servotecnica

2025

Driven by Continuous Improvement

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Letter to Stakeholders

GRI 2-22

Dear Stakeholders,
We are pleased to present Servotecnica's 2025 Sustainability Report. It reflects our determination to build on the path we started last year and to strengthen further our commitment to sustainable, transparent, and responsible growth.

For Servotecnica, the 2025 Sustainability Report marks a phase of consolidation. After our first edition, we chose to continue on this path by updating the content, maintaining continuity with the topics already identified, and adding the key developments that shaped the company over the past year.

To us, sustainability means building a solid, responsible business that creates value over time for our customers, the people who work with us, our industrial partners, and the local community where we operate. It is not a box-ticking exercise. It is a way to look more consciously at the choices we make every day.

In 2025, we strengthened several key areas: governance, gender equality with UNI/PdR 125 certification, information security, process digitalization, and in-house skills development. These steps support Servotecnica's transformation from a company long known for distribution into a partner increasingly focused on integration, innovation, and high-value-added solutions.
We see 2026 as an important year to give this journey further structure, including through a new materiality analysis involving our stakeholders. It will be an opportunity to listen even more directly to the expectations of those who work with us and to update our priorities as the market and the company evolve.

We know that sustainability is a process of continuous improvement that requires listening skills and a long-term vision. That is why we will keep working responsibly and pragmatically, progressively embedding these principles in our activities, stakeholder relationships, and the strategic decisions that will shape the company's future.

On behalf of the entire team, I would like to thank everyone who contributes to Servotecnica's growth every day: our employees, customers, suppliers, partners, and the communities with whom we share goals and values. Your trust drives us to keep improving and to build, together, a path that creates shared and lasting value.

In this spirit, we face the challenges and opportunities ahead, determined to continue our growth with expertise, innovation, and responsibility.

Sincerly,

Adriano Salgarello
FOUNDER Servotecnica S.p.A.

Emilio Bistoletti
FOUNDER Servotecnica S.p.A.

Methodological Note

GRI 2-1/2/3/4/5/6

Servotecnica S.p.A. presents its second Sustainability Report, covering fiscal year 2025 (the "Report"). The Report confirms the Company's commitment to continuing its journey toward greater transparency, accountability, and continuous improvement. It gives stakeholders a clear and complete account of the Company's activities, strategic choices, and results.

Through this Report, Servotecnica aims to provide an integrated view of its commitment to sustainable development. It highlights the economic, environmental, and social impacts of its activities and its contribution to long-term value creation.

This Report updates the first edition. The material topics considered are the same as those identified in the materiality analysis carried out in 2024. After careful evaluation, the Board of Directors concluded that these topics were still relevant for the reporting year and decided to update the materiality analysis for the next edition of the Report.

This Report has been prepared in accordance with the Global Reporting Initiative Sustainability Standards (GRI Standards), published in 2021 by the Global Reporting Initiative (GRI). This independent organization sets international standards for non-financial reporting.

The reported disclosures are listed in the final section of this document, the "GRI Content Index."

In line with the GRI Standards, the Company has restated some data for previous years compared with the previous Sustainability Report. The restatements result from improved data collection processes and methodological updates.

The Company has applied the effects of these restatements retroactively and, where relevant, shows them in the tables or in the accompanying commentary.

The Report presents the Company's economic, social, and environmental results for fiscal year 2025 (January 1 – December 31, 2025), consistent with the Financial Statements. The 2025 edition has not been externally assured. Where available, comparative data for 2023 and 2024 are included.

To ensure the reliability of the information, the Company preferred directly measurable data and kept estimates to a minimum. Where estimates are used, they are based on recognized methodologies consistent with best available practices.

Servotecnica S.p.A. operates from two sites:

Administrative and operational headquarters: Via Ettore Majorana, 4 – 20834 Nova Milanese (MB), Italy
Registered office: Via Uberto Visconti di Modrone, 11 – 20122 Milan (MI), Italy

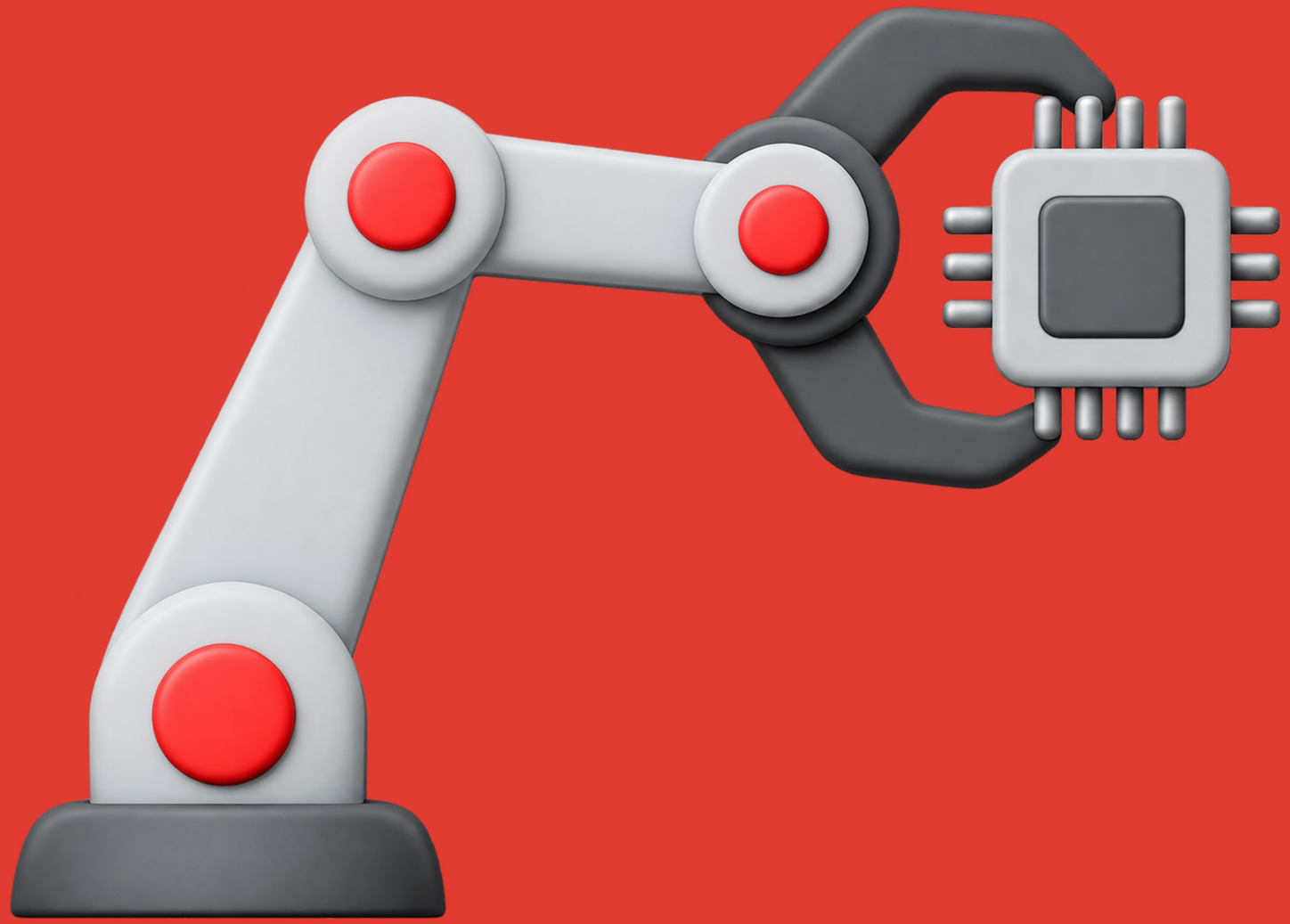
The reporting boundary for economic, environmental, and social data and information is the administrative and operational headquarters in Nova Milanese (MB). Any exclusions or limitations are clearly indicated throughout the document.

The Report content was defined in accordance with the principle of materiality (GRI 3: Material Topics 2021), based on an analysis carried out in the first half of 2025. The analysis identified the most significant impacts and topics for the Company and its stakeholders and guided the selection of information to be reported.

The 2025 Sustainability Report is published in September 2026 and is available on the company website in the "Sustainability" section.
For further information, please write to: **info@servotecnica.com**.

1.0

Servotecnica: Experience and Innovation



1.1 Who We Are and What Drives Us: Identity, Mission, and Values

GRI 2-6

Founded in 1980, Servotecnica is an Italian company specializing in distributing and integrating mechatronic components for industrial automation. Headquartered in Nova Milanese, it helps companies develop systems that optimize production performance, combining operational efficiency and precision.

The Company's commitment is reflected in its drive to put technological innovation at the service of people and the environment. The goal is to help spread production models that are increasingly energy-efficient and geared toward process digitalization.

The corporate culture is built on quality, innovation, and attention to people's well-being. It promotes skills development and an inclusive work environment where collaboration and professional growth are central.

Servotecnica's values guide all its strategic and operational decisions. A focus on innovation drives the evolution of its offering and in-house expertise, while teamwork creates synergy between different skill sets and helps achieve shared goals.

These principles go hand in hand with a strong sense of responsibility toward stakeholders, reflected in the Company's attention to employees, customers, local communities, and the environment. Finally, valuing and sharing know-how is a distinctive trait. It aims to pass on skills and technical culture to younger generations, strengthening the Company's continuity and identity over time.

Total employee turnover around 4%, well below the Italian average[1]

81% response rate to the materiality analysis questionnaire

-9% in emissions (tCO_2e location-based) over 2023–2025

UNI/PdR 125 certification obtained

2025 Highlights

1.2 History and Evolution

GRI 2-6

Servotecnica's history is closely tied to the evolution of mechatronic automation technologies. Over the years, the Company has expanded its activities, adding new products and services to its original offering and building expertise in increasingly specialized fields. Growth in size and expansion into international markets have been part of a development path that continues today, supported by investments in innovation and skills.

50%

Are Exporters

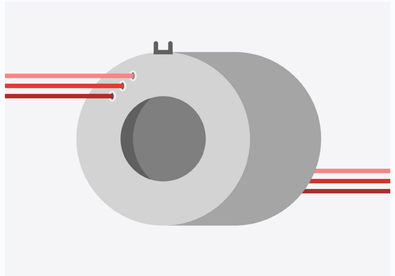
Customer Distribution by Country

Source: Confindustria Labor Survey 2024 – Confindustria Research Center.

1980 — 1990 — 2000 — 2010 — 2020 — 2025

Origins and Pioneering Vision

Founded in 1980, Servotecnica set out to bring advanced motion control solutions to Italy. Within a few years, it expanded its range to include servomotors, servo drives, and direct-drive systems, anticipating the future needs of industrial automation in precision and efficiency.



Technological Development

In the following decade, the Company strengthened its technical know-how by adding new product lines to its portfolio, including Rotary Joints and torque motors, and by adopting the first Soft Motion platforms. This allowed Servotecnica to establish itself as a trusted partner for reliable, custom motion control solutions.

Organizational Expansion and Consolidation

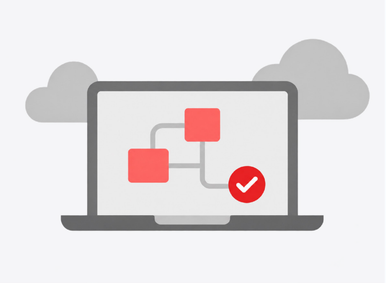
At the start of the new millennium, Servotecnica invested in its organizational and logistics structure, including the opening of its new operational headquarters. Its offering expanded further with dedicated divisions such as Slip Rings & Servomotors. These years also saw the emergence of a structured approach to continuous improvement and process digitalization.

