling the Group to operate in diversified markets and to respond promptly to customer demands. Finally, after-sales service ensures continuous support for customers, helping to strengthen loyalty and promote the brand image.

Additionally, as part of the double materiality analysis, the Group has conducted a value chain mapping exercise to identify the main impacts and opportunities across its operational phases. Such mapping enables the identification of critical areas in terms of sustainability and the development of targeted strategies to improve environmental, social and economic performance. This proactive approach enables the Group to strengthen its resilience, optimise operational efficiency and respond more effectively to stakeholder needs.

This integrated approach makes it possible for Indel B to offer increasingly innovative and sustainable solutions, strengthening its leadership position in its target markets and ensuring a positive contribution to the achievement of economic and environmental goals.

Sustainability targets

Although the Indel B Group has not formalised specific sustainability targets, it remains committed to monitoring the impact of its activities and promoting initiatives to improve operational efficiency and reduce negative environmental effects. The constant focus on the principles of quality, innovation and energy saving remains a central element of the company's strategy, integrated in its daily activities and in its relationship with stakeholders.

Geographical distribution of the workforce

The Group operates on a global scale, with a significant presence in several regions. The following table shows the distribution of own workforce by geographical area:

Geographical area	Number of employees
Italy	750
Europe (excluding Italy)	81
The Americas	18
Total	849

The main geographical areas in which the undertaking operates include Europe and North America, supported by an extensive network of business partners and distributors and a limited number of component manufacturers located in Europe and China.

Revenues by operating segment

The Group has identified a single operating segment. The management reports prepared are made available to the Chief Executive Officer, for the purposes mentioned above, and consider the activities carried out by the Group as a single integrated entity. Consequently, the financial statements do not include information broken down by operating segment.

Operating segment	Revenues (€/000)
Indel B Group	201,481

Governance

Administrative, management and supervisory bodies

The administrative, management and supervisory bodies that form the governance system of the parent company Indel B are the Board of Directors, the Board of Statutory Auditors and the board committees.

Board of directors

GOV-1, 20, 21, 22, 23 The Board of Directors of Indel B S.p.A., appointed by the Ordinary Shareholders' Meeting on 31 May 2023, will remain in office until the approval of the financial statements as at 31 December 2025. It consists of ten members:

GOV-2, 26

- Antonio Berloni – Chairman
- Luca Bora – Chief Executive Officer
- Paolo Berloni – Deputy Chairman
- Annalisa Berloni – Director
- Claudia Amadori – Director
- Mirco Manganello – Director
- Monique Camilli – Director
- Francesco Pedini Amati – Director
- Giovanni Diana – Independent Director
- Fernanda Pelati – Independent Director

G1 GOV-1, 5

Composition	No.	%
Executive members	5	50%
Non-executive members	5	50%
Independent members	2	20%

Gender composition	No.	%
Women	4	40%
Men	6	60%
Male/female ratio		1.5

The Board of Directors is responsible for the strategic and operating management of the company, including the supervision of procedures for managing material risks, impacts and opportunities. The management, led by the Chief Executive Officer, implements the strategies approved by the Board, ensuring the effective functioning of company procedures.

The members of the Board bring diversified expertise, with experience in areas such as economics, business management, corporate law, and workplace and environmental safety, which support the company in addressing sustainability challenges. In addition, the company promotes access to specific skills through training and continuing education programmes.

Board of statutory auditors

GOV-1, 20, 21, 22, 23 The Board of Statutory Auditors, appointed by the Shareholders' Meeting on 31 May 2023, will remain in office until the approval of the financial statements as at 31 December 2025. It consists of:

GOV-2, 26

G1 GOV-1, 5

- Sergio Marchese - Chairman
- Emmanuil Perakis - Acting Statutory Auditor
- Nicole Magnifico - Acting Statutory Auditor
- Matteo Fosca - Alternate Statutory Auditor
- Gian Luca Succi - Alternate Statutory Auditor

Gender composition	No.	%
Women	1	20%
Men	4	80%
Male/female ratio		4.0

The Board of Statutory Auditors is responsible for supervising compliance with the law and the articles of association, compliance with the principles of proper administration and the adequacy of the internal control system. Within the framework of risk and opportunity management procedures, the Board plays a crucial role in monitoring the effectiveness of internal controls and ensuring the transparency of business operations.

The members of the Board of Statutory Auditors hold professional qualifications in economics and law, with particular experience in auditing and corporate law, thus ensuring adequate skills to deal with sustainability issues. The company encourages continuous professional development to maintain a high level of expertise in the field.

Control and risk committee

GOV-1, 20, 21, 22, 23 This committee supports the Board in evaluating the internal control system and risk management, and contributes to the approval of periodic financial reports.

GOV-2, 26

- Chairman: Giovanni Diana
- Members: Fernanda Pelati, Claudia Amadori

G1 GOV-1, 5

Gender composition	No.	%
Women	2	67%
Men	1	33%
Male/female ratio		0.5

Related parties committee

GOV-1, 20, 21, 22, 23 This committee expresses opinions on the appropriateness and convenience of transactions with related parties, ensuring transparency and fairness in corporate transactions.

GOV-2, 26

- Chairman: Fernanda Pelati
- Member: Giovanni Diana

G1 GOV-1, 5

Gender composition	No.	%
Women	1	50%
Men	1	50%
Male/female ratio		1.0

Remuneration committee

GOV-1, 20, 21, 22, 23 This committee formulates proposals to the Board concerning the remuneration policy for directors and key management personnel, ensuring that remuneration policies are aligned with corporate objectives and applicable regulations.

GOV-2, 26

G1 GOV-1, 5

- Chairman: Fernanda Pelati
- Members: Giovanni Diana, Claudia Amadori

Gender composition	No.	%
Women	2	67%
Men	1	33%
Male/female ratio		0.5

Incentive schemes

GOV-3, 29

The Group's remuneration policy is structured into variable incentive schemes for executive Directors and Key management personnel. These systems include a short-term component (Management by Objectives, MBO) and a medium- to long-term component (Long-Term Incentive Plan, LTIP). The MBO focuses on achieving predefined annual objectives, based primarily on financial metrics such as EBITDA, EBIT, net profit and cash flow, defined and monitored annually by the Remuneration Committee, with final approval by the Board of Directors. The LTIP, on the other hand, aims to align the interests of management with those of shareholders over a three-year period, including performance indicators such as Total Shareholder Return (TSR) and Return on Sales (ROS).

E1
GOV-3, 13

The performance targets defined for both the short and medium to long term focus on financial and operational metrics, and do not include metrics related to environmental, social or governance (ESG) impacts. Consequently, the information disclosed in this document does not indicate a correlation between incentive schemes and the pursuit of sustainability goals.

The conditions and updates of the incentive schemes are approved by the Board of Directors on the proposal of the Remuneration Committee, which is responsible for ascertaining these are consistent with corporate strategies and market best practices.

Statement on due diligence

GOV-4, 30, 31, 32, 33

The following table maps the key elements of due diligence and the corresponding disclosures in the Consolidated Sustainability Reporting.

Key elements of due diligence	Disclosures in Consolidated Sustainability Reporting
a) Embedding due diligence in governance, strategy and business model	GOV-2 – Information provided to and sustainability matters addressed by the undertaking’s administrative, management and supervisory bodies; GOV-3 – Integration of sustainability-related performance in incentive schemes; SBM-1 – Strategy, business model and value chain; SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model
b) Engaging stakeholders at all fundamental stages of due diligence	SBM-2 – Interests and views of stakeholders; IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities
c) Identifying and assessing adverse impacts	SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model; IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities
d) Taking action to address adverse impacts	E1-2 – Policies related to climate change mitigation and adaptation; E1-3 – Actions and resources in relation to climate change policies; E5-1 – Policies related to resource use and circular economy; E5-2 – Actions and resources related to resource use and circular economy; S1-1 – Policies related to own workforce; S1-4 – Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions; S2-1 – Policies related to value chain workers; S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions; S4-1 – Policies related to consumers and end-users; S4-4 – Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions; G1-1 – Corporate culture and business conduct policies
e) Monitoring intervention effectiveness and communicating	E1-4 Targets related to climate change mitigation and adaptation; E5-3 Targets related to resource use and circular economy; S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities; S2-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities; S4-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

The Group carried out the double materiality assessment, sharing its outcomes with the Board of Directors in January 2026. The analysis of impacts, as well as related risks and opportunities, is conducted in accordance with ESRS standards and is carried out by top management with the support of the corporate sustainability function.

The process also takes into account stakeholder perspectives, collected through specific surveys. For further information on the risks identified that are specific to each section, please refer to the relevant sections of this document. The Group also makes its environmental and social policies available on its website to ensure transparency and accessibility of information to all stakeholders. As at the reporting date, the Group has not yet defined sustainability targets.

GOV-5, 34 Risk management and internal controls over sustainability reporting

The Indel B Group's "Sustainability Reporting Procedure" defines the principles and methods to ensure transparency and completeness in the compilation of reports, in accordance with European CSRD regulations and ESRS.

GOV-5, 35 The Indel B Group's internal control and risk management system for sustainability reporting is based on a structured and documented process. The scope covers the entire Group, as defined within the same procedure. The sustainability function, coordinated by an inter-company unit of three people, including the Financial Reporting Officer, is in charge of managing the double materiality analysis process, monitoring significant impacts, risks and opportunities for the Group. Furthermore, data validated by each process owner are collected, ensuring the quality and integrity of the information.

GOV-5, 36 The Indel B Group adopts a risk assessment approach that takes into account the completeness and integrity of the data, the accuracy of the estimates, the availability of data along the value chain, and the timing of information availability. The sustainability unit coordinates the collection and validation of this data, using detailed information sheets that are sent to the heads of business functions. The risk prioritisation approach is defined through the double materiality analysis, which identifies material issues on the basis of significant impacts, risks and opportunities.

The main risks identified in the reporting process include the completeness and integrity of data, the availability of timely and accurate information, and the management of data from external sources along the value chain. Mitigation strategies consist of a rigorous internal data verification process, in which each owner is responsible for verifying the accuracy of the data attributed to him/her. Once the sustainability report has been drafted and validated by the sustainability unit, it is audited by an accredited external body, which guarantees the integrity and completeness of the information.

Regarding the integration of risk assessment results into internal processes, the Indel B Group adopts a structure in which internal controls are integrated into company functions through a communication flow involving the sustainability unit and the managers of individual processes. The controls have a defined frequency and aim to verify the completeness, accuracy and availability of the data.

Each year, the sustainability unit coordinates the double materiality analysis and the definition of material topics, and collects the data through a structured process that ensures the validity of the information.

Finally, annual reporting of results is ensured through internal meetings between the various company functions and managers, who review progress and risks related to sustainability topics. Internal communication is crucial

to ensure that information is up-to-date and timely, with a training plan to fill any identifiable gaps in the reporting process.

IRO-1, 51,
52, 53

Double materiality analysis

The double materiality analysis is a key pillar in the Indel B Group's sustainability reporting process, aligning with the requirements of the EU Directive 2022/2464 (Corporate Sustainability Reporting Directive - CSRD). This approach aims to ensure that the information disclosed is accurate, complete and meaningful, reflecting in an integrated manner the impacts, risks and opportunities arising from the Group's activities. The analysis combines two perspectives: impact materiality ("inside-out"), which assesses the effects generated by the Group on the environment, society and stakeholders, and financial materiality ("outside-in"), which considers the influence of environmental, social and governance factors on economic and financial performance.

The process adopted by the Group consists of three main phases, each supported by a methodological basis in accordance with the European Sustainability Reporting Standards (ESRS) and inspired by the EFRAG IG 1 Materiality Assessment Implementation Guidance.

The first phase focuses on understanding the operating environment, company activities and business relationships along the value chain. The Group has carried out a comprehensive mapping of operations, including the entire product life cycle, with a focus on upstream (suppliers, raw material procurement) and downstream (customers and end-use) phases. This analysis extended to the identification of key internal and external stakeholders, including employees, customers, suppliers, local communities and banks.

The second phase focuses on the identification of material impacts, risks and opportunities, following a structured approach that integrates qualitative and quantitative data. At this stage, the Group used the sustainability issues listed in ESRS 1 as a reference framework, combining them with sector benchmarks, ESG assessments, scenario analyses and comparisons with the practices of major competitors. Current and potential, positive and negative, direct and indirect impacts arising from the Group's operations and business relationships were examined. The process also included an analysis of the materiality of issues to stakeholders through engagement activities such as surveys and interviews. This approach ensured an inclusive and transparent evaluation, in line with the guiding principles of multi-stakeholder engagement recommended by EFRAG.

The third step concerns the assessment of materiality, broken down into the dimensions of impacts on people and the environment and financial risks and opportunities, as required by the dual materiality approach. The assessment of the materiality of impacts considered criteria such as magnitude, scope and irretrievable nature of the impact, including parameters such as the temporal duration and geographical scale of the effects. A formula integrating the probability of occurrence with the magnitude of impacts was applied to quantify their materiality. In parallel, the financial assessment explored the potential effect of ESG factors on economic performance, identifying risks and opportunities in terms of financial performance, access to capital, operational resilience and cost of financing.

ESRS 1, 29 During the double materiality analysis process, the Group also examined the impacts, risks and opportunities related to sustainability matters that, while not emerging as material according to the adopted materiality criteria, were nevertheless assessed in accordance with the requirements of ESRS 2. In particular, issues related to pollution, water management and biodiversity were considered, analysing the location of company sites and the activities carried out along the entire value chain, both upstream and downstream. The process included an assessment of the actual and potential impacts, risks and opportunities associated with these issues, using specific methodologies and tools for environmental analysis. In the course of the assessment, no specific consultation processes with affected communities were conducted, but the analysis was based on environmental, social and other available information to ensure a complete and consistent picture. Based on the results of this analysis, these issues were assessed as not relevant to the sustainability reporting process at this time.

The double materiality analysis was approved by the Board of Directors at the end of January 2026 and forms the basis of the sustainability reporting process.

The review of the double materiality analysis process will take place on an annual basis, in order to ensure continuous updating with respect to regulatory changes, market developments and stakeholder priorities. This commitment enables the Group to maintain a proactive and dynamic approach to sustainability management, constantly improving the effectiveness and transparency of its reporting system.

Stakeholder engagement activities

SBM-2, 43, 44, 45

The Indel B Group attaches great importance to stakeholder engagement to ensure that the corporate strategy and business model are aligned with the interests, opinions and rights of stakeholders. In 2025, the Group conducted a structured stakeholder engagement campaign, involving employees, customers, suppliers and local community representatives. Workers in the value chain and consumers/end-users were not directly involved in the campaign, although their opinions and expectations were indirectly taken into account through market analyses, supplier relationships and industry research.

The main stakeholder categories involved were identified through a structured process aimed at understanding their role and expectations with respect to the Group's activities. Among them, employees represent a key group of stakeholders, directly involved through an online survey. A total of 901 stakeholders participated in the consultation, with a valid response rate of 30%.

S1 SBM-2, 12

The engagement of employees was aimed at gathering meaningful opinions on how the strategy and business model could address their interests, with a focus on respect for human rights and improving working conditions.

S2 SBM-2, 9

The results confirmed the importance of already identified topics, including well-being and workforce development. Although no new material themes emerged, the indications received provided essential input for

S4 SBM-2, 8

defining more targeted ESG actions, objectives and strategies.

The Group also analysed whether and how its strategy and business model could create, exacerbate or mitigate significant impacts on its own workforce. By listening to the views of employees and, where applicable, their

representatives, the Group assesses the ability of its business model to address these impacts and promotes initiatives to mitigate them.

The results of involvement activities are considered in decision-making processes and in the definition of corporate strategy. The analysis of the opinions gathered allows for continuous monitoring and improvement of sustainability practices, helping to mitigate significant impacts and strengthen respect for human rights along the value chain.

The Group's administrative, management and supervisory bodies are, at least annually, informed about the results of engagement activities and impact analysis, ensuring that corporate governance remains aligned with stakeholder expectations. This approach allows Indel B to align its strategy and business model with the interests of its main stakeholders, promoting responsible and sustainable management.

Disclosure requirements

Determining the material information to be disclosed

IRO-2, 59

The Indel B Group determined the material information to be disclosed in relation to impacts, risks and opportunities through a structured process based on a double materiality analysis. This analysis was conducted using EFRAG guidelines, including the mapping tables provided by EFRAG's Q&A ID 177, which link sustainability issues to the thematic disclosure requirements specified in the ESRS. Thresholds and criteria defined in accordance with ESRS 1, section 3.2 were applied to ensure consistency and implementation of the materiality principle. This approach makes it possible to identify and disclose information that meets regulatory expectations and stakeholder needs, ensuring high transparency and direct communication. For further details, please refer to the "Annex" section of this Sustainability Reporting, which explains the necessary disclosure requirements.

