buffoli impianti s.r.l.

2025 Sustainability Report

It's not simply a question of plating equipment

Every need, every finish, one direction:

tailor-made sustainable innovation.

Summary

Telephone number

+39 0306811062

Address

via Provinciale n° 23/c – 25050
Rodengo Saiano (BS).

01
Stakeholders Letter

The publication of this Sustainability Report marks the beginning of a new chapter for our company. It is the first time we have formally and systematically laid out our approach to environmental, social, and governance issues, with the goal of making our commitment transparent and promoting a shared sustainability-oriented culture both inside and outside the company.

The path we have taken is made possible by the daily contribution of the people working in the company and by the trust placed in us over time. This foundation of skills, relationships, and shared responsibility has allowed us to navigate complex contexts, strengthen our operating model, and enhance our ability to evolve

The value we aim to create does not end with financial results; it is reflected in the decisions that guide our medium- to long-term development. Sustainability has become a structural element of how we do business: a principle that guides our strategic choices, the organization of our activities, and our attention to the impacts we generate.

Within this framework, we have launched targeted actions to manage environmental and social aspects more responsibly, reducing impacts, improving efficiency, and making a concrete contribution to the communities where we operate.

We are aware that sustainability requires continuity, method, and accountability. It is not a static goal, but a process that involves the entire organization and calls for constant effort, measurement of results, and regular reassessment of priorities.

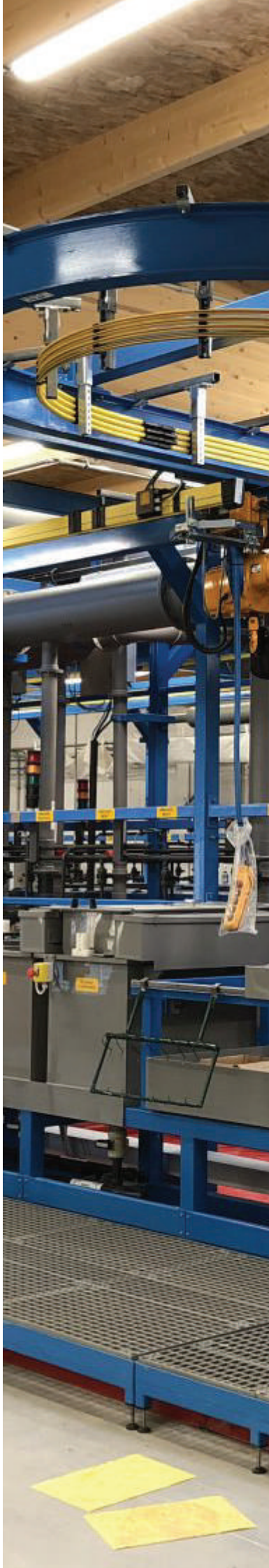
At the same time, we pay close attention to the social dimension. We work to ensure safe, inclusive working conditions focused on people's development, investing in training, well-being, and the enhancement of skills. We believe that only a solid and responsible organization can generate long-term value.

This first Report is therefore a starting point. Through this tool, we intend to make our ESG vision and the commitments that will guide our future choices explicit, continuing with determination along the path of improvement, innovation, and responsibility.

We thank all our stakeholders for the trust and support that make this journey possible.

With gratitude,

Buffoli Impianti



02
Methodological Note

Buffoli Impianti's Sustainability Report is the first tool through which the company communicates its commitment to sustainable development, integrating economic, social and environmental aspects into its activities.

The goal is to provide all stakeholders with a clear view of the most significant impacts generated by the company's operations in the three areas commonly referred to as ESG (Environmental, Social, Governance). For this first voluntary reporting process, the reference is the Voluntary Sustainability Reporting Standard for Non-listed SMEs (VSME), developed by EFRAG at the request of the European Commission and specifically designed for non-listed micro, small and medium-sized enterprises.

The VSME has been applied following reporting option B, which requires the use of both modules provided by the standard:

- A. Basic Module: provides general information and key indicators on environmental, social and governance aspects;
- B. Comprehensive Module: adds further data and indicators to the Basic Module, selected on the basis of their relevance, as required by the standard.

Given the absence of specific guidance on materiality within the VSME, the materiality analysis was conducted according to the methodology set out in GRI 3 – Material Topics[1], in order to identify the sustainability topics that are relevant in relation to the activities carried out and the relevant stakeholders.

The topics identified as material form the basis for selecting and prioritising the information contained in this report, in line with the indicators and information required by the VSME.

The reporting perimeter coincides with that of the Company's annual financial statements for the fiscal year ended 31/12/2025, with a reference period from 1/1/2025 to 31/12/2025. The information contained in the Sustainability Report is consistent with that reported in the financial statements for the same financial year and is presented in a way that facilitates understanding of the interrelationships with financial information.

[1] The Global Reporting Initiative (GRI) is the most widely adopted sustainability reporting framework internationally and provides principles and methodologies for communicating organizations' economic, environmental, and social impacts.

This document represents the organisation's first sustainability reporting exercise and refers to the year 2025. Although not required by the VSME – Voluntary Sustainability Reporting Standard for SMEs for the first year of reporting, the report includes comparative information for the 2024 financial year, in order to ensure greater completeness of information and to allow a trend-based reading of sustainability performance. Data relating to 2024 were collected and calculated using the same methodologies, perimeters and criteria adopted for 2025, ensuring full comparability of the information presented.

The Sustainability Report is prepared as a separate document from the annual financial statements and has been prepared on an individual basis, considering Buffoli Impianti alone, in line with the financial information that the company is required to disclose. Reporting performance on certain topics requires, in some cases, the use of estimates by the Directors, based on historical experience, the support of external specialists and consultants, and other information deemed reasonable in the specific context. The company has not omitted any information classified as sensitive, and the information presented in the Report is consistent with that reported in the financial statements for the same financial year.

The 2025 Sustainability Report was approved by the ESG Committee on: 27/05/2026
For further information, suggestions or insights on the published report, please write to the email address: sostenibilita@buffoligroup.com
The Sustainability Report is published on the company website at: www.buffoligroup.com
General information about the company for the 2025 reporting year:

FIELD	INFORMATION
Company name	Buffoli Impianti S.r.l.
Legal form	Limited liability company
NACE Code	27.90
ATECO Code	27.90.09
Total assets	10.866.234 €
Sales revenue	9.177.155 €
Number of employees (as of 31/12/25)	32
Main country of operation	Italy
Registered office	Via Provinciale 23/C, Rodengo Saiano (BS), 25050
Registered office coordinates	45°35'18.8"N 10°05'59.7"E
Operating site	Via Provinciale 23/C, Rodengo Saiano (BS), 25050
Operating site coordinates	45° 35' 18.085" N 10° 5' 59.683" E
Warehouse	Via Provinciale 23/B, Rodengo Saiano (BS), 25050
Warehouse coordinates	45° 35' 18.286" N 10° 5' 58.880" E

Table 1 - General information about the company and site locations

03

Company Profile of Buffoli Impianti

3.1 The history of Buffoli Impianti

The history of Buffoli Impianti began in 1965 in Val Trompia, when the determination and entrepreneurial vision of the Buffoli brothers, from the first generation of the family, led to the founding of a company specialising in the production of frames for electroplating, initially named Buffoli F.lli.

The rapid positive market response and the trust placed in them by customers allowed the company, within a few years, to expand its business by adding the production of the first metal surface treatment plants to the manufacture of frames.
The growing importance of plant design and construction made a further evolutionary step necessary: in 1981, Buffoli Impianti was born, a company dedicated exclusively to this specific sector.

From the mid-1980s, the second generation of the Buffoli family began working within the company, making a decisive contribution to its development and success. Thanks to a steady growth path, Buffoli Impianti is now recognised as a leading player in Italy and one of the most significant companies in its field at European level.

Over the years, the company has continued to evolve both logistically and productively – expanding its production facilities and opening new plants – and technologically, constantly investing in innovation and process improvement.

The needs of a constantly changing market and new industrial challenges have guided Buffoli Impianti towards continuous development, based on a construction philosophy oriented to total quality, with the primary goal of ensuring full customer satisfaction.

As stated on the cover of the company catalogue, "it's not simply a question of plating equipment": the work of Buffoli Impianti is the result of passion, skill, professionalism and dedication, where heart and rationality coexist harmoniously. It is a story built over time, in which every detail has been designed to support customers day after day. A story that looks to the future with confidence and a spirit of innovation, constantly evolving without ever losing sight of the founding values and origins – essential elements that continue to guide the company in supporting and enhancing the stories of its customers.

TIMELINE OF THE MAIN COMPANY MILESTONES

1981

Establishment of the company Teler for the design and construction of galvanic plants in Villa Carcina (BS).

1983

Purchasing by the Buffoli fratelli of the shares held by the other partners in Telgal, followed by the change of the company name to **Buffoli Impianti S.r.l.**

1998

Construction of the first plant in the Russian market.

2002

Construction of the first plant in the Oil & Gas sector.

1993

Agreement with an English company for the construction of cataphoresis plants and the commercialization of its products in Italy.

1999

Construction and relocation of Buffoli Impianti to the new site in Rodengo Saiano, the current main headquarters. Acquisition of ISO 9001 certification and construction of the first Transfer-type plant.

2003

Creation of S3E in France to enter the French market.

2005

Construction of the first plant in the French market.

2011

Construction of the first plant in the aerospace sector and creation of the ISA3 company to increase potential in the development of new software.

2012

Construction of the first highly automated plant in the fashion sector.

2013

Construction of the first plant in the German market.

2014

Acquisition of OHSAS 18001 certification, later converted to ISO 45001.

2015

Development of a code of ethics in compliance with Italian Legislative Decree 231/01.

2017

Construction of the first PFAS-free Cr VI treatment plant.

2021

Construction of the first plant in the North American market.

2025

Construction of the first Palbox-type plant.

3.2 Our mission and our values

Mission

Buffoli Impianti's mission is to design and build turnkey plants for metal surface treatment, in compliance with current regulations and the specific production needs of its customers. The company acts as a reliable technology partner, offering consolidated expertise, technical innovation, certified quality, and on-site and remote specialist assistance services to ensure efficient, safe, and long-lasting plant solutions.

Vision

Buffoli Impianti aims to be the leading international reference partner in the surface treatment sector, promoting innovative, customised and sustainable plant solutions. Through a qualified presence in foreign markets and continuous investment in technology and skills, the company intends to create long-term value for customers, employees and the local area, strengthening its competitiveness on the global stage.

3.3 Organizations and people

In pursuing its strategic objectives, the company recognises people as the main success factor. The skills, professionalism and sense of responsibility of each employee represent a fundamental asset, which daily fuels the organisation's growth and development path.
The results achieved are the fruit of the joint contribution of the entire team, whose constant commitment supports the company's solidity and evolution over time.

Buffoli Impianti's workforce consists of 32 employees, a figure that confirms the progressive strengthening of the company structure and the attention paid to the development of people, through targeted investments in skills and individual potential.

3.3.1. The organizational structure

The company's organisational structure has been designed according to a logic of clear allocation of responsibilities and competencies across the various functions and areas of activity. The organisational setup supports effective corporate governance, ensuring proper oversight of decision-making, operational and control processes, as well as coordination between the different company functions.