Internationalization and Innovation

From 2010 onward, the Company expanded its presence beyond Italy, opening Servotecnica GmbH in Germany in 2016 and launching the Micromotors line in 2018. Servotecnica thus established itself as an international player in high-precision mechatronic solutions, combining innovation with energy efficiency.

Toward Sustainable Automation

Starting in 2020, Servotecnica expanded its international sales presence by opening new sales channels in North America. At the same time, the Company advanced its innovation journey by investing in process digitalization, cybersecurity (ISO 27001), and initiatives to reduce its environmental impact. During the same period, it also expanded its testing and validation capabilities, covering both product performance verification and component compliance with key regulatory requirements, including CE and REACH. This path has strengthened Servotecnica's role as a technology partner that supports industry in developing increasingly efficient, reliable, and sustainable automation solutions.



Stronger Governance and Digital Innovation

In 2025, Servotecnica further accelerated its organizational and technological evolution. It strengthened its governance systems and its safeguards for risk management and business continuity, while continuing to digitalize internal processes. The Company also invested in infrastructure, began planning an automated vertical warehouse, and tested under extreme environmental conditions. On the ESG front, it obtained UNI/PdR 125 gender equality certification, while work toward ISO 27001 certification continued, with completion expected in 2026.

1.3 Automation Technologies and Services

GRI 2-6

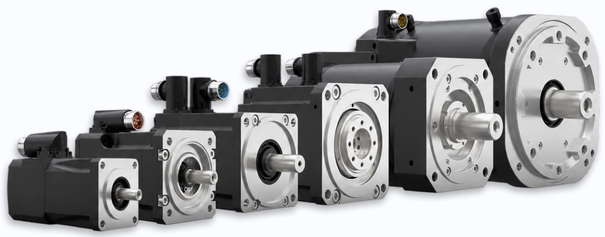
Servotecnica operates in the mechatronic automation sector, providing customers with motion control components and solutions for a wide range of industrial applications.

"Mechatronics" refers to the integration of mechanics, electronics, and computer science applied to industrial automation to improve the efficiency, precision, and sustainability of production processes.

By selecting, distributing, and customizing motion control technologies, Servotecnica helps companies develop solutions that optimize plant performance and reduce energy consumption and operational inefficiencies.

Its portfolio covers a broad range of precision automation applications, including motors, actuators, electronic control systems, and advanced sensors. With strong technical know-how and collaboration with highly qualified international partners, the Company acts as a technology bridge between manufacturers and the industrial sector. It supports customers in their transition toward increasingly integrated, compact, and digitalized solutions.

The technologies it offers tangibly reduce environmental impact by improving energy efficiency and limiting mechanical losses. In particular, they drive the shift from traditional pneumatic or hydraulic systems to more efficient electric solutions. In this way, the products Servotecnica distributes become levers for responsible innovation, creating environmental and operational value across the entire life cycle of industrial applications.



Brushless Motors: Efficiency and Reliability in Industrial Applications

Among Servotecnica's products, brushless motors are used in many automation applications because of their energy efficiency and operational reliability.

Brushless motors are more efficient because they use a permanent magnet rotor and, with dedicated control electronics, deliver only the power needed for motion. This reduces energy losses and overheating. Another advantage is lower maintenance. Fewer wear parts extend the motor's service life and improve the plant's operational continuity.

In terms of performance, brushless motors provide accurate control of speed, torque, and position. They can be integrated with diagnostic and monitoring systems that support plant management and maintenance.

These characteristics make them suitable for a variety of sectors, including industrial automation, packaging, robotics, and electric mobility. Servotecnica also sells its own brand of brushless motors, expanding its range of motion control and automation solutions.

2.0

Stakeholder Dialogue and Engagement

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2.1 Stakeholder Mapping and Engagement

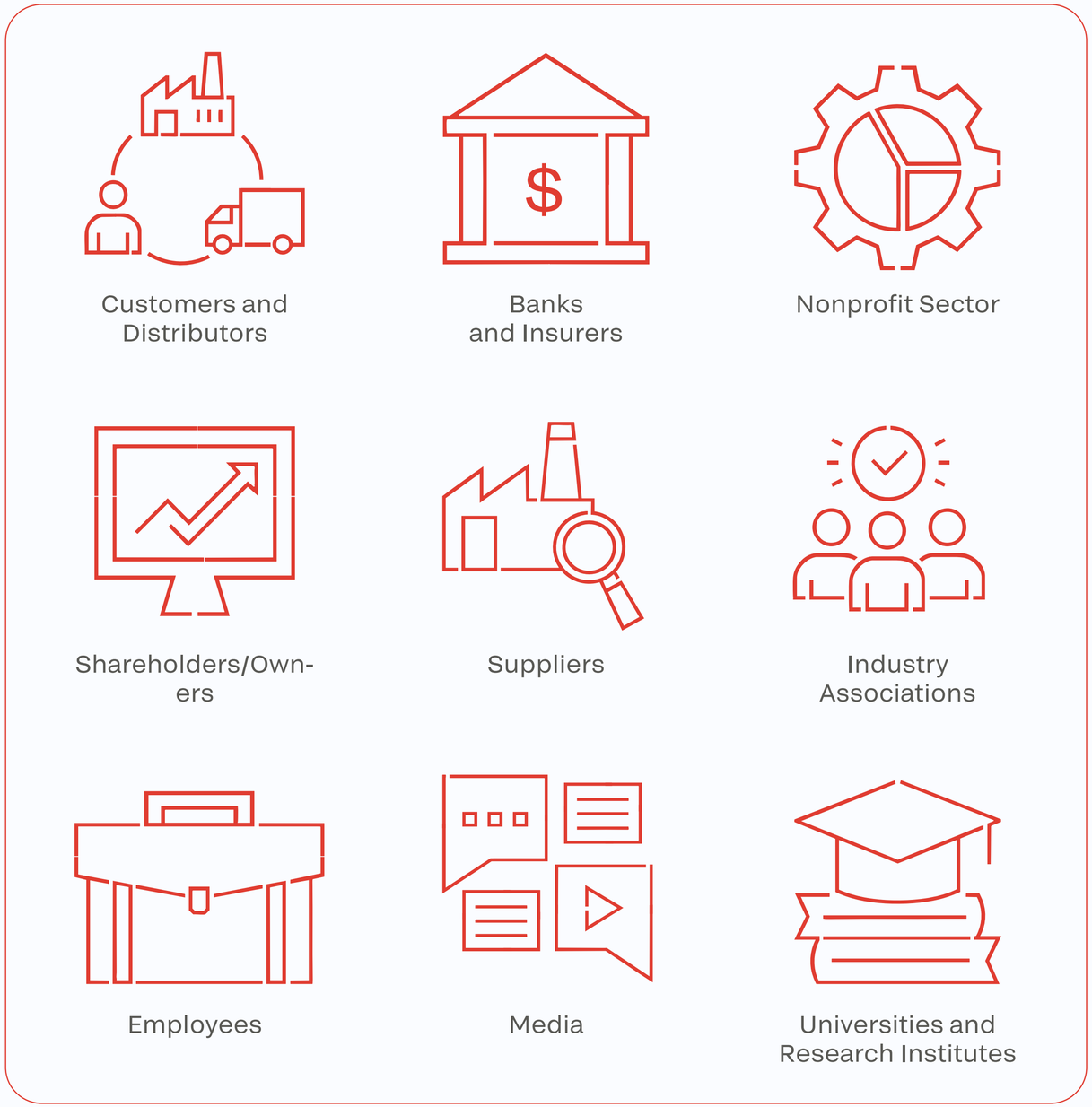
GRI 2-29

In 2024, while preparing its first Sustainability Report, Servotecnica launched a structured dialogue with its stakeholders. The aim was to understand their expectations and priorities on environmental, social, and governance topics, while increasing transparency toward the various players in the value chain.

As part of this process, the Company mapped and engaged its internal and external stakeholders: the people, organizations, and entities that contribute to value creation or that may be directly or indirectly affected by its activities. The process followed the principles of the international AA1000 Stakeholder Engagement Standard (AA1000-SES).

As part of this activity, Servotecnica carried out a materiality analysis to identify the most significant sustainability topics for the sector and the Company's context. The survey involved 106 stakeholders across 9 categories, both internal (54) and external (52), with a response rate of 81%.

For the 2025 Sustainability Report, Servotecnica confirmed the validity of the 2024 analysis results, as they still reflect its operating context and stakeholders' priorities. As a result, both the stakeholders involved and the material topics identified remain unchanged, consistent with the approach defined in the previous reporting year.



2.2 Materiality Analysis: Shared Priorities

GRI 2-14, 3-1, 3-2, 3-3

This Sustainability Report builds on the material topics identified in the first reporting cycle in 2024, with particular attention to impact and risk analysis. In line with the GRI Standards, material topics reflect the organization's most significant impacts on the economy, the environment, and people, including impacts on human rights.

In 2025, Servotecnica conducted its first materiality analysis to identify the most significant ESG topics for its industrial sector and its stakeholders' expectations. The process followed GRI 3 (2021) and enabled it to define the priorities for sustainability reporting and strategy.

The 2024 materiality analysis was structured in four main phases:

Analysis of the Organization's Context

Servotecnica's operating context was analyzed with reference to its business model, the mechatronic and automation solutions it offers, the markets it serves, and its relationships with customers, suppliers, and technology partners. The analysis included an assessment of the ESG context—environmental, social, and economic—and mapped internal and external stakeholders. The result was a comprehensive picture of the Company's activities and main impacts along the value chain.

Identification of Potential and Actual Impacts

Based on the context analysis, the team identified the main ESG topics relevant to stakeholders and the impacts associated with the Company's activities. The team classified these impacts as actual or potential and positive or negative across the economic, environmental, and social dimensions, including human rights. The team linked each impact to one or more relevant sustainability topics.

Assessment of Significance

Management and stakeholders assessed the identified impacts and topics. Stakeholders took part through a questionnaire in which they rated each topic's priority for the Company on a scale of 1 to 4. The Company assessed 21 topics: 7 related to governance, 10 to social issues, and 4 to the environment.

Prioritization of Topics and Impacts

Based on the assessment results, the topics and impacts were prioritized, that is, ranked by significance, to identify the material topics to include in the reporting. Servotecnica adopted a materiality threshold of 3.5. In line with its strategic priorities, Servotecnica also included material topics relevant to its business model, including energy efficiency, lower energy consumption, and reducing CO_2 emissions to combat climate change. The list of material topics was validated by senior management. Reporting was prepared in accordance with the GRI Standards for the 14 material topics identified, while qualitative and quantitative information was provided for the other topics where available.

Table 1 lists the impacts and topics considered most significant for Servotecnica and its stakeholders in 2024 and therefore confirmed for 2025.

