



SUSTAINABILITY REPORT 2025

Roberto Bucci e C. S.p.A.

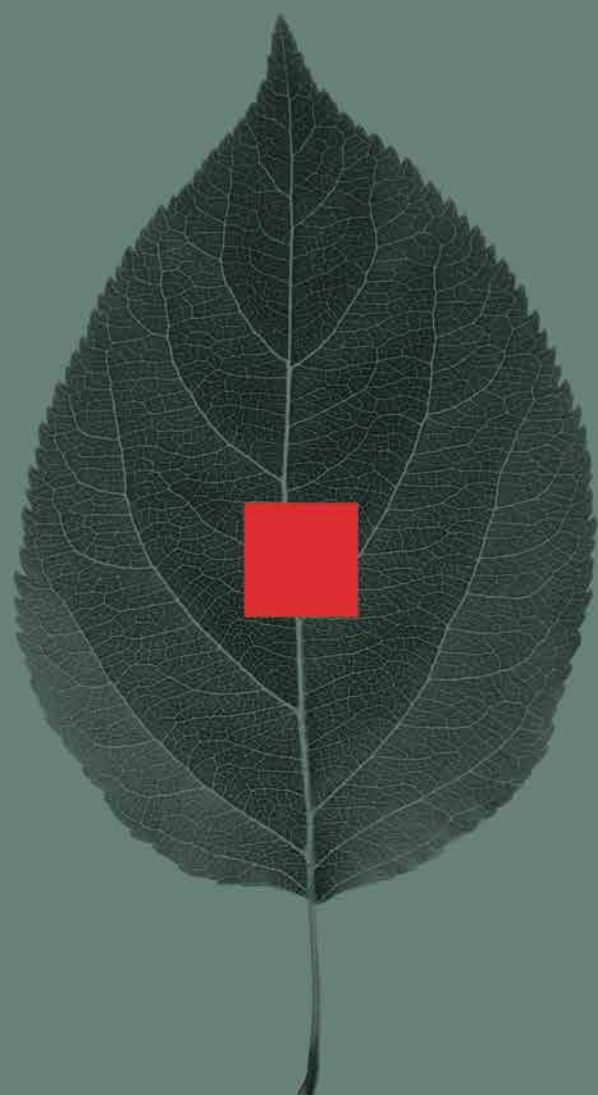




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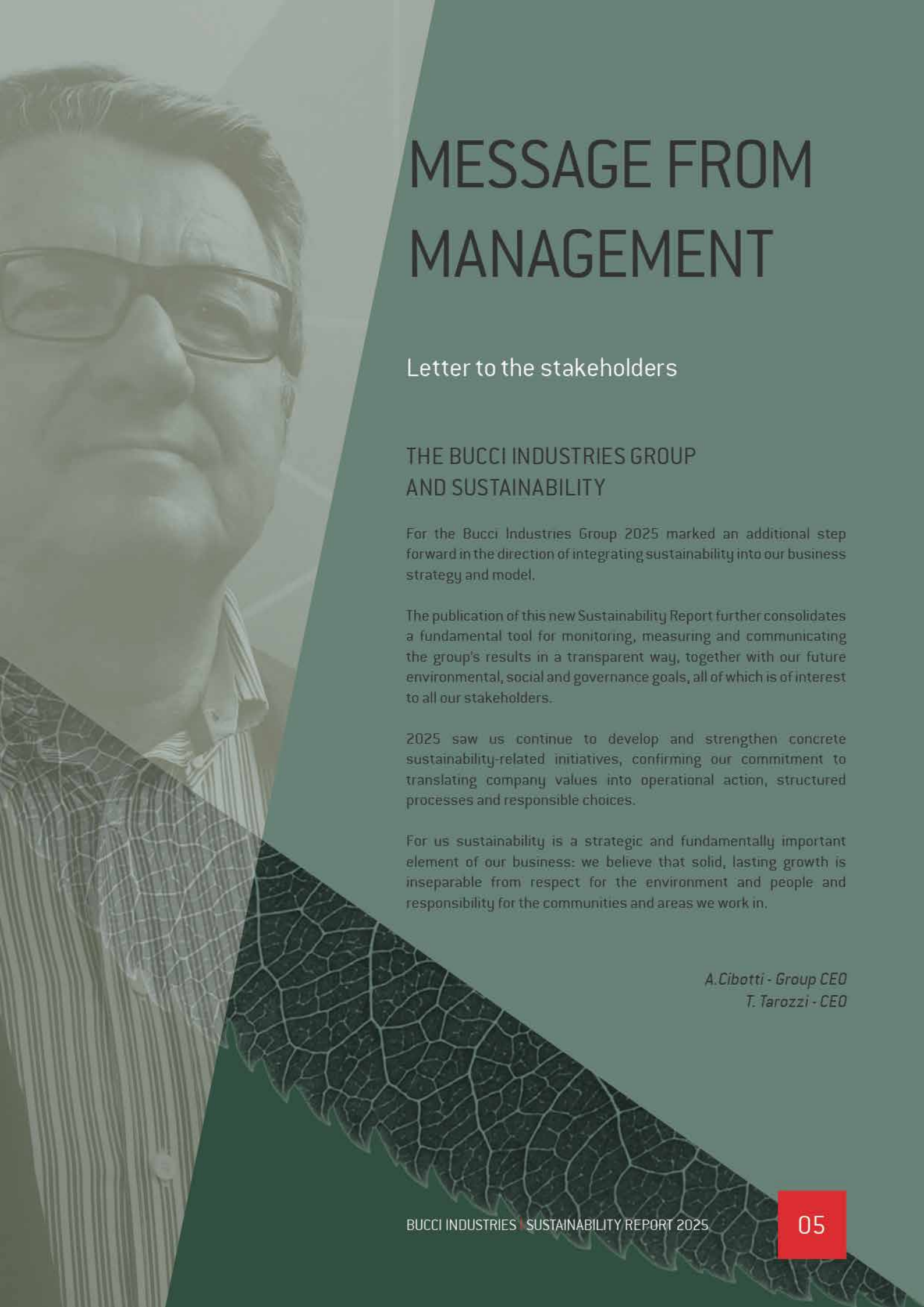
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MESSAGE FROM MANAGEMENT

Letter to the stakeholders

THE BUCCI INDUSTRIES GROUP AND SUSTAINABILITY

For the Bucci Industries Group 2025 marked an additional step forward in the direction of integrating sustainability into our business strategy and model.

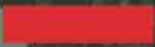
The publication of this new Sustainability Report further consolidates a fundamental tool for monitoring, measuring and communicating the group's results in a transparent way, together with our future environmental, social and governance goals, all of which is of interest to all our stakeholders.

2025 saw us continue to develop and strengthen concrete sustainability-related initiatives, confirming our commitment to translating company values into operational action, structured processes and responsible choices.

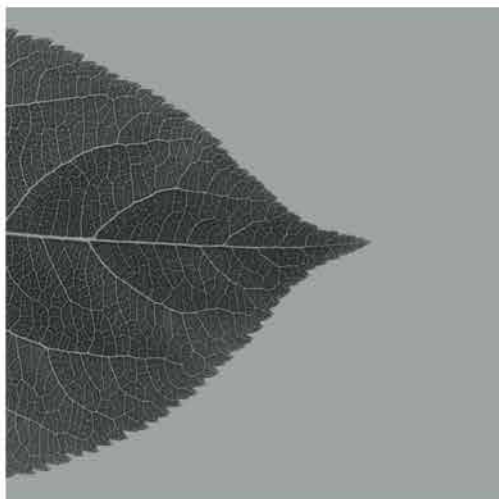
For us sustainability is a strategic and fundamentally important element of our business: we believe that solid, lasting growth is inseparable from respect for the environment and people and responsibility for the communities and areas we work in.

A. Cibotti - Group CEO

T. Tarozi - CEO



EXECUTIVE SUMMARY



219 mln €

SALES TURNOVER



14 BRANCHES

in + 50

COUNTRIES WORLDWIDE

HUMAN CAPITAL

1,237

EMPLOYEES
WORLDWIDE



18.4%

WOMEN
[ITALY]



20.5%

WOMEN
[ABROAD]



8.7%

RECRUITS



10.7%

LEAVERS



23

AVERAGE HOURS
OF TRAINING
PER EMPLOYEE

SUSTAINABILITY OF THE SUPPLY CHAIN



92.2%

ITALIAN
SUPPLIERS



44%

LOCAL
SUPPLIERS

[located in the province
or neighbouring provinces]



ENERGY CONSUMPTION IN GJ



TOTAL DISTRICT HEATING CONSUMPTION

6,607 GJ



CONSUMPTION OF ELECTRICITY INTERNALLY-PRODUCED
AND CONSUMED BY PHOTOVOLTAIC SYSTEMS

6,226 GJ



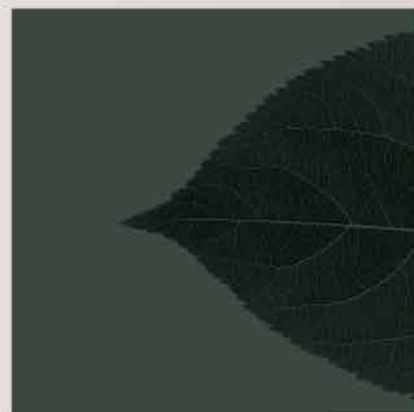
ORIGINATING FROM GUARANTEE OF ORIGIN

2,790 GJ



INNOVATION
AND RESEARCH
3.5%

of expenditure for innovation
and sustainable research



EMPLOYEE WELLNESS AND SATISFACTION



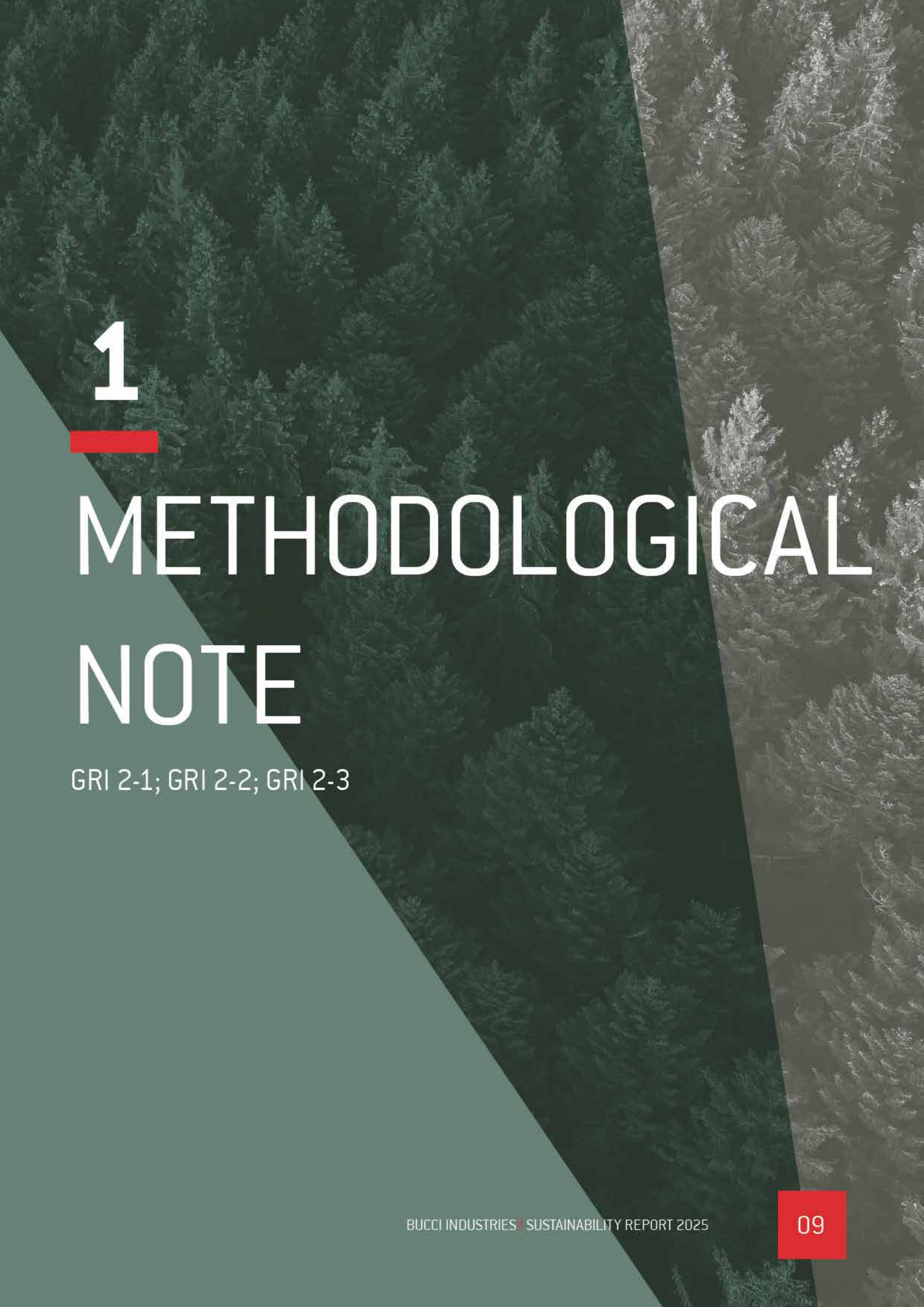
+6

WELLNESS
PROGRAMS WITH
RESPECT TO 2024



33.6%

PARTICIPATION
IN WELLNESS
PROGRAMS



1

METHODOLOGICAL NOTE

GRI 2-1; GRI 2-2; GRI 2-3

PURPOSE OF THE DOCUMENT

This document, drawn up on a voluntary basis, is the fourth Sustainability Report (hereinafter also “Report”) of the ROBERTO BUCCI e C. S.p.A. Group (hereinafter also the “Bucci Industries Group” or simply “Bucci Industries”), with registered offices in Faenza (Via Mengolina 22 - 48018), Italy.

This Sustainability Report is the tool by means of which the company intends to communicate to the internal and external stakeholders the objectives, strategy, management methods and results of the company’s activities, with a particular focus on the three pillars of sustainability: the economic, environmental and social dimensions of its business operations.