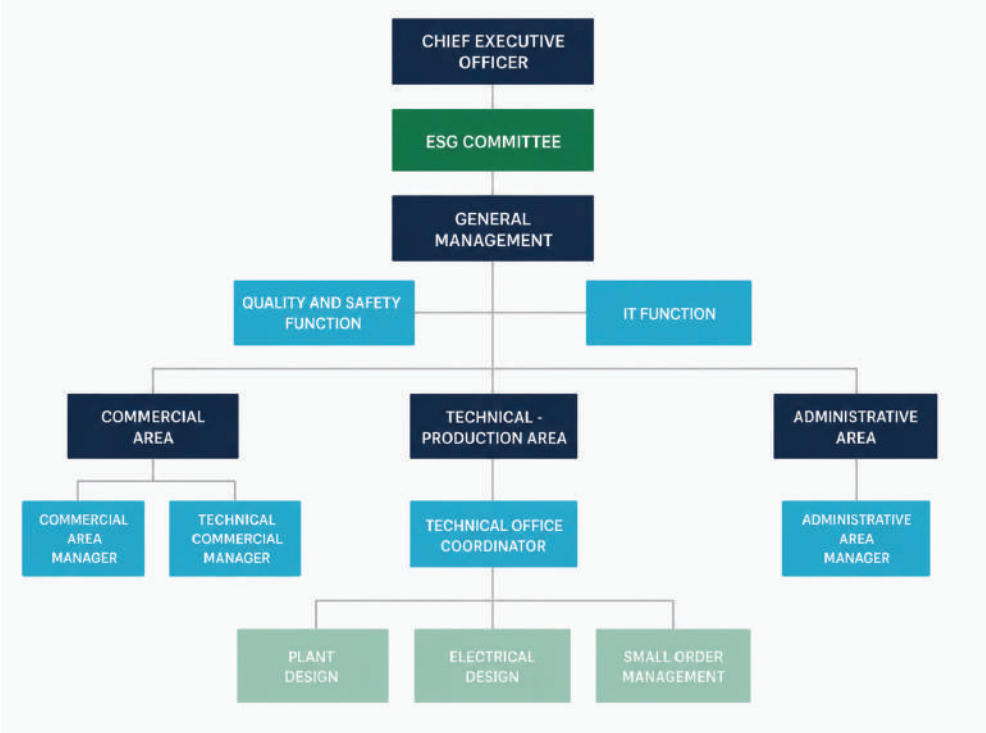


Figure 1 – Organisational chart of Buffoli Impianti

The organisational structure on which the company bases its operations is represented by the following main functions:

- General Management, which has Quality & Safety and Information Technology as staff functions.
- Commercial and Technical Area – interconnected functions, as the projects are to be carried out based on the specific technical requirements of each customer.
- Technical-Production Area, which brings together the technical competencies responsible for engineering, project progress, workshop organisation, purchasing and maintenance scheduling.
- Administration Area, which oversees administrative activities.
- ESG Committee: The Committee is composed of representatives from different company functions, including Management and Administration, and operates as a cross-cutting structure within the organisational chart. Through dialogue and collaboration between the involved functions, the Committee promotes the integration of ESG principles into decision-making and operational processes, monitors key sustainability performance, ensures oversight of regulatory compliance, and contributes to spreading a sustainability culture within the organisation.

3.4. Our certifications

CERTIFFICATIONS	ISSUING BODY	ISSUE DATE / VALIDITY	APPLICABILE SCOPE
ISO 9001:2015 Quality Management System (QMS)	DNV – Business Assurance	- Year of first certification: 1999 - Current certificate issue date: 09/05/2012 - Expiry date: 09/05/2027	Design, manufacture, commissioning and assistance of metal surface treatment plants. Marketing of accessories complementary to the plants (IAF sector: 18).
ISO 45001:2018 Occupational Health and Safety Management System (OHSMS)	URS - United Registrar of Systems (Holding) Ltd	- First issue date: 15/03/2014 - Expiry date: 14/03/2026	Design, production, installation and assistance of metal surface treatment plants.
TÜV German standards a ccording to WHG specifications qualifying manufacturers of tanks, vessels and plastic piping	TUV Rheinland	- First issue: 12/04/2023, expiry 12 April 2025; - Second issue: November 2025, expiry April 2027.	- For LAU plants: construction, repair, installation of leak detection devices, installation of overfill protection systems, piping installation, internal lining, decommissioning - For HBV plants: construction, repair, installation of leak detection devices, installation of overfill protection systems, piping installation, internal lining, decommissioning - Additional information on plant components: tanks, piping, collection basins, MSR equipment - Additional information on materials: stainless steels, thermoplastic materials - Additional information on substances: non-flammable - Additional information on plants: mainly surface treatment/coating plants

Figure 3 – List of Buffoli Impianti's certifications

3.5 C1 - Strategy, business model and value chain

Since 1981, Buffoli Impianti has operated in the Brescia area, contributing to the economic and social development of the local context also by creating employment opportunities, which have grown progressively over time. Throughout its history, the company has demonstrated a constant ability to adapt to changing market needs, offering quality goods and services that have supported steady and sustained growth in turnover.

The company's strategy is oriented towards balanced and long-lasting development, pursued through entrepreneurial choices based on careful assessment of risks and opportunities. From this perspective, Buffoli Impianti promotes a policy of continuous investment aimed at strengthening production capacity, improving product and process quality, and maintaining long-term economic and financial sustainability, while ensuring high standards of safety and worker protection.

The company's identity is built on distinctive elements such as production flexibility, attention to quality, completeness of offering, and service efficiency, including timely delivery.

Also central is the enhancement of internal skills, pursued through ongoing training programmes and entrepreneurial management focused on responsibility.

Consistently with these principles, Buffoli Impianti bases its activities on the values of honesty, fairness and transparency, promoting respect for human dignity and environmental protection. The company adopts a vision of sustainable civil economy, in which economic results are closely linked to the impacts generated on the community and the surrounding ecosystem, viewing profit as a natural expression of responsible practices.

In line with this approach, Buffoli Impianti develops initiatives and services capable of generating positive effects on the local area, contributing to better working conditions, quality of life and the vitality of the local economy. Through these actions, the company aims to foster a balanced distribution of the value created and support sustainable and shared development over the long term.

3.5.1. Production process

Figure 4 – Diagram of Buffoli Impianti's technical-commercial process

Figure 5- Diagram of Buffoli Impianti's production process

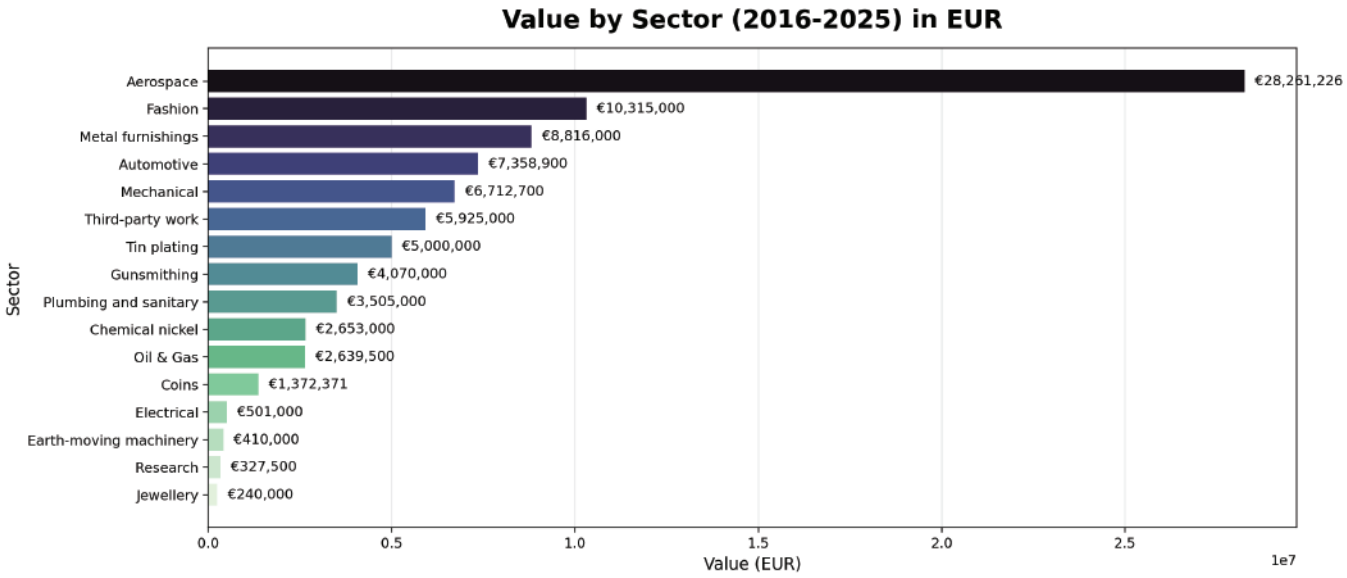
3.5.2. Significant groups of products and services offered

Buffoli Impianti offers solutions for the surface treatment of metal and plastic components, with a wide range of specialised processes, including:

- Galvanic treatments: zinc plating, chromium plating, nickel plating, tin plating, copper plating;
- Electrolytic conversion treatments: anodic oxidation and hard anodic oxidation;
- Chemical deposition treatments: electroless nickel plating;
- Piece protection treatments: phosphating, black finishing, soaping;
- Washing and pickling treatments: mild or strong;
- Chemical conversion treatments for specific materials: aluminium, titanium, steel.

The company serves various industrial sectors, applying its expertise to components used in highly diverse fields:

- Aeronautical and aerospace;
- Automotive;
- Food;
- Water and sanitary;
- Naval;
- Oil, mechanical, oil & gas;
- Coinage;
- Fashion;
- Electronics and telecommunications;
- Furniture.



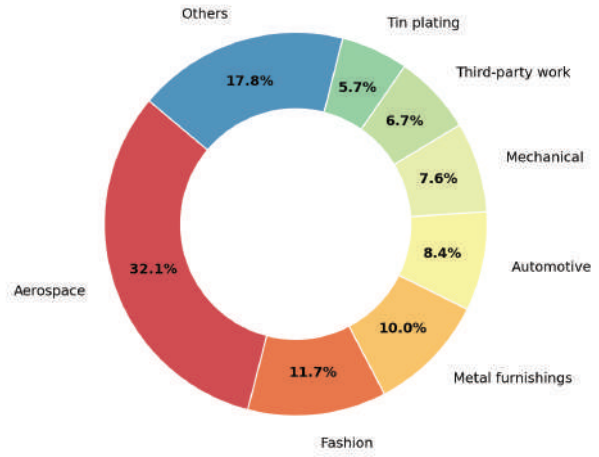


Figure 6 –Value of the main sectors covered from 2016 to 2025
Figure 7 – Main sectors covered from 2016 to 2025

3.5.3. Main markets

The company's main market is B2B. In recent years, the reference market has been predominantly European, particularly Germany, France and Italy; however, the company's presence is international, as the destination of the plants varies from year to year depending on the orders acquired.

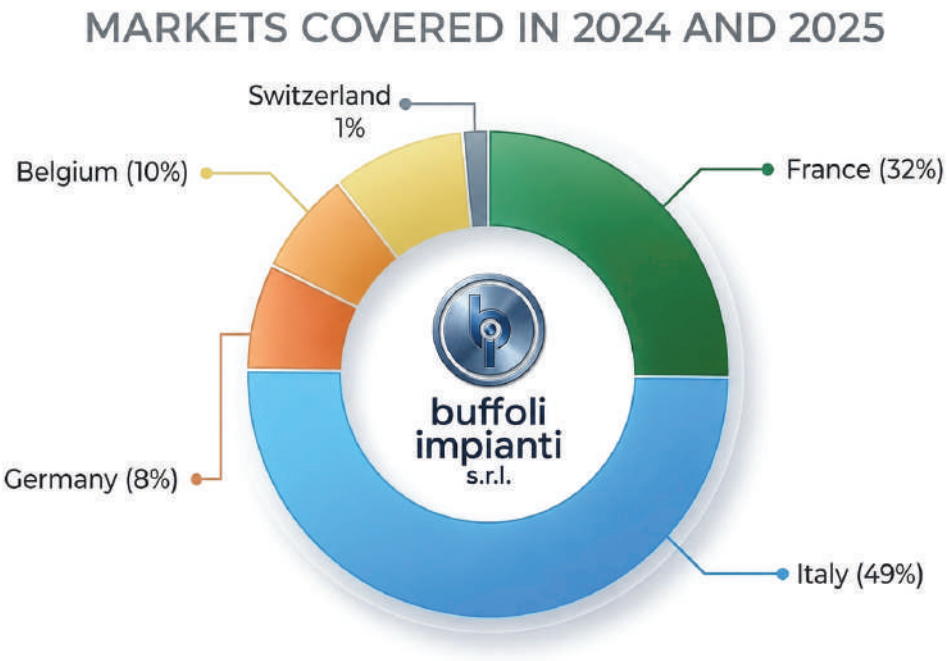


Figure 8 - Breakdown of total revenues by geographical area - years 2024

3.5.4. Main business relationships

The company operates within a complex and highly integrated industrial supply chain, based on stable and medium-to-long-term commercial relationships with predominantly industrial suppliers and customers.

The supply network consists of operators specialising in mechanical processing, surface treatments, technical components, logistics services and industrial support. Supplier selection favours consolidated technical expertise, operational reliability and continuity of service – elements considered essential to ensure final product quality and on-time delivery. The supplier base is mainly located in Italy and Europe, reducing supply chain risks.

The customer base consists mainly of large national and multinational industrial groups active in the electrotechnical, automation and precision mechanics sectors.

Customer relationships are generally characterised by continuity, high quality standards and technical collaboration in solution development.

From a commercial perspective, the company adopts a flexible distribution model, combining direct presence in strategic markets with the use of local intermediaries (agents, brokers and commercial partners).

New customer acquisition occurs mainly through established relationships, references, participation in trade fairs and commercial agreements, integrated with a digital presence to support commercial activities.