Environmental information

Climate change

ESRS Standard	Location	Notes
Governance		
ESRS 2 GOV-3 – Integration of sustainability-related performance in incentive schemes	General Disclosures - Incentive Schemes	The disclosure is made in ESRS 2 GOV-3, section “General Disclosures”, in accordance with Appendix C, which defines the obligations to be applied in conjunction with ESRS 2.
Strategy		
E1-1 – Transition plan for climate change mitigation		Not present in the Consolidated Sustainability Reporting because Indel B has not implemented, nor plans to implement in the short term, a transition plan for climate change mitigation
ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model.	Physical and transitional risk assessment	
Impact, risk and opportunity management		
ESRS 2 IRO-1 – Description of the processes to identify and assess material climate-related impacts, risks and opportunities	Identification of impacts, risks and opportunities	
E1-2 – Policies related to climate change mitigation and adaptation	IRO policies and monitoring	
E1-3 – Actions and resources in relation to climate change policies	IRO policies and monitoring	
Metrics and targets		
E1-4 – Targets related to climate change mitigation and adaptation	IRO policies and monitoring	
E1-5 – Energy consumption and mix	Energy consumption and mix	
E1-6 – Gross Scope 1, 2, 3 and total GHG emissions	Greenhouse gas emissions	
E1-7 – GHG removals and GHG mitigation projects financed through carbon credits		Not present in the Consolidated Sustainability Reporting, as Indel B has not taken and does not intend to take any actions in the short term to absorb and/or store GHG from projects developed within its operations or along the value chain
E1-8 – Internal carbon pricing		Not present in the Consolidated Sustainability Reporting as Indel B has not implemented, nor has plans to implement in the short term, an internal carbon pricing scheme
E1-9 – Anticipated financial effects from material physical and transition risks and potential climate-related opportunities		Phase-in

Identification of impacts, risks and opportunities

The Indel B Group conducted an assessment of the impacts, risks and opportunities arising from climate change, using up-to-date climate scenarios and following the regulatory requirements of the European Union taxonomy and international standards.

SBM-3, 19
IRO-1, 20

The Group analysed adaptation, mitigation and energy issues related to climate change.

The production of greenhouse gases (GHG) within the Group's production activities contributes to climate change, with negative impacts reflected in the GHG emissions generated, which pose a current critical issue that must be monitored and reduced over time. Primary energy consumption is a component of business operations, with energy supply, mainly from non-renewable sources, contributing to GHG emissions.

In addition, the Group examined emissions along the value chain, including indirect activities related to the supply of raw materials, logistics and distribution of its products. Indirect emissions also contribute to climate change, creating a negative global impact.

Indel B identified potential damage to company infrastructure and possible disruption to production activities as direct consequences of extreme weather events. In particular, the vulnerability of operating offices to phenomena such as floods, storms, exceptional snowfall and heat waves could compromise efficiency and business continuity.

The increasing intensification of climate regulations entails risks for the Group, including increased costs of compliance with new environmental regulations. Moreover, evolving climate policies could lead to an increase in operating costs related to the transition to more sustainable practices, such as the adoption of low-carbon technologies.

Physical and transitional risk assessment

SBM-3, 18
IRO-1, 21

The Group considered the main physical and transition risks related to climate change, using a qualitative risk analysis approach. Potential impacts have been assessed in relation to probability of occurrence, severity and duration, taking into account the geographic specificities of its operational offices.

The most vulnerable areas were identified through a geographical analysis, and company assets, including buildings, machinery and critical infrastructure, were assessed to determine the degree of exposure to climate hazards. The impact on day-to-day activities, such as production processes and logistics, was also analysed. The Group also examined transition risks related to the growing demand for sustainability and emissions reduction policies. The introduction of stricter regulations and the adoption of low-emission technologies represent opportunities for adaptation, but may also entail potential economic impacts, such as increased compliance costs and the need for investment in the adoption of new technologies.

In line with the risk identification, the Indel B Group has adopted preventative mitigation measures, supplementing its insurance policies and implementing regulatory provisions regarding catastrophic damage coverage.

Indel B has already protected itself by supplementing its insurance policies and will comply with the new regulations regarding catastrophic damage coverage starting in 2025.

Time horizons and asset sensitivity

The Group has defined short-term (up to 1 year), medium-term (1 to 5 years) and long-term (over 5 years) time horizons to assess the evolution of risks and opportunities related to climate change.

Summary and future prospects

To date, the Group has not identified significant opportunities arising from transition scenarios, focusing primarily on managing physical and operational risks related to climate change. Risk assessment has been integrated into strategic plans, with the aim of ensuring the resilience and sustainability of business operations in the short, medium and long term.

The Group will continue to monitor and update its assessments as climate and international policies evolve, taking the necessary measures to reduce environmental impacts and improve its ability to adapt to climate change.

Material impacts, risks and opportunities

The IRO assessment was carried out in accordance with the criteria and approaches defined in the paragraph “Double materiality analysis” within the chapter “General disclosures”.

ESRS 2
SBM-3, 46
47, 48

Below are the relevant IRO that emerged from the analysis.

Sub-topic / sub-sub-topic	IRO	Own Operations / Value Chain	Time Horizon ¹	Description
MDR-P, 65 E1-2, 22, 23, 24, 25	Climate change adaptation	Own operations/Value chain	MT	Extreme weather events resulting in infrastructure damage, operational disruptions, high repair and emergency costs, increased insurance premiums and loss of revenue and investor confidence.
Climate change mitigation	Current negative impact	Own operations	ST	Diffusion of GHG emissions as part of production activity, with negative impacts in terms of climate change contribution.
	Current negative impact	Value chain	ST	Diffusion of GHG emissions across the value chain, with negative impacts in terms of climate change contribution
	Transition risk	Own operations/Value chain	MT	Increased compliance costs and more stringent regulations related to climate change, resulting in mandatory investments, penalties, production process adjustments and loss of competitiveness.
Energy	Risk	Own operations/Value chain	MT	Volatility in energy prices and instability in supplies, resulting in increased operating costs, production disruptions and negative impacts on financial results.

IRO policies and monitoring

The Indel B Group, through its Environmental Policy, expresses a clear commitment to reducing the impact of its activities on climate change and promoting responsible management of energy resources. This ISO 14001:2015-compliant policy applies to all Group companies and is a fundamental pillar of the company's strategy.

Indel B's approach to climate change mitigation is based on the desire to progressively reduce atmospheric emissions and move towards a decarbonisation pathway. In the second year of its carbon footprint mapping process, the Group is consolidating its understanding of its emissions impacts. This work is an essential step in establishing an accurate baseline, defining measurable objectives and planning strategic interventions to reduce emissions.

MDR-A, 62 In relation to climate change adaptation, the Group recognises the need to take measures to ensure the resilience of its operations. Although these actions have not yet been set out in a detailed plan, the principles of adaptation are already integrated into the Environmental Policy and help guide business decisions towards greater sustainability.

Energy efficiency is a key aspect of the Group's strategy. Indel B is committed to optimising the use of energy resources through the use of the best available technologies and through careful consumption management, with the aim of eliminating waste and improving environmental performance. In parallel, the Group promotes the adoption of renewable and environmentally friendly energies, thus contributing to a more sustainable energy transition.

¹ The time horizons considered are the following: short-term (ST) up to 1 year, medium-term (MT) 1 to 5 years and long-term (LT) over 5 years.

MDR-T, 81 At present the Group has not set measurable targets related to energy sustainability and intends to establish them once a complete understanding of carbon footprint mapping has been accrued. This approach reflects a willingness to take conscious and well-calibrated action based on reliable data and a thorough analysis of one's own emissions.

Meanwhile, the Group monitors the effectiveness of policies through a system of periodic reviews of environmental performance. These monitoring activities, conducted in accordance with ISO 14001:2015, were launched in 2002 with the implementation of the environmental management system. Since 2018, when it began publishing its Non-Financial Statement in accordance with Italian Legislative Decree no. 254/2016, the Group has made data on energy consumption and emissions available, consolidating its commitment to transparency. This monitoring includes the analysis of energy consumption and the effectiveness of technologies adopted to improve efficiency.

Though still evolving, this approach highlights the Group's commitment to responsibly addressing the impacts, risks, and opportunities associated with climate change, laying the foundations for a future in which sustainability will be increasingly central to the company's strategy.

Metrics

Energy consumption and mix

E1-5, 97, 98, 99, RA34 The activities of the Indel B Group involve energy consumption from various sources, broken down into electricity, natural gas, fuel and LPG for welding purposes. Electricity is used to power office utilities, lighting, room air-conditioning and the operation of production equipment and machinery. Natural gas is mainly used for space heating, LPG is for specific applications in operational processes, and fuels are used to power company vehicles. The Group has installed photovoltaic systems to reduce environmental impact and improve energy efficiency. During 2025, new plants came into operation at the Cambiano (Autoclima) and Secchiano (Lindel) production sites.

Energy consumption and mix (MWh) ²	2025	2024 ³
Fuel consumption from coal and coal products	-	-
Fuel consumption from crude oil and petroleum products	1,939.7	2,100.3
Fuel consumption from natural gas	2,958.5	2,688.0
Fuel consumption from other fossil sources	-	-
Consumption of electricity, heat, steam and cooling purchased or acquired from fossil sources	3,467.0	3,189.4
Total fossil energy consumption	8,365.1	7,977.7
Share of fossil sources in total energy consumption	92.8%	94.1%
Consumption from nuclear sources	-	-
Share of consumption from nuclear sources in total energy consumption	-	-
Fuel consumption from renewable sources	-	-
Consumption of electricity, heat, steam and cooling purchased or acquired from renewable sources	-	-
Consumption of self-generated non-fuel renewable energy	649.0	502.7
Total renewable energy consumption	649.0	502.7
Share of renewable sources in total energy consumption	7.2%	5.9%
Total energy consumption	9,014.2	8,480.4

Energy intensity

E1-5, 40, 41, 42, 43 The energy intensity index was calculated using the value of revenues reported in the Group's consolidated financial statements. All Indel B Group companies fall under the definition of high climate impact activities according to the ESMA standard. In order to ensure a reconciliation with the accounting values in the consolidated

² The following conversion factors derived from the DEFRA 2025 database were applied to convert energy consumption into MWh. For methane gas, the values considered are 12.707 kWh per kilogram and 0.802 kg per cubic metre. LPG for welding and automotive use was converted using a factor of 6.76 kWh per litre. For automotive diesel, the conversion was done using a factor of 9.905 kWh per litre while for automotive petrol, the coefficient applied was 8.926 kWh per litre. In the absence of direct data, energy consumption in the offices of foreign trading companies was estimated on the basis of specific consumption per square metre of the premises, using parameters covered in the "Carbon Action for Urban Sustainability (Curbe)" database.

³ The total energy consumption figure, equal to 8.500 MWh, has been redetermined compared to the 2024 Report, which reported 8.100 MWh. Specifically, the data for natural gas fuel consumption, electricity consumption, and therefore total fossil fuel energy consumption have been redetermined because an incorrect proportional factor was used in the 2024 Report to estimate the energy consumption of foreign trading offices.

financial statements, the energy intensity index was calculated considering the Group's net revenues and the Group's entire energy consumption.

Energy intensity compared to net revenues (MWh / million €)	2025	2024 ⁴
Total energy consumption of activities in high climate impact sectors (MWh)	9,014.2	8,480.4
Net revenues from activities in high climate impact sectors (million €)	201.5	196.6
Total energy consumption of activities in high climate impact sectors compared to net revenues from these activities	44.7	43.1

Greenhouse gas emissions

E1-6, 44, 48,
49, 51, 52,
RA39b,
RA42c,
RA45d
RA46d

The Group monitors and reports its greenhouse gas (GHG) emissions in accordance with international reference standards and applicable regulations. Overall emissions are presented with reference to Scopes 1, 2, and 3 in order to provide an integrated view of direct and indirect impacts along the value chain.

The reporting scope has changed compared to the previous year, primarily due to the acquisition of two companies included in the scope of consolidation (Indel Marine and Indel B USA), the start of operations of a third subsidiary (Lindel), and the establishment of a trading company in Turkey. These organisational changes have impacted overall emissions volumes. The changes recorded compared to the previous year are therefore primarily attributable to ordinary business dynamics and fluctuations, as well as to changes in the company's scope of operations. A further component of the change is attributable to the updating of emissions conversion factors, aligned with the most recent coefficients available. The adoption of these updated parameters, while ensuring greater accuracy and representativeness of estimates, may result in deviations from previously reported values. Emission factors are selected based on their geographic and sectoral materiality, ensuring maximum accuracy and representativeness in estimating emissions. The methodologies adopted and the emission factors used are detailed in the notes accompanying the emissions tables, along with the main assumptions and calculation criteria applied. The Group continues to progressively strengthen its environmental data collection and analysis systems, with the aim of consolidating, over time, a solid and coherent information base to support future climate assessments and strategic directions.

⁴ The consumption data have been redetermined compared to the 2024 Report in accordance with what is indicated in the previous note.

Greenhouse gas emissions (tCO ₂ eq) ⁵	2025	2024 ⁶
Scope 1 GHG emissions		
Gross Scope 1 GHG emissions	1,095.2	1,067.4
Percentage of Scope 1 GHG emissions from regulated emission trading schemes	-	-
Scope 2 GHG emissions		
Gross Scope 2 GHG emissions (location-based)	970.9	912.8
Gross Scope 2 GHG emissions (market-based)	1,432.9	1,543.2
Scope 3 GHG emissions		
Total gross indirect Scope 3 GHG emissions	312,609.2	382,023.8
1. Goods and services purchased	28,317.7	32,650.7
2. Capital goods	2,678.6	3,696.9
3. Fuel and energy-related activities (not included in Scope 1 or 2)	428.2	446.4
4. Upstream transportation and distribution	6,408.1	6,498.6
5. Waste generated in operations	5.3	7.7
6. Business traveling	271.0	245.5
7. Employee commuting	857.2	785.3
9. Downstream transportation	6,610.3	3,861.6
11. Use of sold products	257,245.6	317,632.4
12. End-of-life treatment of sold products	9,624.2	16,284.6
15. Investments	163.0	159.6
Total GHG emissions		
Total GHG emissions (location-based)	314,675.3	384,004.0
Total GHG emissions (market-based)	315,137.3	384,633.4

⁵ Scope 1 emissions were calculated by applying specific DEFRA 2025 emission factors according to the type of fuel used. For methane gas, the values considered are 2590.46 kgCO₂ per tonne and 0.796 kg per cubic metre. LPG for welding and automotive use was calculated using a factor of 1.55713 kgCO₂ per litre. For automotive petrol, the coefficient applied was 2.06916 kgCO₂ per litre, while for automotive diesel, a factor of 2.57082 kgCO₂ per litre was used for the conversion. For the calculation of location-based Scope 2 emissions, the emission factors adopted refer to ISPRA 2024 for Italy, AIB 2024 Production Mix for European countries, EPA 2024 GHG Emission Factors Hub for the USA and TERN 2024 for Russia and Turkey. From a market-based perspective, the AIB 2024 Residual Mix emission factors for Europe, Green-e® Residual Mix Emission Rates (2022 Data) for the USA and TERN 2024 for Russia and Turkey were used. Scope 2 emissions are expressed in tonnes of CO₂ because the proportion of methane and nitrous oxide is negligible compared to total greenhouse gas emissions (CO₂ equivalents), as shown in the relevant technical literature.

Scope 3 categories

E1-6, RA45g, RA46 The calculation of the Group's Scope 3 greenhouse gas (GHG) emissions was carried out based on the principles and rules of the Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011) of the Greenhouse Gas Protocol. The analysis included an assessment of the 15 Scope 3 emission categories. The relevant categories were identified based on the estimated magnitude of emissions, materiality criteria and value chain influence. Emissions for each significant category were estimated by applying recognised methodologies, using primary data when available and specific emission factors. Overall, 0.47% of the Scope 3 emissions were calculated based on primary data, in particular Category 4 (Upstream transportation and distribution) was partially quantified through data provided directly by logistics partners.

- **Goods and services purchased**

Emissions associated with purchased goods and services result from the procurement of materials, components and services necessary Group operation.

To estimate these emissions, Indel B adopted the spend-based method, applying emission factors to the consolidated financial statement values. The conversion factors used, which conform to the GHG Protocol methodologies, were extracted from Eurostat's EEIO database, which provides specific parameters for each expenditure category.

The approach adopted allows the carbon footprint associated with corporate purchasing to be estimated in a structured manner, ensuring a consistent analysis in accordance with international standards.

- **Capital goods**

Capital goods-related emissions arise from the purchase of capital goods such as machinery and equipment, not including emissions from the use of such goods, which fall under Scope 1 and 2. The quantification was carried out by applying the expenditure-based method, using the monetary value of the increase in assets recorded in the asset book of each Group company in the reporting year. Emissions were calculated by applying the emission factors provided by Eurostat's EEIO database, which assigns specific values based on the type of investment made.

⁶ Total GHG emissions data, equal to 385,000 tonnes, have been redetermined compared to the 2024 Report, which reported 384,000 tonnes. Specifically, the emissions data for Scope 1, Scope 2, and Scope 3 GHG Category 3 "Fuel and energy-related activities (not included in Scope 1 or 2)" have been adjusted in line with the previously described change in energy consumption data, as has the Scope 3 Category 6 "Business travel" data, having used an incorrect factor for certain types of transportation. This parameter was subsequently updated with a consequent adjustment to the emissions generated.

- *Fuel and energy-related activities*

The emissions attributed to this category result from the production and distribution of fuel and energy that the Group purchased and consumed during the reporting period, excluding those already accounted for in Scope 1 and 2.

The consumption data was collected from the same sources used for energy consumption reporting, in particular from bills received for each utility and financial information on the purchase of fuel for company vehicles. The energy and fuel volumes thus determined were then converted into CO₂ equivalent emissions by applying the relevant emission factors.

The calculation was made using emission factors provided by DEFRA 2025, which are an internationally recognised reference for assessing the environmental impact associated with the production and distribution of energy and fuels.

- *Upstream transportation and distribution*

The emissions associated with this category derive from transportation and distribution services for purchased materials and products, including both incoming transportation from suppliers and outgoing transportation to company sites.

