

SUSTAINABILITY REPORT

Rel. 2024

INEVO

INSPIRING EVOLUTION



INspiring EVOLution

Dear Stakeholders,

in a rapidly changing world, what we are doing with our planet and our fellow citizens which live on it, will have a direct impact on how we will deliver it to the next generations. The automotive industry, in particular, plays a crucial role in this process for the contribution to the development of a sustainable mobility and for the possible impact on the ecological transition. We are therefore very pleased to introduce our Sustainability Report for the year 2024.

We started this adventure with a clear idea, captured in our name: *INspire the EVOLution of sustainable mobility*. This vision is still our mantra and pushes us, to test the limits of existing technologies and to expand their applications. We work years ahead of market demands, creating solutions that optimise not only costs, but also bring concrete benefits to consumers and the environment.

We explore new ideas and unexplored technologies, trying to intercept needs that have not yet been identified. We start with innovative concepts and transform them into real, industrialised and affordable components. This is why we invest more and more in research and development, testing innovative materials, experimenting advanced technologies and exploring new markets that may provide food for our thought and creativity to evolve.

We approach every challenge with enthusiasm, experience and advanced equipment, confident that we can offer real added value. During the last years, we were invited to actively participate in projects with high impact on innovation and our flexibility and efficiency have brought us to become one of the main players in our market.

In recent years, the constant fight for cost saving solutions and the growing standardisation of automotive sector have reduced the market for commodity components, shifting part of the production to low-cost countries. This has put a heavy stress on the entire European supply chain, leading to a painful shrinkage in the number of companies and employees of the industry. However, for us this challenge was not a threat but an opportunity to develop new solutions, reduce inefficiencies and expand our portfolio of suppliers to provide a competitive alternative for the most complex projects. Product differentiation became for us a priority, permitting us to offer unique and turn-key solutions for the future challenges. None of this would have been possible without open and equal collaboration with suppliers, material manufacturers, machine producers and even competitors, with whom we share a passion for an exciting and demanding industry. With the support of our partners, we work every day to turn concept car ideas into reality, improving safety, comfort and aesthetics while minimizing environmental impacts.

Sustainability is a cornerstone of our vision: it is not just an obligation, but a daily choice. Being an entrepreneur means taking responsibility for creating a sustainable working environment and a low-impact production process. For us, mutual respect for our customers, our work and the environment is the foundation of a company that not only develops solutions with a focus on sustainability but actively promotes a virtuous business model.

INEVO is not just a name, it is a promise: to continue to innovate, anticipate the future and contribute to a more responsible and sustainable world.

San Polo di Piave, July 2025

Roberto Fagarazzi
Managing Director Sales

Luigi Cover
CEO

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WHO WE ARE

INEVO is a limited responsibility company specialising in the design and manufacture of high-precision injection moulds for the plastics industry. According to the Global Industry Classification Standard (GICS), the Company is classified in the Automobile Components sector (ATECO activity code 28.96).

With more than 30 years of experience of the tooling division of INglass S.p.A. and the know-how acquired from four specialised plastic companies, INEVO has consolidated its expertise in the moulding and processing of plastic materials.

With a strong focus on innovation, research and development, INEVO is committed to constantly improving its skills and technologies, anticipating market trends and offering innovative solutions. The Company is founded on the fundamental values of Quality, Respect, Honesty and Cooperation. Mutual respect is the basis for all cooperation, both with customers, partners and suppliers and within the team. Quality is considered a guiding principle, guaranteeing high standards at all stages of production and in the working environment. The production facilities are specialised in mould making, with a site in Germany dedicated to supporting customers and monitoring market trends.

Thanks to our consolidated know-how, INEVO is a strategic partner for different markets, including automotive, industrial and domestic lighting, interior design and home appliances. It follows the entire product development cycle, from design to production process simulation, till the realisation of prototype and series production.