3.5.5. Key elements of the corporate strategy that concern or influence sustainability issues

Starting in 2025, Buffoli Impianti further strengthened its commitment to sustainability, initiating a process aimed at systematically integrating ESG principles into the company's core business, strategic processes and decision-making logic. This evolution is part of an approach that has always characterised the company's way of operating, oriented towards technological innovation, continuous process improvement and long-term value creation.

Attention to environmental, social and territorial responsibility has always been a structural element of Buffoli Impianti's identity. The company operates to ensure high standards of workplace safety, environmental protection and energy efficiency, while promoting professional growth of people and spreading a corporate culture based on responsibility and social awareness.

To strengthen this approach, in 2025 the company undertook a series of organisational and operational initiatives aimed at making sustainability an integral part of the corporate strategy, including the establishment of an internal ESG Committee to support the integration of environmental, social and governance issues into strategic choices and to foster coordination among different company functions. At the same time, Buffoli Impianti began preparatory activities for drafting the sustainability report in accordance with the EFRAG VSME standard, as a tool for reporting, monitoring and transparency of ESG performance.

To support this process, a structured ESG data collection process was also launched, through the definition of standardised procedures aimed at making the metrics detection process homogeneous, repeatable and verifiable, thus strengthening the quality, reliability and traceability of the reported information.

Consistent with this approach, Buffoli Impianti has identified a series of priority strategic areas on which to focus its sustainability journey, progressively integrating them into the business model and corporate decision-making processes. These areas include strengthening ESG governance, evolving towards a more sustainable business model – with particular attention to managing the energy transition through the use of renewable sources and the adoption of energy efficiency and consumption reduction measures – as well as social and territorial sustainability, with a focus on protecting people, organisational well-being and the development of initiatives to support local communities.

Finally, the company has started a process to consolidate relationships with its stakeholders, strengthening transparency and the quality of communication regarding sustainability initiatives and performance, also through the adoption of structured reporting gradually aligned with reference standards.

3.6 C1 - Governance

The company adopts a structured and transparent governance model, aimed at ensuring a balance between ownership, management and control, as well as upholding the principles of legality, integrity and responsibility towards all stakeholders. Governance represents one of the main tools for promoting ethical behaviour, supporting sustainable growth and ensuring proper risk management, including ESG risks.

- **Ownership**: the company is made up of four shareholders with equal shares (25% each): Giordano Buffoli, Angelo Buffoli, Mariagrazia Buffoli and Marco Buffoli.

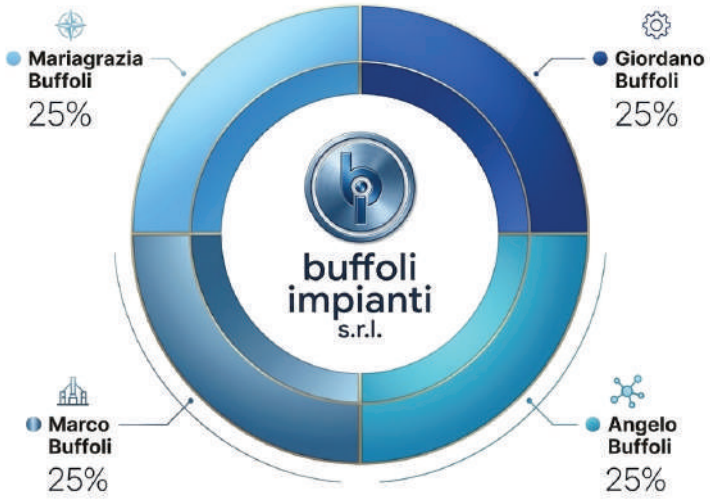


Figure 9 - Buffoli Impianti shareholding structure

- **Board of Directors**: the Board of Directors (BoD) consists of five members: Marco Buffoli, Angelo Buffoli, Mariagrazia Buffoli, Giuseppe Buffoli and Andrea Ragnoli, with female representation equal to 20% of the members. The BoD is responsible for the ordinary and extraordinary management of the company, the definition of company policies, the supervision of processes and the adoption of strategic decisions consistent with ESG principles.

- For operational support, the company has appointed a **special proxy holder**, Giordano Buffoli, with specific delegated powers for management tasks, ensuring effective and timely management while respecting the decisions of the BoD.

- **Supervisory Body:** the statutory audit is entrusted to a single external auditor who guarantees independence and objectivity in verifying accounting accuracy and regulatory compliance.

- **Supervisory Board (231 Model):** in line with Legislative Decree 231/2001, the company has established a Supervisory Board (OdV) tasked with monitoring the application and effectiveness of the Organisation, Management and Control Model, as well as integrity and risk prevention policies. The OdV is composed of two external professionals – one woman as chairperson and one man – ensuring competence, independence and autonomy in overseeing sensitive processes.

3.6.1. Organization, Management, and Control Model – Model 231

Buffoli Impianti, attentive to promoting and strengthening the principles of transparency and integrity, has decided to adopt an Organisation, Management and Control Model (MOGC) compliant with the provisions of Legislative Decree 231/2001. The definition of the Model was preceded by a careful analysis of risk areas, carried out in compliance with the Decree and the Confindustria Guidelines. In order to ensure its correct implementation, effectiveness, observance and continuous updating, a specific Supervisory Board (OdV) has been established. The MOGC is divided into a General Part and a Special Part. The General Part governs the purpose and scope of application of the Model, identifies the addressees, defines the sanctions system and regulates the duties, powers and responsibilities of the Supervisory Board. The Special Part, on the other hand, collects the principles and organisational, management and control procedures aimed at preventing the risk of committing offences that emerged from the risk assessment activity.

3.6.2. Whistleblowing

Buffoli Impianti considers whistleblowing a fundamental instrument of good governance and of promoting a corporate culture based on ethics, transparency and responsibility. To this end, it has implemented a structured reporting system, compliant with Legislative Decree 24/2023 (EU Directive 2019/1937) and integrated into the 231/2001 Model, aimed at preventing unlawful conduct and strengthening organisational integrity.

The system allows employees, collaborators, consultants, suppliers and stakeholders to report violations of the law, of Model 231, of the Code of Ethics, or behaviour inconsistent with the principles of fairness, legality and sustainability.

Reporting channels are secure, confidential and easily accessible, with the possibility of anonymous submission where permitted, ensuring protection and confidence for the reporter.

Reports are managed by autonomous and independent persons with adequate competence, operating according to criteria of impartiality, confidentiality and timeliness. The system also provides full protection of the reporter against any form of retaliation, discrimination or penalisation arising from reports made in good faith, representing a key element of risk management and ESG governance for the company.

3.6.3. Sanctions system

Buffoli Impianti has implemented an internal sanctions system, integrated into the 231/2001 Model, with the aim of ensuring compliance with company rules, preventing unlawful behaviour and strengthening a culture of compliance. The system is preventive and proportionate, does not replace any external administrative or criminal proceedings, and is applied specifically, promptly and gradually according to the severity of the violation and the type of relationship with the company.

Anyone who violates supervisory obligations, internal procedures, communication obligations to the OdV, or produces incomplete or false documentation is subject to sanctions. The sanctions, differentiated by category of addressee, are imposed in compliance with the adversarial principle, ensuring the offender the opportunity to present defences and observations. The system has been disseminated and communicated to all addressees through posting and targeted training, constituting a key governance tool for strengthening corporate integrity, ethics and responsibility.

3.6.4. Code of Ethics

Buffoli Impianti's Code of Ethics represents the charter of principles and values of the company, providing a clear reference for defining conduct criteria and guiding the behaviour of all parties involved in company activities. The document promotes behaviour based on fairness, transparency, loyalty, collaboration and mutual respect, preventing conduct that could constitute criminal or administrative offences under Legislative Decree 231/2001.

The Code applies to all company areas and processes, involving every activity and function of the company, and is addressed to all those who collaborate with the company: employees, consultants, collaborators, shareholders, agents and suppliers, including members of corporate bodies and managers.
In this way, the Code of Ethics becomes a concrete governance tool, aimed at reducing ethical risks and guiding organisational and entrepreneurial choices.

Compliance with the Code is an integral part of the Organisation, Management and Control Model, representing a contractual obligation for directors, employees and collaborators. Through the adoption of the Code, Buffoli Impianti intends to consolidate an ethical and responsible corporate culture, promoting a shared and participatory commitment, fully aware of the importance of the interests involved and the sustainability of its activities.

04

B2 - Practices, policies

and future initiatives for the transition to a more sustainable economy

Buffoli Impianti has begun a progressive and structured path of transition towards a more sustainable development model, based on the awareness that medium- to long-term growth must combine economic performance, environmental care and the enhancement of people. In this context, the company is integrating sustainability principles into its strategies and decision-making processes, also through the involvement of cross-functional corporate functions and the ESG Committee.

The path taken aims to consolidate and make systemic the environmental, social and governance initiatives already underway, with the objective of progressively structuring sustainability reporting in line with the VSME ESRS standards. The main areas of focus include climate change, responsible management of resources and waste, circular economy principles, health and safety protection, well-being and skills development of human capital, corporate integrity, and strengthening relationships with the local area.

As part of this journey, Buffoli Impianti has already implemented several operational initiatives aimed at improving its environmental and social performance, including:

- Energy efficiency and use of renewable energy: during 2025, the installation of a photovoltaic system for self-production of electricity was completed, with a total capacity of approximately 95 kW. In the same period, work was also carried out on the skylights of the company buildings, aimed at increasing natural light intake and reducing energy consumption related to artificial lighting.

- Evaluation and procurement of electricity from certified renewable sources (Guarantee of Origin): during 2025, starting from the first months of the year, Buffoli Impianti began a process of evaluating and procuring electricity supported by Guarantee of Origin (GO), with the aim of using energy from certified renewable sources.

- Waste management and circular economy: the company has progressively implemented waste man agement systems oriented towards proper separation and recovery of recyclable fractions, promoting more efficient use of resources and reduction of environmental impacts.

- During 2025, the company introduced a meal supply service for employees, structured as a subsidised catering service. The service provides daily delivery of meals at the company premises at a reduced price, thanks to direct financial contribution from the company.

- Support for the local community: Buffoli Impianti promotes initiatives in favour of its local area through charitable actions and support for local organisations, such as parishes and sports associations, contributing to the development of the social context in which it operates.

- The company annually supports, through donations, non-profit organisations and bodies operating in humanitarian and social fields, in line with its values and attention to the surrounding social context.

These initiatives represent the first steps of a continuous improvement path, which the company intends to strengthen over time through the adoption of further practices and targeted investments, consistent with sustainability principles and stakeholder expectations.

05

C2- Description of practices

policies, and future initiatives for the transition to a more sustainable economy

In line with requirement VSME C2, the company has defined a set of practices, policies and future initiatives aimed at supporting the transition to a more sustainable economy.

The Strategic ESG Plan summarised below outlines the main actions planned across the Environment, Social and Governance pillars, indicating for each area the objectives pursued, the monitoring indicators (KPIs) and the 2026 targets.

The initiatives have been identified taking into account their relevance to the company's business model, operational feasibility and the principle of proportionality applicable to SMEs, and represent a path of progressive and structured improvement in the ESG field.

Pillar	Area	Action	Objective	KPI	2026 Target
Environment	Certifications and environmental management system	Implementation of an environmental management system compliant with ISO 14001 standard	Strengthen environmental management through structured processes and continuous improvement objectives	ISO 14001 certification issued by an accredited body	ISO 14001 certification obtained by 2026
Environment	Circular economy and waste	Launch of a technical and qualitative feasibility study on the installation of drinking water dispensers at company sites, aimed at assessing water quality and the conditions for a possible reduction of single-use plastic related to water consumption	Evaluate sustainable solutions for reducing single-use plastic related to water consumption	Completion of the feasibility study	Feasibility study completed and evaluation of intervention options by 2026
Social	Welfare initiatives	Design and implementation of a corporate welfare plan	Promote employee well-being	- % of employees who have used at least one welfare service. - Welfare credit usage rate (value of benefits used / total credit granted × 100)	100% of employees with access to the welfare plan and welfare permanently included in the company budget

Social	Commitment to the community	Definition of a clear vision and objectives regarding the company's contribution to the community, as well as preparation and implementation of an annual social action plan (objectives, budget, activities and monitoring indicators)	Systematically structure and measure the impact of social initiatives, ensuring consistency, continuity and transparency in the commitment to the community	Percentage of planned initiatives completed: (number of completed initiatives / total number of planned initiatives) × 100	100% of planned social initiatives completed
Governance	Stakeholder engagement	Develop a structured approach to stakeholder engagement through transparent and collaborative relationships, aimed at understanding expectations, systematically collecting feedback and integrating it into corporate strategies	Strengthen transparency, dialogue and trust with stakeholders, improving the quality of decision-making and reducing social and reputational risks	% of feedback collected relative to stakeholders contacted	Launch of initial engagement initiatives and progressive development of a structured stakeholder engagement system
Governance	Organisational model	Update and maintain the Organisation, Management and Control Model pursuant to Legislative Decree 231/2001, ensuring compliance with current regulations, effective crime prevention, staff training and continuous monitoring of at-risk company processes	Strengthen regulatory compliance and the internal control system, reducing the risk of predicate offences and ensuring effective oversight of sensitive processes	Percentage of completion of the Model 231 update project	100% completion of the MOG 231 update project

Table 2 - Strategic ESG Plan: practices, policies and future initiatives for the transition to a more sustainable economy

06

Impact analysis and material topics

6.1. Methodological approach

The concept of materiality according to GRI (Global Reporting Initiative) standards is one of the central aspects of sustainability reporting. It refers to identifying and selecting topics that are significant both for Buffoli Impianti and for its stakeholders. This chapter details the process for defining the impact materiality analysis and identifying Buffoli Impianti's material topics.