To estimate the emissions, all logistics suppliers were asked to provide details of the emissions generated by the transportation of goods during the reporting period. Where such primary data was provided directly by the transporters, the calculation was based on this information, ensuring a higher level of accuracy.

When suppliers were unable to provide emission data, a distance-based method was applied, using the kilometres travelled by the goods reported by the supplier and converting them into CO₂ equivalent using the emission factors from the DEFRA 2025 database, broken down by mode of transport (air, sea and land).

In the absence of both primary data and mileage, emissions were estimated by applying the expenditure-based method, multiplying the financial value of logistics services by the relevant emission factors derived from EUROSTAT's EEIO (Environmental Extended Input-Output) approach.

The adoption of this methodology made it possible to estimate emissions consistently with the availability of data, ensuring an appropriate level of detail for the different transport cases analysed.

- *Waste generated in operations*

Emissions associated with this category arise from waste produced during business operations, regardless of the type of activity performed.

To estimate the emissions, data on the quantities of waste generated was collected directly from the company waste registers, which document the types and volumes of materials disposed of. The quantities thus measured were subsequently converted into CO₂ equivalent emissions by applying specific conversion factors, in accordance with recognised methodologies.

Emissions were calculated using emission factors provided by the DEFRA 2025 database, which provides specific coefficients for the treatment and disposal of different types of waste, ensuring an accurate analysis aligned with the management practices adopted by the Group.

- *Business traveling*

The emissions attributed to this category result from the journeys made by employees for work, including the use of different means of transport.

To estimate the emissions, a specific format was prepared through which employees were asked to indicate the kilometres travelled for each category of means of transport used during business trips. The data collected was then converted into CO₂ equivalent emissions by applying the relevant emission factors provided by the DEFRA 2025 database, which provides specific coefficients for each means of transport, ensuring accurate quantification in line with international standards. The final value for 2025 is higher than the recalculated 2024 figure, due to the increase in the total number of trips made in the reporting period.

- *Employee commuting*

The emissions attributed to this category result from employees' daily commuting between home and the workplace.

To estimate emissions, a survey was conducted on the entire Group workforce in order to map the kilometres travelled and the means of transport used for the home-work journey. The survey conducted in 2024 was used, with the integration of Indel Marine and Indel B USA; the reported data covered approximately 77% of the workforce, providing a representative database of corporate mobility habits.

The data collected was then processed and multiplied by the relevant emission factors, using the coefficients provided by the DEFRA 2025 database, which allows emissions to be quantified on the basis of the mode of transport used.

- *Downstream transportation*

The emissions attributed to this category result from the transportation of the Group's products to end customers, when the transportation is borne by them. Foreign trading companies are excluded from the calculation, as they lack the necessary data for the estimation, representing a total turnover weight of 9% of the total.

To estimate the emissions, specific software was used to calculate the kilometres travelled, taking the post code of departure and the post code of destination of each individual shipment as a reference. The software determines the distance travelled on the road by selecting the shortest available route. The routes for which the software was unable to calculate the distance were excluded from the analysis. The data obtained was then converted into CO₂ equivalent emissions by applying the emission factors provided by the DEFRA 2025 database, which makes it possible to quantify the environmental impact of transport based on the distance travelled and the type of vehicle

used. The increase in emissions attributable to this category compared to the previous year is primarily related to the expansion of the consolidation scope following the acquisition of Indel Marine and Indel B USA. The acquired companies operate in a market characterised by a high number of shipments due to a large, diversified and geographically distributed customer base across the United States and Europe, resulting in a greater impact of emissions related to transportation and downstream distribution.

- *Use of sold products*

Emissions were calculated by considering the products sold during the year, estimating their annual energy consumption and multiplying it by their durability. The estimation of annual energy consumption is based on data in the EPREL database, in accordance with EU regulations, for 220V products classified as household, while for 12/24V products or those without a specific reference standard, internal testing procedures were adopted to assess consumption. The durability of the products was defined according to the criteria described in the relevant section, taking into account the technical characteristics and conditions of use.

The emissions calculation refers exclusively to products sold by Indel B and Autoclima, excluding foreign trading companies, which merely resell the products without modifying their characteristics, and Indel B France, whose products are not electrically powered but operate by traction. Condor B is also excluded from the scope of the evaluation, as it does not manufacture products that require energy for their operation. For Autoclima, only electric motors are considered, while traction motors are not included in the analysis. In 2025, Autoclima conducted a survey of its distributors and customers to better understand the average use time of its products. "Average use time" refers to the number of hours a product is actually turned on over the course of a year. Analysis of the collected data showed that the actual use of Autoclima products is lower than previously considered, resulting in a consequent downward revision of the energy consumption associated with the company's products.

For the conversion of energy consumed into CO₂ equivalent emissions, an average emission factor provided by the International Energy Agency (IEA) was used, adopting the value "World". The choice of an overall average value takes into account the variability of the target markets of the products, which are installed in motor vehicles, in hotel facilities and on board cruise ships. These scenarios are characterised by significant differences in the energy sources used and the relative emission intensities.

- *End-of-life treatment of sold products*

The emissions attributed to this category result from the disposal and treatment of products sold by the Group at the end of their life cycle. The calculation was performed considering only the products sold by Indel B and Autoclima, while excluding Condor B, Indel B France and the foreign trading companies. Condor B was excluded as it lacks complete data and its weight in turnover is negligible, equal to 4%. Indel B France, which accounts for 6% of turnover, was excluded as it is unable to provide adequate information for the estimate. Foreign trading companies, which only resell products without changing their characteristics, are not included in the calculation scope.

Since most of the products sold by the Group belong to the automotive sector and are not covered by the WEEE regulations, an approach based on analogy with products intended for the B2C market was adopted. Although the regulations are different, the products are not substantially different from those regulated by the WEEE regulations from a technical point of view. Accordingly, it was considered appropriate to apply the same conversion factor used to treat this type of waste. Emissions were calculated using an emission factor of 0.99 tonnes CO₂ equivalent per tonne of WEEE R1 managed by Erion WEEE, the Extended Producer Responsibility System for WEEE management. The figure comes from the environmental impacts calculation tool used in Erion’s Sustainability Report 2024 and developed by the WEEE Forum, an international association that includes the main Extended Producer Responsibility Systems. The analysis assumes that WEEE is collected and managed by Erion WEEE in accordance with current EU regulations, ensuring proper waste management. The decrease in the emission value of this category is mainly attributable to the different conversion factor which reduced from 1.36 tonnes of CO₂ equivalent per tonne of product in 2024 to 0.99 tonnes of CO₂ equivalent per tonne of product in 2025. The remaining variation is linked to the trend in the companies’ turnover.

- **Investments**

The emissions attributed to this category result from the Group’s investments in companies measured using the equity method. The analysis took into account the Scope 1 and Scope 2 emissions of the investee company Elber, allocating them according to the percentage held by the Group.

Energy consumption data was collected directly from the bills of the investee company, ensuring quantification based on primary data. For the calculation of Scope 2 emissions, specific IGES location-based emission factors for Brazil were applied. However, for the quantification of Scope 1 emissions, emission factors provided by the DEFRA 2025 database were used.

This approach resulted in an estimate of indirect investment-related emissions aligned with the methodologies recognised by the Greenhouse Gas Protocol.

Excluded Scope 3 categories

E1-6, RA461 Following the analysis of indirect GHG emissions, it was assessed that the following Scope 3 categories were not material for Indel B. The reasons for their exclusion are given below.

Scope 3 Category	Reason for exclusion
8. Upstream leased assets	Not applicable as the Group does not hold leases for goods or services acquired from significant third parties.
10. Processing of sold products	Not material as Indel B does not market intermediate or semi-finished products subject to processing by customers.
13. Downstream leased assets	Not applicable as the Group does not lease its products or assets to third parties.
14. Franchising	Not material since Indel B does not operate through franchising.

Emission intensity

E1-6, 53, 33, RA55 To assess the Indel B Group's emissions efficiency in relation to its economic performance and to monitor progress in reducing its carbon footprint, greenhouse gas (GHG) emissions intensity is determined by comparing total emissions, expressed in metric tonnes of CO₂ equivalent, with the Group's net revenues in the reference year.

The calculation considers both the location-based approach, which reflects the average energy mix of the electricity grid in the countries in which the Group operates, and the market-based approach, which takes into account specific energy supply sources. To ensure consistency with the financial data, the net revenues used are aligned with those reported in the consolidated financial statements.

GHG intensity compared to net revenues (tCO ₂ eq / million €)	2025	2024 ⁷
Total GHG emissions (location-based) (tCO ₂ eq)	314,675.3	384,004.0
Total GHG emissions (market-based) (tCO ₂ eq)	315,137.3	384,634.4
Net revenues used to calculate GHG intensity (million €)	201.5	196.6
Total GHG emissions (location-based) compared to net revenues	1,561.7	1,953.2
Total GHG emissions (market-based) compared to net revenues	1,564.0	1,956.4

⁷ The 2024 data have been restated: following the methodological change in calculating energy consumption, the GHG intensity compared to net revenues has been updated to improve the final accuracy of the data.

Resource use and circular economy

ESRS	Location	Notes
Impact, risk and opportunity management		
ESRS 2 IRO-1 – Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	Identification of impacts, risks and opportunities	
E5-1 – Resource use and circular economy-related policies	IRO policies and monitoring	
E5-2 – Actions and resources related to resource use and circular economy	IRO policies and monitoring	
Metrics and targets		
E5-3 – Targets related to resource use and circular economy	IRO policies and monitoring	
E5-4 – Resource inflows	Resource inflows	
E5-5 – Resource outflows	Resource outflows Waste	
E5-6 – Anticipated financial effects from resource use and circular economy-related risks and opportunities		Phase-in

Identification of impacts, risks and opportunities

IRO-1, 11 The Indel B Group conducted an analysis of its assets and activities to identify material impacts, risks and opportunities related to resource use and the circular economy, with a specific focus on resource inflows, resource outflows and waste. The analysis considered actual and potential impacts and risks both in the company’s own operations and, to a lesser extent, in the upstream and downstream value chain. Quantitative and qualitative tools were used to assess resource consumption, process efficiency and waste valorisation opportunities, adopting methodologies based on standardised indicators and sector-specific best practices. No direct consultations with affected communities were conducted as part of this analysis.

Material impacts, risks and opportunities

The IRO assessment was carried out in accordance with the criteria and approaches defined in the paragraph “Double materiality analysis” within the chapter “General disclosures”.

Below are the relevant IRO that emerged from the analysis.

**ESRS 2
SBM-3, 46
47, 48**

Sub-topic / sub-sub-topic	IRO	Own Operations / Value Chain	Time Horizons ⁸	Description
Resource Inflows	Current negative impact	Value chain	ST	Intensive use of natural resources, resulting in reduced availability and depletion over time, along the value chain.
	Risk	Value chain	LT	Resource depletion and rising raw material costs, resulting in production disruptions, increased operating costs, penalties for non-compliance and negative impacts on revenue.
Resource outflows/Waste	Current negative impact	Own operations/Value chain	LT	Increasing environmental impacts and non-compliance in waste and resource outflow management, with potential legal penalties, compliance costs and reputational damage.

⁸ The time horizons considered are the following: short-term (ST) up to 1 year, medium-term (MT) 1 to 5 years and long-term (LT) over 5 years.

IRO policies and monitoring

MDR-P, 65

E5-1, 12,
13, 14, 15,
16

The Indel B Group recognises the importance of the circular economy as a strategic element in fostering sustainable resource management and reducing the environmental impact of its activities. In line with the principles set out in the Environment Policy, the Group is committed to promoting a gradual transition from use of virgin resources in favour of recycled materials and to increasing the use of renewable resources, in accordance with ISO 14001:2015 standards.

MDR-A, 62

At present, the Indel B Group has not yet implemented structured actions related to the circular economy, as it is still in the process of understanding and analysing its production processes. This activity is essential to define effective and targeted interventions. Based on careful analysis, the Group's approach ensures that future initiatives are well-tuned and consistent with business needs and sustainability targets. Proceeding without a thorough knowledge of resource flows could lead to ineffective or unsustainable actions in the long run.

Currently, the Group's commitment is reflected in the general principles contained in the Environmental Policy, which steers the organisation towards a more responsible and regenerative management of resources. Reducing waste generation, improving material use efficiency and progressively adopting recycled and renewable resources are key elements of this strategy.

In parallel, Indel B monitors the effectiveness of the policies and measures already adopted through a structured environmental performance review process, which complies with the requirements of ISO 14001:2015 certification. This monitoring includes the use of qualitative and quantitative indicators to measure progress, with a focus on increasing the use of secondary resources and improving resource efficiency.

MDR-T, 81

There are currently no plans to establish measurable objectives or an action plan for resource flows. The Group will continue to pursue an approach based on continuous improvement, demonstrating its commitment to increasingly sustainable and responsible development.

Metrics

Resource inflows

E5-4, 30

Indel B manages raw material consumption with an efficiency and sustainability-oriented approach. The materials used in production and assembly processes are characterised by a significant homogeneity between the different product classes, reflecting the standardisation of the solutions adopted.

The main categories of raw materials include thermoplastic materials, metals and metal alloys, iron and steel sheets, polyurethane foam, glass and electronic components, as well as refrigerant gases. Raw materials are selected and procured according to criteria that guarantee quality and reliability, in line with production needs and industry standards. The change in tonnes of incoming raw materials is primarily attributable to a reduction in the overall value of purchases, which impacted the volumes procured during the reporting period.

	2025		2024	
	Weight (tonne)	% recycled	Weight (tonne)	% recycled
Raw material⁹				
Metals	3,340.7	5.6%	3,755.5	5.1%
Plastic	2,264.7	2.0%	3,429.4	0.5%
Electronic boards	60.9	10.3%	14.7	17.8%
Foam (PU)	77.5	-	42.7	-
R600a gas	1.4	-	1.6	-
R134a gas	6.1	-	25.9	-
Other	1,652.8	0.1%	3,661.1	-
Technological	7,404.1	3.2%	10,930.8	1.9%
Wood – Paper – Cardboard	1,258.5	47.2%	638.8	34.2%
Biological	1,258.5	47.2%	638.8	34.2%
Total	8,662.6	9.6%	11,569.6	3.7%

Resource outflows

The Indel B Group contributes to the circular economy by designing products that prioritise durability, reparability and material recovery at the end of life. The main products, consisting of refrigerators of various sizes and types, and vehicle air conditioning systems produced by Autoclima, are developed with a focus on maximising useful life and reducing environmental impact. The Company adopts an approach based on ecodesign principles, which aim to optimise energy efficiency.

The modular design of some components facilitates repair and maintenance, allowing an extension of the useful life of the appliances.

In addition, the company promotes refurbishing practices, offering technical assistance solutions to prolong the operation of its products.

⁹ The raw material consumption figure was determined through a process of collecting and analysing information provided by suppliers. The Group sent specific requests concerning the composition of purchased products and the content of recycled material to estimate the quantities of raw materials used in its production processes. The information received made it possible to reconstruct the tonnes of material purchased, divided into the categories shown in the table. The activity covered 69% in terms of economic value, offering a good, albeit limited and partly underestimated, representation of the use of material resources.

As far as durability is concerned, although no formal analysis is available on the subject, it has been assumed that the lifespan of refrigerators and air conditioning systems is closely related to the operation of the compressor, which is the most critical component in terms of performance. The main compressor supplier confirmed an average component life of 10 years, which is therefore considered representative of the overall useful life of the Group's products.

From the point of view of repairability, no established scoring system is adopted, but products are developed with a focus on serviceability and replacement of key components. The structure of refrigerators and air conditioning systems is designed to facilitate the repair of major wear and tear elements, reducing the need for premature disposal of the entire appliance.

Indel B does not currently have a timely monitoring system to accurately determine the content of recyclable materials in its products and their packaging. However, a survey conducted with suppliers in 2023 on plastic packaging destined for the Spanish market revealed that the recycled input material is currently zero.

In parallel, Indel B and Condor B are developing initiatives to optimise the use of resources, in particular through the introduction of returnable packaging systems with both customers and suppliers. These initiatives aim to improve packaging management, reducing waste and promoting a more efficient and sustainable approach along the supply chain.

Waste

E5-5, 38, 39

Indel B manages the production and disposal of waste in compliance with the regulations in force, ensuring constant monitoring of transport and disposal operations through specialised and authorised companies. The Group generates waste mainly from production and office activities, distinguishing between hazardous and non-hazardous waste, in accordance with regulatory requirements.

The Group adopts internal procedures for checking disposal companies and transporters, ensuring traceability and compliance with environmental requirements. Waste is collected in dedicated temporary depots equipped with waterproof covers and flooring before being sent to its final destination. The main types of waste produced include metal scrap, cardboard, plastic, packaging, polyurethane residues, refrigerant gases and electronic components.

In line with circular economy principles, Indel B favours recovery and recycling wherever possible, reducing the environmental impact of its activities. The Group constantly monitors the volumes of waste generated and works with qualified partners to ensure responsible waste management.