Reporting scope and period

The reporting scope of this Sustainability Report comprises ROBERTO BUCCI e C. S.p.A., the two main operating entities of Bucci Industries, i.e. Bucci Automations S.p.A. (Iemca, Giuliani, Sinteco, Vire and Zeta Divisions) and Bucci Composites S.p.A. The foreign production and sales branches of Bucci Automations S.p.A. (Gimco Ltd., Bucci Industries USA Inc, Bi-tech (Suzhou) Co. Ltd, Bucci Industries Benelux Srl, Bucci Industries Korea Ltd, Bucci Industries India Private Limited, Bucci Industries Deutschland GmbH, Bucci Industries France Sas, Bucci Industries Swiss S.A., Bucci Industries Brasil Ltda, Bucci Industries Japan Co. Ltd, Bucci Industries Nordic AB, Bucci Industries UK Limited, Bucci Industries Turkey) and Conel Impianti S.r.l. are also included.

The information and data contained in this Sustainability Report refer to the 2025 financial year, including the period from 1 January to 31 December, with the comparison with the previous years 2023 and 2024, to ensure the principal of data comparability.

Any exceptions or exclusions with regard to the scope are illustrated within the document by means of appropriate notes.

The reporting of the information contained in the Sustainability Report is provided on an annual basis.



DOCUMENT DRAFTING PROCESS AND REPORTING STANDARDS

With regard to the process for the drafting of the 2025 Sustainability Report, Bucci Industries set up an internal Work Group, made up of Top Management and the main business units, which contributed to the following activities:

- identification of the scope covered by the reporting and the reference stakeholders;
- preparation of the materiality analysis;
- definition of the non-financial indicators to be reported on;
- collation and processing of the qualitative and quantitative data necessary for the drafting of the document;
- drafting of the Sustainability Report.

The Report was drawn up using the guidelines issued by the “Global Reporting Initiative Sustainability Reporting Standards” published by the “Global Reporting Initiative” in 2016 and updated as at 2021 (hereinafter also referred to as the “GRI Standards” or “GRIs”), advocating the “with reference to” reporting method.

The reporting standards issued by the 2021 GRI Standards (GRI 1: Foundation 2021), such as accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability, were also considered in the drafting of the document.

The final document was presented, discussed and approved by the Board of Directors on 23 July 2026.

In order to ensure an accurate representation of the performances and the reliability of the data, the use of estimates has been kept to a minimum and, where they exist, they have been based on the best available methodologies and appropriately documented within the Report.

Please note that this Sustainability Report has been subject to third-party assurance activities.



2

BUCCI INDUSTRIES AND THE SUSTAINABILITY STRATEGY

GRI 3-3; GRI 2-28; GRI 2-29; GRI 3-1; GRI 3-2



THE HISTORY OF BUCCI INDUSTRIES

The Bucci family from Faenza has been involved in projects in various industrial sectors since 1945, always paying specific attention to the growth of People and the Local Area in which it operates.

It all started thanks to the intuition of Roberto Bucci, who in 1945 laid the foundations for the establishment of CISA in Faenza, which he developed into a world leader in the security sector.

Roberto Bucci is an entrepreneur of great insight and sensitivity who, over the next 30 years, was to be a leading player in the industrial growth of the Faenza area, continued successfully by his son and Knight of Industry Massimo Bucci until his passing at the start of 2025.

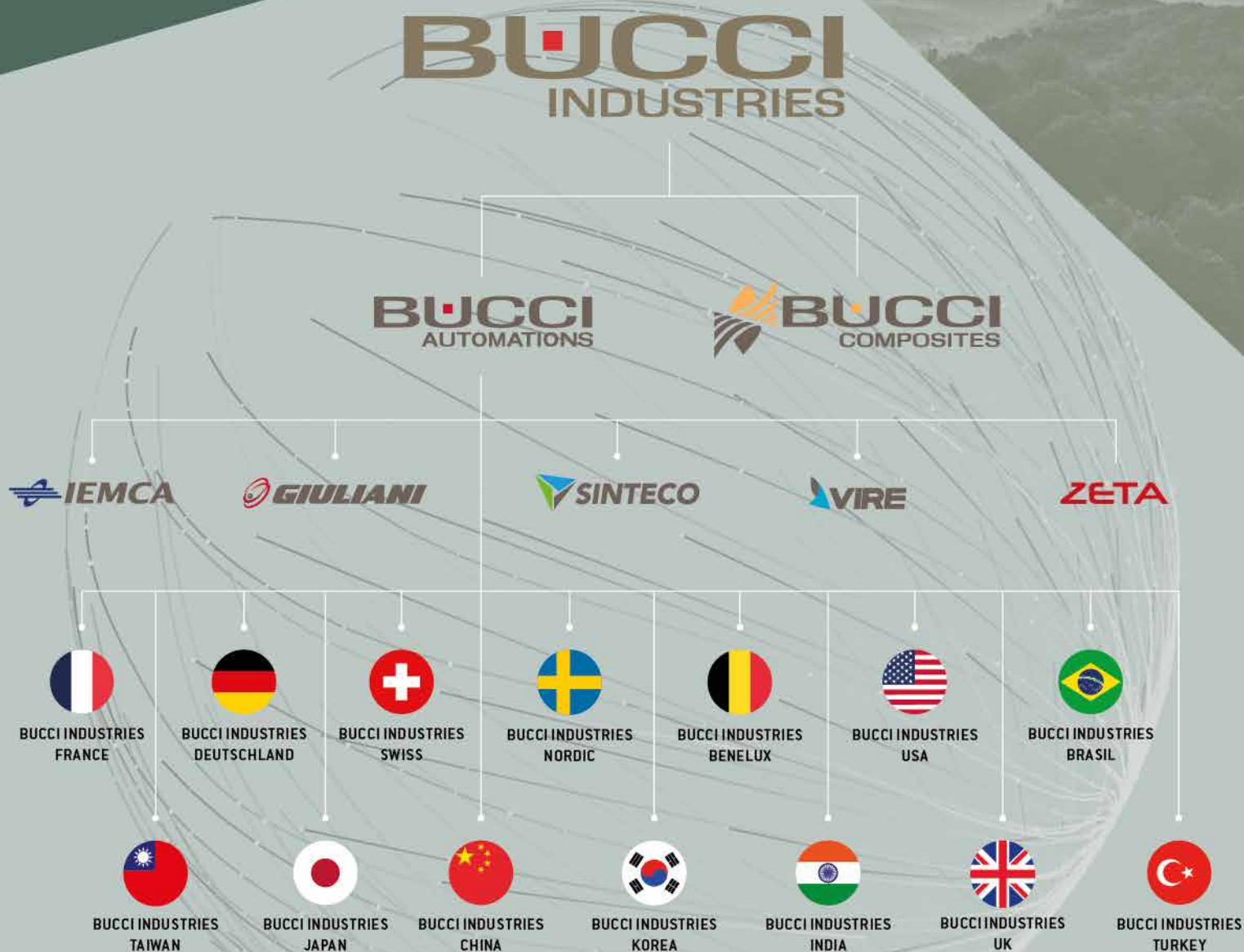
The Bucci Industries Group is today one of the world leaders in industrial automation and robotics and in new advanced composite materials.

The evolution and global leadership of Bucci Industries

Roberto Bucci e C. S.p.A., which controls the companies Bucci Automations S.p.A. operating in the automation and robotics sector and Bucci Composites S.p.A. operating in the composite materials sector, carries out management and co-ordination activities, influencing the company's management in order to implement a shared program in harmony with the company's objectives.

The legal form that best supports the corporate structure and works towards the achievement of the corporate goals is the Italian joint-stock company.

CORPORATE STRUCTURAL CHART

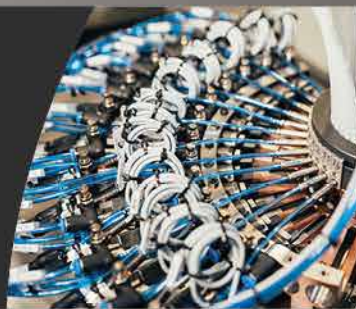


OUR BRAND NAMES



Automation & Robotics

We operate in the field of automation and industrial robotics under the brand names Iemca, Giuliani, Sinteco, Vire and Zeta held by Bucci Automations S.p.A.



World leader in automatic bar feeders

Iemca designs and produces automatic bar feeders since 1961 and is today the worldwide leader for every type of application for the turning industry, machining centres, grinding machines, gear cutters and other types of machine tools.



Machines for the manufacturing of keys, lock components and assembly lines

Giuliani is a global leader in the supply of transfer machines and automated machinery for the Lock & Key sector.



Automation and robotics for assembly applications and management of medical unit doses

Sinteco since 1984 is the leading name in the design and production of industrial, medical and hospital automation systems.



Point of reference for the packaging of hygiene products

Vire since 1973 designs and builds packaging machinery for the hygiene industry (baby nappies, adult diapers, sanitary towels) and machines for manufacturing medical plasters.

ZETA

Automatic end-of-line machines for secondary packaging

Since 2006, Zeta designs and manufactures vertical and side-load cartoning machines for secondary packaging in cardboard boxes and palletizing of nonwoven, paper, and food products.



Bucci Industries is also active under the Bucci Composites brand name, which since 1988 has been producing aesthetic components and structural systems in advanced composite materials such as carbon fibres, aramid fibres, glass fibres and other types of fibres. Today, the company is a leading player in Europe in the field of advanced composite materials for applications in the automotive, aerospace, marine and industrial sectors.



Advanced Composite Materials

Leader in the design and manufacturing of structural parts and components in advanced composite materials for the automotive, aerospace, marine and industrial sectors.

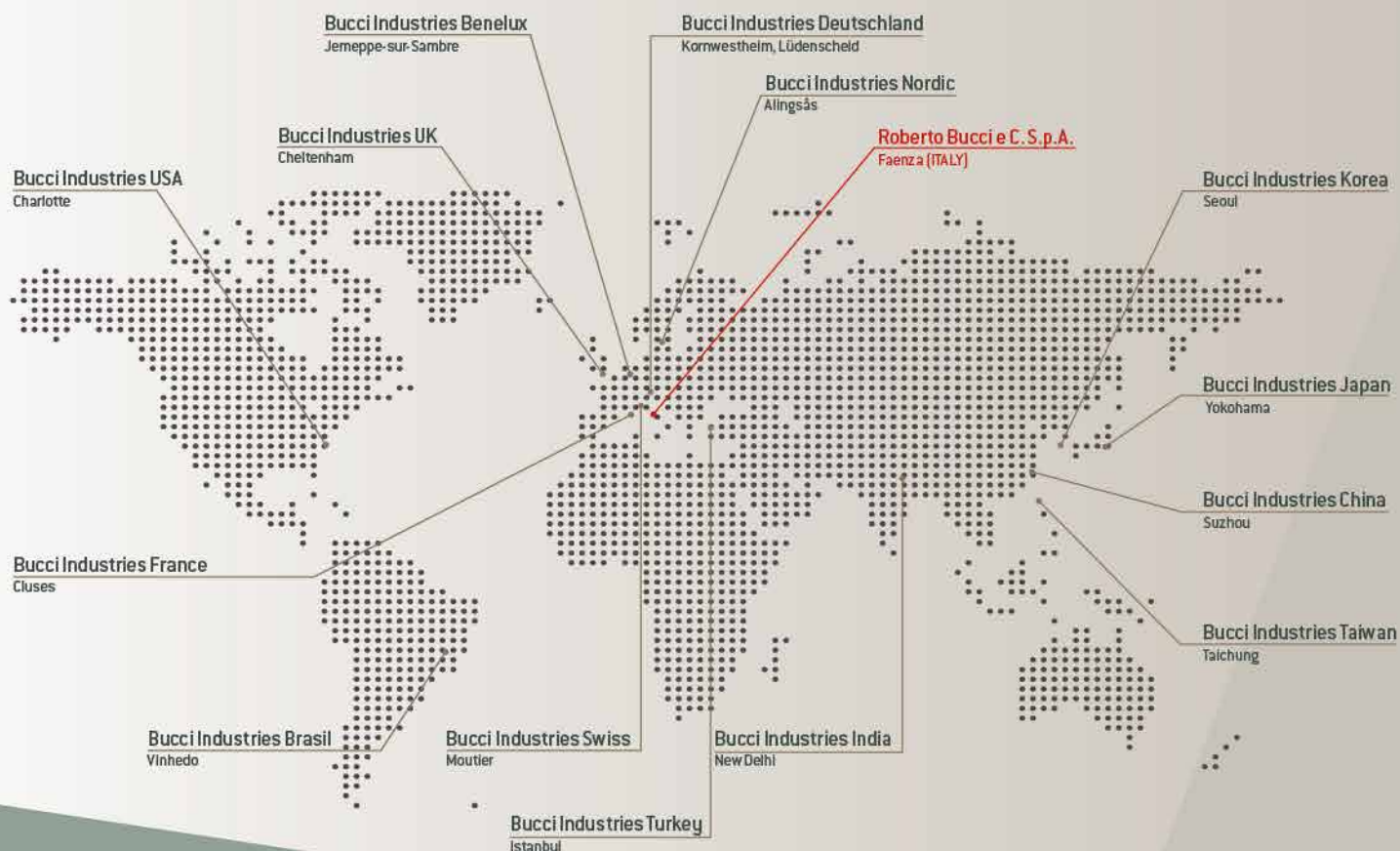


BUCCI INDUSTRIES AROUND THE WORLD

At the end of 2025 Bucci Industries had 1,237 employees worldwide, 14 foreign branches and is present in more than 50 countries.

1,237
employees
worldwide

14
branches
in + 50 countries



BUCCI INDUSTRIES' INTERNATIONAL PRESENCE

THE HEAD OFFICES OF THE BRANCHES

BELGIUM	GERMANY	SWEDEN	UNITED KINGDOM
BRAZIL	INDIA	SWITZERLAND	UNITED STATES
CHINA	JAPAN	TAIWAN	
FRANCE	SOUTH KOREA	TURKEY	

MARKETS WHERE THE GROUP OPERATES

ALGERIA	CZECH REPUBLIC	LEBANON	SINGAPORE
ARGENTINA	EGYPT	MALTA	SLOVENIA
AUSTRALIA	FINLAND	MEXICO	SPAIN
AUSTRIA	GREECE	MOROCCO	UNITED ARAB EMIRATES
BAHRAIN	HUNGARY	NEW ZEALAND	VENEZUELA
BULGARIA	IRELAND	PERU	
CANADA	ISRAEL	PORTUGAL	
CHILE	IVORY COAST	SAUDI ARABIA	
COLOMBIA	KUWAIT	SERBIA	
CROATIA	LATVIA		

BUCCI INDUSTRIES' VISION, MISSION AND VALUES

Bucci Industries works constantly to ensure quality and innovation for its partners and to grow with them in the global market.