6.2. Stages of the materiality analysis definition process

The impact and materiality analysis process was developed through the following stages:

STAGE	OBJECTIVES	DESCRIPTION
Stage 1. Understanding the organization's context	- Outline activities, business relationships and the context in which they take place; - Identify the main stakeholders to be involved.	1. Analysis of company activities: in this first stage, the organization analyzed its activities and business model, examining the strategic plan, mission, values, products and services offered, as well as target markets and the human resources structure. 2. Analysis of business relationships: the main business relationships along the value chain were assessed, both upstream and downstream, including relationships with partners and suppliers, taking into account the nature, purpose, duration and geographical areas of operation. 3. Stakeholder analysis: internal and external parties affected by company activities or interested in the value chain were identified, with the aim of understanding relevant opinions, expectations and interests. 4. Sustainability context analysis: the main economic, environmental, social and human rights issues were considered, consistent with the sectors and territories in which the company operates.

Stage 2. Identification of actual and potential impacts	The objective of this stage is to identify the actual and potential impacts generated by the organization on the environment, people and corporate governance, by analyzing company activities and main business relationships along the value chain, in order to obtain an overall view of the effects connected to the company's operations.	1. Negative impacts: identification of actual and potential negative impacts arising from its activities. The analysis considered both impacts directly connected to company operations, products and services, and those indirect impacts related to main business relationships along the value chain. 2. Positive impacts: assessment of the contribution of company activities to sustainable development, analysing the ability of products, services, procurement practices, business model and corporate strategies to generate positive effects on the environment, people and the economic-social system.
Stage 3. Assessment of impact significance	Assessment of the actual and potential impacts identified, in order to determine their significance and define intervention and reporting priorities.	The significance of impacts was assessed based on their relevance and likelihood of occurrence, distinguishing between actual and potential impacts. For actual negative impacts, significance was determined mainly by the relevance of the impact, while for potential negative impacts, both the level of relevance and the likelihood of occurrence were considered together, their combination defining the significance. The relevance of negative impacts was analysed through three interconnected factors: the magnitude of the impact, the scale of people or resources involved, and the degree of irremediability of the effects generated. The assessment of positive impacts was conducted using similar logic. In particular, for actual positive impacts, significance coincides with the relevance of the impact, determined by the magnitude and scale of the benefits generated for the people or resources involved. For potential positive impacts, significance was defined by considering, in addition to relevance, also the likelihood of the impact occurring, in order to assess the degree of possibility of achieving the expected benefits.
Stage 4. Involvement of relevant stakeholders	Dialogue with stakeholders is considered a fundamental element to ensure transparency, accountability and continuous improvement. The company aims to understand the expectations, needs and concerns of all parties involved in its activities and value chain.	With a view to progressively involving key people and starting a structured stakeholder engagement process, specific stakeholder categories were involved through dedicated questionnaires. The objective of the process was to collect feedback on the main impacts identified, in order to deepen stakeholder perceptions and obtain useful input for managing and mitigating those impacts. The stakeholder categories involved were employees and suppliers. Dialogue with these groups made it possible to integrate different perspectives and concerns, promoting a more complete, shared and informed representation of the impacts connected to company activities.
Stage 5. Determination of the materiality matrix	The objective is to define the materiality matrix by identifying relevant topics through the integration of the internal impact assessment and the results emerging from the stakeholder engagement process. This process allows identification of the relevance zone of material topics within the materiality matrix.	Following the processing of stakeholder engagement results, the relevant topics were assessed. In particular, the topics identified in previous stages were re-examined taking into account the perceptions and evaluations expressed by the stakeholders involved. This comparison made it possible to integrate the internal point of view with the external one, leading to the construction of the materiality matrix. The resulting graphical representation shows the positioning of topics according to their internal and external relevance, allowing the identification of the relevance zone.

6.3. Stakeholder engagement

Buffoli Impianti identified two categories of stakeholders with whom it maintains an active dialogue and involved them by administering a questionnaire that included the list of impacts previously assessed by company management. The main objective of the survey was to gather the stakeholders' point of view, asking them to select and rank the impacts they considered most relevant according to their own perception of priority.

The stakeholders involved in the process of identifying material topics were:

- Suppliers;
- Employees.

Suppliers were given an online questionnaire via the Microsoft Forms platform, while employees received a paper questionnaire, following a process of training and awareness-raising on sustainability and ESG issues.

The responses collected allowed us to recalibrate the weight of the identified impacts, integrating the internal assessment with the judgement expressed by external stakeholders. The survey results were then plotted on a graph, with Buffoli Impianti's data on the x-axis and stakeholder data on the y-axis, on a scale of increasing values from the origin outward.

6.4. Results

The following table summarises the results of the materiality analysis conducted, from which the material impacts derive.

PILLAR	MATERIAL TOPIC	IMPACT DESCRIPTION	CATEGORY
Environment	Climate change	Impacts related to the reduction of indirect greenhouse gas emissions (Scope 2), achieved by increasing purchased renewable energy and orienting supplier choice towards low-emission energy mixes, contributing to the decarbonisation of the energy supply chain.	Potential positive
	Own workforce	Impacts related to the involvement of the own workforce and internal communication on environmental and ESG issues, aimed at strengthening corporate culture and supporting the achievement of sustainability objectives.	Potential positive
Social	Affected communities	Impacts related to the contribution to the socio-economic development of the area where the company operates, also through responsible wage policies and the employment of staff from the local community.	Actual positive
	Consumers and end users	Impacts related to the growing demand for sustainable and responsible suppliers, to which the company responds through reporting tools, structured ESG policies and ISO 14001 environmental certification.	Potential positive
	Consumers and end users	Impacts related to product development and innovation aimed at effectively responding to customer needs and expectations.	Actual positive
	Own workforce	Impacts related to the protection of the health and safety of the own workforce, ensured by adequate working environments and company procedures compliant with regulatory requirements.	Actual positive
	Own workforce	Impacts related to the prevention of workplace accidents through near-miss analysis and the adoption of preventive measures aimed at reducing the risk of serious incidents.	Actual positive
	Own workforce	Impacts related to skills development and professional growth of employees, supported by initiatives and continuous training programmes.	Actual positive
	Own workforce	Impacts related to employment stability and retention of the own workforce, supported by balanced turnover and high average employee seniority.	Actual positive
	Own workforce	Impacts related to strengthening internal communication, aimed at improving information sharing, sense of belonging and the spread of corporate culture.	Potential positive

	Workers in the value chain	Impacts related to the monitoring and responsible management of the supply chain, aimed at ensuring its sustainability and resilience in the medium to long term.	Actual positive
	Workers in the value chain	Impacts related to the protection of human rights along the value chain, through verification of working conditions and prevention of exploitative practices.	Actual positive
Governance	Corporate conduct	Impacts related to transparent company management, capable of fostering a collaborative work environment and increasing employee satisfaction.	Actual positive
	Corporate conduct	Impacts related to the effective and efficient management of economic and financial resources, aimed at creating and distributing value in the short and medium to long term.	Actual positive
	Corporate conduct	Impacts related to the prevention of corruption in business activities and along the value chain, supported by the adoption of policies, procedures and reporting mechanisms.	Actual positive
	Corporate conduct	Impacts related to the responsible conduct of business activities in compliance with the regulatory framework and ethical standards, supported by the adoption of Organizational Model 231, the Code of Ethics and internal compliance procedures.	Actual positive

Table 3 – List of impacts resulting from the materiality analysis

6.5. Materiality Matrix

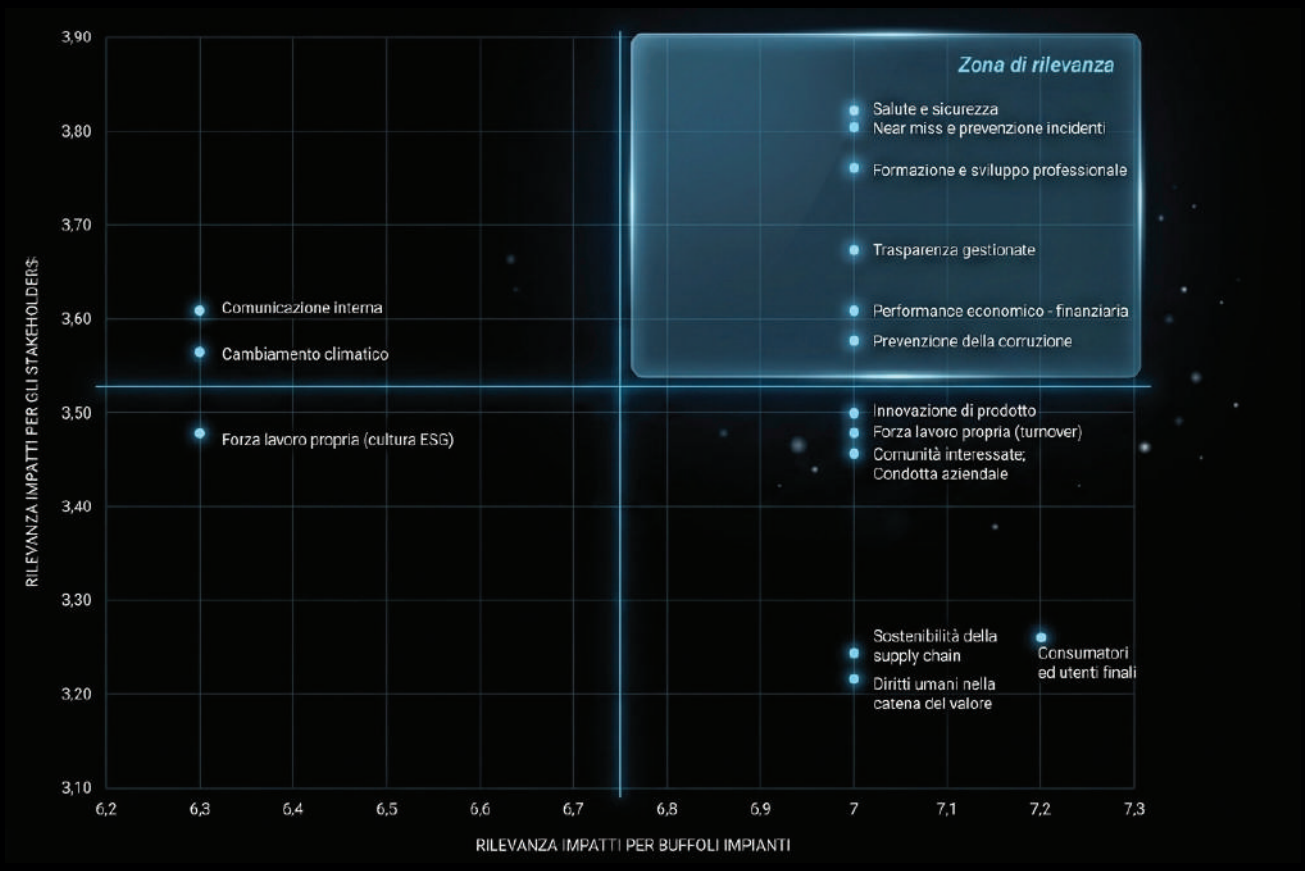
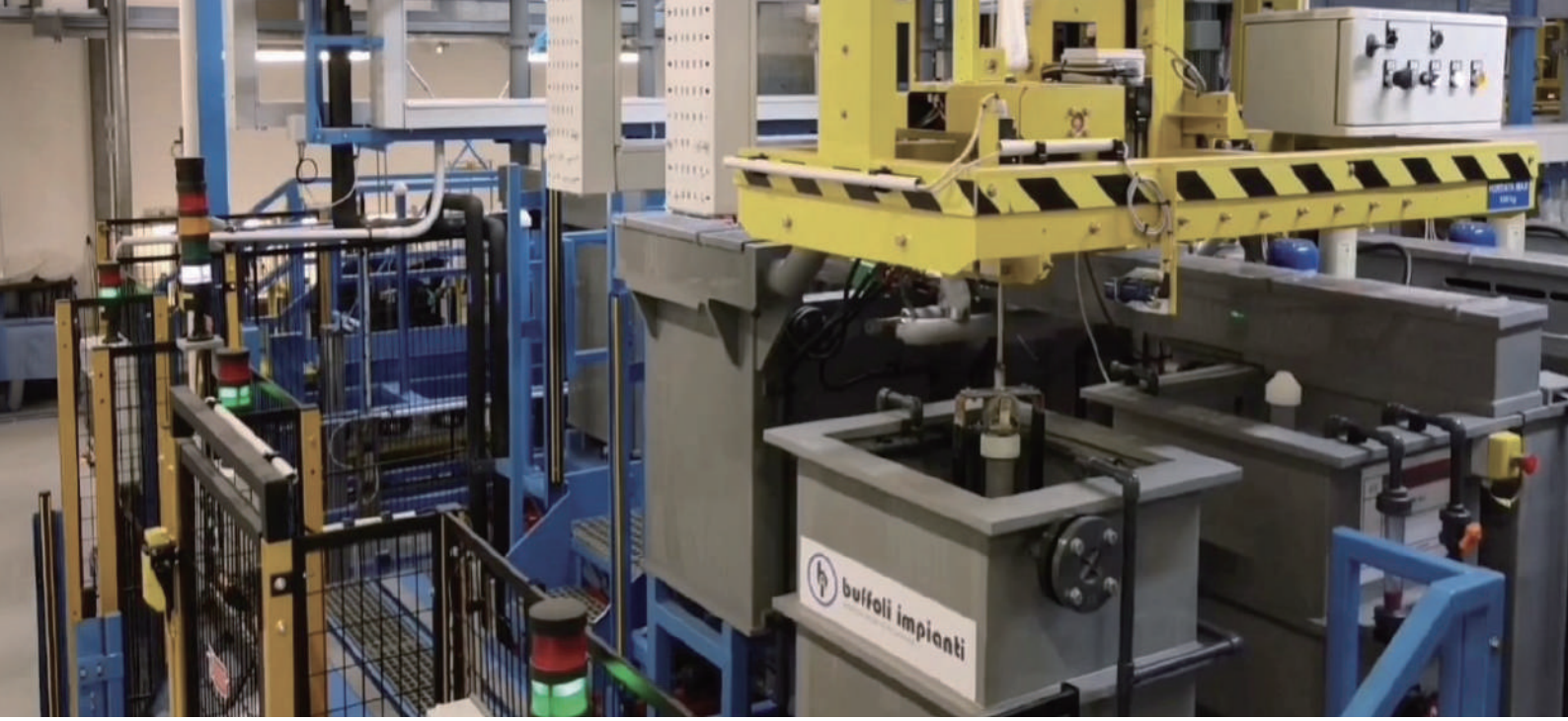