Guided by an approach based on research, innovation and sustainability, INEVO continues to evolve, actively contributing to the future of plastics and automotive industries with advanced technological solutions.

MISSION AND VALUES

“ We let our **passion** drive us to contribute to the improvement of **safety** in driving and wellness in travelling, providing right-first and **consistent** solutions for the production of complex lighting systems and innovative solutions for the new mobility requirements. ”

HONESTY

RESPECT

QUALITY

SAFETY

INNOVATION

The automotive world is a constantly moving environment and innovation is key to keeping up with the market and anticipating trends. This is why innovation, research and development are milestones for INEVO and they affect every aspect of actions and strategies.

This innovative spirit, combined with thirty years of experience in plastic moulding, allows the Company to search for the most innovative and suitable solutions for customers and to improve the know-how every day.

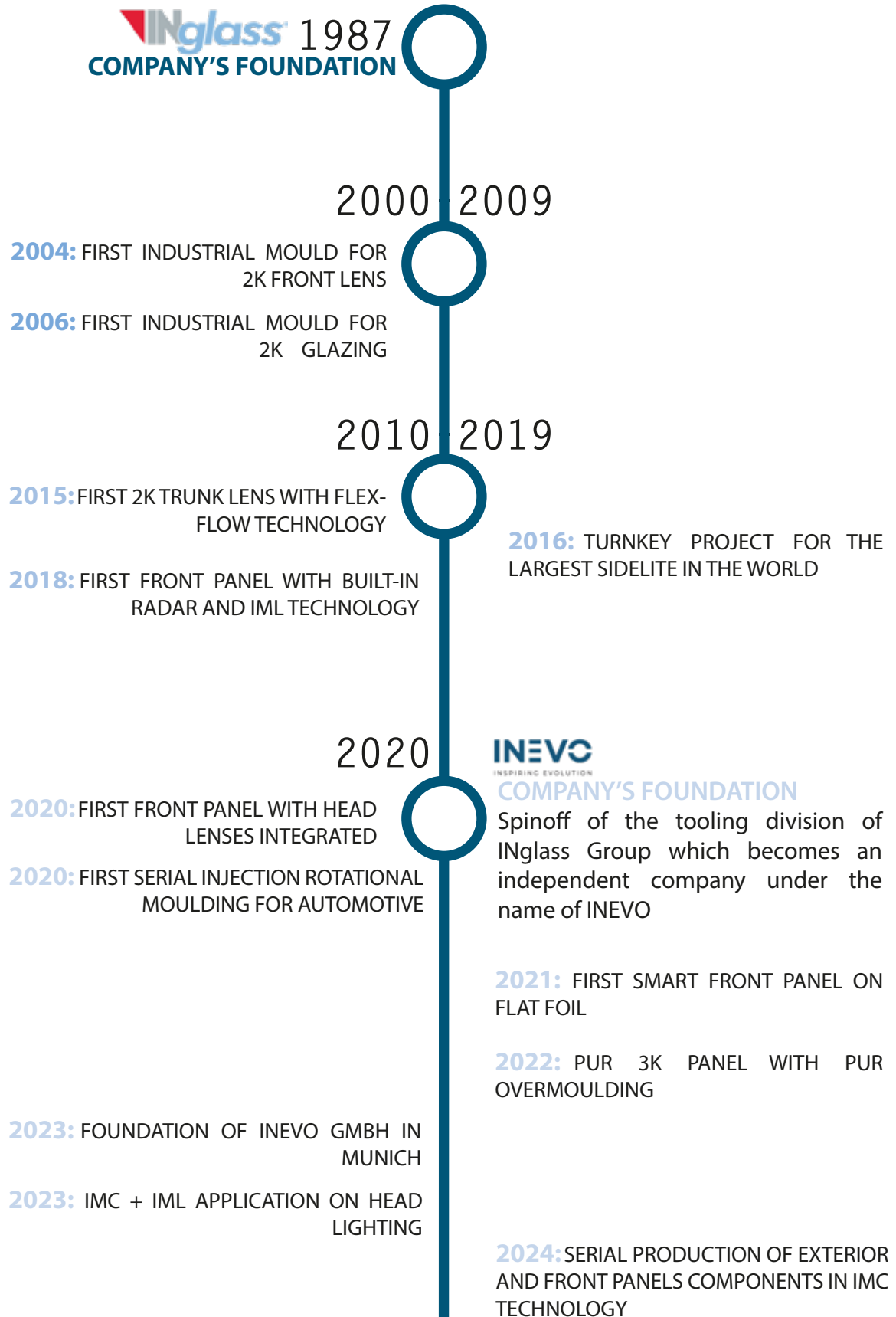
The Company gives the utmost care to respect its customers, as well as colleagues, partners, suppliers and competitors alike, who are doing their best to grow in the same market with the same challenges and targets. Respecting ourselves means to deliver quality in our products and services, as well as in our daily behaviour. Quality is a status of mind that constantly drives us to aim for the highest standards in everything we do, independently of the relevance of the project and its economic value.