VISION

"Improve our customers' performance through excellent solutions in automation, robotics and the use of new materials".



MISSION

"Be the forerunners of the future, by means of on-going dialogue with our global stakeholders".



VALUES

"Our shared values are the reference point for all our activities and the actions of every person and employee of the company around the world:

- Cherish the customers and serve them with great passion
- Think innovatively so as not to be outdated
- Bring and transmit positive energy and solutions".



BUCCI INDUSTRIES' ECONOMIC AND FINANCIAL PERFORMANCE



During 2025, Bucci Industries recorded an overall positive economic and financial performance, despite some challenges faced along the way.

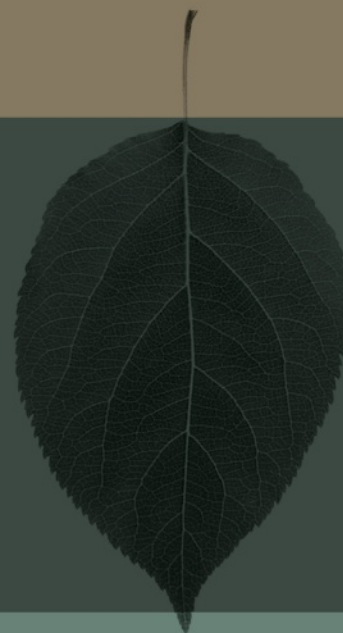
In particular, the Bucci Industries Group recorded a sales turnover of Euro 219 million, down with respect to the previous year (Euro 230 million), achieving a gross operating margin of approximately Euro 19.4 million.

The outbreak of the conflict in Ukraine presented a challenge with sharp impacts on the economic and social fabric, which posed an important question as to how best manage energy. In this context, the Group is continuing to accelerate its energy independence projects.

As far as the Automation and Robotics area is concerned, Bucci Automations S.p.A., with its lemca division, operating in the production of automatic bar feeders, and with its Sinteco division, operating in contract automation for various sectors (industrial and hospital) and in the area of innovative materials, Bucci Composites, continue to represent the most significant part of the Group's sales turnover.

2025 was also characterised by significant investments in activities aimed at researching and developing innovative, digital and sustainable technology solutions for increasing efficiency and enhancing the range of solutions for specialised applications, as well as the development of production technologies.

The Bucci Industries Group has always been committed to developing solutions that support constant economic growth while respecting environmental and social values.



Sales turnover
219
mln €

Bucci Industries and membership of trade associations

Bucci Industries plays an active role within various sector associations and organisations, in which it participates so as to be constantly informed of the needs of the various stakeholders.

In particular, the organisation is present in trade associations such as:

- **CONFINDUSTRIA**, [Italian General Confederation of Industry], present in the provinces where the operational headquarters of the local units of the companies involved are based, with particular interest in the UCIMU Association - Italian Manufacturers of Machine Tools, Robots and Automation.
- **FEDERMECCANICA**, which pays special attention to industrial relations and to the interests of the Italian manufacturing-metalworking industry, presenting and promoting the metalworking industry in relations with the general public and Italian and European institutions.

In these venues the Bucci Industries Group plays the role of spokesperson for a tangible and significant industrial entity, actively participating in strategic policy decisions.





THE SUSTAINABILITY STRATEGY



For the Bucci Industries Group, sustainability both in the automation and robotics sector and in the composite materials sector has always been a priority, also considering the growing environmental and social challenges that characterise the current global scenario.

The Bucci Industries Group is aware that the process of evolution towards sustainability requires commitment and resources from the entire Organisation; in fact, it has carried out an assessment of the impact that its business activities may have on the external context, considering the ESG (Environmental, Social and Governance) areas.

During 2025, the sustainability strategy adopted by the Bucci Industries Group focused mainly on the following projects:

- participation in the biomass heating project, which has led to a significant reduction in the use of fossil fuels of around 90% - 95%;
- integration of photovoltaic systems aimed at improving energy efficiency;
- participation in the SAF (Sustainable Aviation Fuel) Programme furthered by Air France - KLM;
- enrolment in the Open ES digital platform furthered by ENI, dedicated to companies engaged in the energy transition challenge;
- participation in the Bike-to-Work scheme;
- continual updating of the Management Organisational Model pursuant to Italian Legislative Decree No. 231;
- subscription to DHL's GoGreen Plus service to achieve a reduction in the carbon footprint of international shipments.

The shared approach

The sustainability report is targeted at each category of stakeholder, with whom the Bucci Industries group undertakes on a daily basis to maintain a transparent and collaborative relationship, based on discussion, understanding of mutual expectations and reconciliation of interests.

IDENTIFICATION AND ENGAGEMENT OF THE STAKEHOLDERS

TYPES OF STAKEHOLDERS	ENGAGEMENT METHOD	ENGAGEMENT FREQUENCY
SHAREHOLDERS	Presentations and General Meetings	Periodic
SUPPLIERS	Questionnaires, meetings, conferences	Periodic
EMPLOYEES AND ASSOCIATES	Assessment interviews, group meetings	Annual
SCHOOLS, UNIVERSITIES AND RESEARCH BODIES	Work group, scholarships, internships	Periodic
LOCAL COMMUNITY	Events, specific encounters, press releases, interviews	Periodic
TRADE UNIONS AND ASSOCIATIONS	Round tables	Periodic
CUSTOMERS	Customer satisfaction surveys, market research, trade fairs, dedicated communication channels, social networks	Periodic

Cultivating ongoing relations with all its stakeholders is a priority for the Bucci Industries Group, using various tools for engagement and feedback, such as trade fairs, open houses and specific events, in order to guide its strategic choices with a view to creating and distributing value to people, the environment and all stakeholders.

The process for determining the material topics

Bucci Industries has shared and outlined its sustainability strategy, taking into account the context in which it operates and the people directly or indirectly involved in its business activities. In order to prepare the Group's Sustainability Report, Bucci Industries updated its Impact Materiality Analysis in 2025, the results of which are indicated in this report.

In order to carry out the materiality analysis on which this Sustainability Report is based, Bucci Industries was inspired by the GRI 3 guidelines, which introduce the concept of impact for the identification of material topics. According to the GRI, in fact, in order to determine material issues, an organisation must identify its actual and potential impacts on the economy, the environment and people, including those on their human rights, in the context of the organisation's activities and business dealings. Actual impacts are those that have already occurred, while potential impacts may occur but have not yet done so. Impacts may also be negative or positive, short-term or long-term, intentional or unintentional, reversible or irreversible.

The process that led to the determination of the Group's material topics entailed the following phases:

- 1_ preliminary analysis of the external and internal sustainability context of Bucci Industries;
- 2_ involvement of the Group's Top Management and the main company units to identify the main positive and negative, actual and potential impacts generated by the organisation on the external context, in the environmental, social and economic sphere;
- 3_ assessment of the significance of the impacts identified in ESG spheres and their prioritisation, based on the business activities and mitigation and/or improvement action implemented by the Group. In particular, within the sphere of these activities, identified impacts were prioritised by Top Management, considering both the Organisation's point of view and the perspective of key stakeholders;
- 4_ determination of the material topics associated with the identified priority impacts, which have exceeded the set materiality threshold.

List of the material topics identified

The materiality analysis process led to the identification of 11 material topics, which are listed below in order of importance:

- 1 Product quality and safety
- 2 Energy consumption and GHG emissions
- 3 Waste management
- 4 Occupational health and safety
- 5 Innovation and sustainable research
- 6 Sustainable supply chain management
- 7 Employee wellness and satisfaction
- 8 Managerial ethics, integrity and transparency
- 9 Employee promotion and development and sustainable research
- 10 Diversity, equal opportunities and inclusion
- 11 Management of the material topics



The final results of the materiality process and this Sustainability Report were submitted to the CEO for approval.

The 2030 Agenda and the Sustainable Development Goals

The 2030 Agenda for Sustainable Development is an action plan for people, the Planet and prosperity. It was signed in 2015 by 193 United Nations countries, including Italy, to share a commitment to ensure a better present and future for the Planet and the people who inhabit it. The Global Agenda defines 17 Sustainable Development Goals (SDGs) to be achieved by 2030, divided into 169 Targets, which represent the approach towards development.

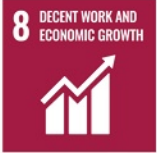
The contribution of Institutions, Governments, Businesses, Citizens and Society is required to achieve the SDGs.

Bucci Industries recognises the importance determined by the contribution that businesses can make to the achievement of these goals, and has analysed the requirements of the 17 goals as well as of the 169 related targets, in order to identify those to which it can best contribute by means of its own activities.



OBIETTIVI  **PER LO SVILUPPO SOSTENIBILE**

The table linking the SDGs identified by the Group, the related targets and the material topics is presented below:

SDGs	TARGET	RELATED MATERIAL TOPICS
	3.8 Achieve universal health coverage, including protection from financial risks, access to quality essential health care services and safe, effective, quality and affordable access to basic medicines and vaccines for all;	Occupational health and safety;
	3.d Strengthen the capacity of all countries, especially developing countries, to anticipate, reduce and manage health-related risks, both domestically and globally.	Employee wellness and satisfaction
	4.3 By 2030, guarantee every woman and man equal access to cost-effective, quality technical, vocational and tertiary education - including university education;	Employee promotion and development
	4.4 Increase substantially by 2030 the number of young people and adults with specific skills - including technical and vocational skills - for employment, decent jobs and entrepreneurship.	
	5.1 End all forms of discrimination against women and girls everywhere;	Diversity, equal opportunities and inclusion
	5.c Adopt and intensify a sound policy and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls, at all levels.	
	7.2 By 2030, substantially increase the share of renewable energy in the global energy mix;	Energy consumption and GHG emissions
	7.3 By 2030, double the global rate of improvement in energy efficiency.	
	8.2 Achieve higher standards of economic productivity through diversification, technological progress and innovation, including with a focus on high value-added and labour-intensive sectors;	Innovation and sustainable research; Product quality and safety; Employee wellness and satisfaction; Diversity, equal opportunities and inclusion
	8.3 Promote development-oriented policies that support production activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalisation and growth of small- and medium-sized enterprises, including through access to financial services;	
	8.5 Guarantee by 2030 full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value;	
	8.6 Reduce the proportion of young people unemployed and out of education or training by 2030;	
	8.8 Protect the right to work and promote a healthy and safe working environment for all workers, including immigrants, especially women, and casual workers.	

>>>

SDGs	TARGET	RELATED MATERIAL TOPICS
	9.2 Promote inclusive and sustainable industrialisation and significantly increase by 2030, the rates of industrial employment and gross domestic product, in line with the national context, and double this rate in the least developed countries;	<i>Product quality and safety;</i>
	9.4 By 2030, improve infrastructure and sustainably reconfigure industries, increasing resource use efficiency and adopting cleaner and more environmentally sound industrial technologies and processes, with all member states taking action within their respective capabilities;	<i>Innovation and sustainable research;</i>
	9.b Support internal technological development, research and innovation in developing countries, including by ensuring a favourable environmental policy, inter alia, for industrial diversification and added value for products.	<i>Energy consumption and GHG emissions</i>
	12.2 By 2030, achieve the sustainable management and efficient use of the natural resources;	<i>Energy consumption and GHG emissions</i>
	12.4 By 2030, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and substantially reduce their release into the air, water and soil to minimise their negative impact on human health and the environment;	
	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse;	
	12.6 Encourage companies, particularly large multinational companies, to adopt sustainable practices and integrate sustainability information in their annual reports.	
	13.2 Integrate climate change measures into national policies, strategies and planning.	<i>Energy consumption and GHG emissions</i>
	16.5 Significantly reduce corruption and abuse of power in all their forms; 16.b Promote and enforce non-discriminatory laws and sustainable development policies.	<i>Managerial ethics, integrity and transparency</i>

A woman with dark hair tied back and a man with glasses and a beard are looking down at a device, possibly a tablet or smartphone. The image is split vertically, with the left side having a teal tint and the right side having a warmer, orange-tinted light. A large, semi-transparent dark grey triangle is overlaid on the left side of the image, containing the page number and title.

3

GOVERNANCE, ETHICS AND COMPLIANCE

GRI 3-3; GRI 2-9; GRI 2-10; GRI 2-11; GRI 2-14;
GRI 2-27; GRI 204-1; GRI 205-3

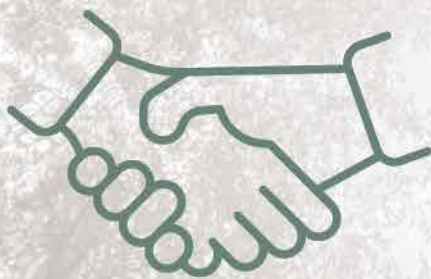
CORPORATE GOVERNANCE

Corporate Governance is structured according to the traditional system and comprises the Shareholders' Meeting which appoints a Board of Directors, made up of executive, non-executive and independent members, a Board of Statutory Auditors, a Supervisory Body and an Auditing Firm with the task of the official accounts audit.

In addition, the company Roberto Bucci e C. S.p.A. holds a monthly Executive Committee meeting (a key body as per the Articles of Association) whose purpose is to outline the Group's strategic guidelines.

In conclusion, the operating companies Bucci Automations and Bucci Composites hold, on a monthly basis, their respective Strategic Committee meetings, which have the purpose of identifying, implementing and verifying strategic operational actions over the short and medium term, aimed at achieving the objectives set by the Executive Committee.

The Strategic Committees of Bucci Automations and Bucci Composites are also responsible for overseeing and managing the organisation's impacts on the economy, environment and people. They are currently not formal but key bodies.



Sustainability governance

With regard to the Sustainability Report, Bucci Industries has created a specific work group to prepare the sustainability reporting, which will be shared in the Strategic Committees and approved by the Board of Directors of Roberto Bucci e C. S.p.A.

ROBERTO BUCCI E C. S.P.A.