Figure 10 - Materiality Matrix



07

Environmental metrics

7.1. B3 - Energy and greenhouse gas emissions

7.1.1. Total energy consumption

Energy consumption data for the years 2024 and 2025 are shown in the following table, with a breakdown by type, source and form of energy used.

Unit of measurement [MWh]	Renewable		Non-renewable		Total	
Year	**2024**	**2025**	**2024**	**2025**	**2024**	**2025**
Fuel consumption						
Petrol	-	-	10,24	7,98	10,24	7,98
Diesel	-	0,45	175,23	200,20	175,23	200,65
Natural gas	-	-	282,16	319,97	282,16	319,97
Total fuels	**-**	**0,45**	**467,63**	**528,14**	**467,63**	**528,59**
Electricity consumption						
Electricity	-	87,77	103,24	-	103,24	87,77
Electricity from RES for self-consumption	-	14,09	-	-	-	14,09
Total electricity	**-**	**101,86**	**103,24**	**-**	**103,24**	**101,86**
Total consumption	**-**	**102,31**	**570,87**	**528,14**	**570,87**	**630,45**

Table 4 - Total energy consumption - years 2024 and 2025 [MWh]

Table 4 shows the total energy consumption for the 2024 and 2025 financial years, broken down by source type (renewable and non-renewable) and by energy vector (fuels and electricity). The increase in diesel consumption recorded in 2025 is mainly linked to travel for work trips. The variability in the geographical distribution of customers and activities in fact led to greater use of road mobility, with a consequent increase in consumption of company vehicles.

This trend highlights how the energy consumption profile, particularly for fossil fuels, is influenced by operating methods and the geographical distribution of activities. In the two-year period 2024–2025, Buffoli Impianti began a process of gradual integration of renewable energy sources, with the aim of improving its energy mix and reducing, as far as possible, the use of non-renewable sources.

Regarding electricity, in the last months of 2025 the new photovoltaic plant came into operation, allowing the production of 14.09 MWh of energy from renewable sources for self-consumption. This intervention reduced electricity withdrawal from the grid, keeping overall demand substantially unchanged compared to the previous year (103.24 MWh in 2024 and 101.86 MWh in 2025).

At the same time, the company requested its supplier to supply electricity from renewable sources certified through Guarantees of Origin (GO), thus ensuring traceability and the renewable origin of the purchased energy.
Overall, the data show a progressive improvement in the composition of energy consumption, achieved through the introduction of renewable sources and self-production solutions. For the purposes of this report, the company considers as renewable energy exclusively:

Electricity certified through the acquisition of Guarantees of Origin (GO), pursuant to Legislative Decree 3 March 2011, no. 28, adopted in implementation of European Directive 2009/28/EC;

Electricity produced by a photovoltaic plant and intended for self-consumption.
The company continues along this path with the objective of strengthening over time the share of energy from renewable sources and promoting a more efficient use of energy resources.

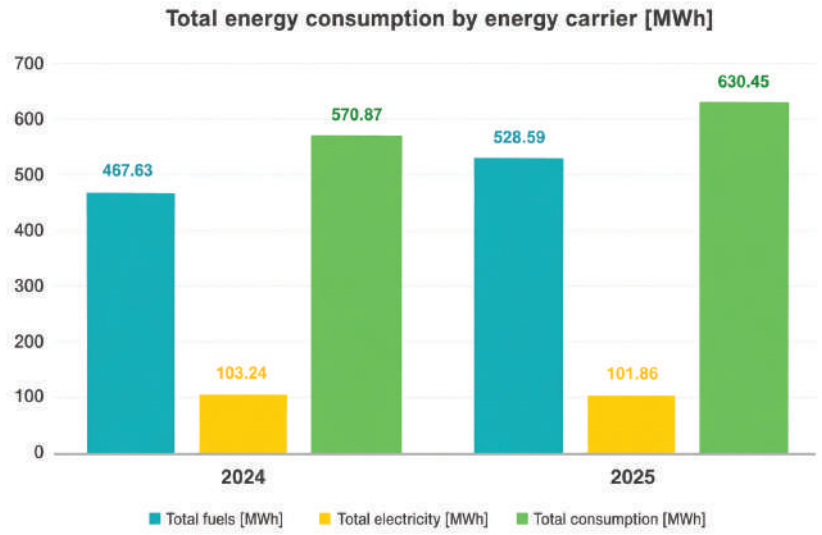


Figure 11 - Total energy consumption by energy vector – years 2024 and 2025 [MWh]

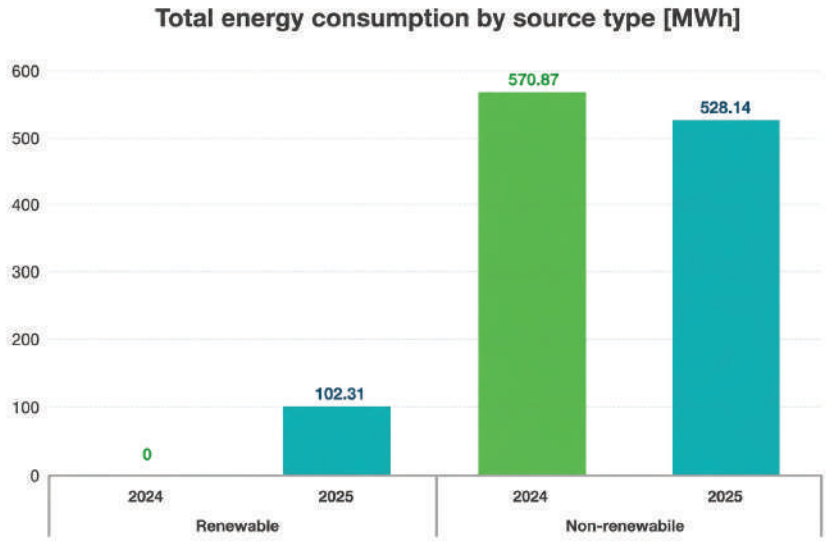


Figure 12 - Total energy consumption by source type – years 2024 and 2025 [MWh]

7.1.2. Gross greenhouse gas (GHG) emissions

Buffoli Impianti's gross greenhouse gas (GHG) emissions were calculated with reference to Scope 1 and Scope 2, in accordance with the reporting standards of the GHG Protocol. Scope 1 and 2 emissions for the 2024 and 2025 financial years are summarized in the tables below.

Emission source [tCO_2eq]	2024	2025
Scope 1	106,95	120,49
Scope 2 (Location-Based)	24,23	20,60
Scope 2 (Market-Based)	24,23	-
Scope 1 + Scope 2 (Location-Based)	**131,18**	**141,09**
Scope 1 + Scope 2 (Market-Based)	**131,18**	**120,49**

Table 6 - Summary of Scope 1 and 2 emissions – years 2024 and 2025 [tCO2eq]

Direct GHG emissions [tCO_2eq]	2024	2025
Petrol	2,69	2,10
Diesel	46,63	52,98
Biodiesel	-	-
Natural gas	57,62	65,42
Total Scope 1 emissions	**106,95**	**120,49**
Indirect GHG emissions from energy consumption [tCO_2eq]	**2024**	**2025**
Purchased electricity (Location-Based)	24,23	20,60
Purchased electrcitiy (Market-Based)	24,23	-
Total Scope 1 and Scope 2 emissions (Location-Based)	**131,18**	**141,09**
Total Scope 1 and Scope 2 emissions (Market-Based)	**131,18**	**120,49**

Table 7 – Scope 1 and Scope 2 emissions – years 2024 and 2025 [tCO2eq]

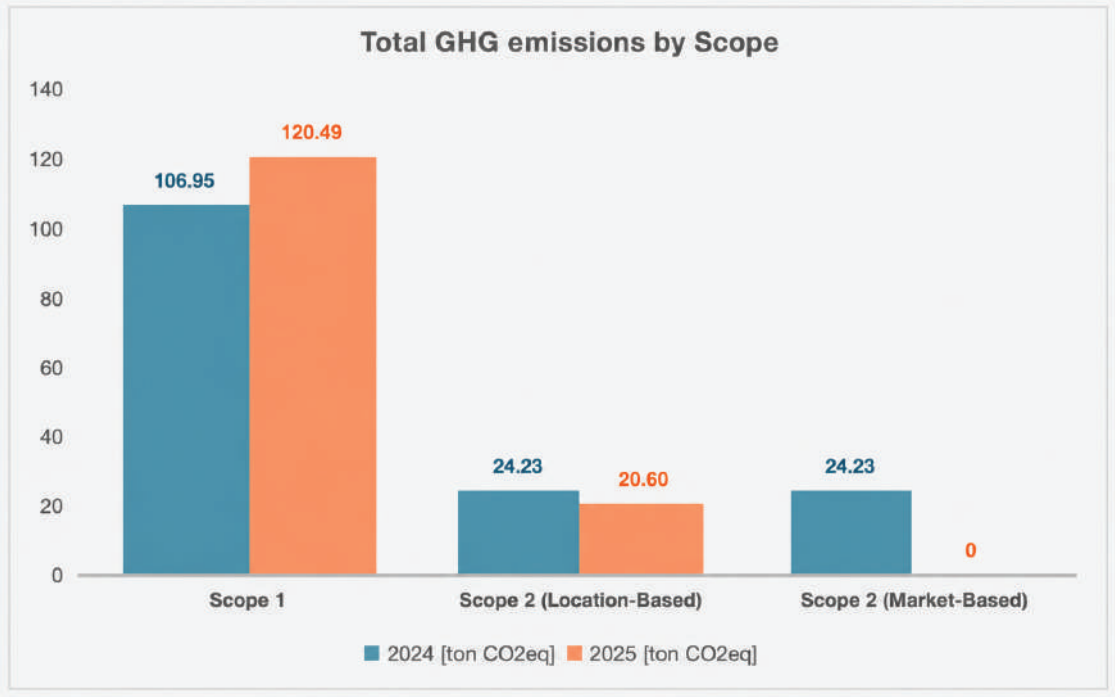


Figure 13 - Total greenhouse gas (GHG) emissions for years 2024 and 2025 [tCO_2eq]

- Scope 1 emissions concern direct greenhouse gas emissions generated from sources that are owned or controlled by the company. This category includes, for example, emissions from the combustion of fuels used in boilers, generators and company vehicles, as well as those associated with any industrial processes that produce greenhouse gases. These are therefore emissions that occur directly at the company's operating sites and are under its direct control. In the case of Buffoli Impianti, Scope 1 emissions are mainly connected to the use of natural gas for heating and the use of fuels for company vehicles. In the period analysed, these emissions increased from 106.95 tonnes of CO_2 equivalent in 2024 to 120.49 tonnes of CO_2 equivalent in 2025.