2024 IMPACTS	Material topic	ESG DIMENSION	IMPACT TYPE	IMPACT STATUS	IMPACT SCORE	SDGs
Impacts related to failure to monitor and comply with applicable laws and regulations	Regulatory compliance	G	Negative	Potential	3.85	16 PACE, GIUSTIZIA E ISTITUZIONI SOLIDE
Impacts generated by offering safe, high-quality products	Safe, high-quality products	S	Positive	Actual	3.78	12 CONSUMO E PRODUZIONE RESPONSABILI; 9 IMPRESE, INNOVAZIONE E INFRASTRUTTURE
Impacts generated by data protection oversight	Data protection and privacy	S	Positive	Actual	3.69	16 PACE, GIUSTIZIA E ISTITUZIONI SOLIDE; 9 IMPRESE, INNOVAZIONE E INFRASTRUTTURE
Impacts generated by legal compliance and corruption prevention activities	Corruption prevention	G	Positive	Potential	3.69	16 PACE, GIUSTIZIA E ISTITUZIONI SOLIDE
Impacts generated by adequate customer support and complaint handling	Service quality and customer satisfaction	S	Positive	Potential	3.67	12 CONSUMO E PRODUZIONE RESPONSABILI; 3 SALUTE E BENESSERE
Impacts related to implementing initiatives to improve worker well-being	Worker well-being	S	Positive	Actual	3.64	12 CONSUMO E PRODUZIONE RESPONSABILI; 3 SALUTE E BENESSERE
Impacts resulting from failure to spread a risk management culture	Culture of responsibility and risk management	G	Negative	Potential	3.62	16 PACE, GIUSTIZIA E ISTITUZIONI SOLIDE; 12 CONSUMO E PRODUZIONE RESPONSABILI

Table 1.1 – Most significant impacts and material topics for Servotecnica and its stakeholders

2024 IMPACTS	Material topic	ESG DIMENSION	IMPACT TYPE	IMPACT STATUS	IMPACT SCORE	SDGs
Impacts generated by providing mandatory and voluntary training	Training and professional development	S	Positive	Actual	3.60	4 ISTRUZIONE DI QUALITÀ; 8 LAVORO DIGNITOSO E CRESCITA ECONOMICA
Impacts related to the ongoing pursuit of product innovation and process digitalization	Technological innovation and digitalization	S	Positive	Actual	3.59	9 IMPRESE, INNOVAZIONE E INFRASTRUTTURE
Impacts generated by adopting ethical and transparent decision-making practices	Ethics and transparency	G	Positive	Potential	3.58	16 PACE, GIUSTIZIA E ISTITUZIONI SOLIDE
Impacts generated by business management focused on innovation and long-term financial soundness	Economic sustainability	G	Positive	Actual	3.57	9 IMPRESE, INNOVAZIONE E INFRASTRUTTURE; 8 LAVORO DIGNITOSO E CRESCITA ECONOMICA
Impacts resulting from regulatory compliance and the promotion of best practices in workplace safety, prevention, and hygiene	Occupational health and safety	S	Positive	Potential	3.56	3 SALUTE E BENESSERE; 8 LAVORO DIGNITOSO E CRESCITA ECONOMICA
Impacts related to adopting measures to reduce energy consumption	Energy	E	Positive	Actual	3.33	7 ENERGIA PULITA E ACCESSIBILE
Impacts resulting from lower CO_2 emissions through efficiency measures to combat climate change	CO_2 emissions and climate change	E	Positive	Potential	3.31	13 LOTTA CONTRO IL CAMBIAMENTO CLIMATICO

Table 1.2 – Most significant impacts and material topics for Servotecnica and its stakeholders

2.3 Sustainability Goals

GRI 2-25

Based on the priority topics identified in the materiality analysis and their alignment with the Sustainable Development Goals (SDGs) of the 2030 Agenda, Servotecnica has set ESG goals and commitments for the short term (0–1 year), medium term (1–3 years), and long term (3–5 years). The aim is to integrate sustainability into its corporate strategy progressively.

The 2030 Agenda, adopted by the United Nations in 2015 and signed by 193 countries, is the main global framework for sustainable development. It takes a universal approach, involving all countries—regardless of their level of economic development—in defining and pursuing shared economic, social, and environmental goals.

In this context, the SDGs serve as a lens to link material topics to the Company's impacts and highlight Servotecnica's contribution to global sustainability goals. The table below shows how material topics, relevant SDGs, and related ESG commitments align.

SDGs	Material topic	COMMITMENT	TIME HORIZON	Updates
16 PACE, GIUSTIZIA E ISTITUZIONI SOLIDE	Regulatory compliance	Maintain zero incidents of legal and anti-corruption non-compliance	Long term	Goal maintained in 2025
12 CONSUMO E PRODUZIONE RESPONSABILI; 9 IMPRESE, INNOVAZIONE E INFRASTRUTTURE	Safe, high-quality products	Maintain zero incidents of non-compliance concerning the health and safety of products sold	Long term	Goal maintained in 2025
16 PACE, GIUSTIZIA E ISTITUZIONI SOLIDE; 9 IMPRESE, INNOVAZIONE E INFRASTRUTTURE	Data protection and privacy	1. Conduct a business continuity risk analysis 2. Implement and certify an Information Security Management System in accordance with ISO/IEC 27001	1. Short term 2. Medium term	1. Goal achieved in 2025 with the completion of the analysis and the development of dedicated plans 2. Goal in progress; completion expected in 2026
16 PACE, GIUSTIZIA E ISTITUZIONI SOLIDE	Corruption prevention	Set up a whistleblowing channel open to all stakeholders	Short term	Whistleblowing channel active, currently linked to the UNI/PdR 125 management system. In the medium term, its scope will be extended and strengthened in line with the organizational model under Legislative Decree 231/2001
12 CONSUMO E PRODUZIONE RESPONSABILI; 3 SALUTE E BENESSERE	Service quality and customer satisfaction	Maintain zero incidents of non-compliance while sustaining and improving customer satisfaction performance	Medium term	Goal maintained in 2025 and continuing over the next two years
12 CONSUMO E PRODUZIONE RESPONSABILI; 3 SALUTE E BENESSERE	Worker well-being	Obtain UNI/PdR 125:2022 gender equality certification	Short term	Goal achieved in 2025
16 PACE, GIUSTIZIA E ISTITUZIONI SOLIDE; 12 CONSUMO E PRODUZIONE RESPONSABILI	Culture of responsibility and risk management	Provide risk training to all employees to promote awareness and engagement	Medium term	Activity to be planned over the next two years

Table 2.1: Servotecnica's sustainability commitments

SDGs	Material topic	COMMITMENT	TIME HORIZON	Updates
4 ISTRUZIONE DI QUALITÀ; 8 LAVORO DIGNITOSO E CRESCITA ECONOMICA	Training and professional development	Keep investing in employee training to develop skills and foster a work environment that generates innovation	Long term	Planned initiatives continue over the next two years
9 IMPRESE, INNOVAZIONE E INFRASTRUTTURE	Technological innovation and digitalization	Keep upgrading the Company's digital infrastructure to stay abreast of industry innovations	Long term	Planned initiatives continue over the next two years
16 PACE, GIUSTIZIA E ISTITUZIONI SOLIDE	Ethics and transparency	Implement Model 231 to identify risk areas and prevent offenses	Medium term	Goal confirmed; initiatives expected to start in 2026
9 IMPRESE, INNOVAZIONE E INFRASTRUTTURE; 8 LAVORO DIGNITOSO E CRESCITA ECONOMICA	Economic sustainability	Promote the Company's long-term financial soundness through innovation-based growth strategies aligned with market developments	Long term	Goal continuing over the next two years
3 SALUTE E BENESSERE; 8 LAVORO DIGNITOSO E CRESCITA ECONOMICA	Occupational health and safety	1. Maintain zero injuries over the long term 2. Introduce a near-miss log ("near accidents") 3. Formalize the company health and safety policy in a Code of Ethics	Medium term	1. Goal maintained in 2025 2. Implementation planned over the next two years 3. Drafting and implementation planned over the next two years as part of Model 231
7 ENERGIA PULITA E ACCESSIBILE	Energy	Assess expanding the photovoltaic system to reduce dependence on the grid and on fuels	Medium term	Activity started in 2025; completion expected by 2026
13 LOTTA CONTRO IL CAMBIAMENTO CLIMATICO	CO_2 emissions and climate change	1. Progressively introduce hybrid vehicles into the company fleet to reduce travel-related emissions 2. Progressively engage suppliers in sustainability initiatives to reduce environmental impacts	1. Short term 2. Medium term	1. Activity started in 2025 2. Activity in progress; implementation continues in 2026–2027

Table 2.2: Servotecnica's sustainability commitments

3.0

Responsible Governance

The governance structure defines roles, responsibilities, and decision-making processes to ensure effective management of business activities and adequate risk oversight. In doing so, it contributes directly to the Company's competitiveness and to the soundness of its long-term development. The corporate governance system is based on the direct involvement of the owners and management in running the business and monitoring its main operations.

Matteo Salgarello and Fabio Bistoletti lead the Company and are both its legal representatives. Matteo Salgarello is responsible for financial matters and business management, while Fabio Bistoletti coordinates sales and sales development.

The Shareholders' Meeting appoints Board members based on the professional and managerial skills that meet the Company's needs. The Company currently has no formal criteria for diversity, independence, or direct stakeholder involvement in the appointment process.

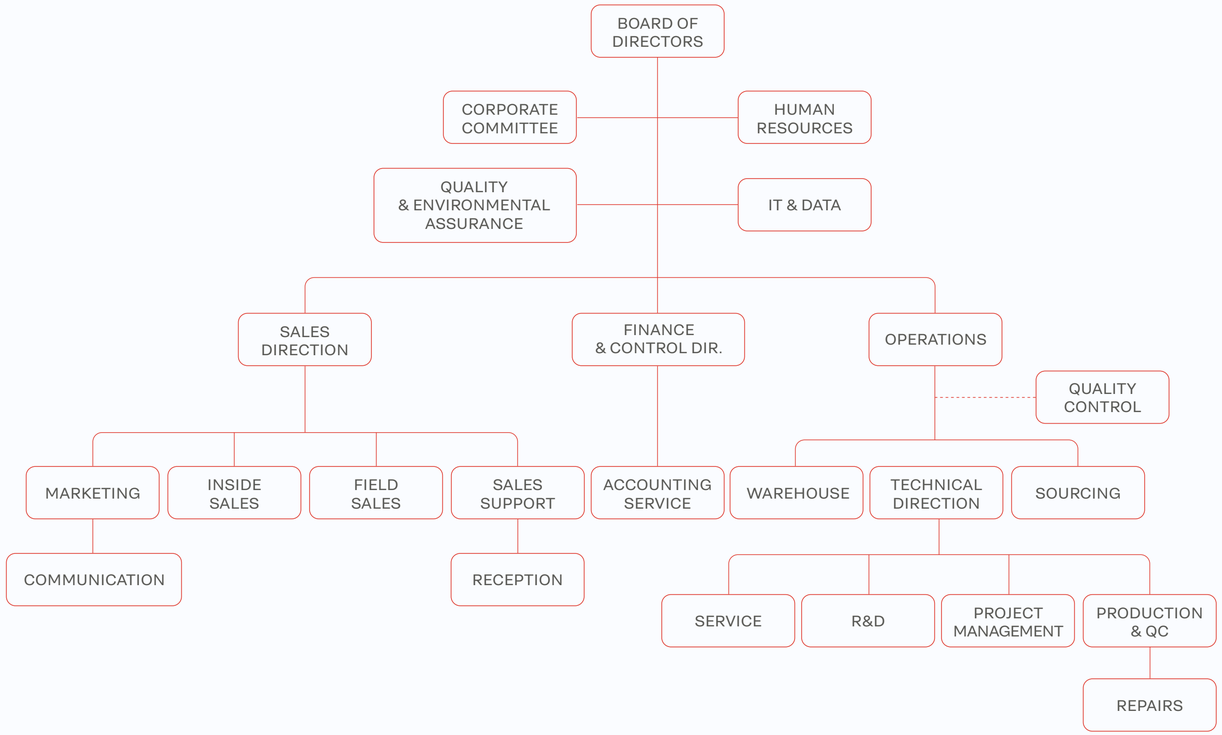
The Board of Directors and management oversee ESG topics directly and assess their implications for business decisions and planning. Although the Company has no function dedicated exclusively to sustainability, senior management follows developments in key environmental, social, and governance topics through dialogue with customers, suppliers, partners, and other relevant stakeholders.

The Board of Directors also oversees the management of economic, environmental, and social impacts and approves the main sustainability reporting content. In this role, it approved this Sustainability Report and the identified material topics. At the same time, senior management validated the materiality analysis results, confirming they are consistent with the Company's strategic priorities and direction.