Board of Directors

Stefano Bucci - Chairman
Maria Domeniconi - Deputy Chairwoman
Tomaso Tarozzi - CEO
Antonio Cibotti - CEO
Barbara Maffei Alberti - Director
Riccardo Taroni - Director
Francesco Ubertini - Director

Executive Committee

Maria Domeniconi - Chairwoman
Tomaso Tarozzi
Antonio Cibotti

Ethics Committee

Christian Bernardi - Group A&F Director
Alessandro Faucci - Group Management Control Director
Carlo Giulio Casadio - Lawyer

BUCCI AUTOMATIONS S.P.A.

Board of Directors

Tomaso Tarozzi - Chairman
Antonio Cibotti - CEO
Carlo Giulio Casadio - Director
Enrico Sangiorgi - Director

Strategic Committee

Tomaso Tarozzi - Chairman
Antonio Cibotti - CEO
Giampaolo Morandi - General Manager Iemca
Stefano Giacomelli - General Manager Sinteco/Tecnosint
Dario Cusumano - General Manager Giuliani/Vire/Zeta
Alessandro Faucci - Group Management Control Director
Christian Bernardi - Group A&F Director
Nicola Gasparoni - Group HC Director
Cristiano Fossali - Group IT Director

BUCCI COMPOSITES S.P.A.

Board of Directors

Tomaso Tarozzi - Chairman
Antonio Cibotti - CEO
Carlo Giulio Casadio - Director

Strategic Committee

Tomaso Tarozzi - Chairman
Antonio Cibotti - CEO
Andrea Bedeschi - Gen. Manager Bucci Composites
Alessandro Faucci - Group Management Control Director
Christian Bernardi - Group A&F Director
Nicola Gasparoni - Group HC Director
Cristiano Fossali - Group IT Director

COMPANY ETHICS AND COMPLIANCE



The Bucci Industries Group recognises the importance of maintaining high standards of corporate governance. The “Managerial ethics, integrity and transparency” topic is considered a material issue for Bucci Industries because it affects corporate reputation, employee engagement and business risk management. Adopting an ethical and transparent culture helps to ensure the sustainability and longevity of the company in today's context, where the focus on these aspects is increasingly relevant. Managerial ethics, integrity and transparency have a direct impact on the corporate culture and employee engagement. Bucci Industries strongly believes that an ethical and transparent work environment furthers a sense of belonging and pride for employees, fostering a climate of trust and collaboration. This can have a positive impact on productivity, innovation and the company's ability to attract and retain talent.

The Bucci Industries Group, which has always been committed to issues related to managerial ethics, integrity and transparency, continued to implement several initiatives during 2025, updating the Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001 and appointing a Supervisory Body for the companies Roberto Bucci e C. S.p.A., Bucci Automations S.p.A. and Bucci Composites S.p.A. The Code of Ethics, drafted and published in 2023, was disseminated within the organisation. In addition, a Whistleblowing channel is active on the company website, available to everyone for whistleblowing in complete confidentiality.

We are pleased to announce that, during 2025, Bucci Automations S.p.A. was awarded the ELITE Corporate Governance Certificate, which represents a significant achievement for the company as it strives to meet best practice standards for small and medium-sized private enterprises. The certificate was awarded on the basis of criteria defined by ELITE in collaboration with academic and business partners in the field of corporate governance.

The Bucci Industries Group adopts a zero-tolerance approach to corruption and is committed to complying with applicable laws and regulations.

During the reporting period, there were no significant cases of non-compliance with laws and/or regulations, nor were there any monetary or non-monetary sanctions for non-compliance with laws and/or regulations. In the same period, there were also no incidents of bribery and corruption, nor any public lawsuits undertaken related to the aspect of bribery and corruption.

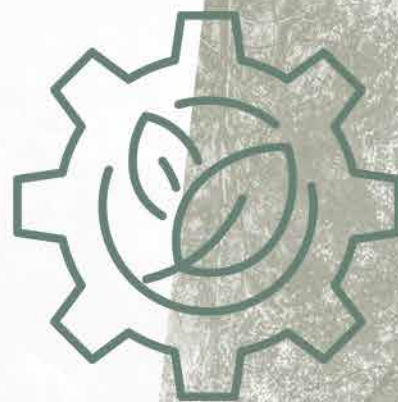
SUSTAINABLE SUPPLY CHAIN MANAGEMENT

Sustainable supply chain management is a material issue of primary importance for the Bucci Industries group, as it contributes to improving product quality, customer satisfaction and supporting the local economy. By means of an informed choice of its suppliers, Bucci Industries is committed to reducing the overall environmental impact, improving energy efficiency and promoting the adoption of materials with a low environmental impact.

Bucci Industries is enrolled in the Open-es digital platform made available by ENI, aimed at supporting companies in their measurement and growth process on sustainability dimensions. Open-es allows you to engage your suppliers, analyse their sustainability performances and incentivise them to improve, having statistics and detailed reports to compare the ESG performance of your value chain and integrate them into your decision-making processes.

Open-es represents an important step towards the creation of a strong synergy of the entrepreneurial system, an opportunity to see all industrial and financial entities, Italian and others, working together to engage and support their suppliers and customers, in a common process of improvement and enhancement of the sustainability of our production fabric.

The Group has environmental policies that guide the supplier evaluation and selection system. In addition, there are supply chain monitoring activities aimed at improving impacts on the environment and the local area with a view to environmental sustainability. The selection of business partners is geared towards compliance with the principles of integrity, impartiality and fairness, carrying out assessments on the quality provided, price and utility requirements depending on the service requested.





Bucci Industries collaborates with its suppliers to develop sustainable processes, activities and products, sharing industry best practices and furthering sustainability awareness.

The Group is also committed to creating consolidated relationships with its suppliers, in order to create a virtuous network of shared social responsibility.

Bucci Industries turns first to local suppliers, who offer significant benefits to the company and the local community, including reducing environmental impact and supporting the local economy. Choosing local suppliers represents a tangible commitment towards the sustainable development of the local area, by means of the creation of value at local level, fuelling a virtuous circle of mutual benefit between the company and the communities in which it operates.

Proportion of expenditure to local suppliers

The Group's local suppliers are considered to be suppliers with a corporate name located in the same region of Italy where Bucci Industries has its headquarters or suppliers from the province and neighbouring provinces. The following table shows the number of suppliers and the value of supplies recorded in the period 2023-2025:

92.2%
Italian
suppliers

44%
of purchases from
local suppliers

NUMBER AND PERCENTAGE OF SUPPLIERS BY GEOGRAPHIC AREA

GEOGRAPHIC AREAS OF THE SUPPLIERS	2025		2024		2023	
	No.	%	No.	%	No.	%
ITALY	1,444	92.2	1,538	91.3	1,395	90.9
GERMANY	57	3.6	64	3.8	62	4.0
CHINA	4	0.3	4	0.2	5	0.3
OTHERS	62	4.0	78	4.6	73	4.8
TOTAL	1,567	100	1,684	100	1,535	100

The figures show that the Bucci Group prefers Italian suppliers.

In 2025, the % of suppliers with a corporate name in Italy improved from 91.3% to 92.2%.

EXPENDITURE

GEOGRAPHIC AREAS OF THE SUPPLIERS	2025		2024		2023	
	€/1,000	%	€/1,000	%	€/1,000	%
ITALY	72,924		76,570		103,680	
of which from local suppliers	31,991	44%	32,965	43%	40,981	40%
GERMANY	1,389		3,062		3,773	
CHINA	498		371		763	
OTHERS	4,810		9,913		15,378	
TOTAL	79,621		89,916		123,594	

The figures also show that 44% of purchases involve local suppliers (i.e. suppliers located in the province and provinces neighbouring the Group's facilities).



4

EMPLOYEE MANAGEMENT AND DEVELOPMENT

GRI 3-3; GRI 2-7; GRI 2-30; GRI 401-1;
GRI 404-1; GRI 403-1; GRI 403-5;
GRI 403-9; GRI 405-1; NON GRI 1 indicator)



DIVERSITY AND EQUAL OPPORTUNITIES

Developing the human capital is an aspect of fundamental importance for the Bucci Industries Group, which strongly believes in the contribution that each person can make in a serene and collaborative work environment.

When selecting personnel, the Group offers equal opportunities to people, avoiding any form of discrimination due to differences in gender, age, nationality, political or religious opinions. There is a personnel management policy covering all aspects from resource selection to career development inspired by the principles of meritocracy, transparency and equal opportunities. The selection channels used are various: the work with us section on the company website, publication of advertisements on specialised websites, employment agencies, support from other recruitment consultancies and through attendance at “career day” events, always in line with the Group’s values.

The induction of new recruits is supported by a structured onboarding process, designed to facilitate their effective integration into the Bucci Group from their very first days on the job. The process consists mainly of “on-the-job” training, aimed at developing a full understanding of the role and the responsibilities assigned, as well as knowledge of the business and the organisational context.



The Group adopts selection criteria based on professionalism, impartiality and objectivity, identifying candidates on the basis of their skills, experience and suitability for the role, without distinction in terms of gender or other personal characteristics not relevant for professional purposes.

With this in mind, the Group bases its human capital management policies on principles of fairness, inclusivity, transparency and organisational consistency, ensuring equal opportunities for access, growth and professional development based on objective and meritocratic criteria.

This is complemented by training and professional development programmes aimed at candidates from various sectors, designed to capitalise on their wealth of skills and to facilitate their structured integration and progressive growth within the organisation.

These initiatives have a positive impact, contributing significantly to employability and professional growth.

The Group's commitment to equity, equal opportunities and inclusivity has developed consistently and progressively over time, as an integral part of its human resources management policies and organisational culture.

No events or initiatives specifically dedicated to these issues were organised during 2025; however, there remains a constant focus on developing skills and ensuring access to diverse roles and positions of responsibility based on objective and merit-based criteria.

The Group also continues to support career guidance activities aimed at the younger generation, with the aim of highlighting the most in-demand professions and promoting an informed understanding of the opportunities offered by the various operational areas, thereby helping to overcome stereotypical views of professional roles.

TOTAL EMPLOYEES BY TYPE OF CONTRACT*

TYPE OF CONTRACT	UoM	2025 ITALY + ABROAD			2025 ABROAD			2025 ITALY		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
EMPLOYEES UNDER PERMANENT EMPLOYMENT CONTRACTS	No.	986	229	1215	240	63	303	746	166	912
EMPLOYEES UNDER FIXED-TERM EMPLOYMENT CONTRACTS	No.	17	5	22	4	0	4	13	5	18
TOTAL EMPLOYEES	No.	1003	234	1237	244	63	307	759	171	930

TYPE OF CONTRACT	UoM	2024 ITALY + ABROAD			2023 ITALY		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
EMPLOYEES UNDER PERMANENT EMPLOYMENT CONTRACTS	No.	972	227	1199	725	124	849
EMPLOYEES UNDER FIXED-TERM EMPLOYMENT CONTRACTS	No.	50	12	62	29	12	41
TOTAL EMPLOYEES	No.	1022	239	1261	754	136	890

*The table "Total employees by type of contract" discloses the employee workforce calculated as the number of employees as at 31 December of each pertinent year. The employee figures for foreign companies do not include Bucci Industries Turkey.

TOTAL EMPLOYEES BY PROFESSIONAL CATEGORY

PROFESSIONAL CATEGORY	UoM	2025 ITALY + ABROAD			2025 ABROAD			2025 ITALY		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
EXECUTIVES	No.	21	0	21	8	0	8	13	0	13
MIDDLE MANAGERS	No.	33	5	38	20	4	24	13	1	14
WHITE-COLLARS	No.	350	153	503	94	50	144	256	103	359
BLUE-COLLARS*	No.	599	76	675	122	9	131	477	67	544
TOTAL EMPLOYEES	No.	1003	234	1237	244	63	307	759	171	930

PROFESSIONAL CATEGORY	UoM	2024 ITALY + ABROAD			2023		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
EXECUTIVES	No.	13	0	13	7	0	7
MIDDLE MANAGERS	No.	53	7	60	18	1	19
WHITE-COLLARS	No.	349	160	509	269	92	361
BLUE-COLLARS	No.	607	72	679	460	43	503
TOTAL EMPLOYEES	No.	1022	239	1261	754	136	890

*The table "Total employees by professional category" discloses the employee workforce as at 31 December of each pertinent year. Co.Co.Co workers (contract for freelance work coordinated by an employer), temporary workers, trainees, interns, occasional collaborators are excluded.



Percentage of women
out of total FTE workers:

Italy 18.4%
Abroad 20.5%

THE BUCCI INDUSTRIES GROUP'S COMMITMENT FOR GENDER INCLUSION

The Bucci Group, which has always been committed to the growth of new resources specialised in STEM subjects, is now strongly focused on increasing the number of recruits of female STEM specialists.

MEMBERS OF THE GOVERNANCE BODIES (BOD) BY GENDER AND AGE BRACKET*

MEMBERS OF THE GOVERNANCE BODIES (BOD) BY GENDER AND AGE BRACKET	UoM	2025			2024			2023		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
<30 YEARS OF AGE	n.	0	0	0	0	0	0	0	0	0
30-50 YEARS OF AGE	n.	2	0	2	2	0	2	2	0	2
> 50 YEARS OF AGE	n.	5	2	7	6	1	7	8	0	8
TOTAL	n.	7	2	9	8	1	9	10	0	10

MEMBERS OF THE GOVERNANCE BODIES (BOD) BY GENDER AND AGE BRACKET	UoM	2025			2024			2023		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
<30 YEARS OF AGE	%	0%	0%	0%	0%	0%	0%	0%	0%	0%
30-50 YEARS OF AGE	%	22%	0%	22%	22%	0%	22%	20%	0%	20%
> 50 YEARS OF AGE	%	56%	22%	78%	67%	11%	78%	80%	0%	80%
TOTAL	%	78%	22%	100%	89%	11%	100%	100%	0%	100%

*The table “Members of management bodies (BoD) by gender and age bracket” discloses the members of the management bodies by gender and age bracket calculated as at 31 December of each pertinent year.

TOTAL EMPLOYEES COVERED BY COLLECTIVE EMPLOYMENT AGREEMENTS*

EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS	UoM	2025 ITALY	2024 ITALY	2023 ITALY
NUMBER OF EMPLOYEES COVERED BY COLLECTIVE EMPLOYMENT AGREEMENTS	n.	930	952	890
PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE EMPLOYMENT AGREEMENTS	%	100%	100%	100%

*Total for Italy because Abroad is not covered by collective agreements.