- Scope 2 emissions: Scope 2 includes indirect emissions associated with purchased electricity consumed by the company, produced by external plants. For Buffoli Impianti, Scope 2 concerns exclusively the purchase of electricity. Emissions were calculated using two distinct approaches:
  - Location-Based (LB) method which uses average emission factors linked to the national electricity generation mix. In the absence of more recent consolidated data, the ISPRA emission factor referring to 2023 was used.
  - Market-Based (MB) method which reflects the specific characteristics of energy supply contracts. In the presence of electricity from certified renewable sources (Guarantees of Origin) and self-produced electricity from photovoltaic plants, an emission factor of zero is attributed.

In 2024, Scope 2 emissions amounted to 24.23 tCO_2eq using both the Location-Based and Market-Based methods. In 2025, Location-Based Scope 2 emissions fell to 20.60 tCO_2eq, while Market-Based Scope 2 emissions were zero, thanks to coverage of electricity needs through certified renewable energy and photovoltaic self-production. Considering the Scope 1 + Scope 2 aggregate, total emissions are:

- 141.09 tCO_2eq in 2025 according to the Location-Based approach;
- 120.49 tCO_2eq in 2025 according to the Market-Based approach.

The difference between the two values highlights the positive effect of the company's choices of renewable energy sourcing and self-production solutions, which allow a significant reduction in indirect emissions linked to purchased electricity.

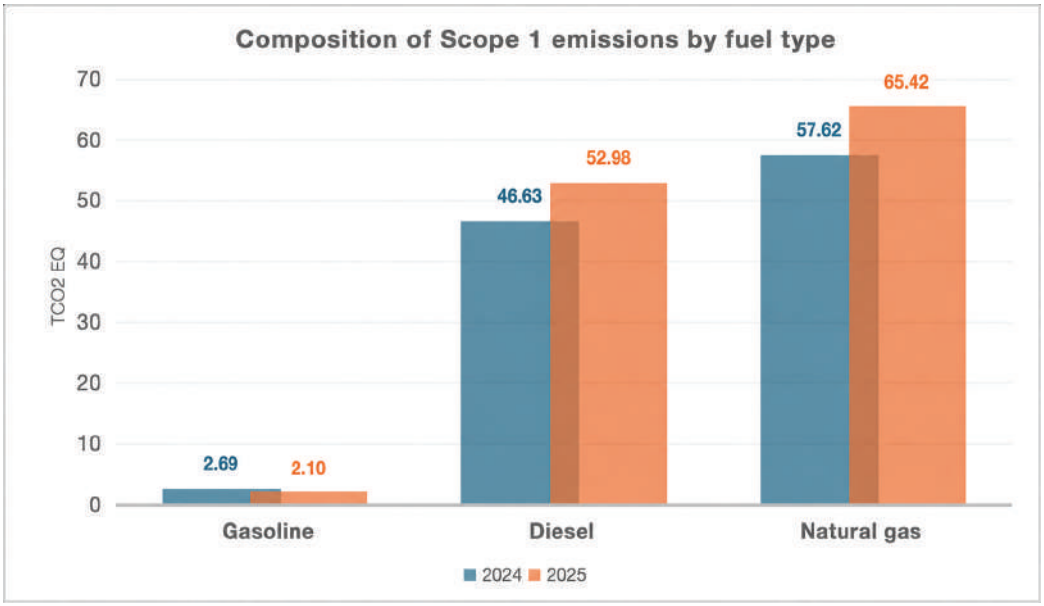


Figure 14 - Composition of Scope 1 greenhouse gas emissions [tCO_2eq] by fuel type - years 2024 and 2025

7.1.3. Emission intensity

L'intensità emissiva (GHG Intensity) rappresenta la quantità di emissioni di gas a effetto serra generate in rapporto a un'unità di riferimento economica, in particolare al fatturato. Si tratta di un indicatore chiave per valutare l'efficienza ambientale dell'organizzazione e monitorarne l'andamento nel tempo, consentendo anche il confronto tra esercizi con differenti livelli di attività. Nella tabella che segue sono riportati i dati relativi al fatturato, alle emissioni complessive di Scope 1 e Scope 2 e ai corrispondenti indicatori di intensità emissiva per gli anni 2024 e 2025. I valori sono stati calcolati adottando sia l'approccio location based sia l'approccio market based, al fine di fornire una rappresentazione completa delle per-

Emission intensity	2024	2025
Turnover	12.324.599 €	9.177.155 €
Scope 1 + Scope 2 (Location-Based) [tCO_2eq]	131,18	141,09
Scope 1 + Scope 2 (Market-Based) [tCO_2eq]	131,18	120,49
Emission intensity (Scope 1 + Scope 2 Location Based) [kg CO_2eq / €]	0,0106	0,0154
Emission intensity (Scope 1 + Scope 2 Market Based) [kg CO_2eq / €]	0,0106	0,0131

Table 7 – Emission intensity– years 2024 and 2025 [kg CO_2eq / €]

7.2. C3 - Greenhouse gas reduction targets and climate transition

Buffoli Impianti has not adopted a formal transition plan, as it does not operate in a high climate impact sector. However, the company has undertaken several initiatives aimed at reducing greenhouse gas emissions, including:

- Requesting its electricity supplier to provide 100% renewable energy, certified through Guarantees of Origin (GO);
- Installation of a photovoltaic plant for self-consumption of renewable energy;
- Renovation of skylights to allow more natural light and improve brightness, thereby reducing the need for artificial lighting;
- Measurement and monitoring of greenhouse gas emissions, which increase internal awareness and identify opportunities for improvement and reduction.

7.3. C4 - Climate risks

Buffoli Impianti carried out a climate risk analysis using the web tool CRAM[2](Climate Risk Assessment for SMEs), developed within the DERRIS project, with the aim of supporting small and medium-sized enterprises in understanding the risks associated with extreme weather-climate events and identifying possible prevention measures. The analysis was conducted based on the geolocation of the company site (Via Provinciale 23/C and 23/B, Rodengo Saiano – BS) and provides a qualitative assessment of the hazard level associated with seven types of climate hazards.

[2]The methodology adopted by the CRAM tool assesses the hazard level as the probability of occurrence and/or intensity of the climate event, based on maps developed from historical data series available for the national territory.

7.3.1. Results of the climate hazard analysis

Based on the analysis carried out, the hazard levels associated with the area where the operating site is located are as follows:

- Flood: low hazard;
- Intense rainfall: low hazard;
- Wind: low hazard;
- Landslides: low hazard;
- Temperature (heatwaves / cold spells): medium hazard;
- Hail: high hazard;
- Lightning: high hazard.

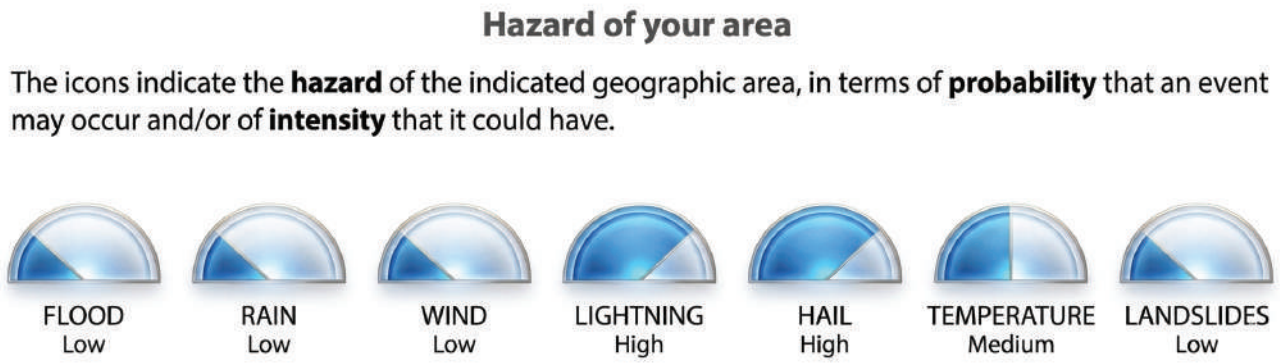


Figure 15 - Climate hazard analysis result [Source: CRAM tool]

The results overall indicate a limited exposure of the site to acute climate risks, with some exceptions related to sudden weather events (hail and lightning).

7.3.2. Exposure and sensitivity assessment

Buffoli Impianti assessed the exposure and sensitivity of its assets and operational activities in light of the results described above. Company activities are carried out mainly indoors, in buildings with standard structural characteristics for the industrial context, and do not include critical assets particularly sensitive to climate events such as floods, landslides or strong winds. The main potential impacts relate to indirect material damage (e.g. roofs, temporary operational interruptions) in the event of hailstorms or lightning strikes.

7.3.3. Adaptation actions

In light of the results of the climate risk analysis, the company has taken out an insurance policy covering damage arising from climate-related events, to protect its buildings, plants and operational continuity. This measure helps mitigate the potential economic and operational impacts associated with the occurrence of adverse climate events.

The insurance policy is also consistent with the current regulatory framework: starting from 1 April 2025, the 2024 Budget Law introduced for Italian companies the obligation to take out insurance coverage against catastrophic risks, including earthquakes, floods, landslides and inundations.

The measure adopted, together with ordinary maintenance and risk management activities, is considered adequate and proportionate to the level of climate exposure resulting from the analysis. The company also plans to monitor the evolution of climate risks over time and evaluate the possible adoption of further adaptation actions should they become necessary in the future, also depending on changes in the climate, operational or regulatory context.

7.4. B4 - Air, water, and soil pollution

Buffoli Impianti, within its activities, does not generate significant releases of polluting substances into water and soil.
The company generates atmospheric emissions related to painting, plastic processing and welding activities. Emissions are channelled through dedicated chimneys (E1 and E2) and are subject to periodic monitoring to ensure compliance with applicable environmental regulations.

Matrix	2024	2025	Unit of measurement
Aria	15,10	15,10	[Kg]

Table 8 - Measurement of atmospheric emissions - years 2024 and 2025 [Kg]

The company does not have a breakdown by individual pollutant type, as the biennial analyses carried out are aimed exclusively at verifying compliance with the legal limits set by the environmental authorisation and do not require a detailed analytical characterisation of the individual substances emitted.

The measurements confirm compliance with the applicable regulatory thresholds and no exceedances were found.
The annual data on air emissions is obtained through an internal estimate based on average values, considering a conservative (worst-case) scenario of 8 hours/day for 252 working days/year. All monitored emissions are below the limits set by current environmental regulations and applicable authorisations.

7.5. B5 - Biodiversity

7.5.1. Company sites within or near biodiversity-sensitive areas

Buffoli Impianti does not own any sites within or near biodiversity-sensitive areas, as can be verified through the Natura 2000 Network of protected areas database (https://natura2000.eea.europa.eu/).

7.5.2. Land use

Land use	2024	2025	Unit of measurement
Total sealed area	3.978	3.978	m²
Total land use	4.222	4.222	m²
Total nature-oriented area off-site	0	0	m²
Total nature-oriented area on-site	244	244	m²

Table 9 - Land consumption metrics - years 2024 and 2025 [m²]

7.6. B6 - Water

7.6.1. Total water withdrawal and withdrawals in areas of high water stress

Based on the assessment of the Water Risk Atlas – Aqueduct of the World Resources Institute (WRI), Buffoli Impianti's operating site, located in the municipality of Rodengo Saiano (BS), falls within an area classified as being at high water stress according to the Baseline Water Stress indicator. This classification constitutes the methodological reference for assessing water withdrawals for the reporting year. The figure below shows the mapping of areas with high water stress based on the annual data of the Water Risk Atlas.