INEVO believes in honesty as the most precious and fundamental aspect in any business relationship. A fair, open and sincere relation is the best premise for a successful partnership, since only by melting our technical and professional competences we may progress.

All these values can also be found in our team of men and women who, with their passion, their talent and hunger for knowledge, support the evolution of INEVO. Individual skills are important for the Company and for that reason we try to value them as much as possible so that everyone is free to express their potential in a teamwork environment.

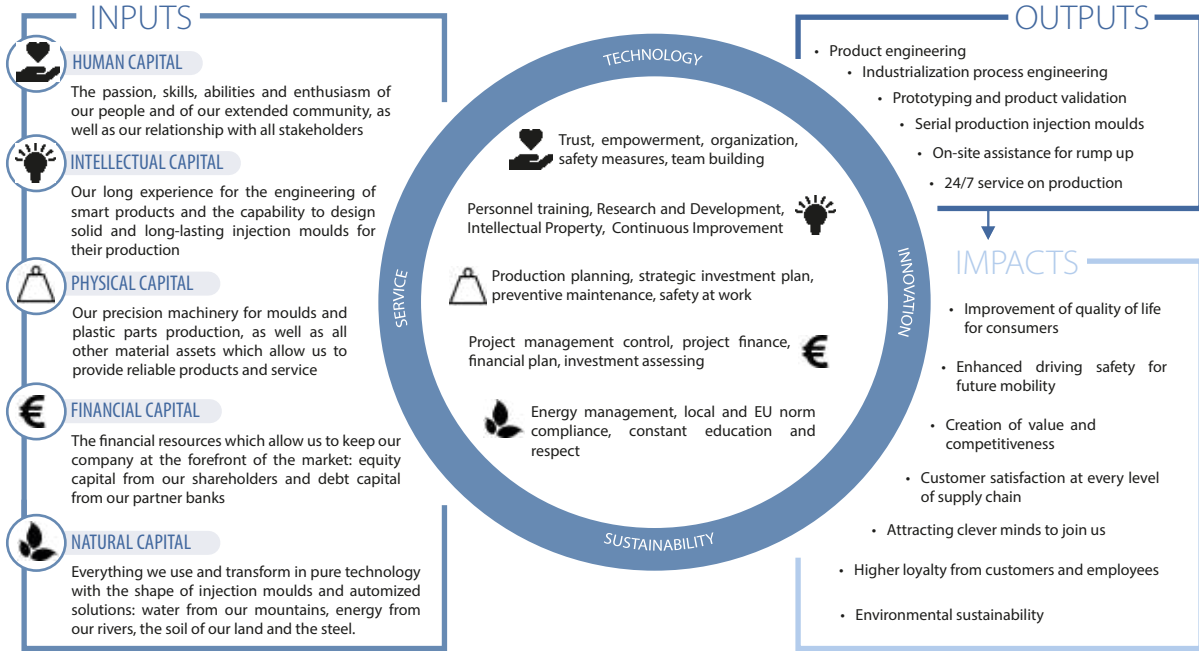
Cooperation, awareness and responsibility inspire INEVO to create the best technology solutions for its customers and make the Company a reliable partner for a future to be discovered. The commitment that INEVO promises to maintain is also the company's payoff, which is to inspire evolution. A commitment we apply to work and technology for the automotive and mould industry, but also in terms of business ethics and sustainability, always keeping our values as pillars for any business.