As part of its governance system, Servotecnica also provides channels to listen to employees and collect reports, encouraging internal dialogue and prompt handling of any issues. The Company provides a box in the break area where employees can submit complaints and reports. The Company is not currently subject to legal whistleblowing obligations, as its workforce is below the threshold set by applicable regulations.

As part of UNI/PdR 125 certification, obtained in the second half of 2025, the Company activated a reporting channel accessible from its website and managed by the Gender Equality Committee. Dedicated software and specific control mechanisms support the system and ensure that reports are handled confidentially.

In 2026 and 2027, the Company plans to strengthen this safeguard further by implementing a whistleblowing system integrated into its Organization, Management, and Control Model under Legislative Decree 231/2001, extending its scope to compliance and corporate governance matters.



3.1 Ethics, Transparency, and Compliance

GRI 2-23/27, GRI 205-3

In 2025, Servotecnica launched a structured program to strengthen its governance, supported by an external legal advisor. The program, which will continue in 2026, reflects the Company's belief that integrity and accountability are concrete commitments to generate lasting value and build mutual trust with its stakeholders.

Legal compliance and corruption prevention are central to this strategy. The Company rates its exposure to corruption risk as medium but the probability of occurrence as very low, given its robust internal controls and corporate culture. To oversee these aspects, Servotecnica has adopted a Quality Policy that incorporates ethics and accountability principles.

The ongoing program includes the following actions, to be completed by 2026:

- **Code of Ethics**, to be adopted by the first half of the year;
- **Organization, Management, and Control Model** under Legislative Decree 231/2001, expected to be completed by year-end. When it adopts the Model, the Company will formally establish and appoint a Supervisory Body and add a standard clause to customer contracts requiring acceptance of Model 231;
- Overall strengthening of the governance structure, with delegated managers for specific areas of responsibility.

Ahead of its ISO 9001 recertification in 2027, the Company plans to revise its risk analysis process and adopt a more structured, participatory approach. Function managers will contribute directly to identifying risks and give senior management the information it needs for an overall assessment. Extending the analysis to ESG risks shows management's concrete commitment to sustainability as a dimension to embed permanently in the company management system.

The Company expects the operational effects of adopting Model 231, along with any corrective and improvement actions, to begin in 2027.

During the reporting period, there were no cases of corruption, regulatory violations, or sanctions for legal or regulatory non-compliance. Likewise, no conflicts of interest emerged. The Company is committed to adopting the policies and procedures needed to prevent them and will communicate them appropriately to all stakeholders.

3.2 Economic Performance: Value Generated and Distributed

GRI 201-1

For Servotecnica, financial soundness is essential to ensure business continuity, support investment plans, and create shared value over the long term.

From 2023 to 2025, Servotecnica confirmed its ability to generate stable economic flows, consolidating the results achieved after the exceptional year of 2022. That year, production value (approximately €32 million) was driven by post-pandemic restocking, as customers rebuilt inventories after supply chain disruptions. Revenues stood at €28.4 million in 2023 and €25.9 million in 2024. Performance remained broadly stable in 2025, with revenues of €25.5 million, marking a definitive return to normal, structural market dynamics. Key concerns include geopolitical instability affecting global energy markets, which has increased energy price volatility. These dynamics may put pressure on operating costs and supply chain stability. In response, Servotecnica continuously monitors the external environment and takes a prudent approach focused on managing and mitigating potential impacts.

Generating and distributing economic value underpins Servotecnica's commitment to employees, customers, suppliers, and other stakeholders, and supports the Company's sustainability and growth over time. Over the three years, the Company continued to invest in community and local initiatives, increasing the resources dedicated to them in 2025. The main projects, described in Section 4.3, show how economic growth and social sustainability go hand in hand.

Euro	2025	2024	2023
Revenues	25,504,352	25,853,467	28,430,132
Operating costs	19,844,393	20,152,230	21,125,333
Employee wages and benefits	3,787,209	3,802,163	3,680,988
Payments to providers of capital	813,542	1,128,975	1,343,935
Payments to government	510,662	551,596	746,606
Community investments	62,890	52,890	52,890
Economic value distributed	25,018,696	25,687,854	26,949,752
Economic value retained	485,656	165,613	1,480,380

Table 3: Direct economic value generated and distributed – GRI 201-1

3.3 Supply Chain Management

GRI 2-6/23/24

The supply chain is strategic for Servotecnica. As a distributor and integrator of mechatronic solutions, the Company relies on a network of specialized partners to produce mechanical and electronic components. Supplier stability, quality, and sustainability are key to ensuring business continuity, traceability, and reliability.

The Company manages its supply chain under two operating models:

- **Servotecnica-branded products:** the Company provides its production partners with technical drawings and design specifications. The finished components are then shipped to the Nova Milanese site, where they undergo inspection and quality control before shipment to end customers.
- **Products under the manufacturer's brand:** Servotecnica receives components from its international partners and can integrate or re-engineer them to meet customer requirements. For shipments to foreign markets, products can be forwarded to the local subsidiaries in Germany or the United States, which handle final delivery.

This structure is part of a broader strategic evolution. The Company will expand its role from distributor to manufacturer, developing its own-brand solutions and strengthening its in-house design and assembly area.

Supply partners are located in China, the United States, the European Union, Switzerland, and the United Kingdom. The Company selects them based on innovation, reliability, and compliance with quality standards. In 2025, the network grew with two new suppliers, while relationships with established partners continued. In 2024, Servotecnica strengthened its qualification and monitoring processes by introducing Business Intelligence tools for performance analysis and developing multi-year contracts with strategic suppliers.

The qualification procedure is based on each supplier's strategic importance, with annual assessments by product category and certification checks. Minimum requirements include compliance with RoHS and REACH, ISO 14001 certification, and compliance with conflict minerals regulations. The Company systematically tracks non-conformities, customer complaints, and improvement plans, which drive audit planning. The Company audits strategic suppliers with unsatisfactory performance within six months. These suppliers must prepare improvement plans, which the Company monitors until the corrective actions prove effective. In 2025, the Company developed a new in-house supplier evaluation form, approved by senior management. The Company will implement it once the strategic supply chain classification, currently in progress, is complete.

The environmental dimension is integral to supply chain management. In 2025, the Company's collaboration with DHL, which began in previous years under the GoGreen program, moved up to the GoGreen Plus level to reduce transport-related emissions progressively. At the same time, Servotecnica is engaging its suppliers in initiatives to reduce environmental impacts, in line with the objectives of its Quality and Environment Policy and its ISO 14001 improvement plan.

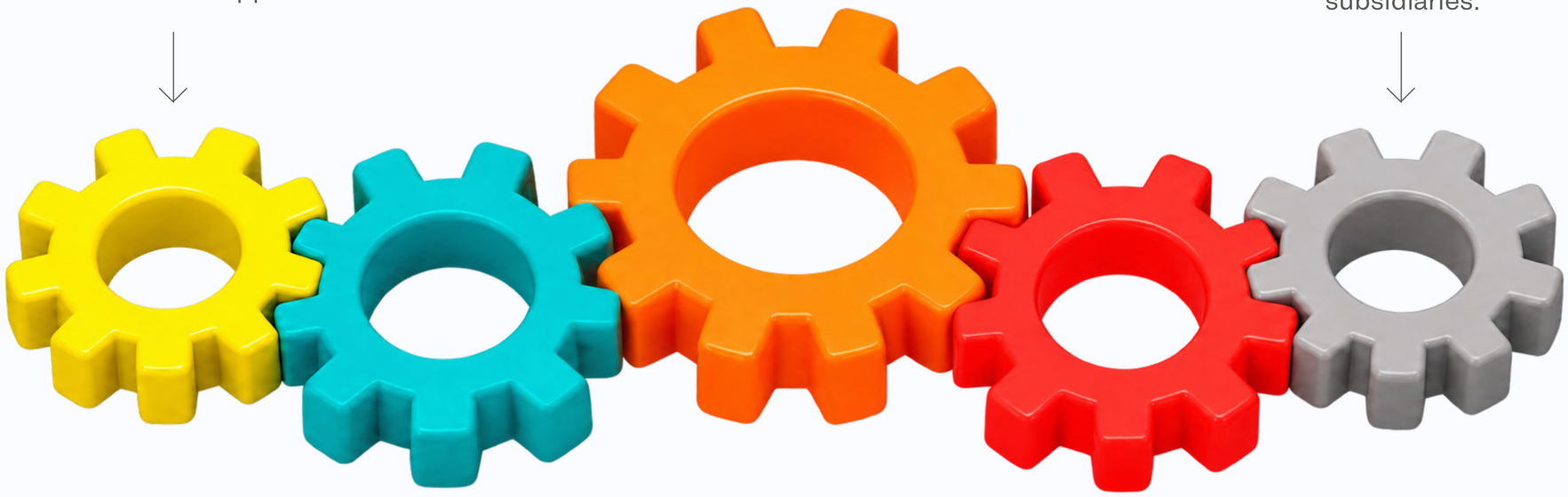
Global Supply Chains and Market Pressures

The geopolitical context put pressure on some supply chains, particularly the supply of Chinese magnets, which became subject to export restrictions to the US market following the tariff policies introduced in 2025. Servotecnica suffered no significant direct impact. Its strategy of diversifying sales markets, including the United States for Slip Rings, helped mitigate these risks.

Component Receipt
Components are received from various suppliers.

Re-engineering or Integration
Components are modified or integrated to meet customer needs.

Shipment
Products are shipped to Italian customers or subsidiaries.



International Delivery (if applicable)
Products are sent to foreign subsidiaries for local delivery.

Local Delivery
Foreign subsidiaries handle final delivery to customers.

3.4 Service Quality and Customer Satisfaction

GRI 417-2

Servotecnica remains a benchmark in motion control, offering integrated, highly customized solutions based on flexibility and a focus on customer needs. An ISO 9001:2015-certified Management System, regularly updated and audited, oversees service quality and maintains high operational and organizational standards. The Company monitors customer satisfaction continuously through both direct and indirect tools. In particular, it conducts structured surveys every two years, alongside annual analyses of feedback and operating performance. Results for the three years show high customer loyalty and a consistent focus on service improvement.

Over the three years, the Company implemented several improvement actions, including:

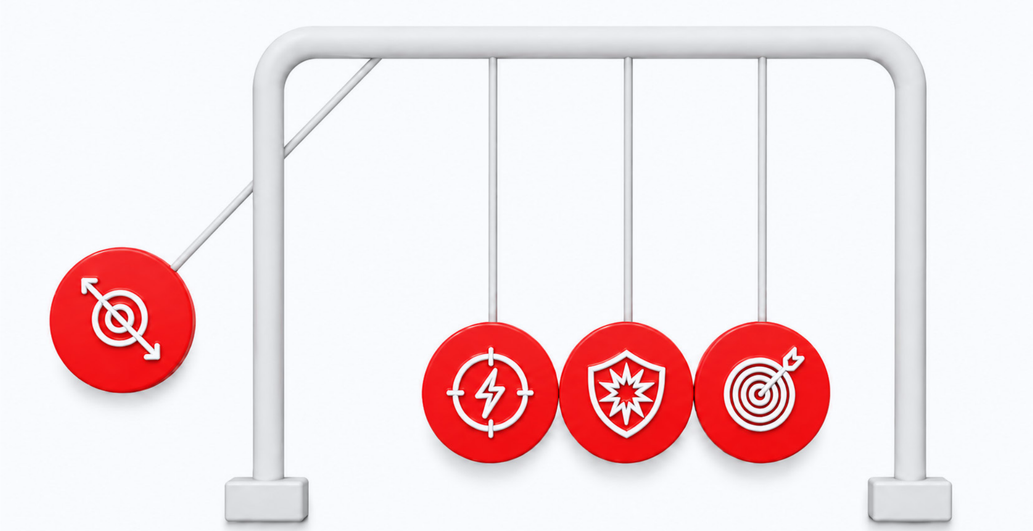
- improving on-time delivery through more structured control of the supply chain and lead times;
- strengthening technical support by introducing a ticketing system and creating a team dedicated to international markets;
- optimizing custom project management through Project Management training and more advanced testing and validation procedures for branded products.