Waste (t) ¹⁰	2025	2024
Waste generated	1,128.9	1,203.4
Hazardous waste not disposed of	32.0	12.3
Hazardous waste not disposed of, intended for preparation for reuse	-	0.0
Hazardous waste not disposed of, intended for recycling	-	0.0
Hazardous waste not disposed of, intended for other recovery operations	32.0	12.3
Non-hazardous waste not disposed of	1,076.2	1,170.8
Non-hazardous waste not disposed of, intended for preparation for reuse	-	0.0
Non-hazardous waste not disposed of, intended for recycling	15.1	87.3
Non-hazardous waste not disposed of, intended for other recovery operations	1,061.1	1,083.5
Hazardous waste for disposal	7.6	5.0
Hazardous waste for disposal by incineration	-	0.0
Hazardous waste for disposal in landfills	0.0	0.0
Hazardous waste for disposal through other operations	7.6	5.0
Non-hazardous waste for disposal	13.0	15.3
Non-hazardous waste for disposal by incineration	-	0.0
Non-hazardous waste for disposal in landfills	-	0.0
Non-hazardous waste for disposal through other operations	13.0	15.3
Non-recycled waste	20.6	20.3
Percentage of non-recycled waste	1.82%	1.69%

¹⁰ Data on the quantities of waste generated are collected in their exact number, without the use of estimates. For Indel B France, the total amount of waste was precisely collected and then sorted into categories, using the classifications used by other manufacturing companies as a reference. For the foreign sales offices, no estimate of the waste generated was made, since as it is exclusively municipal waste, its impact is considered negligible in relation to the total reported.

Taxonomy

This section of the Consolidated Sustainability Reporting as at 31 December 2025 contains the information prepared, in all material respects, in accordance with Article 8 of Regulation (EU) no. 852 of 18 June 2020 (hereinafter also referred to as “European Taxonomy” or “Regulation” or “Taxonomy”). The European Taxonomy is a unified system for classifying environmentally sustainable economic activities, introduced by the European Union with Regulation 2020/852, in force since 12 July 2020. Its main objective is to provide investors and markets with a common language based on sustainability metrics, so as to foster comparability between players, reduce the risk of greenwashing and improve the quality and quantity of information on the environmental and social impacts of economic activities. This encourages more responsible investment decisions.

In addition to Regulation 2020/852, the European Commission also issued Delegated Regulation 2139/2021 (“Climate Delegated Act”), Delegated Regulation 2486/2023 (“Environmental Delegated Act”) and Delegated Regulation 2178/2021. These regulatory acts define the rules for identifying and reporting on environmentally sustainable economic activities.

The Taxonomy focuses on the classification of economic activities that are considered environmentally sustainable, i.e. those that:

- contribute substantially to achieving one or more of the six environmental and climate objectives defined in Article 9 of EU Regulation 2020/852;
- do no significant harm to other environmental targets, in accordance with the principle of ‘do no significant harm’ (DNSH);
- respect the minimum safeguards.

The six environmental objectives of the Taxonomy are:

- climate change mitigation;
- climate change adaptation;
- sustainable use and protection of water and marine resources;
- transition to a circular economy;
- pollution prevention and control;
- protection and restoration of biodiversity and ecosystems.

Article 8 of EU Regulation 2020/852 defines the reporting obligations within the Taxonomy and clarifies that these requirements apply to any undertaking required to publish Sustainability Reporting pursuant to Article 19-bis or Article 29-bis of Directive 2013/34/EU. The taxonomy requires them to provide information on how and to what extent their activities are aligned with economic activities that qualify as environmentally sustainable.

With regard to non-financial companies, such as Indel B, the disclosure covers the following metrics (known as “key performance indicators” or “KPIs”):

- the proportion of turnover from products or services associated with economic activities that qualify as environmentally sustainable;
- the share of capital expenditure (CapEx) and the share of operating expenditure (OpEx) related to assets or processes associated with economic activities that qualify as environmentally sustainable.

In July 2021, EU Regulation 2021/2178 was published, supplementing Article 8 of EU Regulation 2020/852 to further specify the content and presentation of the aforementioned KPIs as well as the methodology to be complied with for their measurement and the qualitative information that must accompany their reporting. In 2023, this Regulation was amended by Annex V of Regulation 2023/2486, with specific reference to KPI reporting templates.

For the reporting of KPIs for the year 2025, the Group is required to report eligible and aligned economic activities for all six climate and environmental targets.

Non-financial companies are called upon to determine KPIs by ensuring consistency with financial reporting and using the same currency as in the Consolidated Financial Statements, with the additional requirement to include references to the relevant financial statement items for turnover and capital expenditure indicators in their Sustainability Reporting.

Within the scope of its business, the Group has identified economic activities and major projects in line with the provisions of the European Taxonomy. This reporting represents the fourth financial year in accordance with Regulation 2020/852 and its delegated acts. To this end, the Group initiated an analysis process that involved various corporate functions with the aim of classifying economic activities according to regulatory criteria. This analysis was conducted by considering the consolidated data of the three KPIs under the Regulation, in order to avoid double counting.

Currently, the Group has not yet formalised a specific procedure for collecting data for taxonomy reporting purposes and will continue to develop, refine and structure the methodology adopted for identifying and formalising eco-sustainable activities in future financial years, in order to provide a more detailed representation, which could result in higher percentages than the KPIs currently reported.

According to the Regulation, economic activities can be classified into:

- Taxonomy-eligible economic activities: those that fall within the definition of at least one of the activities listed in the delegated acts of Regulation 2020/852, irrespective of whether the technical screening criteria have been fulfilled. Non-eligible activities, on the other hand, are those that do not correspond to the definitions in the regulations;
- Taxonomy-aligned economic activities: those which, in addition to being eligible, substantially contribute to the achievement of at least one of the six environmental objectives defined by the European Commission.

The Group has identified the following projects and activities:

TARGET	ECONOMIC ACTIVITIES ACCORDING TO THE TAXONOMY	DESCRIPTION OF GROUP ACTIVITIES
Transition to a circular economy (EC)	5.2 Sale of spare parts	Sale of spare parts
	Sale of spare parts. The economic activity does not include the replacement of consumables, such as printer ink, toner cartridges, lubricants for moving parts or batteries, and maintenance.	

An economic activity is considered *aligned* with the European Taxonomy if it:

- substantially contributes to at least one of the six environmental targets;
- does not cause significant damage to any of the other five environmental targets;
- respects the minimum safeguards.

After the eligible economic activities were identified, specific analyses of the technical criteria set out in the above-mentioned Regulations were carried out for the main projects related to each of the identified activities, in order to assess the alignment.

Following the analysis process, taking into account the status of the process of documenting the parameters required by the regulations and the available evidence, the Group has concluded that not all steps required by the regulations have been passed; therefore, there are currently no values relating to *aligned* activities to be reported.

Minimum safeguards

Article 18.1 of the EU Taxonomy Regulation describes *social minimum safeguards*, as procedures implemented by an undertaking to ensure that its economic activities are conducted in accordance with internationally recognised principles set out in the *OECD Guidelines for Multinational Enterprises* and the *UN Guiding Principles on Business and Human Rights* (UNGPs). The guidelines identified by the Platform on Sustainable Finance in the *Final Report on Minimum Safeguards* published in October 2022 were also considered.

Minimum safeguards refer to matters related to human rights, taxation, fair competition and combating corruption.

Following the analysis carried out, the Group concluded that compliance with the minimum safeguards, inspired by the OECD Guidelines and the United Nations Guiding Principles on Business and Human Rights (UNGPs), by which the Group is inspired, has not yet been fully achieved and/or appropriately documented. However, a process is being implemented to identify, assess and mitigate risks related to human rights, taxation, fair competition and combating corruption, as required by Article 3(c) of Regulation 2020/852.

Information on EU taxonomy and KPI calculation criteria

Turnover, operating expenditure and capital expenditure figures for taxonomy-eligible activities, used for the calculation of key performance indicators (KPIs) and percentages of budget values, are represented according to the models provided in Annex V of Delegated Regulation 2023/2486, amending Delegated Regulation 2021/2178.

Taxonomy-aligned economic activities – 2025

Financial year 2025	2025			Substantial contribution criteria						DNSH (do no significant harm) criteria (h)						Minimum safeguards (17)	Taxonomy-aligned (A.1) or -eligible (A.2) proportion of turnover, 2025 (18)	Category enabling activity (19)	Category transitional activity (20)
Economic activities (1)	Code (2) (a)	Turnover (3)	Proportion of turnover, 2025(4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)				
	Currency (millions €)		%	Yes; No; N/EL; (b)(c)(f)	Yes; No; N/EL; (b)(c)(f)	Yes; No; N/EL; (b)(c)(f)	Yes; No; N/EL; (b)(c)(f)	Yes; No; N/EL; (b)(c)(f)	Yes; No; N/EL; (b)(c)(f)	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	%	A	T
A. Taxonomy-eligible activities																			
A.1 Environmentally sustainable activities (Taxonomy-aligned) (c)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)	-	-	-	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	No	No	No	No	No	No	No	0%		
Of which enabling	-	-	-	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	No	No	No	No	No	No	No	0%	A	
Of which transitional	-	-	-							No	No	No	No	No	No	No	0%		T
A.2 Taxonomy-eligible but not environmentally sustainable activities (Taxonomy-non-aligned activities) (d)(g)																			
Sale of spare parts	5.2	0.7	0.3%	N/EL	N/EL	N/EL	N/EL	EL	N/EL	No	No	No	No	No	No	No	0.4%		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (Taxonomy-non-aligned activities) (A.2)		0.7	0.3%														0.4%		
A. Turnover of Taxonomy-eligible activities A.1+A.2		0.7	0.3%														0.4%		
B. Taxonomy-non-eligible activities																			
Turnover of taxonomy-non-eligible activities (B)		200.8	99.7%																
TOTAL (A+B)		201.5	100%																

- (a) The code contains the abbreviation of the target to which the economic activity can make a substantial contribution, and the section number of the activity in the corresponding annex of the target, i.e.: climate change mitigation: CCM, climate change adaptation: CCA, water and marine resources: WTR, circular economy: CE, pollution prevention and reduction: PPC, biodiversity and ecosystems: BIO.
- (b) Yes – The activity is eligible for the Taxonomy and aligned with the Taxonomy with respect to the relevant environmental objective; No – The activity is eligible for the Taxonomy but is not aligned with the Taxonomy with respect to the relevant environmental objective; N/EL – Not eligible; the activity is not eligible for the Taxonomy for the relevant objective.
- (c) If the economic activity contributes substantially to more than one environmental objective, non-financial enterprises indicate, in bold, the most important environmental objective for the purpose of calculating the KPIs of financial undertakings, avoiding double counting. If the use of financing proceeds is unknown, financial undertakings calculate in their KPIs the financing of economic activities that contribute to more than one environmental objective within the most important environmental objective indicated in bold in this model by non-financial undertakings. An environmental target may only be indicated in bold once in a row to avoid double counting of economic activities in the KPIs of financial undertakings. This does not apply to the calculation of economic activities aligned to the taxonomy for financial products as defined in Article 2(12) of Regulation (EU) 2019/2088. Non-financial undertakings also report the degree of eligibility and alignment per environmental objective, including the alignment to each environmental objective of activities that contribute substantially to several objectives.
- (d) An activity may be aligned with one or more environmental objective for which it is eligible.
- (e) An activity may be eligible but not aligned with the relevant environmental objectives.
- (f) EL – Activity eligible for taxonomy for the relevant objective N/EL – Activity not eligible for taxonomy for the relevant objective
- (g) Activities are only indicated in section A.2 of this model if they are not aligned with any environmental objective for which they are eligible. Activities that align with at least one environmental target are indicated in section A.1 of this model.
- (h) In order for an activity to be included in section A.1, it must fulfil all the DNSH criteria and the relevant minimum safeguards. For the activities listed in section A.2, non-financial undertakings may complete columns 5 to 17 on a voluntary basis. Non-financial undertakings may indicate in section A.2 the substantial contribution and the DNSH criteria met or not met, using: a) for substantial contribution – Yes/No and N/EL codes instead of EL and N/EL and b) for DNSH – Yes/No codes.

Proportion of Turnover/Total Turnover		
	Taxonomy-aligned by objective	Taxonomy-eligible by objective
CCM (climate change mitigation)	0%	0%
CCA (climate change adaptation)	0%	0%
WTR (water and marine resources)	0%	0%
CE (circular economy)	0%	0.3%
PPC (pollution prevention and reduction)	0%	0%
BIO (biodiversity and ecosystems)	0%	0%

The KPIs of the turnover were determined as follows:

- denominator: revenues from ordinary operations,
- numerator: revenues of taxonomy-eligible and/or taxonomy-aligned projects.

Compared to the previous year, the Group showed no change in the way turnover was calculated.

The denominator of the KPI is the revenue for the financial year, as indicated in the explanatory note no. 2.9.1 of the document Indel B S.p.A. Consolidated Financial Statements as at 31 December 2025 "Revenues".

The numerator of the turnover includes revenues from the sale of spare parts by the parent company. The Group has implemented a process to avoid the risk of double counting with regard to the turnover KPI.

Capital Expenditure (CapEx) indicators

Proportion of capital expenditure (CapEx) from products or services associated with Taxonomy-aligned economic activities – 2025

Financial year 2025	2025		Substantial contribution criteria						DNSH (do no significant harm) criteria (h)						Minimum safeguards (17)	Taxonomy-aligned (A.1) or -eligible (A.2) proportion of CapEx, 2025 (18)	Category enabling activity (19)	Category transitional activity (20)	
	Code (2) (e)	CapEx (9)	Proportion of CapEx, 2025 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)					Biodiversity (16)
Economic activities (1)		Currency (millions €)	%	Yes, No, N/EL, (b)(c)(f)	Yes, No, N/EL, (b)(c)(f)	Yes, No, N/EL, (b)(c)(f)	Yes, No, N/EL, (b)(c)(f)	Yes, No, N/EL, (b)(c)(f)	Yes, No, N/EL, (b)(c)(f)	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	%	A	T
A. Taxonomy-eligible activities																			
A.1 Environmentally sustainable activities (Taxonomy-aligned) (c)																			
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)	-	-								No	No	No	No	No	No	No	0%		
Of which enabling	-	-	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	No	No	No	No	No	No	No	0%	A	
Of which transitional	-	-								No	No	No	No	No	No	No	0%		T
A.2 Taxonomy-eligible but not environmentally sustainable activities (Taxonomy-non-aligned activities) (d)(g)																			

Electricity generation using solar photovoltaic technology	4.1 CCM/CCA	0.3	7.5%	EL	EL	N/EL	N/EL	N/EL	N/EL	No	No	No	No	No	No	No	4.4%		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (Taxonomy-non-aligned activities) (A.2)		0.3	7.5%														4.4%		
A. CapEx of Taxonomy-eligible activities A.1+A.2)		0.3	7.5%														4.4%		
B. Taxonomy-non-eligible activities																			
CapEx of Taxonomy-non-eligible activities		3.7	92.5%																
TOTAL		4.0	100%																

- (a) The code contains the abbreviation of the target to which the economic activity can make a substantial contribution, and the section number of the activity in the corresponding annex of the target, i.e.: climate change mitigation: CCM, climate change adaptation: CCA, water and marine resources: WTR, circular economy: CE, pollution prevention and reduction: PPC, biodiversity and ecosystems: BIO.
- (b) Yes – The activity is eligible for the Taxonomy and aligned with the Taxonomy with respect to the relevant environmental objective; No – The activity is eligible for the Taxonomy but is not aligned with the Taxonomy with respect to the relevant environmental objective; N/EL – Not eligible; the activity is not eligible for the Taxonomy for the relevant objective.
- (c) If the economic activity contributes substantially to more than one environmental objective, non-financial enterprises indicate, in bold, the most important environmental objective for the purpose of calculating the KPIs of financial undertakings, avoiding double counting. If the use of financing proceeds is unknown, financial undertakings calculate in their KPIs the financing of economic activities that contribute to more than one environmental objective within the most important environmental objective indicated in bold in this model by non-financial undertakings. An environmental target may only be indicated in bold once in a row to avoid double counting of economic activities in the KPIs of financial undertakings. This does not apply to the calculation of economic activities aligned to the taxonomy for financial products as defined in Article 2(12) of Regulation (EU) 2019/2088. Non-financial undertakings also report the degree of eligibility and alignment per environmental objective, including the alignment to each environmental objective of activities that contribute substantially to several objectives.
- (d) An activity may be aligned with one or more environmental objective for which it is eligible.
- (e) An activity may be eligible but not aligned with the relevant environmental objectives.
- (f) EL – Activity eligible for taxonomy for the relevant objective N/EL – Activity not eligible for taxonomy for the relevant objective
- (g) Activities are only indicated in section A.2 of this model if they are not aligned with any environmental objective for which they are eligible. Activities that align with at least one environmental objective are indicated in section A.1 of this model.
- (h) In order for an activity to be included in section A.1, it must fulfil all the DNSH criteria and the relevant minimum safeguards. For the activities listed in section A.2, non-financial undertakings may complete columns 5 to 17 on a voluntary basis. Non-financial undertakings may indicate in section A.2 the substantial contribution and the DNSH criteria met or not met, using: a) for substantial contribution – Yes/No and N/EL codes instead of EL and N/EL and b) for DNSH – Yes/No codes.

	Proportion of CapEx/ Total CapEx	
	Taxonomy-aligned by objective	Taxonomy-eligible by objective
CCM (climate change mitigation)	0%	7.5%
CCA (climate change adaptation)	0%	0%
WTR (water and marine resources)	0%	0%
CE (circular economy)	0%	0%
PPC (pollution prevention and reduction)	0%	0%
BIO (biodiversity and ecosystems)	0%	0%

The KPIs of Capital Expenditure (CapEx) were determined as follows:

- **denominator:** the year's increases in tangible and intangible assets and right of use of leased assets
- **numerator:** the part of the increases (considered in the denominator) referring to:
 - assets or processes associated to Taxonomy-eligible and/or Taxonomy-aligned projects; or
 - the CapEx initiatives of the Taxonomy technology plan (CapEx-Plan), or
 - CapEx initiatives of the Net Zero plan or others falling under the definition of CapEx c) as per Delegated Regulation (EU) 2021/2178.