TECHNOLOGY TIMELINE



OUR ROLE IN HUMAN MOBILITY

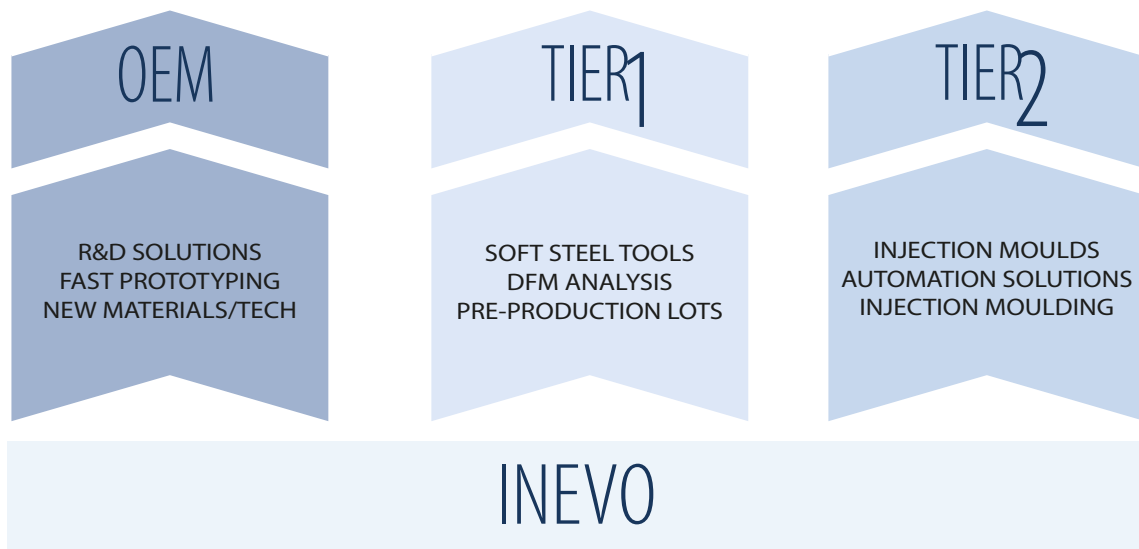
INEVO works everyday to create smart solutions for the industrialized and automated production of safe, sustainable and efficient components for the mobility of the future and well-being of today.



BUSINESS MODEL

Car makers (so-called OEM) buy assembled components from a part manufacturer (Tier1), which is providing the plastic parts together with the electric/electronic system integrated. These companies are normally in contact with toolmakers to supply them the mechanical tools and automation systems which allow them to produce suitable parts for their customers, or they may assemble parts supplied by a sub-supplier (Tier2).

In some cases, an OEM may want to investigate the technical feasibility of a design concept or of a style solution, in order to be able to create the car of the future with technically viable solutions. In such cases, new innovative materials, products, applications and solutions must be tested and validated.



Over the years, INEVO developed every specific experience and equipment needed to support both OEM's and Tier 1's alike: complete Design for Manufacturing analysis, fast prototyping tools, product validation processes, automation solutions and Quality based production systems.