A dedicated information system manages non-conformities and tracks the entire reporting, analysis, and resolution process in detail, supporting continuous improvement. Over the 2023–2025 reporting period, there were no non-compliance incidents related to product and service information and labeling. Servotecnica is also a member of AICE (Italian Association for Foreign Trade) and actively participates in initiatives and working groups that promote the innovation, quality, and competitiveness of Italian companies in international markets.

3.5 Innovation and Information Security

GRI 418-1

Technological innovation is central to Servotecnica's growth strategy, which aims to improve internal efficiency and the quality of its solutions. In recent years, the Company has invested in strengthening in-house skills and digitalizing its processes, progressively evolving from a distribution-focused company into a technology partner and manufacturer. Research and development (R&D) and the development of SVT-branded products support this path, strengthening the Company's competitiveness and market position.



Innovation
Strategic investment in R&D

Efficiency
Optimization of business processes

Security
Advanced cybersecurity measures

Competitiveness
Strengthening the market position

Servotecnica is also investing in digital technologies and artificial intelligence (AI) to optimize processes, analyze data, and support business decisions. Over the past five years, the Company has developed an advanced in-house Data Analysis and Business Intelligence system to monitor the performance indicators of its main functions, including sales, technical, and quality.

The system integrates data from across the organization and is managed by the IT Manager and CISO (Chief Information Security Officer). This infrastructure supports senior management in planning and control.

In 2024, Servotecnica supported advanced training for its IT Manager by funding a Master's in Data Science at Politecnico di Milano. The Company is already applying the skills acquired in predictive analytics and AI for business processes in the reporting year, and they underpin the digitalization initiatives described below.

Information Security

In information security, the Company began working toward ISO/IEC 27001 certification in 2024, with completion expected by the second quarter of 2026. The Company manages information security as a continuous process, with a growing commitment of resources. Annual cybersecurity training, first delivered by external consultants in 2018, has been provided in-house by the CISO since 2024, in line with ISO 27001 requirements.

The Company is registered with the ACN (National Cybersecurity Agency) and has aligned with the EU NIS2 Directive, which classifies it as an "important" entity for cybersecurity purposes. It has introduced advanced technical and organizational measures, including encryption of company data, multi-factor authentication for all users, and data retention of 20 days for internal servers and six weeks for external cloud backups. The Company approved the disaster recovery procedure and the Business Continuity Plan in 2025.

In 2024, the Company began assessing its critical IT suppliers. It classified five suppliers as at risk and has already sent minimum security requirements and non-disclosure agreements to two of them. The Company completed the security self-assessments in 2025.

During the reporting period, there were no reported breaches of customer privacy or losses of customer data, and no substantiated complaints concerning leaks or misuse of sensitive information.

Digitalization Projects

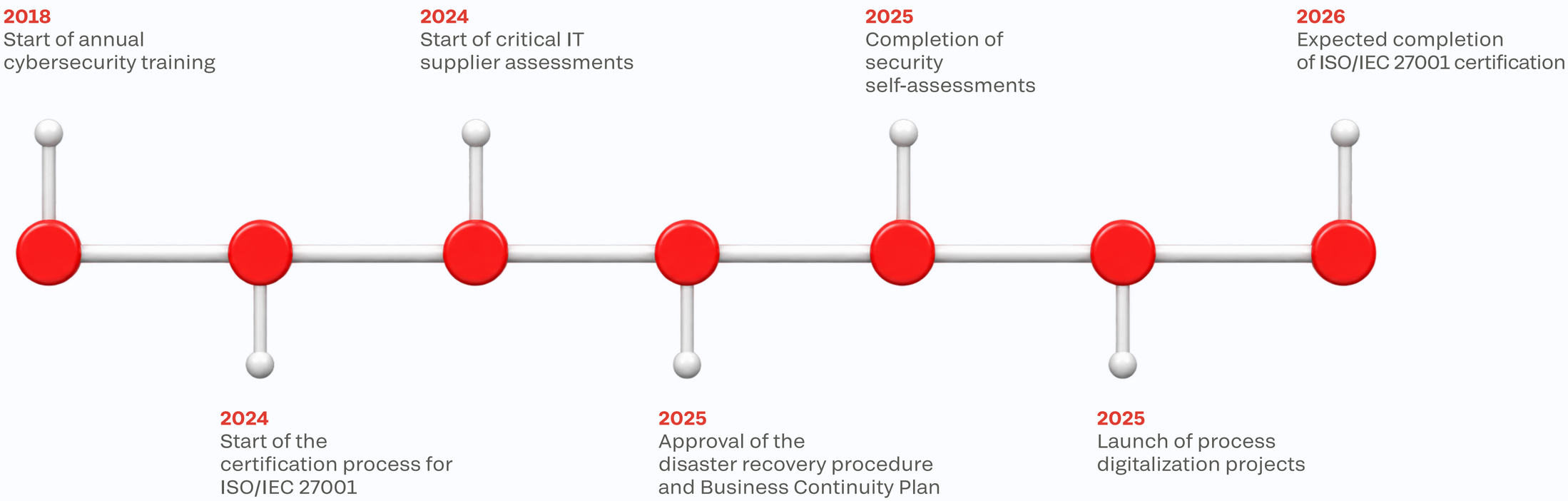
Starting in September 2025, Servotecnica launched a series of concrete projects to digitalize its internal processes. It developed a mobile app for automated expense report management: users photograph the receipt, and the app captures and stores the data digitally, eliminating the need to keep paper records. The Company also introduced audio-recorded visit reports that automatically populate the CRM, and it is testing automatic order entry into the management portal, with positive results.

In production and logistics, the Company is installing an automated vertical warehouse that will cover one third of the traditional warehouse area in 2026. The system will be fully operational from 2027. In 2026, the Company began testing 3D printing to produce small components. In April 2026, it also commissioned a climate chamber to subject components to thermal and humidity stress under controlled conditions.

For 2026, the Company plans to develop a component configurator based on Servotecnica's in-house knowledge and experience, starting in June.

Artificial Intelligence: Training and Goals

Aware of AI's transformative potential, Servotecnica has planned a dedicated two-level training program for 2026. The technical department will receive hands-on training on using AI in design processes. Function managers will take part in a program to understand the opportunities AI offers and, department by department, identify the processes that can be automated. The intent is for the drive to innovate to come directly from the managers, consistent with the participatory approach of the Company's governance strengthening program.



4.0

Putting People First

servotecnica

4.1 Identity and Corporate Culture: A Company Built Around People

GRI 2-7/8/30, GRI 404-1

Servotecnica's organizational culture is built on cooperation and shared responsibility, within a structured professional environment strongly focused on excellence. The Company keeps people at the center, encouraging transparent relationships and direct dialogue. The ultimate goal is to build a strong sense of belonging across the workforce.

From 2023 to 2025, the workforce remained broadly stable, going from 49 employees in 2023 and 2024 to 47 in 2025, confirming a solid organizational structure and low turnover. Total turnover was around 8% in 2023 and 2024, with a balanced flow of hires and departures, and fell to 4% in 2025, a year with departures only.

Changes were limited overall. In 2023, 2 departures occurred, both men, due to voluntary resignation. In 2024, 2 more employees left (1 man and 1 woman) due to a resignation and the end of a contract, respectively. In 2025, 2 employees retired. In 2023 and 2024, an equal number of new hires offset departures, while in 2025 the absence of new hires led to a slight reduction in headcount. Overall, these trends highlight the Company's ability to build and maintain a positive, stimulating work environment where people can grow, feel valued, and continue their careers with satisfaction.

The contract type further confirms employment stability: almost all employees have permanent contracts, at 98% in 2024 and 2025 and 96% in 2023. The gender breakdown shows a stable balance over the years. In 2023, there were 24 women and 25 men. In 2024, the numbers reversed, and in 2025 the workforce reached near-perfect parity, with 24 women and 23 men.

Description	Calculation	2025	2024	2023
Total turnover	((hires + departures) / average headcount in the period) × 100	4.17%	8.16%	8.16%
Positive turnover	(hires in the period / headcount at start of period) × 100	0.00%	4.08%	4.08%
Negative turnover	(departures in the period / headcount at start of period) × 100	4.08%	4.08%	4.08%

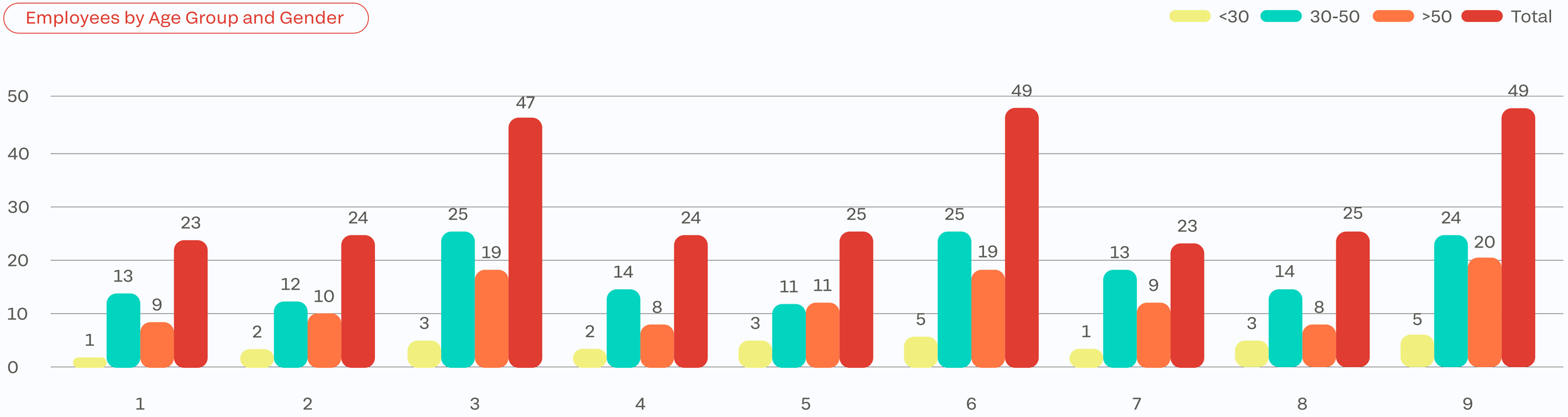
Table 4: Employee turnover

The workforce's age profile helps explain the organization's structure and evolution. The following table/chart shows the total number of employees by gender and age group:

	No. of employees								
	2025			2024			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<30	1	2	3	2	3	5	3	2	5
30-50	13	12	25	14	11	25	14	10	24
>50	9	10	19	8	11	19	8	12	20
Total	23	24	47	24	25	49	25	24	49

Table 5: Employees by age group and gender

Employees by Age Group and Gender



The workforce reflects a balance between experience and renewal. It includes a significant share of seasoned professionals and a gradual intake of younger people to support generational turnover and the Company's future development.

In 2025, 91% of employees worked full-time, compared with 94% in 2023 and 2024, due to one additional part-time position and the departure of two full-time employees. Throughout the three years, 100% of employees were covered by the National Collective Labor Agreement for the Commerce sector, which ensures fair, equitable, and transparent economic and regulatory conditions. The Company's remuneration policies therefore follow this agreement's parameters and standards, ensuring consistency with the sector.

In addition to its employees, Servotecnica works with external professionals who support in-house teams in specialized areas such as digital marketing, quality, consulting, and training.

In 2023, there were 7 external workers in total (2 temporary agency workers and 5 freelancers). The figure remained broadly stable in 2024 and 2025, with a slight change in composition (1 temporary agency worker and 6 freelancers). In both periods, external workers were mostly men, with a limited but consistent female presence.