Percentage of employees covered by collective employment agreements:

100%

TOTAL EMPLOYEES COVERED BY COLLECTIVE EMPLOYMENT AGREEMENTS

*The table “Number of employees covered by collective employment agreements” discloses the employee workforce as at 31 December of each pertinent year. Co.Co.Co workers (contract for freelance work coordinated by an employer), temporary workers, trainees, interns, occasional collaborators are excluded.



EMPLOYEE TRAINING AND DEVELOPMENT

Employee training and development is a strategic priority for the Bucci Group, as skills and motivation are a core value for the organisation.

The management of these aspects is coordinated centrally by the RFS (Research, Training and Development) team, which supports company management and unit Managers in key areas, such as:

- definition of methodologies for the Onboarding process of new hires;
- organisational design, with definition and up-dating of job descriptions and staff organisation charts;
- planning of targeted training courses;
- co-ordination of periodic development interviews between managers and workers;
- management of the remuneration policies system.

Moments of dialogue have been set up within the Group for managers and workers to express strengths and areas for improvement in the management of activities. These encounters encourage professional development and have the purpose of:

- fostering continuous improvement and skills growth;
- assessing performance, including the achievement of targets;
- optimising the business organisation.

With a view to innovation and development, the Group has major projects and investments under way focused on digitalisation, to make Human Capital processes and employee management more efficient.

Professional Growth and Remuneration Policies

Business success, for the Bucci Group, is closely linked to the professional fulfilment of each individual. Accordingly, the remuneration policy system is managed centrally, with the aim of enhancing merit and skills, incentivising motivation and personal development, as well as attracting and retaining talent.



IEMCA
BOSS Production Line

TURNOVER, RECRUITS AND TERMINATIONS (EMPLOYEES)

RECRUITS BY AGE BRACKET	UoM	2025 ITALY + ABROAD			2025 ABROAD			2025 ITALY		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
<30 YEARS OF AGE	No.	48	10	58	10	2	12	38	8	46
30-50 YEARS OF AGE	No.	34	5	39	22	2	24	12	3	15
> 50 YEARS OF AGE	No.	8	3	11	2	2	4	6	1	7
TOTAL RECRUITS	No.	90	18	108	34	6	40	56	12	68
PERCENTAGE OF RECRUITS OUT OF TOTAL EMPLOYEES	%	7%	2%	9%	11%	2%	13%	6%	1%	7%

RECRUITS BY AGE BRACKET	UoM	2024 ITALY + ABROAD			2023		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
<30 YEARS OF AGE	No.	72	26	98	91	19	110
30-50 YEARS OF AGE	No.	39	22	61	51	19	70
> 50 YEARS OF AGE	No.	7	5	12	3	1	4
TOTAL RECRUITS	No.	118	53	171	145	39	184
PERCENTAGE OF RECRUITS OUT OF TOTAL EMPLOYEES	%	9%	4%	14%	16%	4%	21%



LEAVERS BY AGE BRACKET	UoM	2025 ITALY + ABROAD			2025 ABROAD			2025 ITALY		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
<30 YEARS OF AGE	n.	54	7	61	7	1	8	47	6	53
30-50 YEARS OF AGE	n.	36	8	44	18	5	23	18	3	21
> 50 YEARS OF AGE	n.	21	6	27	6	5	11	15	1	16
TOTAL LEAVERS	n.	111	21	132	31	11	42	80	10	90
PERCENTAGE OF LEAVERS OUT OF TOTAL EMPLOYEES	%	9%	2%	11%	10%	4%	14%	9%	1%	10%

LEAVERS BY AGE BRACKET	UoM	2024 ITALY + ABROAD			2023		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
<30 YEARS OF AGE	n.	36	12	48	32	15	47
30-50 YEARS OF AGE	n.	37	11	48	26	6	32
> 50 YEARS OF AGE	n.	24	2	26	18	0	18
TOTAL LEAVERS	n.	97	25	122	76	21	97
PERCENTAGE OF LEAVERS OUT OF TOTAL EMPLOYEES	%	8%	2%	10%	9%	2%	11%

Training

With regard to the employee skills development process, Bucci Industries not only provides courses of a mandatory nature, but each year the Human Capital department organises training plans, in order to develop the specific skills of its employees, following the training needs analysis process, agreed on with Corporate Management and Unit Managers.

In 2025 the Group confirmed training courses in the technical, language, IT, digital, soft skills and safety spheres, also continuing to invest in training focusing on digitalisation. This initiative aims to facilitate the digital transition of employees, providing them with essential skills to face the challenges and seize the opportunities arising from digital transformation. The Bucci Industries Group has always considered it of indisputable added value to provide employees with the instruments to acquire new skills.

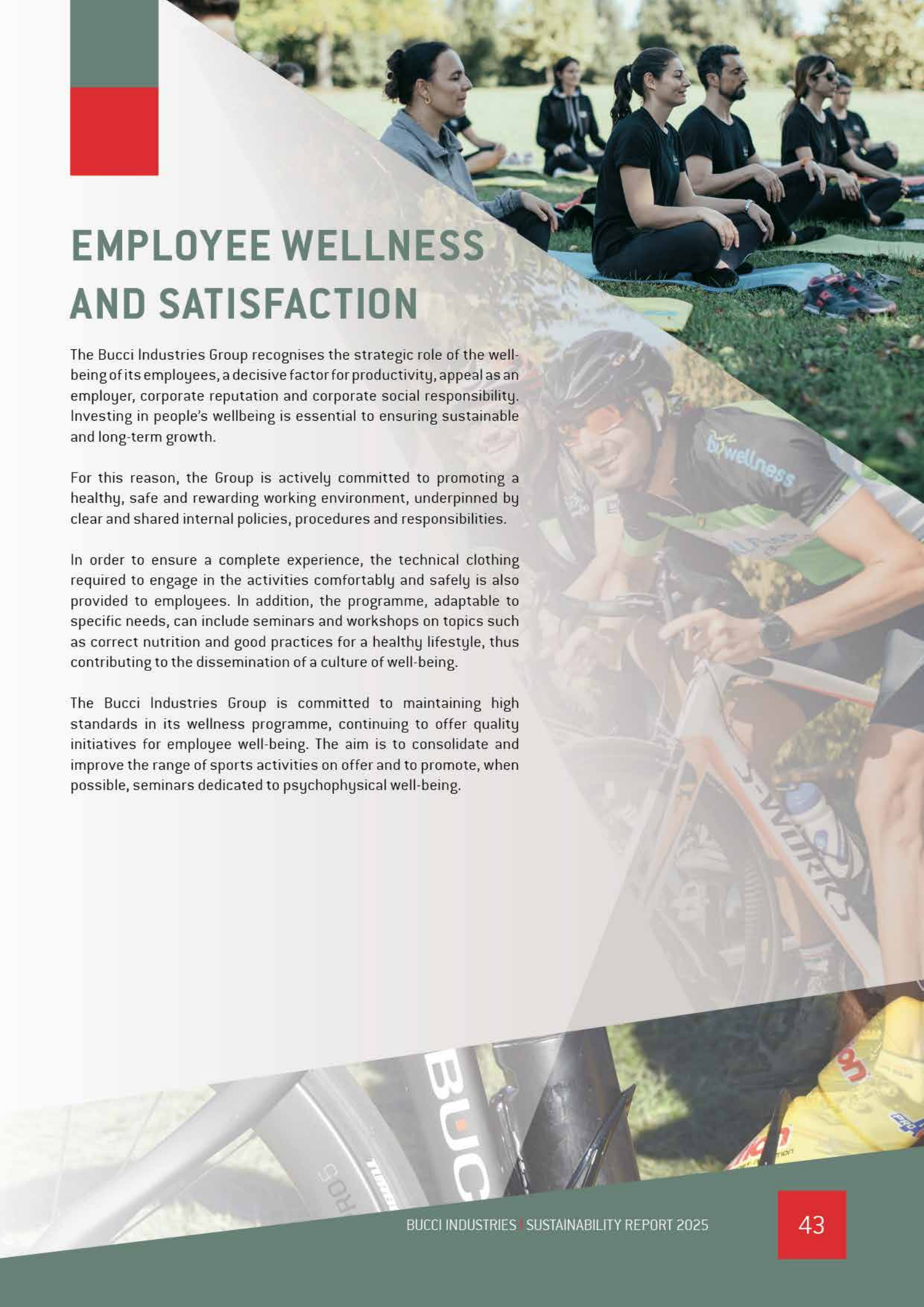


**THE BUCCI INDUSTRIES GROUP
HAS ALWAYS CONSIDERED IT OF
INDISPUTABLE ADDED VALUE TO
PROVIDE EMPLOYEES WITH THE
INSTRUMENTS TO ACQUIRE NEW
SKILLS.**

AVERAGE HOURS OF PROFESSIONAL TRAINING PER PROFESSIONAL CATEGORY

AVERAGE HOURS OF TRAINING PROVIDED	2025 ITALY + ABROAD			2025 ABROAD			2025 ITALY		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
EXECUTIVES	25.46	0.00	25.46	16.75	0.00	16.75	30.83	0.00	30.83
MIDDLE MANAGERS	19.70	7.90	18.15	8.65	5.50	8.13	36.71	17.50	35.34
WHITE-COLLARS	35.29	26.40	32.59	12.66	9.70	11.64	43.60	34.51	40.99
BLUE-COLLARS	17.56	5.63	16.22	22.38	21.06	22.29	16.33	3.55	14.76
TOTAL AVERAGE HOURS OF TRAINING	23.98	19.26	23.09	17.33	11.06	16.04	26.13	22.28	25.42

AVERAGE HOURS OF TRAINING PROVIDED	2024 ITALY + ABROAD			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
EXECUTIVES	9.73	0.00	9.73	3.00	0	3.00
MIDDLE MANAGERS	6.95	11.32	7.46	8.72	0	8.26
WHITE-COLLARS	15.03	13.01	14.39	7.12	6.45	6.95
BLUE-COLLARS	12.81	11.35	12.66	5.69	3.69	5.52
TOTAL AVERAGE HOURS OF TRAINING	13.22	12.46	13.08	6.25	5.53	6.14



EMPLOYEE WELLNESS AND SATISFACTION

The Bucci Industries Group recognises the strategic role of the well-being of its employees, a decisive factor for productivity, appeal as an employer, corporate reputation and corporate social responsibility. Investing in people's wellbeing is essential to ensuring sustainable and long-term growth.

For this reason, the Group is actively committed to promoting a healthy, safe and rewarding working environment, underpinned by clear and shared internal policies, procedures and responsibilities.

In order to ensure a complete experience, the technical clothing required to engage in the activities comfortably and safely is also provided to employees. In addition, the programme, adaptable to specific needs, can include seminars and workshops on topics such as correct nutrition and good practices for a healthy lifestyle, thus contributing to the dissemination of a culture of well-being.

The Bucci Industries Group is committed to maintaining high standards in its wellness programme, continuing to offer quality initiatives for employee well-being. The aim is to consolidate and improve the range of sports activities on offer and to promote, when possible, seminars dedicated to psychophysical well-being.

EMPLOYEE WELLNESS AND SATISFACTION INITIATIVES ARE EXTENDED TO ALL EMPLOYEES IN THE ORGANISATION.

INITIATIVES FOR THE PROMOTION OF THE WELLNESS OF EMPLOYEES	UoM	2025 ITALY + ABROAD	2025 ABROAD	2025 ITALY
NUMBER OF PROGRAMS IMPLEMENTED FOR THE PROMOTION OF EMPLOYEE WELLNESS AND SATISFACTION	No.	28	8	20
AVERAGE RATE OF PARTICIPATION PER YEAR OF EMPLOYEES IN THE INDIVIDUAL EMPLOYEE WELLNESS AND SATISFACTION PROGRAMS	%	33.60%	31.27%	34.37%

INITIATIVES FOR THE PROMOTION OF THE WELLNESS OF EMPLOYEES	UoM	2024 ITALY + ABROAD	2023
NUMBER OF PROGRAMS IMPLEMENTED FOR THE PROMOTION OF EMPLOYEE WELLNESS AND SATISFACTION	No.	22	19
AVERAGE RATE OF PARTICIPATION PER YEAR OF EMPLOYEES IN THE INDIVIDUAL EMPLOYEE WELLNESS AND SATISFACTION PROGRAMS	%	27.52%	37.64%

The Bucci Industries Group therefore recognises the well-being of its employees as a central element of its long-term sustainability strategy. Therefore, it will continue to devote resources and energy to the development of targeted projects and initiatives, with the aim of creating a work environment that promotes well-being and offers tangible tools to achieve a healthy balance between professional and personal life.

Well-being and sustainable mobility

The group updated the document Home Work Commuting Plan (PSCL) and sent it to the Municipal Authority of Faenza to inform it of the activities implemented during 2025.

The graphic for the Occupational Health and Safety section, featuring a large, stylized number "4" in a light blue color, with a red square at the top left corner.

Workplace health and safety is one of the main issues for the Bucci Group, which strongly believes in spreading a solid safety culture among its employees in order to guarantee a working environment free from health hazards for its resources.

The Bucci Group operates in compliance with the laws and regulations on occupational health and safety, assigning primary importance to constantly improving working conditions and the working environment by reducing risks and dangers as much as possible. For this reason, the Group is constantly committed to spreading and furthering a culture of health and safety at all company levels.

Each of the Group's divisions has its own safety manager with appropriate spending powers, precisely to enable each of them to promptly improve any critical or potentially critical aspects that may be encountered.

Over the years, increasingly more risk mitigation measures have been undertaken, adopting all required PPE in every area where it was deemed necessary.

In conjunction with the company's Prevention and Protection Service, a questionnaire for reporting near-misses has been implemented, to be filled in by the PPSM and safety officers. By means of this questionnaire, some potentially dangerous situations have been reported and promptly resolved. Accident indicators are monitored and evaluated periodically in order to promptly identify mitigation action. It should be noted that, in the reporting period, Bucci Industries did not engage in any disputes relating to health and safety issues.

Occupational health and safety management system

The Bucci Industries Group uses internal and external resources to fulfil all legal obligations on health and safety at work. The Group has always been sensitive to occupational health and safety issues.