REFERENCES

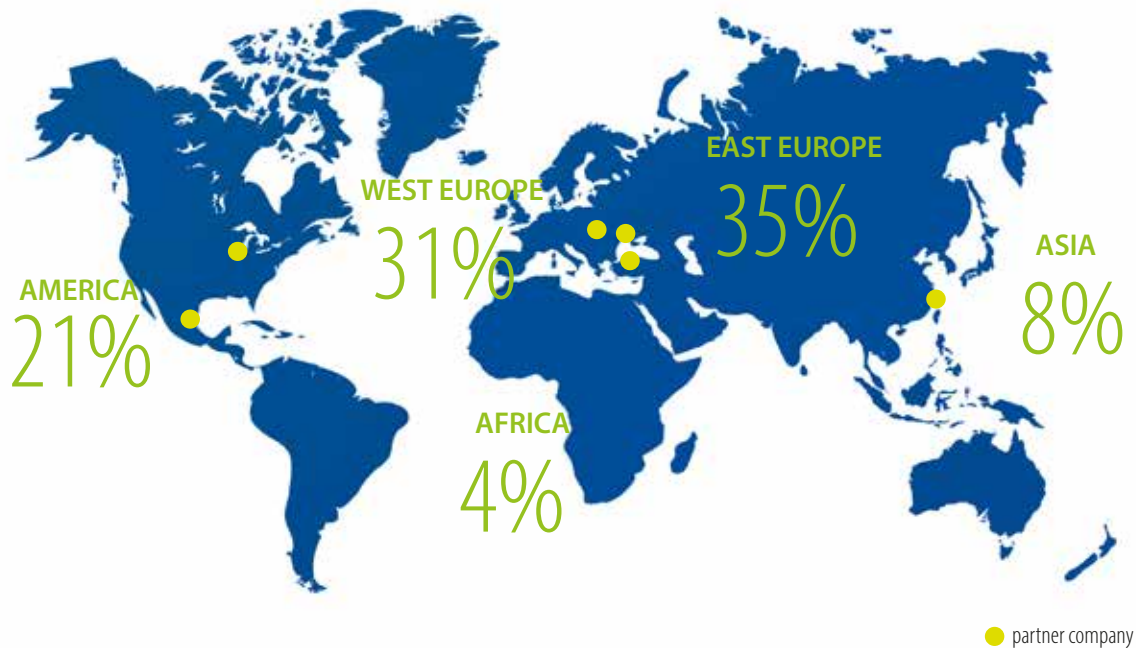
390
NUMBER OF TOOLS
PROVIDED IN
2020-24

>100
NUMBER OF DFM
ANALYSIS PROVIDED
IN 2020-24

>2000
TOTAL NUMBER OF
MOULDS
DELIVERED

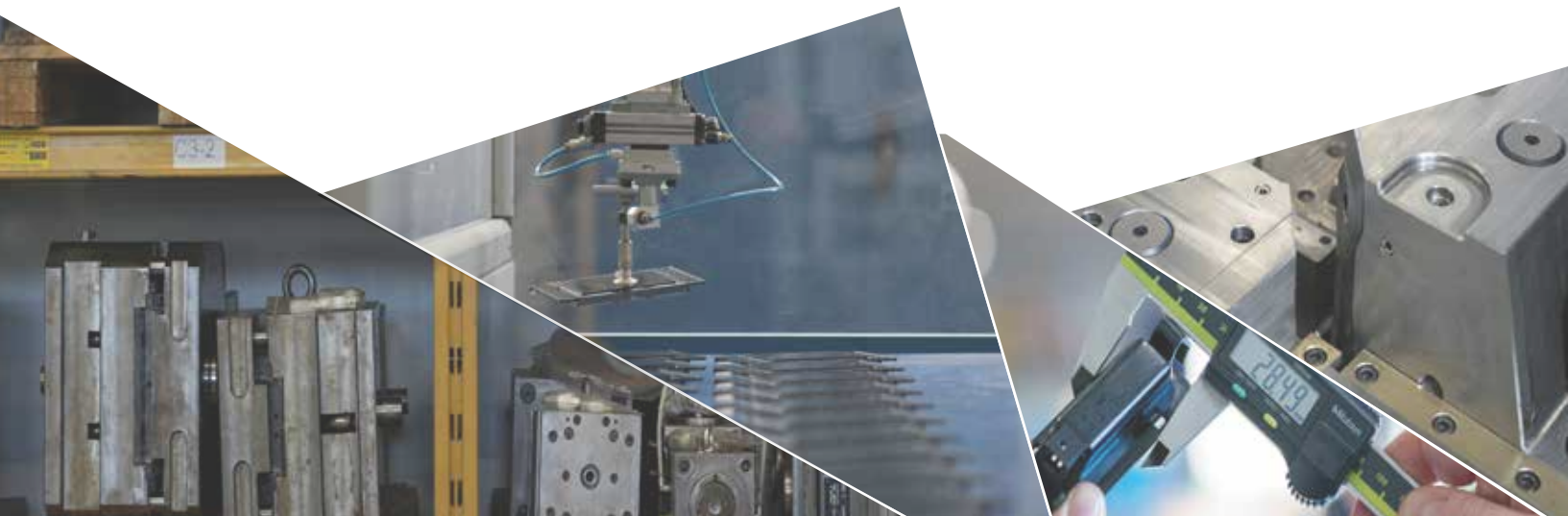
At the end of the validation phase, the injection tools with their handling equipment need to be shipped to the final destination, where the production plants of our customers are located. In recent years, transport costs appeared to be highly fluctuating due to economic and political reasons, sometimes limiting footprint of the whole supply process around the world. The map here below shows the geographical distribution of our injection tools working to produce parts for the automotive market.

The biggest share is represented by Eastern European countries like Poland, Slovakia and Czech Republic, where most production plants of INEVO customers are located. However, a significant number of tools are delivered to Western Europe countries, such as Germany, France, Spain and UK, or shipped to Morocco, South Africa and Turkey. Customers located in North and South America, for example USA, Mexico or Brazil, represent around 20% of the Company's market, and are mostly characterised by innovative tools for high end production or prototyping purposes.



INEVO's customers are mainly large multinational companies with production plants all over the world. In order to provide After Sales Service everywhere our customers are located, INEVO established cooperation contracts with tool shops located in different countries where the Company operates.

Whatever the need for process support, modifications and/or optimizations on running tools, our partners may get in contact with INEVO and take care of the job in the shortest possible time.







INNOVATION TECHNOLOGIES

TECHNOLOGIES