Compared to the previous year, the Group showed no change in the way capital expenditure was calculated.

The denominator of the KPI, as required by the regulations, is the sum of the increases recorded in financial year 2025 with reference to tangible and intangible fixed assets recognised in accordance with IAS 16 - *Property, Plant and Equipment* as indicated in the explanatory notes no. 2.8.1, 2.8.2, 2.8.3 of the document Indel B S.p.A. Consolidated Financial Statements as at 31 December 2025 "Intangible assets, tangible assets and right of use".

Operating Expenditure (OpEx) indicators

Proportion of operating expenditure (OpEX) from products or services associated with Taxonomy-aligned economic activities - 2025

Financial year 2025	2025		Substantial contribution criteria							DNSH (do no significant harm) criteria (h)							Minimum safeguards (17)	Taxonomy-aligned (A.1) or -eligible (A.2) proportion of OpEX, 2025 (18)	Category enabling activity (19)	Category transitional activity (20)
	Code (2) (a)	OpEx (3)	Proportion of OpEx, 2025 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)					
Economic activities (1)	Currency (millions €)	%	Yes; No; N/EL; (b)(c)(f)	Yes; No; N/EL; (b)(c)(f)	Yes; No; N/EL; (b)(c)(f)	Yes; No; N/EL; (b)(c)(f)	Yes; No; N/EL; (b)(c)(f)	Yes; No; N/EL; (b)(c)(f)	Yes; No; N/EL; (b)(c)(f)	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	%	A	T		
A. Taxonomy-eligible activities																				
A.1 Environmentally sustainable activities (Taxonomy-aligned) (c)																				
Operating expenditure of environmentally sustainable activities (Taxonomy-aligned) (A.1)	-	-								No	No	No	No	No	No	No				
Of which enabling	-	-	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	No	No	No	No	No	No	No	0%	A		
Of which transitional	-	-								No	No	No	No	No	No	No	0%	T		
A.2 Taxonomy-eligible but not environmentally sustainable activities (Taxonomy-non-aligned activities) (d)(g)																				
Operating expenditure of Taxonomy-eligible but not environmentally sustainable activities (Taxonomy-non-aligned activities) (A.2)	0	0%															0%			
A. OpEX of Taxonomy-eligible activities A.1+A.2)	0	0%															0%			
B. Taxonomy-non-eligible activities																				
Turnover of Taxonomy-non-eligible activities	2.0	0%																		
TOTAL	2.0	100%																		

- (a) The code contains the abbreviation of the target to which the economic activity can make a substantial contribution, and the section number of the activity in the corresponding annex of the target, i.e.: climate change mitigation: CCM, climate change adaptation: CCA, water and marine resources: WTR, circular economy: CE, pollution prevention and reduction: PPC, biodiversity and ecosystems: BIO.
- (b) Yes – The activity is eligible for the Taxonomy and aligned with the Taxonomy with respect to the relevant environmental objective; No – The activity is eligible for the Taxonomy but is not aligned with the Taxonomy with respect to the relevant environmental objective; N/EL – Not eligible; the activity is not eligible for the Taxonomy for the relevant objective.
- (c) If the economic activity contributes substantially to more than one environmental objective, non-financial enterprises indicate, in bold, the most important environmental objective for the purpose of calculating the KPIs of financial undertakings, avoiding double counting. If the use of financing proceeds is unknown, financial undertakings calculate in their KPIs the financing of economic activities that contribute to more than one environmental objective within the most important environmental objective indicated in bold in this model by non-financial undertakings. An environmental target may only be indicated in bold once in a row to avoid double counting of economic activities in the KPIs of financial undertakings. This does not apply

to the calculation of economic activities aligned to the taxonomy for financial products as defined in Article 2(12) of Regulation (EU) 2019/2088. Non-financial undertakings also report the degree of eligibility and alignment per environmental objective, including the alignment to each environmental objective of activities that contribute substantially to several objectives.

- (d) An activity may be aligned with one or more environmental objective for which it is eligible.
- (e) An activity may be eligible but not aligned with the relevant environmental objectives.
- (f) EL – Activity eligible for taxonomy for the relevant objective N/EL – Activity not eligible for taxonomy for the relevant objective
- (g) Activities are only indicated in section A.2 of this model if they are not aligned with any environmental objective for which they are eligible. Activities that align with at least one environmental objective are indicated in section A.1 of this model.
- (h) In order for an activity to be included in section A.1, it must fulfil all the DNSH criteria and the relevant minimum safeguards. For the activities listed in section A.2, non-financial undertakings may complete columns 5 to 17 on a voluntary basis. Non-financial undertakings may indicate in section A.2 the substantial contribution and the DNSH criteria met or not met, using: a) for substantial contribution – Yes/No and N/EL codes instead of EL and N/EL and b) for DNSH – Yes/No codes.

	Proportion of OpEX/ Total OpEX	
	Taxonomy-aligned by objective	Taxonomy-eligible by objective
CCM (climate change mitigation)	0%	0%
CCA (climate change adaptation)	0%	0%
WTR (water and marine resources)	0%	0%
CE (circular economy)	0%	0%
PPC (pollution prevention and reduction)	0%	0%
BIO (biodiversity and ecosystems)	0%	0%

The KPIs of operating expenditure (OpEx), which include non-capitalised direct costs related to research and development, short-term leasing, maintenance and repair of assets, and any other direct expenses related to the day-to-day maintenance of property, plant and equipment necessary to ensure the continuous and effective operation of such assets, were determined as follows:

- **denominator:** non-capitalised direct costs related to research and development, short-term leasing, maintenance and repair of assets,
- **numerator:** portion of operating costs included in the denominator referring to:
 - assets or processes associated to Taxonomy-eligible and/or Taxonomy-aligned projects; or
 - the OpEX initiatives of the Taxonomy technology plan (CapEx-Plan), or
 - the OpEx initiatives of the Net Zero plan.

Compared to the previous year, the Group showed no change in the way operating expenditure was calculated.

Gas and nuclear energy-related activities

In compliance with Regulation 2021/2178 and in light of the Commission's clarifications, the following is Template 1 of Annex XII to Delegated Regulation 2021/2178 concerning the activities of the Group.

NUCLEAR ENERGY RELATED ACTIVITIES		
1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation plants that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear plants to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies	NO
3	The undertaking carries out, funds or has exposures to safe operation of existing nuclear plants that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO
FOSSIL GASES RELATED ACTIVITIES		
4	The undertaking carries out, funds or has exposures to construction or operation of electricity generation plants that produce electricity using fossil gaseous fuels.	NO
5	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation plants using fossil gaseous fuels.	NO
6	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation plants that produce heat/cool using fossil gaseous fuels.	NO

Social information

Own workforce

ESRS	Location	Notes
Strategy		
ESRS 2 SBM-2 – Interests and views of stakeholders	General disclosures – Double materiality analysis	The disclosure is made in ESRS 2 SBM-2, section “General Disclosures”, in accordance with Appendix C, which defines the obligations to be applied in conjunction with ESRS 2.
ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model.	Identification of impacts, risks and opportunities	
Impact, risk and opportunity management		
S1-1 – Policies related to own workforce	IRO policies and monitoring	
S1-2 – Processes for engaging with own workers and workers’ representatives about impacts	Engagement processes and communication channels	
S1-3 – Processes to remedy negative impacts and channels for own workers to raise concerns	Engagement processes and communication channels	
S1-4 – Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	IRO policies and monitoring	
Metrics and targets		
S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	IRO policies and monitoring	
S1-6 – Characteristics of the undertaking’s employees	Characteristics of the undertaking’s employees	
S1-7 – Characteristics of non-employee workers in the undertaking’s own workforce	Characteristics of non-employees	
S1-8 – Collective bargaining coverage and social dialogue	Collective bargaining coverage and social dialogue	
S1-9 – Diversity metrics	Diversity metrics	
S1-10 – Adequate wages	Compensation metrics and adequate wages	
S1-11 – Social protection		Phase-in
S1-12 – Persons with disabilities		Phase-in
S1-13 – Training and skills development metrics	Training and skills development metrics	Phase-in relating to regular performance and career development reviews
S1-14 – Health and safety metrics	Health and safety metrics	Phase-in for reporting the number of days lost.
S1-15 – Work-life balance metrics		Phase-in
S1-16 – Compensation metrics	Compensation metrics and adequate wages	
S1-17 – Incidents, complaints and severe human rights impacts	Incidents, complaints and severe human rights impacts	

Identification of impacts, risks and opportunities

SBM-3, 13 The Group conducted an analysis to identify the impacts, risks and opportunities related to its own workforce, taking into account its strategy and business model. The analysis revealed how actual and potential impacts on the workforce help to shape corporate strategy, influencing decisions related to human resources management and the creation of a safe and inclusive work environment. The relationship between the risks and opportunities arising from these impacts and corporate strategy is crucial to the continuous improvement of the Group's social and environmental performance, while fuelling the process of innovation and growth.

Inclusion of all types of workers and relevant impacts

SBM-3, 14 The Group has identified the types of workers on whom its operations could have a significant impact. These include employees, self-employed workers and workers provided by third party companies. The analysis included own operations, identifying the main categories of workers that could be positively or negatively affected by the Group's operations. Negative impacts included industrial accidents and inadequate preventive measures, although no systemic or generalised impacts were found. The positive impacts, however, focus on training activities, skills development and the promotion of a safer working environment.

Identification of risks for workers with particular characteristics

SBM-3, 15 The Indel B Group conducted an analysis to understand how workers with particular characteristics, such as young people, female workers, and those employed in specific tasks or in risky contexts, may be more exposed to negative impacts. Young workers, for example, are particularly vulnerable to the effects on their physical and mental development. Especially in contexts where gender discrimination might occur, women workers benefit from equality policies that ensure equal opportunities and fair working conditions. Similarly, workers exposed to specific risks, such as those employed in production operations, are protected by advanced safety protocols and continuous training to minimise the hazards associated with their tasks.

Risks and opportunities for specific groups of workers

SBM-3, 16 Risks and opportunities arising from impacts on business operations are broken down by specific groups of workers, rather than for the entire workforce. For example, young workers, women, and those working in high-risk environments, such as manufacturing, are more prone to certain impacts. In particular, young people might be vulnerable to the effects of their training and job placement, while women might encounter gender discrimination. The Group has responded to these risks by adopting targeted inclusion and skills development policies, promoting protection and equity among workers. Such policies not only aim to protect vulnerable groups, but also help to promote a healthier, safer and more inclusive working environment, fostering professional growth in a balanced way.

Material impacts, risks and opportunities

The IRO assessment was carried out in accordance with the criteria and approaches defined in the paragraph “Double materiality analysis” within the chapter “General disclosures”.

Below are the relevant IRO that emerged from the analysis.

ESRS 2
SBM-3, 46
47, 48

Sub-topic / sub-sub-topic	IRO	Own Operations / Value Chain	Time Horizons ¹¹	Description
Working conditions	Current positive impact	Own operations	ST	Satisfaction, motivation and increased welfare of the workforce through secure employment, adequate wages, active dialogue, freedom of assembly, information, consultation and participation rights of workers, and adherence to working time.
	Risk	Own operations/Value chain	LT	Unsafe working conditions, resulting in regulatory violations, labour disputes, legal sanctions, high turnover, reduced productivity and reputational damage.
Health and safety	Risk	Own operations	MT	Lack of adequate occupational health and safety measures, resulting in legal penalties, increased compliance costs, injuries, lost productivity, high turnover and reputational damage.
Work-life balance	Current positive impact	Own operations	ST	Increased employee satisfaction and productivity by promoting practices that foster a healthy work-life balance.
Training and skills development	Current positive impact	Own operations	ST	Workforce satisfaction thanks to the development of professional skills through training activities (including OSH training) provided to employees and collaborators and their evaluation.
	Risk	Own operations	MT	Lack of training and development plans, resulting in skills obsolescence, reduced productivity, loss of competitiveness on the labour market, increased recruitment costs and reduced revenue.
Measures against violence and harassment in the workplace	Risk	Own operations	MT	Incidents of workplace harassment, resulting in reputational damage, legal liability, increased turnover, reduced productivity and loss of trust among customers, investors and employees.

MDR-P, 65

IRO policies and monitoring

S1-1, 17,
18, 19, 20,
21, 22, 23,
24

Indel B is committed to effectively managing the impacts, risks and opportunities associated with its own workforce, in line with corporate sustainability policies and in accordance with international standards. The Group’s Social Policy, based on respect for human rights and the well-being of workers, aims to guarantee the health and safety of employees, promote equal opportunities and prevent all forms of discrimination and harassment.

¹¹ The time horizons considered are the following: short-term (ST) up to 1 year, medium-term (MT) 1 to 5 years and long-term (LT) over 5 years.

The Social Policy applies to the entire Indel B Group, in line with the organisational structure reported on the company website. The document is made publicly available on the website, ensuring transparency and accessibility for all stakeholders.

This policy is based on the principles enshrined in the Universal Declaration of Human Rights and the company's Code of Ethics, with particular emphasis on compliance with labour, quality, environmental and safety regulations. Indel B is also committed to preventing and combating child, forced and coercive labour, as well as human trafficking, in accordance with international standards, including the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

Indel B promotes social inclusion and diversity, creating a work environment that fosters freedom of assembly, equal access to professional opportunities and the development of individual skills, ensuring protection against all forms of discrimination, including race, ethnicity, gender, sexual orientation, gender identity, disability, age, religion, political opinions, national ancestry and social background.

MDR-P, 65

To ensure the effectiveness of the policies adopted, a monitoring and verification system is in place to regularly assess compliance with laws and regulations. Where violations occur, whistleblowing mechanisms are activated to remedy the impact on human rights, ensuring that employees can assert their rights in a timely and appropriate manner.

S1-1, 17, 18,
19, 20, 21,
22, 23, 24

MDR-T, 81

At present, the Indel B Group has not set measurable results-oriented targets specifically relating to the impacts, risks and opportunities associated with its own workforce.

The Group has implemented an integrated approach to monitoring its sustainability policies, which also includes the management of workforce-related issues. This approach is implemented through whistleblowing tools, self-assessment processes and periodic updates of company policies.

These activities are aimed at ensuring compliance with current regulations and respect for the ethical principles defined in the company's Code of Ethics.

MDR-A, 62

The Indel B Group has not, at present, taken any specific actions regarding the management of its own workforce. This decision was based on the assessment that the social policy and code of ethics, including considerations of occupational health and safety, employee welfare and respect for human rights, are adequate and sufficient to manage the risks and opportunities related to the workforce, with no need for additional action at this stage. Furthermore, the Group believes that the implementation of measurable targets and tangible actions can be re-evaluated in the future, should new needs or critical issues emerge.

However, Indel B continues to monitor the effectiveness of the policies in place through regular audits, internal surveys and meetings with workers' representatives, to ensure that the company's practices adequately meet the workforce's expectations of well-being, safety and equal opportunities. Although no specific targets or tangible actions have been adopted, continuous monitoring and regular evaluation ensure that company policies remain effective and in line with applicable regulations.

In the future, the Indel B Group reserves the right to set specific targets and take tangible actions in relation to its own workforce, should circumstances and business needs so require.

Engagement processes and communication channels

S1-2, 25, 26,
27, 28, 29

The Indel B Group adopts its own workforce involvement processes through periodic meetings between the company management, represented by the Head of Personnel and/or General Manager, and workers' representatives. These meetings take place with varying frequency, depending on the topics to be covered, and are mainly face-to-face, but videoconferencing is also possible. Various company matters are discussed during these meetings, but no official minutes are taken. Company decisions are influenced by the demands raised during these meetings; however, there is no official formalisation of decisions resulting from workforce demands. Involvement is mainly through trade union representatives or function managers, who take forward the demands of the workforce, including those of vulnerable groups, such as people with disabilities. The Group provides trade union meetings with dedicated hours and adequate space and tools, as far as possible, to encourage workers' participation. In addition, information on opportunities for listening to the company's employees is conveyed verbally during union meetings and through direct communication with function managers or top management. At present, the Group does not have a global framework agreement. Each legal entity follows national collective bargaining agreements, where applicable. For the US sales subsidiary, there are supplementary health and welfare contracts. There is currently no formalised method to monitor the effectiveness of workforce involvement, nor a system to track or evaluate the issues raised. Issues raised during the meetings are dealt with confidentially, through the direct channel with function managers or top management.

S1-3, 30, 31,
32, 33, 34

The Indel B Group encourages direct and confidential communications that allow the workforce to voice their concerns or issues with both function managers and top management. Concerns raised are dealt with directly by managers or top management, but there is currently no formalised procedure in place to document complaints or establish specific timeframes for resolving issues. Moreover, there is no formalised system to monitor the effectiveness of these communication channels.

The Group regularly informs employees about the availability of these channels, reiterating their recommendation to use them during trade union meetings, where scheduled. However, there are no tools to systematically monitor the issues raised or to evaluate the effectiveness of the involvement processes. Information about these procedures is communicated verbally to workers, and no specific policies have yet been adopted to protect those who use these channels from retaliation.