External collaboration gives the Company operational flexibility and access to specialized skills, strengthening its ability to respond quickly and effectively to market needs without compromising organizational cohesion.

At Servotecnica, every person is an integral part of a close-knit professional community, where individual contributions are recognized and valued. The organization's small size fosters direct, ongoing dialogue between departments and management, creating a collaborative work environment focused on shared growth.

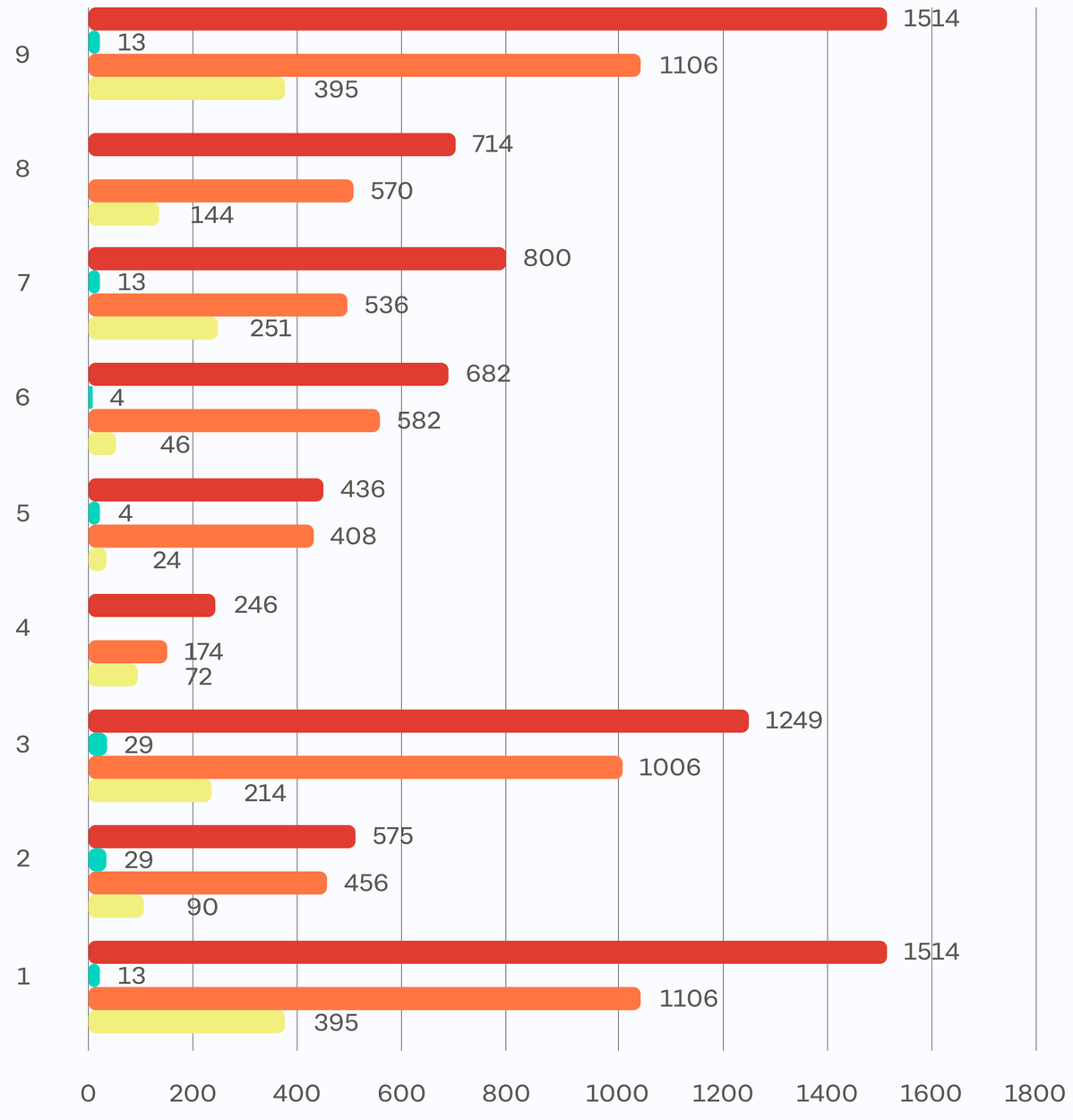
4.2 Skills Development, Well-Being, and Recognition

GRI 401-1/2/3, GRI 404-3

Servotecnica considers its people's professional growth and well-being fundamental to the Company's development. In recent years, the Company has begun structuring and consolidating its human resource management practices. The goal is to improve onboarding and development processes and foster a more stable and stimulating work environment.

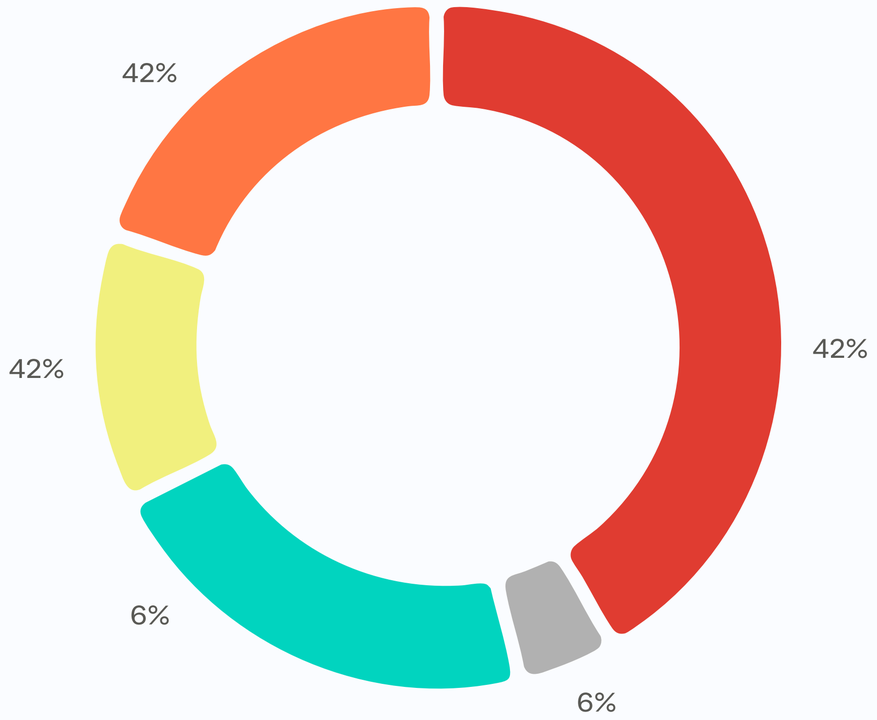
From 2023 to 2025, the Company delivered 3,445 hours of training to all professional categories, including office workers, middle managers, factory workers, and apprentices. Training hours totaled 1,514 in 2023, 682 in 2024, and 1,249 in 2025. The trend reflects a gradual stabilization of training activities after a more intensive phase linked to specific multi-year programs.

Employees by Age Group and Gender



In 2025, training covered several areas, with a particular focus on soft skills development and professional refresher training.

The figure below presents **the main courses delivered** during the period and breaks down training hours by course type as a share of total hours delivered.



- Individual English course
- Safety course
- Cybersecurity
- First aid and BLS-D / BLS-D refresher
- UNI/PdR 125 training

The main training initiatives delivered during the year were:

- Individual English course: 196 hours
- General and specific safety course: 28 hours
- Cybersecurity training: 90 hours
- First aid and BLS-D (Basic Life Support and Defibrillation) / BLS-D refresher: 60 hours
- UNI/PdR 125 training: 90 hours

For **employee review and development**, Servotecnica has introduced a structured system of periodic meetings between function managers and their team members to discuss performance and individual growth paths. Employees complete a self-assessment, which their manager supplements with an evaluation on a shared form to identify improvement actions and training needs. Over the reporting period, review coverage increased steadily, from an average of 92% to 96% of employees reviewed in 2025.

At the same time, the Company promotes well-being and work-life balance through a structured set of welfare and well-being initiatives, including:

- **Remote work:** up to 8 days per month for internal staff, with no attendance requirements for technical staff, managers, and salespeople, who have defined on-call hours.
- **Filtered water stations:** office water stations with ultrafiltration systems provide filtered water for employees' daily use. The break room also has a reverse osmosis dispenser offering still, chilled, hot, and sparkling water.
- **Break room:** a fully equipped break room with free hot drinks, including coffee made from freshly ground quality beans.
- **Flexible hours:** employees can manage their arrival, departure, and lunch break times flexibly, in line with the Company's operational and organizational needs.

These policies are reflected in low turnover and a stable workforce with deep local roots. With this in mind, the Company plans to consolidate its talent attraction and retention initiatives, including through partnerships with the com-

munity and schools, to support professional growth and entry into the workforce.

From 2023 to 2025, Servotecnica provided continuity and support to everyone who took parental leave, reinforcing an organizational approach focused on work-life balance.

In 2023, one employee took maternity leave and returned in 2024. In 2024, there were two cases: a male employee who returned the same year and a female employee who returned in 2025. In 2025, another male employee took leave and returned in the same period, while a female employee took leave with her return expected after 2025. All employees who returned from leave during the three years resumed work regularly and were still employed 12 months after their return. The only exception is the most recent employee to take leave, for whom this indicator is not yet available.

For 2025, the Company therefore recorded a return-to-work[2] rate and retention[3] rate of 100%. This confirms the effectiveness of the Company's welfare and well-being policies, which aim to support people's well-being and enable a genuine work-life balance.

[2] Return-to-work rate = (Total number of employees who returned to work after parental leave / Total number of employees due to return to work after parental leave) × 100

[3] Retention rate = (Total number of employees still employed 12 months after returning to work from parental leave / Total number of employees who returned from parental leave in prior reporting periods) × 100

4.3 Community Support Projects

From 2023 to 2025, Servotecnica strengthened its social commitment, continuing long-standing partnerships and promoting initiatives that create value both internationally and locally.

Internationally, the Company renewed its partnership with Amref Health Italia, supporting projects dedicated to children's health and to improving sanitation and water infrastructure in Kenya. These include building a school toilet block and an aqueduct, along with community training programs.

In Italy, Servotecnica strengthened its ties with the local community

through several solidarity initiatives. It took part in the national food drive (Colletta Alimentare) organized by the Banco Alimentare food bank, providing the company van and involving its employees. It supported Associazione Sorriso, a long-established organization committed to including people with disabilities. It also sponsored FC Cinisello, an amateur sports club that offers more than 350 young people the chance to play football in a healthy, inclusive environment focused on the educational values of sport.

Support for the association “Micky... sempre con NOI,” which raises funds for pediatric cancer research, continues as in previous years. During the reporting period, Servotecnica supported the Piani dei Resinelli hill climb, a sporting event whose proceeds went to the association.

The Company’s total financial commitment to the community amounted to €62,890, up from previous years. This reflects a corporate vision that embraces not only innovation and solidity but also solidarity and social responsibility, helping to build stronger, more cohesive communities.

4.4 Occupational Health and Safety

GRI 403-1/2/3/4/5/6/7/8/9/10

Protecting workers' health and safety is a fundamental principle for Servotecnica, embedded in its management as a key element of its social commitment and corporate responsibility. The Company operates in full compliance with Legislative Decree 81/2008. It takes a systemic approach involving the Employer, the Prevention and Protection Service Manager (RSPP), the Workers' Safety Representative (RLS), and the Occupational Physician, ensuring coordinated management of health surveillance, mandatory training, and operating procedures.

In 2025, the Company updated its **Safety, Environment, and Gender Policy Organization Chart**, strengthening integration across ESG areas. A key change is the introduction of the **Gender Equality Committee**, which aims to promote a fair, inclusive work environment that supports people's overall well-being.