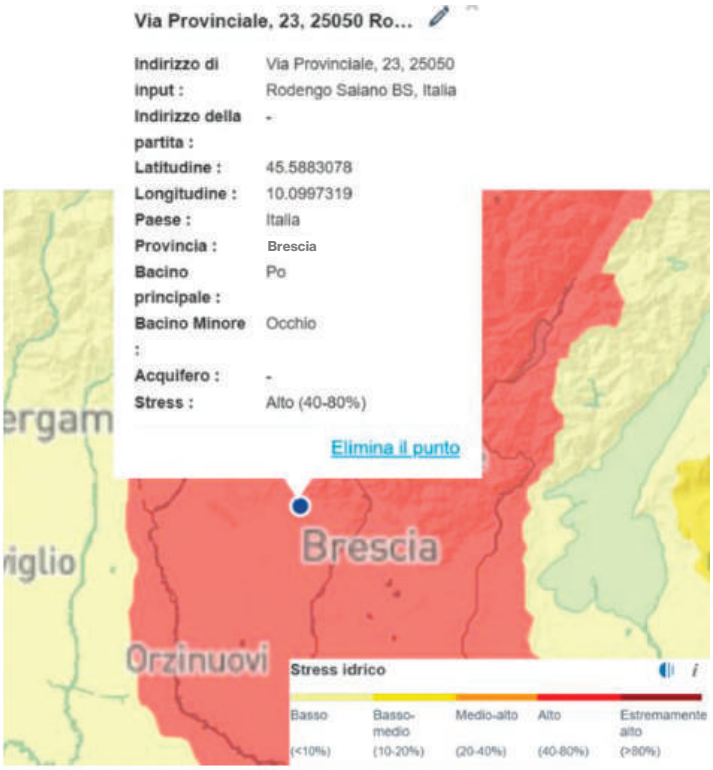


Figure 16 - Areas with high water stress (annual data)- Source WRI

7.6.2. Total water consumption

The company does not use water in its production process. Water withdrawal is limited exclusively to water supplied by the public water network used for domestic purposes (toilets and similar uses). Wastewater, comparable to domestic wastewater, is managed through a system that involves passage through a biological tank and subsequent disposal into the subsoil via soakaway pits. There are no:

- Withdrawals from surface or groundwater bodies;
- Use of water for industrial or cooling purposes;
- Water reuse or recycling systems.

Sustainability information	2024	2025	Unit of measurement
Water withdrawals	581,41	615,00	m^3
Water discharges	581,41	615,00	m^3
Total water consumption	-	-	m^3
Water withdraws from high water stress areas	581,41	615,00	m^3

Table 10 - Total water withdrawals- years 2024 and 2025 [m^3]

7.7. B7 - Resource use, circular economy, and waste management

7.7.1. Description of the application of circular economy principles

The company adopts principles of efficient resource use and circular economy, with the aim of reducing waste and optimising the use of materials throughout its operational activities.

To this end, the organisation prioritises the recovery and reuse of available resources where possible and implements separate waste collection in production areas and offices.

With a view to environmental responsibility and proper waste management, the company collaborates with a specialised supplier for the collection and treatment of spent toner, ensuring its correct disposal and recovery. This management is integrated with environmental initiatives, including participation in reforestation projects that plant one tree for each toner cartridge collected.

7.7.2. Total annual waste production

The following table shows waste data broken down into hazardous and non-hazardous:

Waste type	2024	2025	Unit of measurement
Hazardous waste	3.503	38	Kg
Non-hazardous waste	19.770	14.300	Kg
Total waste produced	**23.273**	**14.338**	**Kg**

Table 11 - Waste produced by type - years 2024 and 2025 [Kg]

The variation in waste quantities produced between 2024 and 2025 is mainly influenced by the different types of plants built on a project basis in the two financial years. The technical characteristics and materials required for the plants developed during 2025 in fact involved a lower overall use of materials, with a consequent reduction in the quantity of waste and residues generated.

The observed trend is therefore consistent with the project-based nature of the company's activities, for which waste production is closely linked to the specific design and construction requirements of each individual plant. The year-on-year comparison thus shows a decrease in total waste produced, from 23,273 kg in 2024 to 14,338 kg in 2025, with no changes in waste management or classification criteria.

Destination	2024	2025	Unit of measurement
Total waste generated	23.273	14.338	Kg
Waste destined for recovery	15.650	14.300	Kg
Waste destined for disposal	7.623	38	Kg
Percentage of waste recovered	**67,25%**	**99,73%**	**%**

Table 12 - Destination of waste generated - years 2024 and 2025 [Kg]

The reduction in waste sent for disposal between 2024 and 2025 is also influenced by the different types of plants built on a project basis in the two financial years. In particular, some categories of materials and products used in 2024 were not required during 2025, depending on the technical and design specifications of the plants built. Consequently, for some waste types, no quantities were produced in 2025, as the corresponding consumption was zero in the reference year.

7.7.3. Packaging materials purchased

As part of its resource use, the company monitors the main packaging materials purchased and used for the protection, handling and delivery of plants to customers.

Packaging type	2024	2025	Unit of measurement
Wood (pallets and crates)	5.410	1.540	Kg
Stretch plastic film	756	265	Kg
Strapping	377	215	Kg
Corrugated cardboard	420	40	Kg
Total packaging materials purchased	**6.963**	**2.060**	**Kg**

Table 13 -Quantity of packaging materials purchased - years 2024 and 2025 [Kg]

For the packaging materials purchased, the company records, where available, information on the recycled content, based on information provided by suppliers. The percentage value of recycled content in the packaging used may vary depending on the types of packaging used and the solutions available on the market. In the reporting period, this percentage was 6.03% for 2024 and 1.94% for 2025. The recycled content currently relates exclusively to corrugated cardboard.

7.7.4. Annual mass flow of relevant materials used

In accordance with the VSME standard, mass flow is defined as the quantity of materials, expressed in terms of mass, that enter, are transformed and/or exit the company system in a given period, typically one year, and is used as an indicator of resource efficiency and the organisation's environmental impact.

With reference to this indicator, Buffoli Impianti does not currently have complete and aggregable quantitative data relating to the total annual mass flow, particularly with regard to incoming material flows. The company operates mainly on a project basis, producing a limited number of large-scale surface treatment plants, each characterised by significant design specificity and high variability in terms of materials and components used. In this operating context, there is no structured system for the environmental recording and accounting of total mass flows, either at individual project level or in aggregated annual form.

However, the company has determined the total mass of output materials, corresponding to the materials incorporated into finished products destined for customers, equal to the total weight of the plants built and delivered in the reporting period. This information represents the output component of the mass flow, i.e. the quantity of materials that leaves the company perimeter in the form of finished products. The data was obtained based on the available technical information relating to the completed plants.

Sustainability information	2024	2025	Unit of measurement
Total material incorporated into finished products (output)	347.038	192.186	Kg

Table 14 - Output materials: total mass of finished products manufactured and delivered to customers - years 2024 and 2025 [Kg]

08
Social Metrics

For Buffoli Impianti, people are the main factor of corporate success. The company recognizes the strategic value of its human resources and is constantly committed to protecting, supporting and developing its employees, promoting a working environment based on safety, respect and professional growth.

The protection of health and safety at work is a priority objective. Buffoli Impianti continuously invests resources and skills to ensure a healthy and safe working environment. The adoption and maintenance of ISO 45001 certification is tangible evidence of this commitment, applied consistently also through the support of external consultants who monitor the effective implementation of current regulations and procedures.

The company adopts personnel selection and management processes based on impartiality and non-discrimination, without distinctions based on gender, origin, religion, age, disability, sexual orientation or political beliefs, in full compliance with applicable laws. In this regard, Buffoli Impianti promotes respect for the principles and rules contained in the company's Code of Ethics, compliance with which is required of all employees.

All employees are required to maintain correct behaviour and respect the rights and dignity of colleagues, customers, suppliers and external partners, regardless of their role or hierarchical position.
The company has also chosen to hire all employees on permanent contracts, a decision that promotes employment stability and project continuity, strengthening the relationship of mutual trust between the organization and its people. Finally, the family dimension of the company allows direct and constant dialogue between employees and company management, facilitating listening and timely management of any needs or critical issues.

8.1. B8 - Workforce - General characteristics

Reporting perimeter: the information reported below refers to the total company staff, expressed as the number of actual employees as of 31 December of each reference year.

8.1.1. Total workforce - breakdown by type of contract

In the period considered, the company's workforce consisted exclusively of permanent staff, with no use of fixed-term contracts.

Employees by contract type	2024	2025
Number of employees with permanent contract	31	32
Number of employees with fixed-term contract	0	0
Total employees (as of 31/12)	**31**	**32**

Table 15 - Contract type - years 2024 and 2025 [No.]

Employees by employment type	2024	2025
Full-time	30	30
Part - time	1	2
Total employees (as of 31/12)	**31**	**32**

Table 16 - Employees by employment type - years 2024 and 2025 [No.]

Employees by job category	2024	2025
Managers	4	4
Middle managers	0	1
Office staff / technicians	7	8
Workers	19	18
Apprentices	1	1

Table 17 - Employees by job category - years 2024 and 2025 [No.]

% Employees by age group	2024	2025
18 to 29 years	19,73%	15,63%
30 to 49 years	38,95%	34,38%
50 to 59 years	31,52%	31,25%
60 years and over	9,80%	18,75%

Table 18 - % Employees by age group - years 2024 and 2025 [No.]

8.1.2. Total workforce - breakdown by gender

Gender	2024	2025
Men	28	28
Women	3	4
Other	0	0
Not declared	0	0
Total employees (as of 31/12)	**31**	**32**

Table 19 - Breakdown by gender - years 2024 and 2025 [No.]

8.1.3. Total workforce

All Buffoli Impianti employees are hired and work in Italy.

8.1.4. Turnover rate

Although, under the VSME basic module, reporting of the employee turnover rate is mandatory only for companies with 50 or more employees, the company has chosen to voluntarily report this indicator, with a view to transparency and completeness of information.

Turnover rate	2024	2025
Turnover rate [Number of employees who left the company during the reference year / average number of employees during the reference year] * 100	12,67%	6,19%

Table 20 - Turnover rate- years 2024 and 2025

In the period considered, departures recorded are mainly attributable to physiological dynamics, such as voluntary job changes by employees. The turnover rate trend, which decreased significantly in 2025, shows no critical issues attributable to organisational dynamics or structural phenomena of internal dissatisfaction. It should also be noted that the average length of service of personnel is high, a sign of good employment stability and a high level of loyalty over the medium to long term, even in the presence of natural turnover.

8.2. B9 - Workforce – Health and safety

8.2.1. Number of recordable work-related injuries

Indicator	2024	2025
Number of recordable work-related injuries	2	1

Table 21 - Number of recordable work-related injuries in 2024 and 2025

8.2.2. Rate of recordable work-related injuries

Indicator	2024	2025
Rate of recordable work-related injuries [Number of work-related injuries / total hours worked in the year by all employees] * 200,000	7,96	3,69

Table 22 - Rate of recordable work-related injuries in 2024 and 2025

8.2.3. Number of deaths from occupational diseases and work-related injuries

There have been no deaths at work.

8.3. B 10 - Workforce - Remuneration, collective bargaining and training

8.3.1. Basis of employee remuneration

All company employees receive remuneration that meets and exceeds the minimum wages provided for by the applicable national collective bargaining agreement. The reference for determining minimum remuneration is the National Collective Labour Agreement (CCNL) for Metalworkers, applied in full by the company. There are no cases of workers earning less than the minimum levels set by the relevant CCNL.

Indicator	Value
CCNL applied	CCNL Metalworkers
Employees covered by collective bargaining	100%

Table 23 - Collective bargaining coverage (CCNL Metalworkers)

8.3.2. Average annual training hours by gender

The company monitors the training activities provided to its workforce, reporting the average training hours per employee, broken down by gender, in accordance with VSME requirements.

gender	2024	2025
Average training hours for female employees	2	0
Average training hours for male employees	6,21	12,46

Table 24 - Average training hours per employee, broken down by gender - years 2024 and 2025 [h]

Training hours	2024	2025
Managers	8	12
Middle managers	-	-
Office staff / technicians	7	87
Workers	165	211
Apprentices	-	39
Total	**180**	**349**

Table 25 -Number of training hours by job category - years 2024 and 2025 [h]

Training hours by topic	2024	2025
Health and safety	114	331
Operational - organizational	48	-
Management - other	18	18
Total	**180**	**349**

Table 26 - Number of training hours by training topic - years 2024 and 2025 [h]

8.3.3. Gender pay gap

The company has chosen to calculate the gender pay gap by contractual classification level, in order to ensure an analysis consistent with its organizational structure and more representative than aggregated indicators. This methodology allows comparison of remuneration of women and men within the same classification level and is particularly appropriate in the company context, characterized by a predominantly male workforce, where even limited changes in the number of employees can significantly affect overall indicators. It should also be noted that, in this analysis, the "Office staff/technicians" category includes personnel with the same contractual classification level but with different roles within the organization. In particular, this category includes both office staff (currently exclusively women) and technical figures (currently exclusively men).
The pay gap detected for the Office staff/technicians category therefore reflects the comparison between average remuneration of women and men within the same macro-contractual category and should be interpreted taking into account the different distribution of professional roles that make it up.