The Bucci Industries Group avails itself of professionals and an internal team to deal with these issues. The Bucci Group team consists of the Employer, PPSM, in-house doctor, WSM and external consultants appointed under specific agreements.

Every year the Bucci Group invests economic resources in the area of occupational health and safety in order to significantly improve working conditions and workplaces for its employees. Personal protective equipment (PPE) and collective devices are made available to staff. In addition, countless hours of funded and non-funded training are provided each year.

Training of workers on health and safety in the workplace

The training provided on occupational health and safety is organised annually with the help of qualified external consultants who work together with the Prevention and Protection Service and assess the specific risks for each identified task. Based on the risks identified in the DUVRI (interference risk assessment document), the topics to be covered and the groups of workers to be involved are planned. The training is provided during working hours and is therefore remunerated.

Work-related accidents and injuries

The Group has drawn up a risk assessment associating each task with the related risks and improvement actions. This data is shared periodically with the company's Prevention and Protection Service.



WORK-RELATED ACCIDENTS AND INJURIES FOR ALL EMPLOYEES

CASES	2025 ITALY + ABROAD		2025 ABROAD		2025 ITALY	
	No.	RATE*	No.	RATE*	No.	RATE*
Number of hours worked	2,052,359.53	-	514,054.03	-	1,538,305.50	-
Number and rate of deaths further to work-related accidents and injuries	0	0	0	0	0	0
Number and rate of work-related accidents and injuries with serious consequences (excluding deaths)	0	0	0	0	0	0
Number and rate of work-related accidents and injuries	27	13.16	6	11.67	21	13.65
The main types of work-related accidents and injuries (brief description)	Stress injuries, sprains, bruises, wounds, fractures				Stress injuries, sprains, bruises, wounds, fractures	

CASES	2024 ITALY + ABROAD		2023	
	No.	RATE*	No.	RATE*
Number of hours worked	2,070,528.39	-	1,793,057.00	-
Number and rate of deaths further to work-related accidents and injuries	0	0	0	0
Number and rate of work-related accidents and injuries with serious consequences (excluding deaths)	0	0	0	0
Number and rate of work-related accidents and injuries	17	8.21	18	10.04
The main types of work-related accidents and injuries (brief description)	Distractive trauma, hand trauma, lower limb trauma, foreign body in the eye		Infraction, Injury, Bruising trauma, Strain, Lacerated and Lacerated-Bruised Wounds to Hand, Foreign Body	

*The work-related accident and injury rate is calculated using the following formula: "accident/injury rate = number of accidents / number of hours worked" *1,000,000.

It should also be noted that, for 2025 the number of accidents relating to Bucci Industries USA and the hours worked are not included.

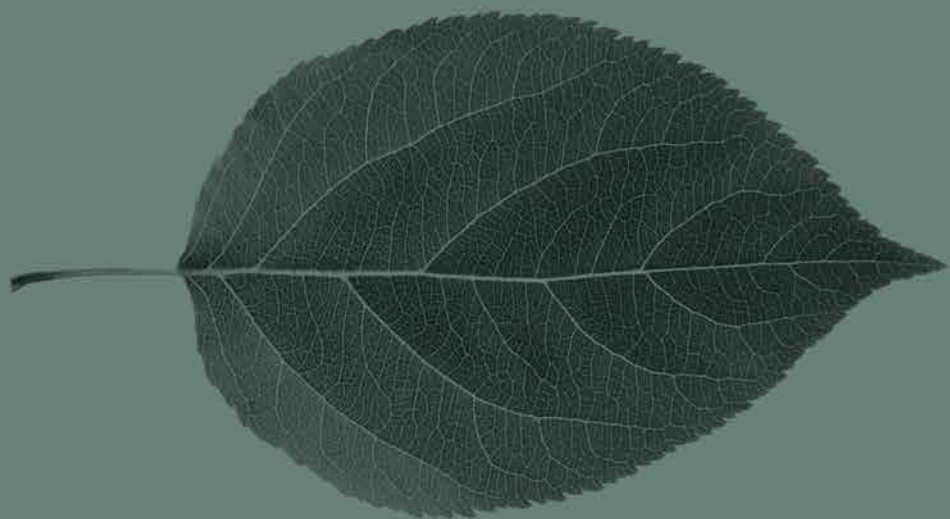
During the reporting period, the Group took action to eliminate and minimise the risk of accidents and injuries, using the hierarchy of controls. The action taken in the reporting period in relation to this issue is as follows:

No serious accidents or injuries occurred during the reporting period.

LIST OF THE ACTIONS UNDERTAKEN TO REDUCE AND ELIMINATE RISKS AND HAZARDOUS FOR OCCUPATIONAL HEALTH AND SAFETY

- | | |
|--|--|
| 1. Purchase of formaldehyde-free cooling lubricants | 6. Emergency prevention: defibrillators installed in production facilities and operators trained by means of the BLSO (Basic Life Support with Defibrillation) course |
| 2. Elimination of chemicals with sensitising effects | |
| 3. New welding station to reduce diffuse emissions | 7. Lowering of material storage racks to reduce material falls from heights |
| 4. Improvement of industrial hygiene | 8. Traffic regulation of external vehicles entering and leaving the loading/unloading area |
| 5. Checks carried out with a thermographic camera to monitor the main fire and short circuit risks in the company's electrical panels | |

No worker was excluded from the company disclosures.





5

PRODUCT
QUALITY
AND INNOVATION

GRI 3-3; non GRI 2 indicator

OUR PRODUCTS



Iemca division

Iemca has designed and produced automatic bar feeders since 1961 and is today the worldwide reference for every type of application for lathes, machining centres, grinding machines, gear cutters and other types of machine tools. Iemca's product range dedicated to the bar turning sector is the widest available on the market and includes automatic feeders for single-spindle fixed and sliding (Swiss-type) headstock lathes, for bar lengths up to 6 metres, for diameters from 0.3 mm to 100 mm and beyond, as well as solutions for multi-spindle lathes up to 8 spindles, with integrated bar feeders and back-feeders for tube bundles. Iemca offers a range of highly qualified services in every corner of the world thanks to its global presence.





Sinteco division

Leader in the design and production of automation and robotic systems in the industrial, medical and hospital sectors. The Industrial branch produces turnkey plants for the assembly of industrial components for the automotive, mechanical, locksmithing, electronics and cosmetics sectors. The Medical section designs and manufactures automatic machines for the assembly of medical applications in clean rooms. The Healthcare department creates solutions for unit dose management of medicines in the hospital sector.



Giuliani division

Giuliani manufactures transfer machines for machining automotive components, compressor components, casting components, hydraulic components and machining and assembly machines dedicated to the locksmith industry. They are highly productive machines dedicated to non-stop 24/7 machining, durable, solid, technologically cutting-edge and with a proven track record care of customers.





Vire division

Vire designs and builds packaging machinery for the hygiene industry (baby diapers, adult diapers, sanitary towels) and machines for manufacturing medical plasters. Our core values are focus on the customer, the market in which we operate and the society in which we live.



The ZETA logo is rendered in a bold, red, sans-serif typeface. It is positioned on the left side of the page, set against a background of industrial machinery. The machinery is shown in a collage-like fashion, with various components and structures overlapping and semi-transparent, creating a sense of depth and complexity. The overall color palette is dominated by the red of the logo and the metallic grays of the machinery, with some white and brown elements from the cardboard boxes in the lower section.

ZETA

Zeta division

Since 2006, Zeta has been designing and manufacturing vertical and side case packers for secondary packaging in cardboard boxes and palletising of non-woven, paper and food fabric products.





Bucci Composites

Bucci Composites is a leader in the design and production of structural parts and components in advanced composite material for the automotive, aerospace, marine and industrial sectors. Since 1988 Bucci Composites has been producing aesthetic components and structural systems in advanced composite materials such as carbon fibres, aramid fibres, glass fibres and other types of fibres.



PRODUCT QUALITY AND SAFETY

The primary importance of product quality and safety

Bucci Industries assigns primary importance to product quality and safety and for this reason certification processes have been undertaken that demonstrate how the Group believes in and is sensitive to these issues.

The Group's commitment in this sphere is demonstrated by the certifications obtained over time. It is of fundamental importance for Bucci Industries to share and formalise the organisation's policies, procedures and responsibilities concerning the quality and safety of the products offered. In fact, the organisation has always been geared towards the continuous improvement and efficiency of all company processes. All this is guaranteed by the UNI EN ISO 9001 and 14001 certifications present in all the Group's divisions. The certifications present within the Bucci Industries Group are listed below:

CONTINUOUS IMPROVEMENT
IS OUR PRIMARY GOAL EVERY
DAY. THAT IS WHY WE HAVE
IMPLEMENTED A CRM SYSTEM IN
SOME DIVISIONS OF THE GROUP
THAT ALLOWS US TO KEEP TRACK
OF OUR RESULTS AND THE
MOST CRITICAL ASPECTS TO BE
IMPROVED.

BUCCI AUTOMATIONS



BUCCI COMPOSITES



Every day, Bucci Industries' design engineers strive to innovate and improve the product in terms of quality, safety and service life. This is why the organisation has been working side by side with research centres and universities for years. Innovation and research are an essential goal of our organisation. Bucci Industries has not had to deal with any litigation relating to product quality and safety issues during the reporting period.



INNOVATION AND SUSTAINABLE RESEARCH

Our planet is our priority. In fact, economic results and social benefits are additional objectives for the organisation, on the basis of which we have always created value for the company, customers, employees, suppliers and the community.

Bucci Industries is aware of the need to redirect its mindset towards new and ambitious growth objectives.

The Group aims to achieve the above mentioned goal, starting from the innovation of its products and production processes, with the awareness that today's commitment will contribute to improve tomorrow's world.

The Bucci Group develops eco-sustainable projects that strike a balance between the need to produce and generate shared wealth, fighting climate change and reducing environmental impact.

INNOVATION AND SUSTAINABLE RESEARCH WITHIN BUCCI INDUSTRIES

Our guidelines in the area of sustainable product design are summarised in the following 4 programs:

1

HUMAN CENTRIC PROGRAM

People at the core of every initiative and simplification of machine operation

2

LOW IMPACT PROGRAM

Implement sustainable practices aimed at increasing production efficiency

3

ENVIRONMENTAL FRIENDLY MATERIALS PROGRAM

use and management of more circular materials for product and process eco-design

4

DIGITALISATION PROGRAM

new solutions for digitalisation

There are numerous innovation and sustainable research initiatives carried out by the Group.



In 2025, the **Iemca Division** was the first to develop a version of loader capable of operating with compressed air at 4 bar rather than 6 bar. This enables the user to reduce their consumption of compressed air and, consequently, electricity.

Looking ahead, an experimental project has also been launched to take this concept to the extreme, by developing a loader that can operate entirely without compressed air (fully electric).

The high-pressure control unit platform has been further enhanced with new models and features. In particular, a pulse-controlled unit has been developed that reduces heat generation and extends the service life of the tools.



In 2025, the **Sinteco division** continued to pursue its “plastic-free” objective, finalising work on the use of heat-sealable paper strapping for the bulk bundling of medicine packaging pouches, with the completion and commissioning of the Hemera Ring machine at the end of the second half of the year.

Also as part of the “plastic-free” initiative, validation of the paper-on-paper tape-like laminate for the packaging of individually wrapped blisters was completed at the end of 2025, thus making it available for commercialisation.

The completion of the range of “plastic free” consumables with the introduction of paper bags for unit dose containment of all forms of singularised medicines and for bulk containment of medicines (Stick) will continue into 2026; the base consumable has been identified, and work will proceed on its industrialisation to ensure it is suitably adapted to the machinery currently in use.

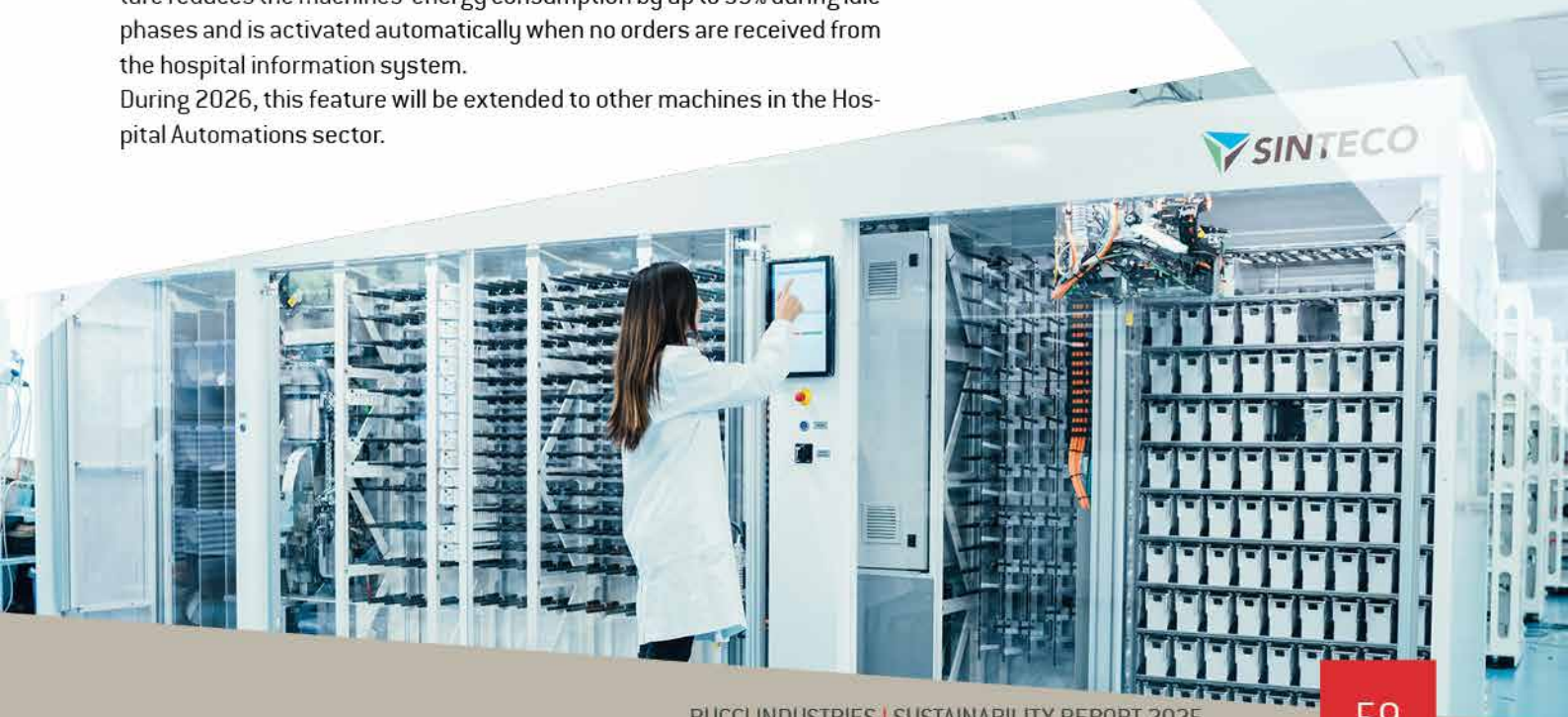
Again on the subject of sustainability, and in line with the programme carried out in 2024, the Sinteco division developed and commissioned the Calypso OS E at the end of the second half of the year – the first machine in the Hospital Automation sector to be 100% electric.