Roles and responsibilities are clearly assigned. In addition to the Employer and the Prevention and Protection Service Manager (RSPP), the organization includes the Emergency Coordinator, First Aid Officers, and Fire Safety Officers. It also includes the Occupational Physician, Supervisors for the warehouse and production, and the QHSE (Quality, Health, Safety & Environment) function, supported by a Waste Registration Officer and a Waste Handling Officer. An in-house Workers' Safety Representative (RLS) also plays an active role in dialogue and in promoting a safety culture.

The company site includes offices, workshops, a warehouse, and covered outdoor areas. The offices host most activities, including administrative, accounting, sales, marketing, and design functions. Working with the Occupational Physician, Servotecnica has carried out detailed ergonomic analyses of each workstation over time, checking the suitability of desks, chairs, and lighting. The Company prepared an individual display screen equipment form for each worker, which the RSPP and RLS then validated and used to define the company Health Surveillance Plan.

In the workshops and warehouses, where electrical and electronic equipment is tested, repaired, and assembled, the Company has mapped operations and associated risks in detail, classifying activities by department, workstation, and task, with reference to the equipment, materials, and substances used. The main risks identified are load handling, chemical risk, and forklift use, for which the Company has implemented operating protocols, specific training, and periodic checks.

Servotecnica regularly monitors and documents the main environmental and physical factors in the workplace and classifies the related risks as low or negligible for workers' health and safety. Prevention and emergency measures include a company defibrillator with trained staff, periodic fire drills, an in-house first aid and fire safety team, and ongoing training for all staff, including new hires.

Training is also a central pillar of the prevention system. From 2023 to 2025, the Company delivered training on general and specific safety, emergency management, and operational risks. In 2025, it delivered **28 hours of general and specific safety training** tailored to each role's risks, and **60 hours of First Aid and BLS-D (Basic Life Support and Defibrillation) training**, including refresher courses.

The BLS-D courses provided essential theoretical and practical skills for managing medical emergencies, including early recognition of cardiac arrest, activating the emergency response system, performing cardiopulmonary resuscitation (CPR), and using an automated external defibrillator (AED). Training included hands-on practice on mannequins, simulations of real-life scenarios, and periodic refreshers to maintain skills.

From 2023 to 2025, there was **only one injury**, which occurred in 2024 and was classified as a **commuting accident**, with no serious consequences for the person involved. There were no cases of occupational disease. Overall, these figures confirm the effectiveness of the prevention system.

Servotecnica also promotes a culture of prevention and mental and physical well-being, viewing risk management as a strategic investment in people's health, motivation, and productivity. In December 2023, Servotecnica conducted an in-depth work-related stress assessment based on the Health and Safety Executive (HSE) international Management Standards. The analysis, conducted through anonymous questionnaires for homogeneous groups, showed an overall

low risk level but identified areas for improvement, including workload management, internal communication, and workplace ergonomics.
Based on the results, the Company launched targeted actions, including stronger internal communication, team-building initiatives, and soft skills training programs.

To keep developing its prevention system, Servotecnica plans to consolidate and strengthen occupational health and safety management through a structured, risk-based approach. The Company aims to maintain zero injuries over the long term and to introduce a near-miss log as a key tool for identifying issues before they occur.

5.0

Energy, Resources, and Climate Change

servotecnica

5.1 Monitoring Energy Consumption and Emissions

GRI 302-1, GRI 305-1/2, GRI 2-23

Servotecnica operates from a single building in Nova Milanese (MB), which houses its office, distribution, and technical support activities in mechatronics. As it is not a manufacturing company, its energy consumption comes mainly from the office and warehouse building, the company car fleet, and product distribution logistics.

Since 2008, the Company has had a 19.8 kW photovoltaic system on the building's roof, which reduces grid electricity demand and helps contain indirect Scope 2 emissions. In 2024, the Company sold about 4% of the energy the system produced, while in 2025 it consumed all the energy produced on site. In 2025, the Company approved a project to expand the photovoltaic system, now under construction, which will increase its energy independence and reduce its exposure to energy market fluctuations.

Energy source	Unit of measurement	2025	2024	2023
Purchased electricity	kWh	149,831	146,838	154,831
of which purchased for electric vehicle charging (company fleet)	kWh	350	/	/
Photovoltaic electricity generated	kWh	20,461	19,731	19,719[4]
of which sold	kWh	/	818.9	/
Natural gas	Sm^3	14,845	15,759	14,456
Diesel (company fleet)	liters	36,670	40,944	41,840
Gasoline (company fleet)	liters	1,582		

[4] Data on photovoltaic energy generated and sold not available for 2023.

Energy source	Unit of measurement	2025	2024	2023
Purchased electricity	GJ	539.39	528.62	557.39
of which purchased for electric vehicle charging (company fleet)	GJ	1.26	/	/
Photovoltaic electricity generated and consumed on site	GJ	73.66	71.03	70.99
Natural gas	GJ	544.63	572.35	526.43
Diesel	GJ	1,310.47	1,463.24	1,462.43
Gasoline	GJ	52.41		
Total energy	**GJ**	**2,521.81**	**2,635.24**	**2,617.24**

Table 6: Energy consumption within the organization – GRI 302-1
Table 7: Energy consumption within the organization – GRI 302-1

From 2023 to 2025, Servotecnica's energy profile remained stable. Total energy consumption fell from 2,635 GJ in 2024 to 2,522 GJ in 2025, mainly due to lower diesel consumption by the company fleet, which dropped from 40,944 liters in 2024 to 36,670 liters in 2025. Purchased grid electricity rose slightly, from 146,838 kWh in 2024 to 150,181 kWh in 2025, partly because the first plug-in hybrid vehicle joined the company fleet and used 350 kWh for charging. The same vehicle consumed 1,582 liters of gasoline in the reporting year[5]. Natural gas consumption fell from 15,759 Sm^3 in 2024 to 14,845 Sm^3 in 2025.

In 2026, the Company plans to install heat pumps that will fully replace the gas heating system and cover 100% of the building's heating and cooling needs. This will eliminate natural gas consumption, while electricity consumption is expected to rise.

The main direct emissions (Scope 1) come from natural gas used for heating and from fuel used by the company car fleet, including diesel and, from 2025, gasoline. Indirect emissions (Scope 2) come from purchased electricity. From 2023 to 2025, total location-based[6] emissions fell from 175.72 tCO_2e in 2023 to 159.58 tCO_2e in 2025, down from 174.53 tCO_2e in 2024. Scope 1 emissions from fleet diesel fell from 111.25 tCO_2e in 2023 to 97.59 tCO_2e in 2025, in line with the progressive renewal of the car fleet. Natural gas emissions stood at 30.68 tCO_2e in 2025, down from 32.51 tCO_2e in 2024. Scope 2 market-based[7] emissions fell from 77.50 tCO_2e in 2023 to 63.11 tCO_2e in 2025.

The Company is progressively replacing its car fleet with plug-in hybrid vehicles under the car policy updated in 2024. In 2025, it added the first plug-in hybrid to the fleet, a first concrete step toward reducing direct emissions from company mobility.

Energy source	Scope	2025	2024	2023
Natural gas (heating)	Scope 1	30.68	32.51	29.63
Diesel (company fleet)	Scope 1	97.59	108.97	111.25
Gasoline (company fleet)	Scope 1	3.70		
Purchased electricity (location-based) (including electricity purchased for the company fleet)	Scope 2	27.59	33.04	34.84
Purchased electricity (market-based)	Scope 2	63.11	64.78	77.50
Total emissions (tCO_2e – location-based)		**159.58**	**174.53**	**175.72**

Table 8: Direct (Scope 1) GHG emissions – GRI 305-1 / Energy indirect (Scope 2) GHG emissions – GRI 305-2

[5] As in previous years, short-term car rentals (from a few days to two months) consumed small quantities of gasoline, which were therefore not included in the calculation of direct (Scope 1) emissions.
[6] Location-based Scope 2 emissions are calculated using the average emission factor of the national electricity grid (grid average), published annually by the European Environment Agency (EEA).
[7] Market-based Scope 2 emissions are calculated using the emission factor specific to the energy supplier or to the contractual instruments the Company uses to purchase energy (e.g., guarantees of origin). Without such instruments, the residual mix factor published by the Association of Issuing Bodies (AIB) applies.

Partnership with DHL

In 2024, Servotecnica began working with DHL through the GoGreen program to integrate environmental criteria into shipment management. In 2025, the partnership moved up to the GoGreen Plus level, which differs from the basic program by directly reducing emissions within DHL's logistics network through alternative fuels. In 2025, 25.44% of air shipments used Sustainable Aviation Fuel (SAF), with a verified WtW[8] emissions reduction of 13.52 tCO_2e, or 23.05% less than the standard reference service. An independent third-party auditor verified the results. The move to GoGreen Plus reflects Servotecnica's commitment to continuous improvement, including its logistics chain.

Servotecnica continues to monitor consumption and emissions annually in line with its Quality and Environment Policy. The Company implemented the commitments made in previous years during the reporting period and will pursue them in the coming years, with the following priorities:

- completing the photovoltaic system expansion, already approved and under construction;
- installing heat pumps and eliminating natural gas consumption by 2026;
- continuing the transition to plug-in company vehicles;
- engaging the supply chain in reducing indirect logistics emissions.

[8] WtW: "Well-to-Wheel" emissions, covering the entire life cycle of the fuel or energy carrier used, from production to use.

5.2 Resource Use and Environmental Impact Reduction

GRI 303-3/4, GRI 306-1

Servotecnica focuses on efficient material use and reduced consumption. As it is not a manufacturing company, its consumption and waste come mainly from office, warehouse, and technical support activities and remain low.

All waste generated is non-hazardous, and authorized operators manage it in compliance with environmental regulations. The main types are wooden packaging, wood, mixed metals, iron and steel, end-of-life equipment without hazardous components, cables, and alkaline batteries. In 2025, total waste amounted to about 5.6 metric tons, down from 8.5 metric tons in 2024[9]. The Company is considering more structured monitoring of its waste streams and closer collaboration with suppliers to increase the share of materials sent for recycling progressively.

The Company continues to strengthen its plastic reduction initiatives, progressively replacing plastic filler with recycled paper packaging produced by a dedicated machine in the warehouse. Together with raising supplier awareness of packaging made from recycled and recyclable materials and optimizing pallet sizes, this measure has significantly reduced single-use plastic.

At the same time, Servotecnica launched the "Zero Paper" Project to limit paper use by digitalizing document processes. Designed to combine operational efficiency and environmental protection, the initiative has led to the complete digital archiving of quotes, invoices, delivery notes, and technical drawings, progressively involving the sales office, warehouse, administration, and technical department. Dedicated management software and digital workflows with automated approvals have drastically reduced paper consumption while improving traceability and collaboration between departments.

Overall, these actions have reduced the environmental impact of daily activities without extraordinary investment, often by simplifying existing processes.

The Nova Milanese site uses water only for sanitary and service purposes, supplied by the public water network. In 2025, water withdrawal was 684 m^3, up from 571 m^3 in 2024 but still below the 916 m^3 recorded in 2022. All discharges, totaling 684 m^3, are comparable to domestic wastewater and flow into the municipal sewer system. The Company generates no industrial wastewater or process water.

[9] In 2025, the Company also generated negligible quantities of solvents and halogenated solvent mixtures.