Classification level	2024	2025
Managers	n.a.	n.a.
Middle managers	n.a.	n.a.
Office staff / technicians	24%	27%
Workers	n.a.	n.a.

Table 27 - Gender pay gap (%) by classification level - years 2024 and 2025

n.a. (not applicable): the pay gap cannot be calculated because, for that specific classification level, both genders (men and women) are not present in the reference period.

8.4. C5 - Additional workforce characteristics

8.4.1. Non-employee workers

In the reference period 2024 and 2025, the company did not employ temporary workers supplied by companies active mainly in the recruitment, selection and supply of personnel. With reference to self-employed workers without personnel working exclusively for the company, there was one such resource in 2025 (active for part of the year), while in 2024 such figures were not present.

Other contracts	2024	2025
Number of self-employed workers without personnel working exclusively for the company	0	1
Number of temporary workers supplied by companies mainly engaged in "activities of research, selection and supply of personnel"	0	0

Table 28 - Number of self-employed workers without personnel and temporary workers employed by the company - years 2024 and 2025 [No.]

8.5. C6 - Human rights policies and processes

8.5.1. Code of conduct - human rights policy

The company has adopted a Code of Ethics, applicable to its own workforce, which defines principles and rules of conduct aimed at ensuring respect for the person, fairness in working relationships and compliance with current legislation. The Code of Ethics is an integral part of the Organisation, Management and Control Model pursuant to Legislative Decree 231/2001 and is binding for all recipients.

8.5.2. Areas covered by code of conduct - policy

VSME C6 Topic	Does the code of conduct or human rights policy for employees cover the following topics?	If other topics are covered, specify them
Child labour	No	
Forced labour	No	
Human trafficking	No	
Discrimination	Yes	
Injury prevention	Yes	
Other aspects (specify)	Yes	Protection of dignity, confidentiality, privacy, respect for the person

Table 29 - Human rights policies and procedures for the own workforce

8.5.3. Complaint handing mechanism

The company has established a Supervisory Board, tasked with overseeing compliance with the Code of Ethics. The Supervisory Board receives reports of alleged violations of the Code, evaluates their content and, where necessary, activates appropriate disciplinary actions.

8.6. C7 - Serious human rights incidents

8.6.1. Human rights incidents involving the own workforce and actions taken

In the reference period, no serious human rights incidents involving the own workforce have been ascertained. For the purposes of this disclosure, a "confirmed incident" means an event relating to human rights violations that has given rise to legal action or a complaint formally submitted to the company or competent authorities through an official procedure, or a case of non-conformity identified by the company through structured internal procedures.

VSME C7 Topic	Have there been confirmed cases of incidents involving your own workforce relating to the following topics?	Actions taken in response to incidents
Child labour	No	In the absence of confirmed incidents, corrective or remedial actions are not necessary.
Forced labour	No	
Human trafficking	No	
Discrimination	No	
Other aspects (specify)	No	

Table 30 - Human rights incidents involving the own workforce

8.6.2. Human rights incidents in the value chain or among stakeholders

In the reference period, the company is not aware of any confirmed human rights incidents involving other stakeholder categories.

09

Governance Metrics

9.1. B 11 – Convictions and fines for corruption and bribery

Transparency, integrity and legality are core principles of Buffoli Impianti's actions. The company recognises the strategic importance of preventing and combating corruption and bribery in its operational and business activities. This disclosure describes the governance system and safeguards adopted by the company with regard to regulatory compliance, highlighting its commitment to respecting applicable laws.
The reference framework adopted by the company is defined by the Code of Ethics, which establishes the principles of behaviour and rules of conduct to be followed by all parties operating on behalf of Buffoli Impianti. This instrument is complemented by an Organisation, Management and Control Model pursuant to Legislative Decree 231/2001, aimed at identifying risks related to corruption offences and defining specific control and monitoring mechanisms to prevent their occurrence.

9.1.1. Numero di condanne e importo delle sanzioni per violazione delle leggi sull'anticorruzione attiva e passiva

Nel periodo di riferimento, l'impresa non ha ricevuto condanne per violazioni delle leggi in materia di anticorruzione e anti-concussione. Non sono state irrogate sanzioni pecuniarie né sanzioni interdittive.

9.2. C8 – Revenues from certain sectors and exclusion from EU benchmarks

9.2.1. Revenues from certain sectors and exclusion

Buffoli Impianti does not derive revenues from the listed sectors.

9.2.2. Exclusion from the EU Paris-aligned benchmark

The company does not operate in sectors excluded from the European Union's Paris-aligned benchmarks and is therefore not subject to exclusions from such benchmarks

9.3. C9 – Gender diversity ration in the governing body

The company's governing body consists of 7 members, of whom 1 is a woman and 6 are men.
The gender diversity ratio in the governing body, calculated as the ratio between the number of female members and the number of male members, is 0.17 for the 2024 and 2025 financial years, i.e. 1 woman for every 6 men.

10
Glossary

Sealed area: Surface where natural soil has been covered or sealed by artificial materials (e.g. asphalt, concrete, buildings), making it impermeable to water. Soil sealing can generate significant environmental impacts, including increased surface runoff and reduced natural absorption capacity.

Nature-oriented area: Area dedicated primarily to the conservation, restoration or promotion of nature and biodiversity. It may be located within the company site and include, for example, green roofs or facades, sustainable drainage systems or other nature-based solutions. Nature-oriented areas may also be located outside the organisation's site, provided they are owned or (co)managed by the company and are mainly intended for the protection or enhancement of biodiversity.

Biodiversity-sensitive area: Areas characterised by high ecological value and importance for ecosystem conservation. These include, among others, the Natura 2000 network of protected areas, UNESCO World Heritage sites, Key Biodiversity Areas (KBAs) and other protected areas, as indicated in Appendix D of Annex II to Commission Delegated Regulation (EU) 2021/2139.

Land use: Use of land by human activities for a specific purpose (e.g. residential, agricultural, industrial, commercial or recreational). Land use is influenced by land cover, which may include natural or artificial surfaces (grass, trees, asphalt, buildings, bare soil, water, etc.).

ESG criteria: Acronym for Environmental, Social and Governance. These are the criteria used to assess the impacts, risks and sustainability performance of an organisation. ESG criteria are also widely used by the financial sector to analyse and compare companies on the basis of non-financial parameters.

Circular economy (principles):
A set of principles aimed at maintaining the value of products, materials and resources for as long as possible, reducing waste. The main principles include usability, reusability, repairability, disassembly, remanufacturing or refurbishment, recycling and recirculation of materials in technical and biological cycles.

Greenhouse gas (GHG) emissions: Emissions of gases that contribute to the greenhouse effect by trapping part of the infrared radiation and causing an increase in the average global temperature. According to the GHG Protocol, emissions are divided into:

- Scope 1 – Direct emissions: emissions from sources owned or directly controlled by the organization.
- Scope 2 – Indirect emissions from energy: emissions associated with the production of electricity, heat or steam purchased and consumed by the organization.
- Scope 3 – Other indirect emissions: emissions generated along the value chain, both upstream and downstream (e.g. purchased goods and services, transport, business travel, use of sold products, waste management).

European Financial Reporting Advisory Group (EFRAG): A private, non-profit European organization, founded in 2002, which provides technical advice to the European Commission on accounting principles and sustainability reporting, including the European Sustainability Reporting Standards (ESRS).

European Sustainability Reporting Standards (ESRS): European sustainability reporting standards developed to support companies in communicating environmental, social and governance impacts. The ESRS form the reporting framework of the Corporate Sustainability Reporting Directive (CSRD).

Emission factor: Coefficient used to estimate emissions of pollutants or greenhouse gases associated with an activity or process. It allows activity data (e.g. energy consumption) to be converted into emission quantities.

Mass flow: Quantity of materials, expressed in terms of mass, that enter, are transformed and/or exit the company system in a given period of time. It is a relevant indicator for assessing resource efficiency.

Global Reporting Initiative (GRI): An international non-profit organisation that develops standards for sustainability reporting. The GRI Standards provide a globally recognised reference for the transparent communication of organization economic, environmental and social impacts.

Common benefit objectives: Purposes that Benefit Corporations, pursuant to Law No. 208/2015, must pursue in addition to profit, with the aim of generating a positive impact on society and the environment. They may concern people, communities, territories, the environment, cultural and social assets.

Sustainability practices: Actions and operational strategies adopted by the organisation to promote a balance between environmental, social and economic dimensions. In the context of the VSME, practices are disclosed in B2 and C2.
Sustainability policies: A set of general principles and objectives, possibly associated with measurable targets, that guide corporate decisions on specific sustainability issues. Policies are implemented through concrete actions and structured plans.

Future initiatives: Actions that the organization plans to implement to address and improve the most relevant sustainability issues. In the VSME, they are disclosed in B2 and C2.

Target: Specific and measurable objectives used to monitor the implementation of policies and progress over time.
Employee turnover rate: A human resources indicator that measures the percentage of workers who leave the organization and are replaced in a given period.

VSME (Voluntary Sustainability Reporting Standard for SMEs): A voluntary sustainability reporting standard developed by EFRAG for non-listed small and medium-sized enterprises, aimed at facilitating the communication of ESG information.
Corporate welfare plan: A structured set of benefits and services made available to workers by the company, with the aim of improving well-being, quality of life and work-life balance.

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VSME Index

The 2025 Sustainability Report has been prepared according to the methodologies and principles set out in the Voluntary standard for non-listed SMEs (VSME), for small and medium-sized enterprises not listed on regulated markets, published in December 2024 by EFRAG (European Financial Reporting Advisory Group). The VSME has been adopted by Buffoli Impianti according to reporting option B, using both modules provided by the Standard:

A) Basic Module – General information and basic environmental, social and business conduct (governance) metrics.

B) Comprehensive Module – Additional information and indicators compared to the Basic Module, selected based on what is indicated and required by the Module.

The index of reported indicators reflects the reporting option described.

VSME Voluntary Sustainability Reporting Standard Basic & Comprehensive Module		References Chapter / Paragraph	Notes on standard application / Omissions
General Information			
B1	Reporting criteria	Chapter 2: Methodological note; Chapter 3: Company profile of Buffoli Impianti	
C1	Strategy: Business model and sustainability	Paragraph 3.5: C1 – Strategy, business model and value chain	
B2	Practices, policies and future initiatives	Chapter 4: B2 – Practices, policies and future initiatives for the transition to a more sustainable economy	
C2	Description of practices, policies and future initiatives for the transition to a more sustainable economy	Chapter 5: C2 – Description of practices, policies and future initiatives for the transition to a more sustainable economy	

Environmental Information			
B3	Energy and greenhouse gas emissions	Paragraph 7.1: B3 – Energy and greenhouse gas emissions	Buffoli Impianti has not carried out the mapping and detailed calculation of its indirect CO2e emissions - Scope 3
C3	Greenhouse gas reduction targets and climate transition	Paragraph 7.2: C3 – Greenhouse gas reduction targets and climate transition	
C4	Climate risks	Paragraph 7.3: C4 – Climate risks	
B4	Air, water and soil pollution	Paragraph 7.4: B4 – Air, water and soil pollution	
B5	Biodiversity	Paragraph 7.5: B5 –	
B6	Water	Paragraph 7.6: B6 – Water	
B7	Resource use, circular economy and waste management	Paragraph 7.7: B7 – Resource use, circular economy and waste management	
Social Information			
B8	Workforce – General characteristics	Paragraph 8.1: B8 – Workforce – general characteristics	
B9	Workforce – Health and safety	Paragraph 8.2: B9 – Workforce – Health and safety	
B10	Workforce – Remuneration, collective bargaining and training	Paragraph 8.3: B10 – Workforce – Remuneration, collective bargaining and training	
C5	Other (general) workforce characteristics	Paragraph 8.4: C5 – Additional workforce characteristics	
C6	Other own workforce information – Human rights policies and processes	Paragraph 8.5: C6 – Human rights policies and processes	
C7	Serious human rights incidents	Paragraph 8.6: C7 – Serious human rights incidents	
Governance information			
B11	Convictions and fines for corruption and bribery	Paragraph 9.1: B11 – Convictions and fines for corruption and bribery	
C8	Revenues from certain sectors and exclusion from EU benchmarks	Paragraph 9.2: C8 – Revenues from certain sectors and exclusion from EU benchmarks	
C9	Gender diversity ratio in the governing body	Paragraph 9.3: C9 – Gender diversity ratio in the governing body	

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