In 2026, studies will continue into the electrification of other strategic machines for the sector.

At the beginning of the first half of 2025, the Sinteco division launched a study into the introduction of new transport systems based on modular solutions using linear electric/magnetic axes, aimed at reducing energy consumption and ensuring reusability at the end of the product's life. This work will continue throughout 2026.

Throughout 2025, the activities of Sinteco's IT division continued aimed at energy saving, working on optimising the operation of the machines. Specifically, during 2025, a software update was released for the Pegasus range of machines, introducing the Hot Standby feature. This feature reduces the machines' energy consumption by up to 33% during idle phases and is activated automatically when no orders are received from the hospital information system.

During 2026, this feature will be extended to other machines in the Hospital Automations sector.



Giuliani's commitment to the transition towards "Lead-Free" brass



The European Union has recently established the need to eliminate lead from commonly used metal alloys. As lead is a pollutant, its removal is essential, but it makes alloys (such as brass) much harder and more difficult to machine using traditional cutting processes.

To meet this challenge, the **Giuliani Division** — a market leader in the lock industry — has developed and tested cutting-edge technology specifically designed for the production of "lead-free" brass keys.

This innovation, protected by several patents, overcomes the material's hardness limitations, ensuring precision and efficiency. Today, this exclusive technology is finally available to all our customers to guide them towards more sustainable production.

Human-Centric Project: The Intuitive Spare Parts Portal

An exclusive customer portal has been developed for the Giuliani, Vire and Zeta divisions, revolutionising spare parts management. By logging in with dedicated credentials, users can:

- navigate through the 3D model of their machine to identify components;
- use intelligent guidance tools;
- view technical and electrical diagrams;
- select the language for viewing component descriptions;
- order with a single click: parts are added directly to the basket, eliminating endless searches through paper catalogues and the risk of errors.

Security is guaranteed: all data is stored on our Group HUB and login credentials are managed in full compliance with the GDPR.

Bucci Composites, always aware of environmental aspects, has started on the journey towards greater sustainability in the production of composite components.

Activities carried out in 2025

Applied research into sustainability issues has continued through initiatives aimed at recovering and reusing production waste, with the aim of reducing the quantity of composite material destined for disposal and promoting the reuse of recycled fibres in our processes.

During 2025, initial collaboration was launched with Hera, a multi-utility company based in Imola, to which Bucci Composites began supplying materials derived from waste generated by the production process. In particular, the focus was on materials used for HP-RTM production: dry fabrics which, in the past, were treated as special waste intended for disposal in landfills.

By supplying this material to Hera, it underwent a pyrolysis process which enabled the removal of the fibre's sizing agents and chemical treatments, transforming it into a raw material suitable for the production of recycled carbon fibre felts.



The felts, suitably impregnated with a specific resin, were then used for the production of moulds for our manufacturing processes. The research phase was aimed at verifying the aesthetic quality of the mould surfaces, with the objective of producing components with an appropriate finish and a mould service life comparable to that of moulds made from virgin fibre.

The “ageing” process is currently underway and will be evaluated at the end of 2025 and in the first half of 2026.

The value of investments in innovation and sustainable research is summarised below.

INVESTMENTS IN INNOVATION AND SUSTAINABLE RESEARCH

	UoM	2025 ITALY	2024 ITALY	2023 ITALY
ECONOMIC VALUE OF THE EXPENDITURE FOR INNOVATION AND SUSTAINABLE RESEARCH	€/1,000	5,630	5,588	5,508
PERCENTAGE OF EXPENDITURE FOR INNOVATION AND SUSTAINABLE RESEARCH OUT OF TOTAL ANNUAL EXPENDITURE OF THE COMPANY	%	3.54%	3.25%	2.56%

Sustainable research is of equal importance to all projects undertaken by Group companies.





ENERGY SUSTAINABILITY AND RENEWABLE SOURCES 2025

Bucci Composites has taken a significant step forward in energy sustainability: since March 2025, the facility has been connected, via a dedicated pipeline, to the solid biomass heating plant operated by Tampieri Financial Group S.p.A. The integration of renewable heat into the plant's system has made it possible to replace the previous natural gas supply, which came from the Galleria Naviglio network.

For winter heating, the share of renewable energy is estimated at between 90% and 95%, a significant milestone that demonstrates the company's commitment to the responsible use of energy and to reducing its environmental impact.

The project forms part of the broader sustainability strategy of the Bucci Industries Group, of which Bucci Composites is an integral part, and promotes increasingly efficient and environmentally conscious industrial solutions.

During 2025, work also began and was completed for the expansion of the company's solar energy farm. At the start of 2026, Bucci Composites will take a further step forward in its sustainability journey by strengthening its energy strategy with the addition of 1 MW of new renewable energy generation capacity: from 1 January 2026, a total of 2.5 MW of green electricity will be operational.

These advances build on the results already achieved in previous years, when the solar power systems contributed to a tangible and measurable reduction in emissions linked to energy consumption, thanks to responsible industrial decisions and a long-term vision shared across the Group.

Sustainability at Bucci Composites is not an isolated milestone, but a structured approach based on ongoing investment and industrial responsibility.



6

BUCCI INDUSTRIES FOR THE ENVIRONMENT AND THE SOCIAL SECTOR

[GRI 3-3; GRI 302-1; GRI 305-1; GRI 305-2; GRI 306-1;
GRI 306-2; GRI 306-3; GRI 306-4; GRI 306-5; NON GRI 3
indicator; NON GRI 4 indicator]

WASTE MANAGEMENT

The Bucci Group constantly evaluates solutions applicable to the reduction of waste generated and has therefore adopted an environmental management system certified according to the UNI EN ISO 14001:2015 standard.

Common environmental policies have been implemented in the Group's divisions, demonstrating an informed management of environmental issues that contribute to environmental sustainability. With regard to waste management there is an "Internal Team" supported by IT instruments for improved management.

We are dedicated to reducing waste by optimising and recycling the packaging of both the products supplied to us and the products we supply to our customers.

In order to raise awareness and encourage the reduction of plastic waste, all employees of the Bucci Group have been provided with a personalised metal water bottle. This has contributed significantly to the reduction of single-use plastic bottles.

**BUCCI INDUSTRIES
IS COMMITTED TO REDUCING
ITS ENVIRONMENTAL FOOTPRINT
BY UNDERTAKING PROACTIVE
ACTION AGAINST CLIMATE CHANGE
AND SUPPORTING ITS CUSTOMERS
AND PARTNERS IN THEIR
DECARBONISATION PROCESSES,
INCREASING COMPETITIVENESS.**





We have drafted a life cycle perspective for our products, to provide environmental information to users at the end of life or end-of-cycle of the machinery/product.

The Group has defined annual indicators for waste monitoring. These aspects are discussed annually during the Annual Management Reviews. Employee training and awareness-raising campaigns have also been implemented, including the creation of dedicated brochures.

The company is subject to waste management legislation and no waste-related disputes have been encountered.

Generation of waste and significant impacts associated with waste

The Bucci Group has analysed all its production processes assessing environmental inputs and outputs (in and out). This is why it has adopted the “LCP” (Life Cycle Perspective) methodology to quantify the overall impact of the company’s production processes on the environment, going beyond the boundaries of the company.

Bucci Industries implements measures to reduce the amount of waste produced, by means of the optimisation of production processes.

To deal with the sustainable impacts and waste generated, the Group adopts an integrated approach, which considers both direct and indirect activities linked to the value chain. The company is continuously striving to reduce, recycle and properly manage waste, to pursue true sustainability and contribute to creating a more eco-friendly future.

Bucci Industries has analysed the inputs and outputs of the production process, identifying the types of materials used, the key stages of the production process and the activities that may generate waste. The company pays particular attention to reducing or eliminating possible impacts related to the environment, workers’ health and safety, the local area and the local community in which it operates.

Generation of waste and significant impacts associated with waste

The scrapped electronic components are separated by type, with a view to recycling. Spent toners are entrusted to a company for recovery. An authorised intermediary takes care of the collection, treatment and disposal of electronic components.

There is a dedicated waste management team within the organisation that collects and monitors the waste produced and is concerned with limiting risks and proposing improvement action.

WASTE PRODUCED BY TYPE, IN METRIC TONS

	UoM	2025 ITALY + ABROAD	2025 ABROAD	2025 ITALY
NON-HAZARDOUS WASTE PRODUCED	t.	1,273.40	582.52	690.88
HAZARDOUS WASTE PRODUCED	t.	48.39	0.00	48.40
TOTAL WASTE PRODUCED	t.	1,321.79	582.52	739.28

	UoM	2024 ITALY + ABROAD	2023
NON-HAZARDOUS WASTE PRODUCED	t.	1,307.97	841.43
HAZARDOUS WASTE PRODUCED	t.	62.79	71.24
TOTAL WASTE PRODUCED	t.	1,370.76	912.68

Waste produced

The waste produced has been divided up into hazardous and non-hazardous waste. Total waste produced decreased slightly in 2025.

Hazardous waste mainly concerns: oily emulsions from machine tools, compressor waste water, paints, cans and filters contaminated with hazardous substances.

WASTE INTENDED FOR RECOVERY*, IN METRIC TONS

	UoM	2025 ITALY + ABROAD	2025 ABROAD	2025 ITALY
NON-HAZARDOUS WASTE PRODUCED	t.	618.62	43.55	575.07
HAZARDOUS WASTE PRODUCED	t.	30.42	0,00	30.42
TOTAL WASTE PRODUCED	t.	649.04	43.55	605.49

	UoM	2024 ITALY + ABROAD	2023
NON-HAZARDOUS WASTE PRODUCED	t.	703.86	725.89
HAZARDOUS WASTE PRODUCED	t.	29.96	39.89
TOTAL WASTE PRODUCED	t.	733.82	765.78

*Waste figures for Bucci Industries USA for 2025 have been estimated on the basis of the volume produced in the previous financial year (2024).

WASTE SENT TO LANDFILLS BY TYPE, IN METRIC TONS

	UoM	2025 ITALY + ABROAD	2025 ABROAD	2025 ITALY
NON-HAZARDOUS WASTE PRODUCED	t.	654.78	538.97	115.82
HAZARDOUS WASTE PRODUCED	t.	17.98	0.00	17.98
TOTAL WASTE PRODUCED	t.	672.76	538.97	133.80

	UoM	2024 ITALY + ABROAD	2023
NON-HAZARDOUS WASTE PRODUCED	t.	603.97	115.54
HAZARDOUS WASTE PRODUCED	t.	32.83	31.35
TOTAL WASTE PRODUCED	t.	636.80	146.89

The increase in non-hazardous waste sent to landfills is a direct consequence of the expansion of the scope of consolidation.



ENERGY AND EMISSIONS

Energy efficiency and transition

Attention to the environment is a fundamental element of the Group's sustainability approach and a key aspect of its Corporate Social Responsibility and integrated Quality and Environment policy, in terms of respect for and protection of the environment. Marketing goods all over the world and maintaining active supply chains inevitably entails generating an impact on the environment; this is why Bucci Industries optimises the use of resources and is committed to reducing its emissions wherever possible.

To optimise the management of its impact on the environment, the Group has implemented an environmental management system compliant with the UNI EN ISO 14001:2015 standard.

Attention to the environment involves constant monitoring of the impact generated by Bucci Industries' activities in terms of: use of natural resources, atmospheric emissions and impacts on the local area, our suppliers and customers.

Commitment to sustainable business also means constantly searching for sustainable energy sources and implementing all possible devices and initiatives to reduce energy consumption. The Group monitors the main parameters influencing the energy efficiency of the sites and the greenhouse gas emissions, seeking to discover current sustainable practices and future trends.

With regard to the reporting period, the organisation did not report any legal action or litigation of an environmental nature.

ENERGY CONSUMPTION*

ENERGY CONSUMPTION FROM FOSSIL FUELS	UoM	2025 ITALY + ABROAD	2025 ABROAD	2025 ITALY
CONSUMPTION OF NATURAL GAS (METHANE) (FOR HEATING AND PLANTS)	GJ	22,555	2,485	20,070
CONSUMPTION OF PETROL (FOR AUTOMOTIVE PURPOSES)	GJ	1,388	0	1,388
CONSUMPTION OF HVO (FOR AUTOMOTIVE PURPOSES)	GJ	84	0	84
CONSUMPTION OF DIESEL (FOR AUTOMOTIVE PURPOSES)	GJ	9,138	4,834	4,304
TOTAL ENERGY CONSUMPTION FROM FOSSIL FUELS	GJ	33,166	7,319	25,847
DISTRICT HEATING CONSUMPTION				
DISTRICT HEATING CONSUMPTION	GJ	6,607	0	6,607
TOTAL DISTRICT HEATING CONSUMPTION	GJ	6,607	0	6,607
ELECTRICITY CONSUMPTION				
OF WHICH NON-RENEWABLE SOURCES:				
CONSUMPTION OF ELECTRICITY PURCHASED FROM THE ITALIAN GRID	GJ	22,758	1,162	21,596
OF WHICH RENEWABLE SOURCES:				
CONSUMPTION OF ELECTRICITY INTERNALLY-PRODUCED AND CONSUMED BY PHOTOVOLTAIC SYSTEMS	GJ	6,226	0	6,226
ORIGINATING FROM GUARANTEE OF ORIGIN	GJ	2,790	0	2,790
TOTAL ELECTRICITY CONSUMPTION	GJ	31,774	1,162	30,612
TOTAL ENERGY CONSUMPTION (FROM FOSSIL FUELS AND ELECTRICITY)	GJ	71,546	8,481	63,065

*The conversion factors provided by the UK Department for Environment, Food and Rural Affairs (DEFRA) for the years 2025, 2024 and 2023 were used to represent Bucci Industries' energy consumption in Giga Joules.