Metrics

Characteristics of the undertaking's employees

S1-6, 48,
49, 50

Indel B considers human capital to be a key strategic element for the Group's success and growth. The company values the skills and knowledge of its employees, recognising them as a key competitive advantage in achieving the company's objectives. This approach is reflected in the staff selection and evaluation processes, which are

conducted exclusively on the basis of professional competence, without discriminating on the basis of gender, ethnicity, age or political and religious orientation.

The Group constantly monitors its own workforce, ensuring the adoption of welfare policies and the development of dedicated training programmes. Training, also provided through inter-professional funds, is an essential element for the continuous improvement of internal competencies. Furthermore, Indel B favours employment stability by adopting a policy of converting temporary staff into stable contracts, as demonstrated by the number of permanent hires in recent years.

The Group's employment structure reflects a balanced distribution among the different types of contracts, with a prevalence of staff hired on permanent contracts. The organisation of the workforce is aligned with production and commercial needs. Despite the challenges imposed by market dynamics and geopolitical tensions, the Group maintained a responsible approach to employment management, reducing the use of temporary work and ensuring an adequate level of employment in all its operating offices.

Employee data are reported as headcount at the end of the reporting period, without the use of full-time equivalents (FTE). The Group does not apply conversion criteria to calculate FTEs, using the actual number of employees as the basis for reporting employment information. With regard to the workforce composition, there have been no significant changes compared to the previous year, confirming the stability of the workforce structure and the continuity of the organisational model adopted. However, there has been a slight overall increase in headcount, primarily attributable to the acquisition and subsequent integration of the companies Indel Marine and Indel B USA into the reporting scope.

Employees by gender	2025	2024
Women	288	280
Men	561	546
Total	849	826

Employees by country

Country	2025	2024
Italy	750	737
France	48	54
Russia	11	10
Germany	9	8
USA	18	8
Poland	6	5
Turkey	2	-
Spain	5	4
Total	849	826

Employees by type of contract and gender

	2025			2024		
	Women	Men	Total	Women	Men	Total
Number of employees	288	561	849	280	546	826
Number of permanent employees	283	553	836	272	533	805
Number of temporary employees	3	8	11	6	13	19
Number of employees with non-guaranteed hours	2	-	2	2	-	2
Number of full-time employees	256	554	810	256	540	796
Number of part-time employees	32	7	39	24	6	30

Employees by type of contract and geographical area

	2025				2024			
	Italy	Europe	The Americas	Total	Italy	Europe	The Americas	Total
Number of employees	750	81	18	849	737	81	8	826
Number of permanent employees	739	79	18	836	718	79	8	805
Number of temporary employees	11	-	-	11	19	-	-	19
Number of employees with non-guaranteed hours	-	2	-	2	-	2	-	2
Number of full-time employees	717	75	18	810	714	74	8	796
Number of part-time employees	33	6	-	39	23	7	-	30

Turnover	2025	2024
Total number of employees who have left the undertaking during the reporting period	72	94
Employee turnover rate during the reporting period	8.5%	11.4%

Characteristics of non-employees

S1-7, 55a, 56, 55b The Indel B Group employs personnel under temporary contracts who carry out production activities. As at 31/12/2025, the total number of non-employees engaged by the group was 29.

Collective bargaining coverage and social dialogue

S1-8, 59, 59, 60, 63 Indel B recognises the importance of collective bargaining and social dialogue as fundamental tools for protecting workers and maintaining a fair and collaborative working environment. The Group ensures compliance with local regulations on industrial relations, promoting the involvement of social partners and ensuring adequate forms of employee representation in the countries where it operates. The company is committed to encouraging a constructive dialogue between workers and management, supporting discussion on issues related to working conditions, safety and staff welfare.

Coverage rate	Collective bargaining coverage		Social dialogue
	Employees – EEA (European Economic Area)	Employees – Non-EEA	Workplace Representation (EEA only)
0-19%		USA – Russia – Turkey	France – Germany Poland – Spain
20-39%			
40-59%			
60-79%			
80-100%	Italy – France – Germany Poland – Spain		Italy

Diversity metrics

S1-6, 64,
RA71

Indel B monitors gender distribution within its organisation and is committed to promoting fairness and equal opportunities for professional development. The Group values skills and talent without discrimination, adopting solutions that foster an inclusive working environment.

As far as senior management is concerned, the Group adopts a definition that coincides with the entire professional category of executives, ensuring that the diversity assessment includes all senior positions.

In addition to gender distribution, Indel B analyses the composition of the workforce by age group in order to assess generational diversification and develop staff management strategies in line with company needs and labour market developments.

Number of top managers by gender	2025	2024
Women	1	-
% of total at top management level	5.3%	-
Men	18	20
% of total at top management level	94.7%	100%
Total	19	20

Number of employees by age group	2025	2024
Under 30	124	140
% of employees under 30	14.6%	16.9%
Aged 30 to 50	441	434
% of employees aged 30 to 50	51.9%	52.5%
Over 50	284	252
% of employees over 50	33.5%	30.5%
Total	849	826

Training and skills development metrics

S1-13, 81,
82, 83

The Group promotes training and skills development to strengthen its competitiveness. It invests in structured and targeted learning programmes aimed at strengthening human capital and continuously improving its staff's technical, managerial and transversal skills.

The Group's training offering is divided into two complementary and interconnected strands:

- Mandatory training

Aimed at ensuring regulatory compliance, occupational health and safety and the organisation's ethical integrity.

- Occupational health and safety ensures all employees have the tools necessary to operate in a safe, risk-aware and regulatory-compliant environment.
- Anti-corruption fosters a transparent, ethically responsible organisational culture within the parent company, oriented towards respect for corporate values and legality.
- Privacy and data protection ensures compliance with current regulations regarding the protection of personal data.
- Voluntary and strategic training aims to anticipate evolving market needs and enhance the professional profile of employees, in line with the Group's development objectives.

The main areas of intervention include:

- technical and production training, specialised courses aimed at developing technical skills and continuously improving production processes;
- managerial and leadership training and initiatives aimed at strengthening decision-making capabilities, human resources management and communication skills.

The Group emphasises the use of interprofessional funds to expand the scope of training investments, ensuring the accessibility, quality and economic sustainability of these initiatives. In particular, it makes use of tools such as Fondimpresa and Fondirigenti to support continuous training programmes and foster widespread dissemination of a culture of learning and innovation.

Indel B is constantly committed to:

- adapting its training offerings to the evolving competitive and technological environment;
- actively involving management in strategic training planning;
- ensuring the accessibility of training at all organisational levels.

The Group's commitment to the development and enhancement of human capital is confirmed by the increase in training hours per capita provided during the year. This figure reveals an overall increase of 35% compared to the previous year, demonstrating the increased investment in professional growth and continuous skills development. A gender analysis shows a 24% improvement for men and a particularly significant 61% increase for women. This trend reflects a growing focus on equal access to development opportunities

and contributes to strengthening skills in an inclusive manner, promoting a work environment increasingly geared towards enhancing talent and reducing gaps. Overall, these results confirm the centrality of training in the

company's strategy and the key role it plays in supporting innovation, competitiveness and sustainable growth in the medium to long term.

Average number of training hours per employee	2025			2024		
	Women	Men	Total	Women	Men	Total
Average number of training hours per employee	14.2	13.5	13.8	8.8	10.9	10.2

Health and safety metrics

S1-14, 86, 87

Indel B considers the protection of the health and safety of its employees to be a primary objective and is committed to ensuring a safe working environment in accordance with current regulations. The Group promotes a safety culture based on prevention, continuous training and worker awareness.

Autoclina has adopted a health and safety management system that complies with and is therefore certified in accordance with the principles of the UNI ISO 45001 standard, while the other companies in the Group do not yet have this certification. The introduction of these standards is consistent with the corporate vision, which aims to prevent occupational accidents and illnesses by sharing responsibility for the continuous improvement of the management system with the entire organisation.

To strengthen safety in the workplace, the Group has implemented various prevention programmes and taken measures to minimise risk factors. An increase in the injury rate was recorded in 2025, mainly attributable to the parent company. In response to this trend, the parent company has started the certification process according to the ISO 45001 standard and has adopted further measures aimed at strengthening and consolidating its commitment to occupational health and safety.

Data relating to own employees

	2025	2024
Percentage of own workers who are covered by a health and safety management system based on legal requirements and (or) recognised standards or guidelines ¹²	95.5%	92.5%
Number of deaths in own workforce due to work-related injuries and illnesses	-	-
Number of deaths in own workforce due to work-related accidents	-	-
Number of deaths in own workforce due to work-related illnesses	-	-
Number of deaths due to work-related injuries and illnesses of other workers working on the undertaking's sites	-	-
Number of deaths due to work-related injuries of other workers working on the undertaking's sites	-	-
Number of deaths due to work-related illnesses of other workers working on the company's sites	-	-
Number of work-related injuries recorded for own workforce	23	13
Rate of work-related injuries recorded for own workforce	17.6	9.26
Number of cases of work-related illnesses in own workforce	2	1

Data relating to non-employees

	2025
Number of work-related injuries recorded for non-employees	3
Rate of work-related injuries recorded for non-employees	33.6
Number of cases of work-related illnesses for non-employees	-

Pay metrics and adequate wages

S1-10, 67, 68, 69 Indel B ensures that all employees receive adequate pay, in line with current regulations and the parameters of the collective bargaining agreement for the industry. The Group is committed to maintaining wage conditions that foster the well-being of workers and encourage their motivation while guaranteeing competitive remuneration standards in line with the market.

S1-16, 95, 96 Indel B has monitored and analysed its remuneration metrics to ensure fairness and transparency in staff remuneration. The Group assesses the pay gap between female and male employees, as well as the ratio between the highest and median pay, with the aim of identifying any inequalities and promoting a fair and inclusive pay

¹² Employees not covered refer to the US, French and Turkish companies operating in countries where there is no regulatory requirement to adopt an occupational health and safety management system.

system. This approach makes it possible to monitor internal salary dynamics and to implement any corrective measures aimed at improving the consistency and fairness of remuneration policies.

Gender pay gap

S1-16, 97 The gender pay gap is determined by considering the gross hourly pay of all employees, according to the methodology provided by the ESRS standards. The analysis takes into account salary differences between men and women, highlighting any variations between the various professional categories.

Indel B's remuneration dynamics are influenced by factors such as market conditions, the local regulatory environment and the distribution of the workforce. Pay differences were monitored with a view to greater fairness and future improvement. As required by international standards, negative percentages indicate that the average pay for women is higher than that for men, while positive percentages indicate that the average pay for men is higher than that for women.

Scope	Professional category	2025	2024
Group	Executives	15.4%	-
	Middle Managers	11.9%	16.8%
	White-collar workers	1.7%	10.9%
	Blue-collar workers	3.3%	10.0%
Total		12.7%	22.8%

Total remuneration ratio

S1-16, 97 The annual total remuneration ratio is calculated by comparing the annual remuneration of the highest-paid person in the undertaking with the median total annual pay of employees, excluding the highest-paid person from the calculation. This indicator gives a picture of the salary distribution within the Group, allowing an assessment of the fairness and proportionality of the remuneration structure.

The calculation includes all employees and considers the different pay components, including basic salary, allowances, bonuses, commissions, profit sharing, where applicable, and long-term incentives. Indel B adopts a transparent approach to the management of remuneration policies, ensuring a salary structure consistent with the company's targets and staff needs. The values are reported in accordance with what is established by ESRS S1 net of the notional income components.

	2025	2024
Total remuneration ratio	22.7	29.1

Incidents, complaints and severe human rights impacts

Indel B confirms that there were no work-related incidents, complaints or severe human rights impacts within its own workforce during the reporting period. The Group operates in a regulatory environment that guarantees a high level of protection of human rights, with a focus on preventing any form of violation.

S1-17, 101,
102

	2025	2024
Number of incidents of discrimination	-	-
Number of complaints submitted through the reporting channels of its workers	-	-
Number of complaints submitted to the OECD National Contact Points for Multinational Enterprises	-	-
Amount of fines, penalties and material compensation as a result of violations of social factors and human rights	-	-
Number of severe human rights issues and incidents related to its own workforce	-	-
Number of severe human rights issues and incidents related to its own workforce that constitute violations of the UN Global Compact Principles and the OECD Guidelines for Multinational Enterprises	-	-
Amount of fines, penalties and material compensation for severe human rights issues and incidents related to its own workforce	-	-
Number of severe cases of human rights violations in which the company acted as a guarantor for the people involved	-	-

Workers in the value chain

ESRS Standard	Location	Notes
Strategy		
ESRS 2 SBM-2 – Interests and views of stakeholders	General disclosures – Double materiality analysis	The disclosure is made in ESRS 2 SBM-2, section “General Disclosures”, in accordance with Appendix C, which defines the obligations to be applied in conjunction with ESRS 2.
ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model.	Identification of impacts, risks and opportunities	
Impact, risk and opportunity management		
S2-1 – Policies related to value chain workers	IRO policies and monitoring	
S2-2 – Processes for engaging with value chain workers about impacts	Engagement processes and communication channels	
S2-3 – Processes to remediate negative impacts and channels for value chain workers to raise concerns	Engagement processes and communication channels	
S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	IRO policies and monitoring	
Metrics and targets		
S2-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	IRO policies and monitoring	

Identification of impacts, risks and opportunities

SBM-3, 10 The process of identifying worker-related impacts, risks and opportunities in the value chain was carried out through an analysis that considered all the interactions between the Group and its workers in the value chain, both upstream and downstream.

Workers involved in procurement and distribution operations, as well as suppliers, are exposed to risks from poor working conditions, health and safety hazards, and human rights violations. The analysis identified that workers in countries with low human rights standards, such as China, Hong Kong and Russia, are particularly vulnerable to such risks. The transition to a more sustainable economy may also entail impacts related to the restructuring of operations, plant closures and increased mining required for the production of materials for the energy transition. Although no impacts, risks or opportunities exceeding the materiality threshold emerged, the Group considers the topic material given the complexity of its business model and the global scale of its value chain. For these reasons, also with reference to this financial year, Indel B deemed it appropriate to provide reporting on this area, recognising its potential future materiality and the contribution that the development of responsible sourcing practices can make to improving working conditions along the value chain.

Inclusion of all the types of workers in the value chain

SBM-3, 11 Indel B included in the analysis process workers who could be significantly impacted by the company's operations. This includes workers directly involved in its own operations, but also those in the upstream and downstream value chain, including those working for entities involved in the extraction of raw materials, processing and distribution of products. The analysis included in particular vulnerable groups of workers such as migrants, women, young workers, who may be at greater risk from discrimination, rights violations and precarious working conditions. Indel B also monitored geographical areas with risks related to child or forced labour, strengthening management policies throughout the value chain.

Exposure to risks of workers with particular characteristics

SBM-3, 12 Indel B carefully examined how, due to their specific characteristics or the operating environment in which they work, certain groups of workers in the value chain may be more exposed to risks. In particular, workers in countries with low human rights standards, in labour-intensive sectors or in precarious employment situations are more vulnerable. For example, migrant workers, women, young workers are more at risk of facing discrimination, unequal pay or limited access to professional development opportunities. Indel B has developed monitoring and management policies to ensure that these risks are suitably managed, preventing potential negative impacts on the workforce in the value chain.

Specific risks and opportunities for groups of workers in the value chain

SBM-3, 13 The analysis showed that certain groups of workers, such as those in certain geographical areas or employed in particular value chain operations, are particularly vulnerable to negative impacts. Workers in countries with low human rights standards or in labour-intensive sectors, such as mining or processing of materials for the energy transition, are at risk of poor working conditions and rights violations. Indel B took these vulnerabilities into account by adopting responsible sourcing practices and monitoring working conditions. Furthermore, the undertaking recognises that the transition to a sustainable economy could generate both risks and opportunities for certain groups of workers, such as those employed in upstream operations related to the extraction and processing of natural resources.

MDR-P, 65 IRO policies and monitoring

S2-1, 14, 15, 16, 17, 18, 19 The Indel B Group is committed to effectively managing the material impacts, risks and opportunities related to workers in its value chain, in accordance with corporate sustainability policies and applicable international standards. The responsible management of the value chain is based on a specific Code of Conduct for suppliers, the Group Social Policy and the company's Code of Ethics, which define fundamental principles to ensure respect for human rights, decent work and environmental sustainability.

The Indel B Group's code of conduct for suppliers requires suppliers to adopt strict standards on human rights, occupational safety and working conditions, in accordance with the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO Declaration on Fundamental Principles and Rights at Work. In particular, the Group prohibits all forms of child, forced or coercive labour and human trafficking. Suppliers must sign the Code of Conduct for Suppliers and accept the company's Code of Ethics, undertaking to fully comply with the requirements.

In 2024, the parent company Indel B launched a platform for the comprehensive assessment of its suppliers' ESG performance, initially applied to a limited number of entities. In 2025, this activity was extended to a larger and more representative number of suppliers, with a particular focus on those with the highest turnover. This allows for more structured monitoring and periodic assessment of compliance with required standards across the entire value chain. The platform is currently only used by the parent company.

The Group actively promotes social inclusion and respect for diversity in the value chain, requiring suppliers to guarantee equal opportunities and to prevent all forms of discrimination, harassment or abuse. Suppliers are also required to respect the rights of freedom of assembly and collective bargaining and to ensure safe and decent working conditions for all workers, including subcontractors.

Indel B is aware of the importance of having processes in place to address possible human rights violations in the value chain. To this end, mechanisms are in place to identify, assess and mitigate negative impacts, as well as to provide appropriate remedies to workers affected by such situations. In the event of non-compliance, Indel B may terminate contracts with non-compliant suppliers unless they can prove that they have taken immediate corrective measures accepted by the Group.