GRI Content Index

Statement of use	Servotecnica S.p.A. has reported in accordance with the GRI Standards for the period January 1, 2025 – December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	CHAPTER – SECTION	NOTES / OMISSIONS
GRI 2: General Disclosures 2021	2-1 Organizational details	Methodological Note	
	2-2 Entities included in the organization's sustainability reporting	Methodological Note	
	2-3 Reporting period, frequency and contact point	Methodological Note	
	2-4 Restatements of information	Methodological Note	
	2-5 External assurance	Methodological Note	
	2-6 Activities, value chain and other business relationships	Methodological Note 1.1 Who We Are and What Drives Us: Identity, Mission, and Values 1.2 History and Evolution 1.3 Automation Technologies and Services	
	2-7 Employees	4.1 Identity and Corporate Culture: A Company Built Around People	
	2-8 Workers who are not employees	4.1 Identity and Corporate Culture: A Company Built Around People	
	2-9 Governance structure and composition	3. Responsible Governance	
	2-10 Nomination and selection of the highest governance body	3. Responsible Governance	

GRI STANDARD	DISCLOSURE	CHAPTER – SECTION	NOTES / OMISSIONS
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	3. Responsible Governance	
	2-12 Role of the highest governance body in overseeing the management of impacts	3. Responsible Governance	
	2-13 Delegation of responsibility for managing impacts	3. Responsible Governance	
	2-14 Role of the highest governance body in sustainability reporting	2.2 Materiality Analysis: Shared Priorities	
	2-15 Conflicts of interest	3.1 Ethics, Transparency, and Compliance	
	2-16 Communication of critical concerns	3. Responsible Governance	
	2-17 Collective knowledge of the highest governance body	3. Responsible Governance	
	2-18 Evaluation of the performance of the highest governance body	-	**Omitted due to confidentiality constraints**
	2-19 Remuneration policies	-	**Omitted due to confidentiality constraints**
	2-20 Process to determine remuneration	-	**Omitted due to confidentiality constraints**
	2-21 Annual total compensation ratio	-	**Omitted due to confidentiality constraints**
	2-22 Statement on sustainable development strategy	Letter to Stakeholders	
	2-23 Policy commitments	3.1 Ethics, Transparency, and Compliance	

GRI STANDARD	DISCLOSURE	CHAPTER – SECTION	NOTES / OMISSIONS
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	3.1 Ethics, Transparency, and Compliance	
	2-25 Processes to remediate negative impacts	2.3 Sustainability Goals	
	2-26 Mechanisms for seeking advice and raising concerns	3. Responsible Governance	
	2-27 Compliance with laws and regulations	3.1 Ethics, Transparency, and Compliance	
	2-28 Membership associations	3.4 Service Quality and Customer Satisfaction	
	2-29 Approach to stakeholder engagement	2.1 Stakeholder Mapping and Engagement	
	2-30 Collective bargaining agreements	4.1 Identity and Corporate Culture: A Company Built Around People	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2.2 Materiality Analysis: Shared Priorities	
	3-2 List of material topics	2.2 Materiality Analysis: Shared Priorities	
	3-3 Management of material topics	2.2 Materiality Analysis: Shared Priorities 2.3 Sustainability Goals	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and Distributed	3.2 Economic Performance: Value Generated and Distributed	
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	3.1 Ethics, Transparency, and Compliance	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	5.1 Monitoring Energy Consumption and Emissions	
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	5.2 Resource Use and Environmental Impact Reduction	
	303-4 Water discharge	5.2 Resource Use and Environmental Impact Reduction	

GRI STANDARD	DISCLOSURE	CHAPTER – SECTION	NOTES / OMISSIONS
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	5.1 Monitoring Energy Consumption and Emissions	
	305-2 Energy indirect (Scope 2) GHG emissions	5.1 Monitoring Energy Consumption and Emissions	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	5.2 Resource Use and Environmental Impact Reduction	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	4.1 Identity and Corporate Culture: A Company Built Around People	
	401-3 Parental leave	4.2 Skills Development, Well-Being, and Recognition	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	4.4 Occupational Health and Safety	
	403-2 Hazard identification, risk assessment, and incident investigation	4.4 Occupational Health and Safety	
	403-3 Occupational health services	4.4 Occupational Health and Safety	
	403-4 Worker participation, consultation, and communication on occupational health and safety	4.4 Occupational Health and Safety	
	403-5 Worker training on occupational health and safety	4.4 Occupational Health and Safety	
	403-6 Promotion of worker health	4.4 Occupational Health and Safety	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.4 Occupational Health and Safety	

GRI STANDARD	DISCLOSURE	CHAPTER – SECTION	NOTES / OMISSIONS
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	4.4 Occupational Health and Safety	
	403-9 Work-related injuries	4.4 Occupational Health and Safety	
	403-10 Work-related ill health	4.4 Occupational Health and Safety	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	4.2 Skills Development, Well-Being, and Recognition Annex 1: Tables	
	404-3 Percentage of employees receiving regular performance and career development reviews	4.2 Skills Development, Well-Being, and Recognition Annex 1: Tables	
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Annex 1: Tables	
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	3.4 Service Quality and Customer Satisfaction Annex 1: Tables	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.5 Innovation and Information Security Annex 1: Tables	

Annex 1: Tables

	2025			2024			2023		
No. of employees by employment contract	Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent employees	23	23	46	24	24	48	24	23	47
Temporary employees	0	1	1	0	1	1	1	1	2
Total	**23**	**24**	**47**	**24**	**25**	**49**	**25**	**24**	**49**

Table 9: Number of employees by employment contract and gender – GRI 2-7

	2025			2024			2023		
No. of employees by employment type	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full-time	23	20	43	24	22	46	25	21	46
Part-time	0	4	4	0	3	3	0	3	3
Total	**23**	**24**	**47**	**24**	**25**	**49**	**25**	**24**	**49**

Table 10: Total number of employees by employment type (full-time and part-time) and gender – GRI 2-7

	2025			2024			2023		
No. of employees by employee category	Men	Women	Total	Men	Women	Total	Men	Women	Total
Senior managers	0	0	0	0	0	0	0	0	0
Middle managers	6	2	8	6	2	8	6	2	8
Office workers	17	21	38	18	22	40	18	22	40
Factory workers	0	0	0	0	0	0	0	0	0
Apprentices	0	1	1	0	1	1	1	0	1
Total	**23**	**24**	**47**	**24**	**25**	**49**	**25**	**24**	**49**

Table 11: Employees by employee category and gender – GRI 2-7

	2025			2024			2023		
No. of workers by type	Men	Women	Total	Men	Women	Total	Men	Women	Total
Temporary agency workers	1	0	1	1	0	1	1	1	2
Freelancers	5	1	6	6	0	6	5	0	5
Total	**6**	**1**	**7**	**7**	**0**	**7**	**6**	**1**	**7**

Table 12: Workers who are not employees – GRI 2-8

	2025			2024			2023		
No. of new employee hires	Men	Women	Total	Men	Women	Total	Men	Women	Total
<30	0	0	0	0	1	1	0	0	0
30-50	0	0	0	0	1	1	1	1	2
>50	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**2**	**2**	**1**	**1**	**2**

Table 13: New employee hires – GRI 401-1

	2025			2024			2023		
No. of employee departures	Men	Women	Total	Men	Women	Total	Men	Women	Total
<30	0	0	0	1	0	1	0	0	0
30-50	0	0	0	0	0	0	1	0	1
>50	1	1	2	0	1	1	1	0	1
Total	**1**	**1**	**2**	**1**	**1**	**2**	**2**	**0**	**2**

Table 14: Employee departures – GRI 401-1

	Calculation	2025	2024	2023
Total turnover	((hires + departures) / average headcount in the period) × 100	4.17%	8.16%	8.16%
Positive turnover	(hires in the period / headcount at start of period) × 100	0.00%	4.08%	4.08%
Negative turnover	(departures in the period / headcount at start of period) × 100	4.08%	4.08%	4.08%

Table 15: Turnover – GRI 401-1

	2025			2024			2023		
Average training hours per employee	Men	Women	Total	Men	Women	Total	Men	Women	Total
Middle managers	20.7	45.0	26.8	12.0	12.0	12.0	41.8	72.0	49.4
Office workers	32.4	21.7	26.5	9.7	18.5	14.6	29.8	25.9	27.7

Table 16: Average hours of training per year – GRI 404-1

Water withdrawal	Unit	2025	2024	2023
Surface water	ML	0	0	0
Groundwater	ML	0	0	0
Seawater	ML	0	0	0
Produced water	ML	0	0	0
Third-party water	ML	0.684	0.571	0.886
Total	ML	0.684	0.571	0.886

Table 17: Water withdrawal over the three years – GRI 303-3

Water discharge	Unit	2025	2024	2023
Surface water	ML			
Groundwater	ML			
Seawater	ML			
Produced water	ML			
Third-party water	ML	0.684	0.571	0.886
Total	ML	0.684	0.571	0.886

Table 18: Water discharge over the three years – GRI 303-4

Waste generated	Unit	2025	2024	2023
Iron and steel	t	0.15	0.89	0.7
Mixed metals (including iron and steel)		0.35		
Wooden packaging	t	3.59	7.65	4.94
Wood		0.95		0
Empty toner cartridges	t	0.004	0	0.01
Plastic packaging	t	0	0	0.05
Components removed from end-of-life equipment	t	0	0	0.21
End-of-life equipment without hazardous components	t	0.475		
Cables		0.045		
Alkaline batteries		0.004		
Mixed packaging	t	0	0	0
Total	t	5.568	8.54	5.91

Table 19: Waste generated over the three years – GRI 306-1

Incidents of non-compliance	2025	2024	2023
Incidents of non-compliance with regulations concerning the health and safety impacts of products and services resulting in a fine or penalty	0	0	0
Incidents of non-compliance with regulations concerning the health and safety impacts of products and services resulting in a warning	0	0	0
Incidents of non-compliance with voluntary codes concerning the health and safety impacts of products and services	0	0	0

Table 20: Incidents of non-compliance concerning the health and safety impacts of products and services – GRI 416-2

Incidents of non-compliance	2025	2024	2023
Incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling resulting in a fine or penalty	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0

Table 21: Incidents of non-compliance concerning product and service information and labeling – GRI 417-2

Complaints	2025	2024	2023
Complaints received from outside parties and substantiated by the organization	0	0	0
Complaints from regulatory bodies	0	0	0
Total identified leaks, thefts, or losses of customer data	0	0	0

Table 22: Substantiated complaints concerning breaches of customer privacy and losses of customer data – GRI 418-1

Annex 2: Coefficients

Conversion factor						Source		
			2025	2024	2023	2025	2024	2023
Diesel	Density	l/t	1204	1204	1205	DEFRA 2025	DEFRA 2024	DEFRA 2023
	Net calorific value	GJ/t	43.027	43.028	43.04	DEFRA 2025	DEFRA 2024	DEFRA 2023
Gasoline	Density	l/t	1348			DEFRA 2025		
	Net calorific value	GJ/t	44.65			DEFRA 2025		
Gas	Density	M3/t	0.802	0.796	0.8	DEFRA 2025	DEFRA 2024	DEFRA 2023
	Net calorific value	GJ/t	45.745	45.627	45.52	DEFRA 2025	DEFRA 2024	DEFRA 2023

Table 23: Conversion factors used

Emission factor					Source		
		2025	2024	2023	2025	2024	2023
Electricity (location-based)	gCO2/kWh	180	225	225	European Environment Agency (EEA) 2025	European Environment Agency (EEA) 2024 (2023 emission factor)	European Environment Agency (EEA) 2023
Electricity (market-based)	gCO2/kWh	420.20	441.195	500.565	Association of Issuing Bodies (AIB) 2025	Association of Issuing Bodies (AIB) 2024	Association of Issuing Bodies (AIB) 2023
Diesel	kgCO2e/l	2.662	2.662	2.659	DEFRA 2025	DEFRA 2024	DEFRA 2023
Gasoline	kgCO2e/l	2.339			DEFRA 2025		
Natural gas	kgCO2e/m3	2.067	2.063	2.05	DEFRA 2025	DEFRA 2024	DEFRA 2023

Table 24: Emission factors used