It should also be noted that, for 2025, the figures relating to Bucci Industries Brazil's purchased electricity consumption have been estimated on the basis of consumption in the previous year (2024) and do not include the energy consumption of Bucci Industries USA, as this was still being finalised at the time of drafting this document. The figures for Bucci Industries Turkey are not included as they are immaterial.

ENERGY CONSUMPTION*

ENERGY CONSUMPTION FROM FOSSIL FUELS	UoM	2024 ITALY + ABROAD
CONSUMPTION OF NATURAL GAS (METHANE) (FOR HEATING AND PLANTS)	GJ	21,198
CONSUMPTION OF DIESEL (FOR AUTOMOTIVE PURPOSES)	GJ	11,221
CONSUMPTION OF PETROL (FOR AUTOMOTIVE PURPOSES)	GJ	829
TOTAL ENERGY CONSUMPTION FROM FOSSIL FUELS	GJ	33,248
DISTRICT HEATING CONSUMPTION		
DISTRICT HEATING CONSUMPTION	GJ	6,164
TOTAL DISTRICT HEATING CONSUMPTION	GJ	6,164
ELECTRICITY CONSUMPTION		
FROM NON-RENEWABLE SOURCES		
CONSUMPTION OF ELECTRICITY PURCHASED FROM THE ITALIAN GRID	GJ	27,536
FROM RENEWABLE SOURCES		
CONSUMPTION OF ELECTRICITY PURCHASED VIA GUARANTEE OF ORIGIN	GJ	4,824
CONSUMPTION OF ELECTRICITY INTERNALLY FROM PHOTOVOLTAIC SYSTEMS	GJ	5,200
TOTAL ELECTRICITY CONSUMPTION	GJ	37,560
TOTAL ENERGY CONSUMPTION	GJ	76,972

Renewable electricity generation as a tangible commitment to reducing the group's emissions

Our company's commitment to environmental sustainability is evident by means of the investment in and creation of three photovoltaic plants totalling approximately 1MW of power, installed on our production facilities, which allow us to internally-generate renewable energy for our operations.

This initiative has a significant impact on reducing greenhouse gas emissions, thereby contributing to the fight against climate change. Our photovoltaic panels represent a tangible step towards the adoption of sustainable energy practices, allowing us to power our operations with a clean and environmentally friendly source.

Throughout 2025, the Group remained committed to purchasing electricity through Guarantees of Origin (GO), bringing the proportion of electricity consumed from renewable sources to around 30% of total electricity consumption, in line with the previous year.

We will continue to invest in monitoring energy consumption, highlighting energy and emission deficiencies and improvement plans, and identifying innovative solutions to achieve greater energy efficiency, reduced emissions and promote a sustainable future for generations to come.

Management of emissions

The Bucci Group also pays great attention to CO₂ emissions resulting from business and corporate activities. The Group's objective is to act on the reduction of consumption and emissions as a strategic and sustainable business choice, ultimately reducing direct and indirect emissions (Scope 1 and Scope 2). In recent years, the organisation has implemented systems to improve energy efficiency and internal generation of electricity, thus reducing its ecological footprint. Furthermore, Bucci Industries encourages conscientious initiatives along the entire value chain to address and monitor indirect Scope 3 emissions. Targeted company initiatives have been undertaken to raise staff awareness on the correct use of low environmental impact means of transport. Carpooling has been encouraged at some locations and efforts have been made with external partners to encourage home-to-work journeys by bicycle. These efforts testify to a firm commitment to the responsible management of CO₂ emissions and the pursuit of a sustainable lifestyle.



EMISSIONS FROM ENERGY CONSUMPTION*

	UoM	2025 ITALY + ABROAD	2025 ABROAD	2025 ITALY
SCOPE 1 EMISSIONS	tCO ₂ e	1,892.93	466.15	1,426.78
SCOPE 2 EMISSIONS MARKET BASED	tCO ₂ e	3,118.49	153.36	2,965.13
SCOPE 2 EMISSIONS LOCATION BASED	tCO ₂ e	2,151.24	152.89	1,998.35
TOTAL SCOPE 1&2 EMISSIONS (MARKET BASED)	tCO₂e	5,011.42	619.51	4,391.91
TOTAL SCOPE 1&2 EMISSIONS (LOCATION BASED)	tCO₂e	4,044.16	619.04	3,425.13

	UoM	2024 ITALY + ABROAD
SCOPE 1 EMISSIONS	tCO ₂ e	1,919
SCOPE 2 EMISSIONS MARKET BASED	tCO ₂ e	4,706
SCOPE 2 EMISSIONS LOCATION BASED	tCO ₂ e	5,280
TOTAL 1&2 EMISSIONS (MARKET BASED)	tCO₂e	6,625
TOTAL SCOPE 1&2 EMISSIONS (LOCATION BASED)	tCO₂e	7,199

*The emission factors provided by the UK Department for Environment, Food and Rural Affairs (DEFRA) for the years 2025, 2024 and 2023 were used to calculate the direct GHG emissions (Scope 1), deriving from energy consumption. With regard to 2023, indirect greenhouse gas emissions linked to the purchase of energy (Scope 2) were calculated conservatively by adopting the residual mix approach and using the most recently available conversion factors provided by the Association of Issuing Bodies (2022).

With regard to the Group divisions located in Europe, for 2025 and 2024:

- indirect greenhouse gas emissions linked to the purchase of Scope 2 Market Based energy were calculated adopting the residual mix approach and using the most recently available emission conversion factors provided by the Association of Issuing Bodies (2024 and 2023).
- indirect greenhouse gas emissions linked to the purchase of Scope 2 Location Based energy were calculated adopting the Supplier mix approach and using the most recently available emission conversion factors provided by the Association of Issuing Bodies (2024 and 2023).

With regard to the Group divisions located outside Europe, for 2025 and 2024 indirect greenhouse gas emissions linked to the purchase of Scope 2 Market Based and Location Based energy were calculated using the most recently available emission conversion factors provided by IFI Dataset of default grid factors version 3.1 (2022).



OUR COMMITMENT TOWARDS THE COMMUNITIES AND THE LOCAL AREA

Initiatives for the local communities

The Bucci Industries Group over all these years, despite the strong growth and expansion it has achieved, has never lost the fundamental value of solidarity towards its local area, implementing projects and furthering initiatives.

Every year the organisation dedicates resources to contributions and sponsorships to local entities such as non-profit associations, scientific training associations, parish youth centres and universities.

In June 2025, Bucci Automations S.p.A., together with other businesses in the province of Ravenna, participated in the Vitalis Foundation: a collaborative project that aims to make a tangible and lasting impact on the local area through the training of young people, the promotion of knowledge, social inclusion, and cultural and technological development.

Furthermore, the Bucci Industries Group participates in many partnership projects within the educational sphere.

The Group is one of the participants that contributed to the creation of a new professionalising degree course in Mechatronics Engineering, in order to develop suitable forms of liaison between the world of training and the world of work, as well as to improve the quality of training processes, also by focusing more closely on the needs of businesses. Bucci Composites is the main sponsor of the Ma.Co.F, Master in Composite Materials in Faenza: the project is developed in the chemical and plant engineering fields with specific knowledge in the spheres of industrial chemistry/materials or mechanical engineering. One of the main selling points of the Master's Degree in Composite Materials is a lengthy company internship, which students undertake both in local companies and in other important organisations in the sector located throughout Italy.

In Veneto, the Sinteco division supports the ITS Academy Meccatronico in the realisation and development of study courses.



INSIEME PER COSTRUIRE IL NOSTRO FUTURO.

Roberto Bucci Scholarships

The Bucci family has always been particularly keen to contribute every year to the initiative of awarding scholarships in memory of the Knight of Industry Roberto Bucci, worth a total of Euro 5,000 to the most deserving students of the ITIP Bucci technical institute and the Liceo Scientifico Torricelli Ballardini high school in Faenza, selected on the basis of the interest shown in scientific subjects and aptitude in terms of technological innovation and those who have distinguished themselves in their schooling over the last three years.

INITIATIVES FOR THE LOCAL COMMUNITY AND SCHOLARSHIPS

	UoM	2025 ITALY	2024 ITALY	2023 ITALY
NUMBER OF INITIATIVES IMPLEMENTED IN FAVOUR OF THE LOCAL COMMUNITY	n.	12	12	11
ECONOMIC VALUE OF THE INITIATIVES IMPLEMENTED IN FAVOUR OF THE LOCAL COMMUNITY	€	38,962	77,523	105,112
NUMBER OF ROBERTO BUCCI SCHOLARSHIPS AWARDED	n.	4	4	4
ECONOMIC VALUE OF THE ROBERTO BUCCI SCHOLARSHIPS AWARDED	€	5,000	5,000	5,000
TOTAL	€	43,962	82,523	110,112



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TABLE OF THE GRI INDICATORS AND OTHER RELEVANT KPIs

ATTACHMENT

Declaration of Use

In this document, Bucci Industries has reported the information mentioned in this GRI Indicator Table for the period from 1 January 2025 to 31 December 2025 with reference to the GRI standards. Bucci Industries has chosen to include data for the last three years of operations in order to allow a comparison of the information and to describe data trends over time.

GRI 1 utilisation

GRI 1 – Fundamental Principles – 2021 version

Pertinent GRI sector standards

The GRI Standards specific to the sector in which Bucci Industries operates are not currently available.

GRI INDICATORS		PAGE NO.	NOTE/OMISSION
GRI 1: Foundation – 2021 version			
Methodological note			
GRI 2: General Disclosure - 2021 version			
GRI 2-1	Organisational details	10	
GRI 2-2	Entities included in the organisation's sustainability reporting	10	
GRI 2-3	Reporting period, frequency and contact point	10	
Bucci Industries and the sustainability strategy			
GRI 2: General Disclosure - 2021 version			
GRI 2-1	Organisational details	13	
GRI 2-28	Membership of associations	20	
GRI 2-29	Approach to stakeholder engagement	22	
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Independent practitioner's report on sustainability report 2025

To the board of directors of Roberto Bucci & C. SpA

We have undertaken a limited assurance engagement on the sustainability report of Roberto Bucci & C. SpA and its subsidiaries included in the reporting scope (hereinafter the "Bucci Group" or simply the "Group") for the year ended 31 December 2025.

Responsibilities of the directors for the sustainability report

The directors of Roberto Bucci & C. SpA are responsible for the preparation of the sustainability report in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" issued by GRI - Global Reporting Initiative (the "GRI Standards"), as illustrated in the "Methodological note" section of the sustainability report.

The directors are also responsible for such internal control as they determine is necessary to enable the preparation of a sustainability report that is free from material misstatement, whether due to fraud or error.

The directors are also responsible for defining the sustainability performance targets of Bucci Group, as well as for identifying its stakeholders and material topics to be reported on.

Our independence and quality management

We are independent in accordance with the principles of ethics and independence set out in the Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code) issued by the International Ethics Standards Board for Accountants, which is founded on

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Società soggetta all'attività di direzione e coordinamento della PricewaterhouseCoopers Italia Srl

fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Management 1 (ISQM Italia 1), which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our responsibility

Our responsibility is to express a limited assurance conclusion, based on the procedures we have performed, regarding the compliance of the sustainability report with the requirements of the GRI Standards. We conducted our work in accordance with “International Standard on Assurance Engagements ISAE 3000 (Revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information” (hereinafter also “ISAE 3000 Revised”) issued by the International Auditing and Assurance Standards Board (IAASB) for limited assurance engagements. That standard requires that we plan and perform procedures to obtain limited assurance about whether the sustainability report is free from material misstatement.

Therefore, the procedures performed were less in extent than those performed in a reasonable assurance engagement conducted in accordance with ISAE 3000 Revised and, consequently, do not provide us with a sufficient level of assurance that we have become aware of all significant facts and circumstances that might be identified in a reasonable assurance engagement.

The procedures performed on the sustainability report were based on our professional judgement and included inquiries, mainly of personnel of the company responsible for the preparation of the information presented in the sustainability report, inspection of documents, recalculations and other procedures designed to obtain evidence considered useful.

In detail, we performed the following procedures:

1. analysis of the process of definition of the material topics reported on in the sustainability report, with reference to the method applied in the analysis and understanding of the organization’s environment, the identification and prioritisation of the actual and potential impacts, and the internal validation of the results of the process;
2. understanding of the processes underlying the generation, collection and management of significant qualitative and quantitative information included in the sustainability report.

In detail, we held meetings and interviews with the management personnel of Bucci Group and we performed limited analyses of documentary evidence, to gather information about the processes and procedures for the collection, aggregation, processing and submission of non-financial data and information to the function responsible for the preparation of the sustainability report.

Moreover, for material information, considering the activities and characteristics of the Group:

- at a corporate level:
 - a) with reference to the qualitative information presented in the sustainability report, we carried out interviews and obtained supporting documentation to verify its consistency with available evidence;
 - b) with reference to quantitative information, we performed both analytical procedures and limited tests to verify, on a sample basis, the accuracy of data aggregation.
- for the following entities: Bucci Automations SpA and Bucci Composites SpA which we selected on the basis of their activities, their contribution to performance indicators at a consolidated level, we met the persons in charge and obtained documentary evidence, on a sample basis, regarding the correct application of the procedures and calculation methods applied for the indicators.

Limited assurance conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the sustainability report of Bucci Group for the year ended 31 December 2025 is not prepared, in all material respects, with reference to the requirements of the GRI Standards as illustrated in the “Methodological note” section of the sustainability report.

Milan, 30 July 2026

PricewaterhouseCoopers Business Services Srl

Signed

Paolo Bersani

(Partner)

This report has been translated into English from the Italian original solely for the convenience of international reader. We have not performed any control on the sustainability report 2025 translation.