Indel B's policies for workers in the value chain explicitly address issues of human trafficking, forced labour and child labour. In addition, the Group requires suppliers to adopt responsible sourcing practices for minerals, in accordance with the OECD Due Diligence Guidelines.

MDR-T, 81 At present, the Indel B Group has not set measurable results-oriented targets specifically related to the impacts, risks and opportunities associated with workers in the value chain. This decision was taken in view of the assessment that existing policies are adequate to ensure effective management of the relevant topics. The reporting period for these assessments is set on an annual basis.

MDR-A, 62 The Group has not yet taken specific actions to set measurable targets or implement further initiatives, considering that the current monitoring and management structure appears sufficient to address the issues identified. However, Indel B will regularly review the need to implement specific targets or additional actions if new critical issues or opportunities related to workers in the value chain emerge.

Engagement processes and communication channels

S2-2, 24 The Indel B Group has not currently adopted a general process to involve workers in the value chain, nor has it made available a channel to express concerns or issues. Furthermore, the Group does not support the implementation of a specific communication channel in the workplaces of workers in the value chain. This decision reflects the Group's current strategy, which focuses on monitoring and evaluating performance through existing supplier relationships and control mechanisms. However, the Indel B Group remains open to reviewing this position in the future, should new needs or opportunities arise to strengthen employee involvement in the value chain.

S2-3, 29

Indel B will continue to monitor and update its policies to ensure that they are always aligned with the highest international standards and respond to emerging needs in the value chain.

Consumers and end-users

ESRS Standard	Location	Notes
Strategy		
ESRS 2 SBM-2 – Interests and views of stakeholders	General disclosures – Double materiality analysis	The disclosure is made in ESRS 2 SBM-2, section “General Disclosures”, in accordance with Appendix C, which defines the obligations to be applied in conjunction with ESRS 2.
ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model.	Identification of impacts, risks and opportunities	
Impact, risk and opportunity management		
S4-1 – Policies related to consumers and end-users	IRO policies and monitoring	
S4-2 – Processes for engaging with consumers and end-users about impacts	Engagement processes and communication channels	
S4-3 – Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	Engagement processes and communication channels	
S4-4 – Taking action on material impacts on the workers in the value chain, and approaches to managing material risks and pursuing material opportunities related to consumers and end- users, and effectiveness of those actions	IRO policies and monitoring	
Metrics and targets		
S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	IRO policies and monitoring	

Identification of impacts, risks and opportunities

SBM-3, 9 Indel B's process of identifying impacts on end-users is based on an analysis of the interactions between products and their users. The Group monitors customer feedback, reports received from service channels and industry trends to identify potential negative and positive impacts. The risks identified include those related to improper use of refrigerators, which could affect their performance and lifespan. The Company is aware that inadequate maintenance and lack of precise instructions on how to handle the products may amplify these risks, especially for consumers who may not have the necessary information. The adoption of responsible marketing practices and clear product information steer the Group's strategy towards minimising risks and improving user confidence.

Inclusion of end-users in the disclosure

SBM-3, 10 Indel B has included in the scope of the disclosure all those end-users that could be significantly impacted by its own operations and value chain. The Group's main types of users belong to the following segments: automotive, which includes vehicle manufacturers, dealers and end-users who use refrigerators and air-conditioning systems for cars, trucks, recreational vehicles and the military; hospitality, such as hotels that use refrigerators to preserve food and beverages; Leisure, which includes users who use refrigerators for recreational activities such as camping and RV trips; cooling appliances, which covers domestic and commercial users who use refrigerators for daily food preservation; and component and spare parts, which includes customers who purchase components and spare parts for the maintenance and repair of refrigerators. All these groups were considered in the analysis of impacts, with particular attention paid to risks related to misuse of products or lack of maintenance.

Risks for consumers with special characteristics

SBM-3, 11 Indel B has adopted several approaches to understand how end-users may be most exposed to risks. These include analysing customer feedback, monitoring regulations and industry standards, working with experts and stakeholders, and conducting rigorous product testing. The Group has identified that, for some user groups, lack of proper maintenance and non-compliant use of products could affect device performance. All products are designed and manufactured in accordance with current regulations.

Risks and opportunities related to specific consumer groups

SBM-3, 12 In the course of the analysis, user groups particularly vulnerable to negative impacts were identified. These groups mainly include those who use refrigerators without following maintenance instructions. To counter these risks, Indel B has adopted policies and practices that aim to ensure accessibility to clear and easily understandable manuals and labels for all users. In addition, the Group keeps an eye on things to spot any future opportunities that might come up by making product info more transparent and accessible, thereby helping build trust with users and keep the Group competitive.

Material impacts, risks and opportunities

The IRO assessment was carried out in accordance with the criteria and approaches defined in the paragraph "Double materiality analysis" within the chapter "General disclosures".

ESRS 2 Below are the relevant IRO that emerged from the analysis.

SBM-3, 46
47, 48

Sub-topic / sub-sub-topic	IRO	Own Operations / Value Chain	Time Horizons ¹³	Description
Personal safety of consumers and/or end-users	Current positive impact	Own operations	ST	High quality standards in terms of offered product and service guarantee the end-users' health and safety

IRO policies and monitoring

MDR-P, 65
S4-1, 13, 14, 15, 16, 17 Indel B adopts policies to responsibly manage the relevant impacts, risks and opportunities associated with consumers and end-users, in line with the UN Guiding Principles on enterprises and human rights and the OECD Guidelines for multinational enterprises. The publicly available Group Social Policy addresses health, safety and respect for human rights of consumers and end-users.

However, this policy does not include specific measures for the direct involvement of consumers and end-users or to remedy impacts on their human rights.

The Group guarantees high quality standards for both its products and services, thus ensuring the health and safety of end-users. Indel B products are certified in accordance with European standards, demonstrating the Group's strong commitment to the highest safety and reliability requirements.

¹³ The time horizons considered are the following: short-term (ST) up to 1 year, medium-term (MT) 1 to 5 years and long-term (LT) over 5 years.

MDR-T, 81 Although existing policies comply with applicable international standards, the Group has not currently set measurable targets or qualitative indicators to monitor impacts on consumers and end-users in a structured manner. This choice is due to the current configuration of communication policies and channels appearing adequate for the Group's operational needs, also considering the predominantly B2B nature of its activities. Nevertheless, Indel B remains open to reviewing this decision should new needs or opportunities for improvement emerge.

MDR-A, 62 At present, the Group has not taken specific actions to implement further measures related to the management of relevant impacts on consumers and end-users. This position is based on the consideration that existing policies and compliance with international regulations are a sufficient basis for the management of relevant issues. However, the Group constantly monitors regulatory and market changes in order to assess the need for any future actions.

Engagement processes and communication channels

S4-2, 22

Indel B has not implemented a general process for the direct involvement of consumers and end-users. The mainly B2B nature of the Group's activities reduces the need for such processes, even though the Group recognises the importance of maintaining an open dialogue with all stakeholders.

The Group makes a Contact section available on its official website, which allows consumers and end-users to send enquiries or reports directly to the company. However, there is no regulated and continuous monitoring of information from this channel, and the flow of communications is not subject to formalised procedures.

S4-3, 27

Indel B has not set up dedicated channels to address specific consumer and end-user issues, nor does it support the presence of such mechanisms through its business relationships. This choice reflects the Group's current strategic configuration, but Indel B remains open to the development of more structured processes should operational or regulatory requirements require it.

Information on governance

Business conduct

ESRS Standard	Location	Notes
Governance		
ESRS 2 GOV-1 – The role of the administrative, management and supervisory bodies	General disclosures – Governance	The disclosure is made in ESRS 2 GOV-1, section “General Disclosures”, in accordance with Appendix C, which defines the obligations to be applied in conjunction with ESRS 2.
Impact, risk and opportunity management		
ESRS 2 IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities	Identification of impacts, risks and opportunities	
G1-1 – Business conduct policies and corporate culture	IRO policies and monitoring	
G1-2 – Management of relationships with suppliers	Relationships with suppliers and the supply chain	
G1-3 – Prevention and detection of corruption and bribery	Anti-corruption policies	
Metrics and targets		
G1-4 – Incidents of corruption or bribery	Incidents of corruption or bribery	
G1-5 – Political influence and lobbying activities		Not present in the Consolidated Sustainability Report because Indel B has not adopted, nor plans to adopt, structured initiatives related to political influence and lobbying activities.
G1-6 – Payment Practices	Payment practices	

Identification of impacts, risks and opportunities

IRO-1,6

The Indel B Group conducted an analysis of its business activities to identify material impacts, risks and opportunities in relation to corporate culture, with a focus on managing relationships with suppliers, preventing corruption, protecting whistleblowers and promoting ethical values within the organisation. The analysis considered actual and potential impacts and risks both in direct operations and, to a lesser extent, in the upstream and downstream value chain. Both quantitative and qualitative instruments were used to assess the effectiveness of governance, the dissemination of corporate values and the ethical management of business relations. In particular, the Group monitored the risk of misalignments between declared values and implemented practices, as well as opportunities to improve stakeholder trust through ethical conduct.

In detail, with regard to the management of relationships with suppliers, payment practices and ethical conduct in business relations were examined, considering the risks associated with inefficient management that could jeopardise the stability of suppliers and their satisfaction. The implications of an effective cash flow management and any opportunities for improvement in payment practices were analysed in order to strengthen trust and collaboration with suppliers.

With regard to corruption and bribery, the analysis identified risks associated with any incident of bribery, corruption, anti-competitive behaviour and conflicts of interest, with significant reputational and economic impacts. Measures have been taken to prevent such practices, including the adoption of internal controls to monitor compliance with anti-corruption regulations and continuous training to prevent any unlawful behaviour.

Protection of whistleblowers was another area of focus, with the aim of promoting a culture of transparency and accountability. The Group has implemented protection systems to ensure the safety of whistleblowers, facilitating the reporting of any non-compliance without fear of retaliation. This process aims to strengthen the trust of internal and external stakeholders, contributing to the creation of an ethical and transparent working environment.

Finally, the analysis of corporate culture involved the assessment of business practices in relation to the ethical values promoted within the organisation. The Group has monitored the effectiveness of governance in disseminating these values, and the consistency between stated principles and operational practices, seeking to ensure that the entire organisation operates with a strong commitment to ethics and social responsibility.

To identify impacts, risks and opportunities, the Group took several key factors into account. In the first instance, the various locations of the company's operations were assessed, including production sites, distribution centres, and sales markets, and the specific risks associated with each were analysed, such as local regulations, environmental conditions, and socio-economic dynamics. Subsequently, the entire range of operating activities, from production to distribution to sales and after-sales service, was examined in order to identify risks and opportunities associated with each stage of the product life cycle, with a focus on operational efficiency, product quality and worker safety. An analysis was also conducted on the sector in which the Group operates, assessing market trends, consumer expectations, and industry regulations, as well as competitive risks, opportunities for

innovation, and regulatory compliance requirements. Finally, the structure of the company's operations was examined, with a focus on relationships with suppliers, distributors and business partners, to assess supply chain risks, sustainability of business practices and operational resilience.

Material impacts, risks and opportunities

The IRO assessment was carried out in accordance with the criteria and approaches defined in the paragraph "Double materiality analysis" within the chapter "General disclosures".

Below are the relevant IRO that emerged from the analysis.

ESRS 2
SBM-3, 46
47, 48

Sub-topic / sub-sub-topic	IRO	Own Operations / Value Chain	Time Horizons ¹⁴	Description
Management of relationships with suppliers, including payment practices	Potential positive impact	Own operations	MT	Increasing supplier satisfaction through ethical conduct in relationships with suppliers, e.g. by fostering the ability to ensure timely cash flows
	Risk	Own operations/Value chain	LT	Ineffective supply chain management, resulting in payment delays and liquidity issues, which can compromise supplier relationships, cause disruptions in production and delivery, increase costs and reduce the ability to secure profitable contracts.
Corruption and bribery	Potential positive impact	Own operations	ST	Training activities and implementation of controls aimed at the prevention and immediate detection of corruption, bribery, anti-competitive behaviour
Protection of whistleblowers	Potential positive impact	Own operations/Value chain	ST	Promotion of a culture based on communication, ethics, transparency and protection of possible whistleblowers, with positive impacts in terms of increased trust of stakeholders, as well as greater freedom in reporting cases of non-compliance with laws and company regulations
Corporate culture	Current positive impact	Own operations/Value chain	ST	Effectiveness of governance in promoting corporate values, culture, and ethical principles, with positive impacts in terms of increased trust among internal and external stakeholders

MDR-P, 65
G1-1, 7

IRO policies and monitoring

The Indel B Group adopts a comprehensive system of policies and practices to ensure responsible and regulatory-compliant behaviour. This system is based on two key tools: the Code of Ethics, which applies to all Group companies, and the Organisation, Management and Control Model 231 (OMCM 231), specific to the Parent Company. These documents form the basis of the Group's corporate culture and meet high standards of transparency, integrity and sustainability.

The Code of Ethics, approved by the Parent Company's Board of Directors and available in an updated version on the company website, defines binding principles for all employees, independent contractors, suppliers and

¹⁴ The time horizons considered are the following: short-term (ST) up to 1 year, medium-term (MT) 1 to 5 years and long-term (LT) over 5 years.

external stakeholders. These principles include a commitment to compliance with the law, combating corruption and bribery, promoting social equity and protecting people's dignity. The OMCM 231, adopted by the Parent Company in accordance with the provisions of Italian Legislative Decree 231/2001, is a further prevention and control tool aimed at ensuring that all activities comply with applicable regulations and that appropriate standards are adopted to prevent crimes and offences.

Communication and promotion of corporate culture

G1-1, 8, 9

The Indel B Group pays particular attention to the dissemination and implementation of the Code of Ethics and the Organisation, Management and Control Model. Both documents are explained to the entire workforce, including temporary workers, at the time of hiring, through a specific information notice. Training is a key element: the parent company provides dedicated training programmes for all staff recruited in accordance with legislative requirements, with a special focus on functions at risk, such as the purchasing and sales departments. The contents of the courses include the purposes of Italian Legislative Decree 231/2001, the predicate offences, the administrative liabilities of entities and the sanctions for non-compliance with the Code of Ethics. In addition, the role and tasks of the Supervisory Body (SB) are examined in detail.

G1-1, 7

Whistleblower protection mechanisms

G1-1, 10, 11

The Group has implemented the Indel B Group Integrity Platform, a whistleblowing system operated by an independent third-party company (EQS Group AG), which complies with current legislation, including Directive (EU) 2019/1937. This tool allows employees, independent contractors, suppliers and other stakeholders to report, including anonymously, unlawful conduct or conduct that does not comply with the Code of Ethics, laws or internal procedures.

The management of reports is entrusted to the Parent Company's Supervisory Body and the Internal Audit Manager, both appointed by the Board of Directors and vested with autonomy, independence, and impartiality. Reports are examined through a procedure that guarantees confidentiality and protection against possible retaliation. After receiving the report, the Manager will issue a notice within 7 days and update the whistleblower on the status of the procedure within 3 months. A report is periodically drawn up for the Board of Directors and the supervisory bodies, containing the number and outcome of reports, ensuring the anonymity of those involved.

Anti-corruption policies

G1-3, 16, 17,
18, 20, 21

The Group's Code of Ethics explicitly prohibits corruption and bribery. Anti-corruption training programmes specifically cover 100% of the most exposed corporate functions, such as purchasing and sales. The Group is also committed to ensuring that every supply contract includes an express termination clause allowing for the immediate termination of the relationship in the event of violations of the Code of Ethics.

Relationships with suppliers and the supply chain

G1-2, 12,
13, 14, 15

The Indel B Group selects suppliers on the basis of criteria of quality, price and ability to ensure compliance with applicable regulations. Although the Parent Company has not yet implemented sustainability-based selection criteria, it has launched an ESG assessment process through a dedicated platform. Moreover, supply contracts include clauses explicitly referring to compliance with the Code of Ethics.

Although there is currently no policy in place to avoid late payment, the Group is committed to building fair and sustainable relationships along the supply chain. Vulnerable suppliers, particularly exposed to economic, social and environmental risks, are managed with special care to minimise any negative impacts.

Monitoring and management of impacts, risks and opportunities

The Group uses monitoring tools and protocols to ensure compliance with the adopted policies. The MOGC 231 establishes a system of internal controls that includes risk mapping, the definition of protocols for sensitive activities, and the traceability of company decisions. The corporate functions actively cooperate with the Supervisory Body to identify and mitigate risks.

The Group is also committed to regularly evaluating its processes through internal audits and offers ongoing training to ensure that everyone involved understands and applies company policies effectively.

Metrics

Confirmed incidents of corruption or bribery

G1-4, 22, 23 Indel B confirms that there were no cases of bribery or corruption during the reporting period. The Group is constantly committed to preventing any unlawful conduct, adopting control and compliance procedures that guarantee transparency and fairness in business operations.

Indel B promotes principles of integrity and accountability at all levels of the organisation, ensuring that employees and stakeholders are adequately informed through training and awareness-raising initiatives. The absence of proceedings or sanctions relating to incidents of corruption confirms the effectiveness of the governance model and the measures adopted to protect corporate ethics.

Corruption and bribery	2025	2024
Number of convictions for violation of anti-corruption and anti-bribery laws	-	-
Fines for violation of anti-corruption and anti-bribery laws	-	-

Payment practices

G1-6, 31, 32, 33 Indel B adopts a responsible approach in managing payments to suppliers, ensuring transparent conditions that are aligned with the contractual agreements defined with the counterparties. The Group regularly monitors adherence to payment terms to ensure the stability of its supply chain, maintain balanced and sustainable commercial relationships, and prevent any disputes, as confirmed by the absence of pending late payment-related legal proceeding.

Indel B applies different payment terms based on contractual agreements with suppliers, including 30, 60, and 90-day terms, cash payment, and advance payment. However, certain types of payment, such as cash payments and advance payments, have been excluded from the calculation of the figure reported, as they are only made to specific suppliers and are not representative of the general trend in payments.

The average payment days figure was calculated as the difference between the invoice issue date and the actual payment date, providing a clear indication of compliance with agreed-upon deadlines. The percentage of payments made within the established deadlines allows for an assessment of compliance with contractual commitments and cash flows management. This figure shows a significant difference compared to the previous year, as average payment days are no longer calculated as the difference between the invoice due date and the actual payment date. This change in reporting criteria was introduced to align with industry benchmarks and improve comparability with other companies.

Payment practices

2025

	Average payment days	% of payments aligned to payment deadlines
Total	66.2	55.6%

Payment practices

2024¹⁵

	Average payment days	% of payments aligned to payment deadlines
Total	65.5	56.9%

¹⁵ The 2024 data have been restated: following the methodological change, the average payment days have been updated to improve the final accuracy of the data.

ANNEX

Presentation of disclosure requirements

IRO-2, 54,
55, 56

This statement includes a list structured in the form of indexes, based on the results of the materiality assessment, indicating the relevant paragraphs for each topic covered. The indices are divided by chapter, each corresponding to a relevant ESRS sustainability theme, and placed at the beginning of each section of the statement. The disclosure is presented together with the information provided under the corresponding thematic ESRS. In doing so, the undertaking provides a statement of its material impacts, risks and opportunities, together with information prepared in accordance with ESRS 2, paragraph 49. In addition, a summary table lists the disclosures arising from EU legislation stated in Appendix B of ESRS 1, specifying whether the undertaking has assessed them as not material; in such cases, the term “Not Material” is indicated in accordance with paragraph 35 of ESRS 1.

Disclosure requirement and corresponding datapoint	SFDR Reference ⁽¹⁶⁾	Third Pillar Reference ⁽¹⁷⁾	Regulation on Indices Used as Benchmarks Index Regulation Reference ⁽¹⁸⁾	EU Climate Law Reference ⁽¹⁹⁾	Reference
ESRS 2 GOV-1 Board's gender diversity, paragraph 21(d)	Annex I, Table 1, indicator no. 13		Commission Delegated Regulation (EU) 2020/1816 ⁽²⁰⁾ , Annex II		Board of Directors p. 10-11
Disclosure requirement and corresponding datapoint	SFDR Reference ⁽¹⁾	Third Pillar Reference ⁽²⁾	Reference Index Regulation Reference ⁽³⁾	EU climate law reference ⁽⁴⁾	Reference
ESRS 2 GOV-1 Percentage of board members who are independent, paragraph 21(e)			Commission Delegated Regulation (EU) 2020/1816, Annex II		Board of Directors p. 10-11
ESRS 2 GOV-4 Statement on due diligence, paragraph 30	Annex I, Table 3, indicator no. 10				Statement on due diligence p. 13-14-15
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities, paragraph 40(d)(i)	Annex I, Table 1, indicator no. 4	Article 449 bis of Regulation (EU) 575/2013; commission Implementing Regulation (EU) 2022/2453 ⁽²¹⁾ , Table 1 – Qualitative Information on Environmental Risk and Table 2 – Qualitative Information on Social Risk	Commission Delegated Regulation (EU) 2020/1816, Annex II		Not applicable

¹⁶Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector (Sustainable Finance Disclosures Regulation) (OJ L 317, 9.12.2019, p. 1).

¹⁷Regulation (EU) 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms and amending Regulation (EU) 648/2012 (Capital Requirements Regulation "CRR") (OJ L 176, 27.6.2013, p. 1).

¹⁸ Regulation (EU) 2016/1011 of the European Parliament and of the Council of 8 June 2016 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EU and Regulation (EU) 596/2014 (OJ L 171, 29.6.2016, p. 1).

¹⁹ Regulation (EU) 2021/1119 of the European Parliament and of the Council of 30 June 2021 establishing the framework for achieving climate neutrality and amending Regulation (EC) 401/2009 and Regulation (EU) 2018/1999 ("European Climate Law") (OJ L 243, 9.7.2021, p. 1).

²⁰ Commission Delegated Regulation (EU) 2020/1816 of 17 July 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council as regards the explanation in the benchmark statement of how environmental, social and governance factors are reflected in each benchmark provided and published (OJ L 406, 3.12.2020, p. 1).

²¹ Commission Implementing Regulation (EU) 2022/2453 of 30 November 2022 amending the implementing technical standards laid down in Implementing Regulation (EU) 2021/637 as regards the disclosure of environmental, social and governance risks (OJ L 324 of 19.12.2022, p.1).

ESRS 2 SBM-1 Involvement in activities related to chemical production, paragraph 40(d)(ii)	Annex I, Table 2, indicator no. 9		Commission Delegated Regulation (EU) 2020/1816, annex II		Not applicable
ESRS 2 SBM-1 Involvement in activities related to controversial weapons, paragraph 40(d)(iii)	Annex I, Table 1, indicator no. 14		Article 12, paragraph 1 of Delegated Regulation (EU) 2020/1818 ⁽²²⁾ and Annex II of Delegated Regulation (EU) 2020/1816		Not applicable

Disclosure requirement and corresponding datapoint	SFDR Reference ⁽¹⁾	Third Pillar Reference ⁽²⁾	Reference Index Regulation Reference ⁽³⁾	EU climate law reference ⁽⁴⁾	Reference
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco, paragraph 40(d)(iv)			Article 12, paragraph 1 of Delegated Regulation (EU) 2020/1818 and Annex II of Delegated Regulation (EU) 2020/1816		Not applicable
ESRS E1-1 Transition Plan to reach climate neutrality by 2050, paragraph 14				Article 2, paragraph 1, of Regulation (EU) 2021/1119	Not present in the Consolidated Sustainability Reporting because Indel B has not implemented, nor plans to implement in the short term, a transition plan for climate change mitigation

²² Commission Delegated Regulation (EU) 2020/1818 of 17 July 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council as regards minimum standards for EU Climate Transition Benchmarks and EU Paris-aligned Benchmarks (OJ L 406, 3.12.2020, p. 17).

<p>ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks, paragraph 16(g)</p>		<p>Article 449 bis of Regulation (EU) 575/2013; Commission Implementing Regulation (EU) 2022/2453, model 1: Banking portfolio – Indicators of potential transition risk related to climate change: Credit quality of exposures by sector, emissions and residual maturity</p>	<p>Article 12, paragraph 1(d) to (g) and paragraph 2 of Delegated Regulation (EU) 2020/1818</p>		<p>Not applicable</p>
<p>ESRS E1-4 GHG emission reduction targets, paragraph 34</p>	<p>Annex I, Table 2, indicator no. 4</p>	<p>Article 449 bis of Regulation (EU) 575/2013; Commission Implementing Regulation (EU) 2022/2453, Model 3: Banking portfolio – Indicators of potential transition risk related to climate change: alignment metrics</p>	<p>Article 6 of Delegated Regulation (EU) 2020/1818</p>		<p>IRO policies and monitoring p. 22-23</p>

Disclosure requirement and corresponding datapoint	SFDR Reference ⁽¹⁾	Third Pillar Reference ⁽²⁾	Reference Index Regulation Reference ⁽³⁾	EU climate law reference ⁽⁴⁾	Reference
<p>ESRS E1-5 Energy consumption from fossil sources disaggregated by source (only high climate impact sectors), paragraph 38</p>	<p>Annex I, Table 1, indicator no. 5 and Annex I, Table 2, indicator no. 5</p>				<p>Energy consumption and mix p. 23-24</p>
<p>ESRS E1-5 Energy consumption and mix, paragraph 37</p>	<p>Annex I, Table 1, indicator no. 5</p>				<p>Energy consumption and mix p. 23-24</p>
<p>ESRS E1-5 Energy intensity associated with activities in high climate impact sectors, paragraphs 40 to 43</p>	<p>Annex I, Table 1, indicator no. 6</p>				<p>Energy intensity p. 24-25</p>

<p>ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions, paragraph 44</p>	<p>Annex I, Table 1, indicators no. 1 and 2</p>	<p>Article 449 bis of Regulation (EU) 575/2013; Commission Implementing Regulation (EU) 2022/2453, model 1: Banking portfolio – Indicators of potential transition risk related to climate change: Credit quality of exposures by sector, emissions and residual maturity</p>	<p>Articles 5, paragraph 1, 6 and 8, paragraph 1, of Delegated Regulation (EU) 2020/1818</p>		<p>Greenhouse Gas Emissions p. 25-26</p>
<p>ESRS E1-6 Gross GHG emissions intensity, paragraphs 53 to 55</p>	<p>Annex I, Table 1, indicator no. 3</p>	<p>Article 449 bis of Regulation (EU) 575/2013; Commission Implementing Regulation (EU) 2022/2453, model 3: Banking portfolio – Indicators of potential transition risk related to climate change: alignment metrics</p>	<p>Article 8, paragraph 1, of Delegated Regulation (EU) 2020/1818</p>		<p>Emission intensity p. 32</p>

Disclosure requirement and corresponding datapoint	SFDR Reference ⁽¹⁾	Third Pillar Reference ⁽²⁾	Reference Index Regulation Reference ⁽³⁾	EU climate law reference ⁽⁴⁾	Reference
<p>ESRS E1-7 GHG removals and carbon credits, paragraph 56</p>				<p>Article 2, paragraph 1, of Regulation (EU) 2021/1119</p>	<p>Not applicable. The Group neither purchased nor issued carbon credits</p>
<p>ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks, paragraph 66</p>			<p>Annex II of Delegated Regulation (EU) 2020/1818 and Annex II of Delegated Regulation (EU) 2020/1816</p>		<p>Phase-in</p>

<p>ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk, paragraph 66(a) ESRS E1-9 Location of significant assets at material physical risk, paragraph 66(c)</p>		<p>Article 449 bis of Regulation (EU) 575/2013; points 46 and 47 of Commission Implementing Regulation (EU) 2022/2453; Model 5: Banking portfolio – Indicators of potential physical risk related to climate change: exposures subject to physical risk</p>			<p>Phase-in</p>
<p>ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes, paragraph 67(c)</p>		<p>Article 449 bis of Regulation (EU) 575/2013; point 34 of Commission Implementing Regulation (EU) 2022/2453; Model 2: Banking portfolio – Indicators of potential transition risk related to climate change: Loans collateralised by immovable property – Energy efficiency of the collateral</p>			<p>Phase-in</p>

Disclosure requirement and corresponding datapoint	SFDR Reference ⁽¹⁾	Third Pillar Reference ⁽²⁾	Reference Index Regulation Reference ⁽³⁾	EU climate law reference ⁽⁴⁾	Reference
<p>ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities, paragraph 69</p>			<p>Annex II to Delegated Regulation (EU) 2020/1818</p>		<p>Phase-in</p>
<p>ESRS E2-4 Amount of each pollutant listed in Annex II of E-PRTR (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28</p>	<p>Annex I, Table 1, indicator no. 8; Annex I, Table 2, indicator no. 2; Annex 1, Table 2, indicator no. 1; Annex I, Table 2, indicator no. 3</p>				<p>Immaterial</p>
<p>ESRS E3-1 Water and marine resources, paragraph 9</p>	<p>Annex I, Table 2, indicator no. 7</p>				<p>Immaterial</p>
<p>ESRS E3-1 Dedicated policy, paragraph 13</p>	<p>Annex I, Table 2, indicator no. 8</p>				<p>Immaterial</p>

ESRS E3-1 Sustainable oceans and seas paragraph 14	Annex I, Table 2, indicator no. 12				Immaterial
ESRS E3-4 Total water recycled and reused, paragraph 28(c)	Annex I, Table 2, indicator no. 6.2				Immaterial
ESRS E3-4 Total water consumption in m3 compared per net revenue on own operations, paragraph 29	Annex I, Table 2, indicator no. 6.1				Immaterial
ESRS 2 IRO-1 – E4 paragraph 16(a)(i)	Annex I, Table 1, indicator no. 7				Immaterial
ESRS 2 IRO-1 – E4 paragraph 16(b)	Annex I, Table 2, indicator no. 10				Immaterial
ESRS 2 IRO-1 – E4 paragraph 16(c)	Annex I, Table 2, indicator no. 14				Immaterial
ESRS E4-2 Sustainable land / agriculture practices or policies paragraph 24(b)	Annex I, Table 2, indicator no. 11				Immaterial
ESRS E4-2 Sustainable oceans / seas practices or policies, paragraph 24(c)	Annex I, Table 2, indicator no. 12				Immaterial

Disclosure requirement and corresponding datapoint	SFDR Reference ⁽¹⁾	Third Pillar Reference ⁽²⁾	Reference Index Regulation Reference ⁽³⁾	EU climate law reference ⁽⁴⁾	Reference
ESRS E4-2 Policies to address deforestation, paragraph 24(d)	Annex I, Table 2, indicator no. 15				Immaterial
ESRS E5-5 Non-recycled waste, paragraph 37(d)	Annex I, Table 2, indicator no. 13				Waste p. 37-38
ESRS E5-5 Hazardous and radioactive waste, paragraph 39	Annex I, Table 1, indicator no. 9				Waste p. 37-38
ESRS 2 – SBM3 – S1 Risk of incidents of forced labour, paragraph 14(f)	Annex I, Table 3, indicator no. 13				Identification of impacts, risks and opportunities p. 50-51
ESRS 2 – SBM3 – S1 Risk of incidents of child labour, paragraph 14(g)	Annex I, Table 3, indicator no. 12				Identification of impacts, risks and opportunities p. 50-51
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ESRS S1-1 Processes and measures for preventing trafficking in human beings, paragraph 22	Annex I, Table 3, indicator no. 11				IRO policies and monitoring p. 52-53
ESRS S1-1 Workplace accident prevention policy or management system, paragraph 23	Annex I, Table 3, indicator no. 1				IRO policies and monitoring p. 52-53
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ESRS S1-14 Number of fatalities and number and rate of work-related accidents, paragraph 88(b) and (c)	Annex I, Table 3, indicator no. 2		Commission Delegated Regulation (EU) 2020/1816, Annex II		Health and safety metrics p. 59-60
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness, paragraph 88(e)	Annex I, Table 3, indicator no. 3				Phase-in

Disclosure requirement and corresponding datapoint	SFDR Reference ⁽¹⁾	Third Pillar Reference ⁽²⁾	Reference Index Regulation Reference ⁽³⁾	EU climate law reference ⁽⁴⁾	Reference
ESRS S1-16 Unadjusted gender pay gap, paragraph 97(a)	Annex I, Table 1, indicator no. 12		Commission Delegated Regulation (EU) 2020/1816, Annex II		Gender pay gap p. 60-61
ESRS S1-16 Excessive CEO pay ratio, paragraph 97(b)	Annex I, Table 3, indicator no. 8				Total remuneration ratio p. 61
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Disclosure requirement and corresponding datapoint	SFDR Reference ⁽¹⁾	Third Pillar Reference ⁽²⁾	Reference Index Regulation Reference ⁽³⁾	EU climate law reference ⁽⁴⁾	Reference
ESRS 2 SBM-3 – S2 Significant risk of child labour or forced labour in the value chain, paragraph 11(b)	Annex I, Table 3, indicators no. 12 and 13				Identification of impacts, risks and opportunities p. 64-65
ESRS S2-1 Human rights policy commitments, paragraph 17	Annex I, Table 3, indicator no. 9 and Annex I, Table 1, indicator no. 11				IRO policies and monitoring p. 65-66
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ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain, paragraph 36	Annex I, Table 3, indicator no. 14				IRO policies and monitoring p. 65-66
ESRS S3-1 Human rights policy commitments, paragraph 16	Annex I, Table 3, indicator no. 9 and Annex I, Table 1, indicator no. 11				Immaterial
ESRS S3-1 Non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines, paragraph 17	Annex I, Table 1, indicator no. 10		Annex II of Delegated Regulation (EU) 2020/1816 and Article 12, paragraph 1, of Delegated Regulation (EU) 2020/1818		Immaterial
ESRS S3-4 Human rights issues and incidents, paragraph 36	Annex I, Table 3, indicator no. 14				Immaterial
S4-1 – Policies related to consumers and end-users, paragraph 16	Annex I, Table 3, indicator no. 9 and Annex I, Table 1, indicator no. 11				IRO policies and monitoring p. 69-70

Disclosure requirement and corresponding datapoint	SFDR Reference ⁽¹⁾	Third Pillar Reference ⁽²⁾	Reference Index Regulation Reference ⁽³⁾	EU climate law reference ⁽⁴⁾	Reference
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines, paragraph 17	Annex I, Table 1, indicator no. 10		Annex II of Delegated Regulation (EU) 2020/1816 and Article 12, paragraph 1, of Delegated Regulation (EU) 2020/1818		IRO policies and monitoring p. 69-70
ESRS S4-4 Human rights issues and incidents, paragraph 35	Annex I, Table 3, indicator no. 14				IRO policies and monitoring p. 69-70
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