1

Injection-Compression Molding (ICM)

This advanced manufacturing process combines the efficiency of injection molding with the precision of compression molding. The result is a method that allows for the production of complex, high-precision parts with reduced stress and improved mechanical properties.

For customers, this means to achieve thinner and more intricate parts with better surface finishes, which are ideal for high-performance applications in the automotive, aerospace and customer electronics industries. The process also offers significant material savings, which can lead to cost reductions and a lower environmental footprint.

In Mold Labelling (IML) and In Mold Decoration (IMD)

IML and IMD technologies integrate labelling and decoration into the molding process, creating products that are fully recyclable and have a premium look and feel. Company's customers can benefit from the seamless integration of high-resolution graphics and branding directly onto their products, which enhances durability and resistance to wear and tear. This process eliminates the need for secondary operations such as painting or labelling, streamlining production and reducing labour and inventory costs.

2

3

In Mold Coating (IMC)

To protect injection molded parts from weathering and scratches, state-of-art process is represented by spray-painting which allows for high quality parts with high cost and significant environmental impact. The In-Mold-Coating technology takes this a step further by combining the molding and coating processes into one, allowing for the creation of parts with outstanding surface quality and colour consistency.

This not only reduces the processing steps and overall manufacturing time but also opens up new design possibilities with a wide range of colours and effects.

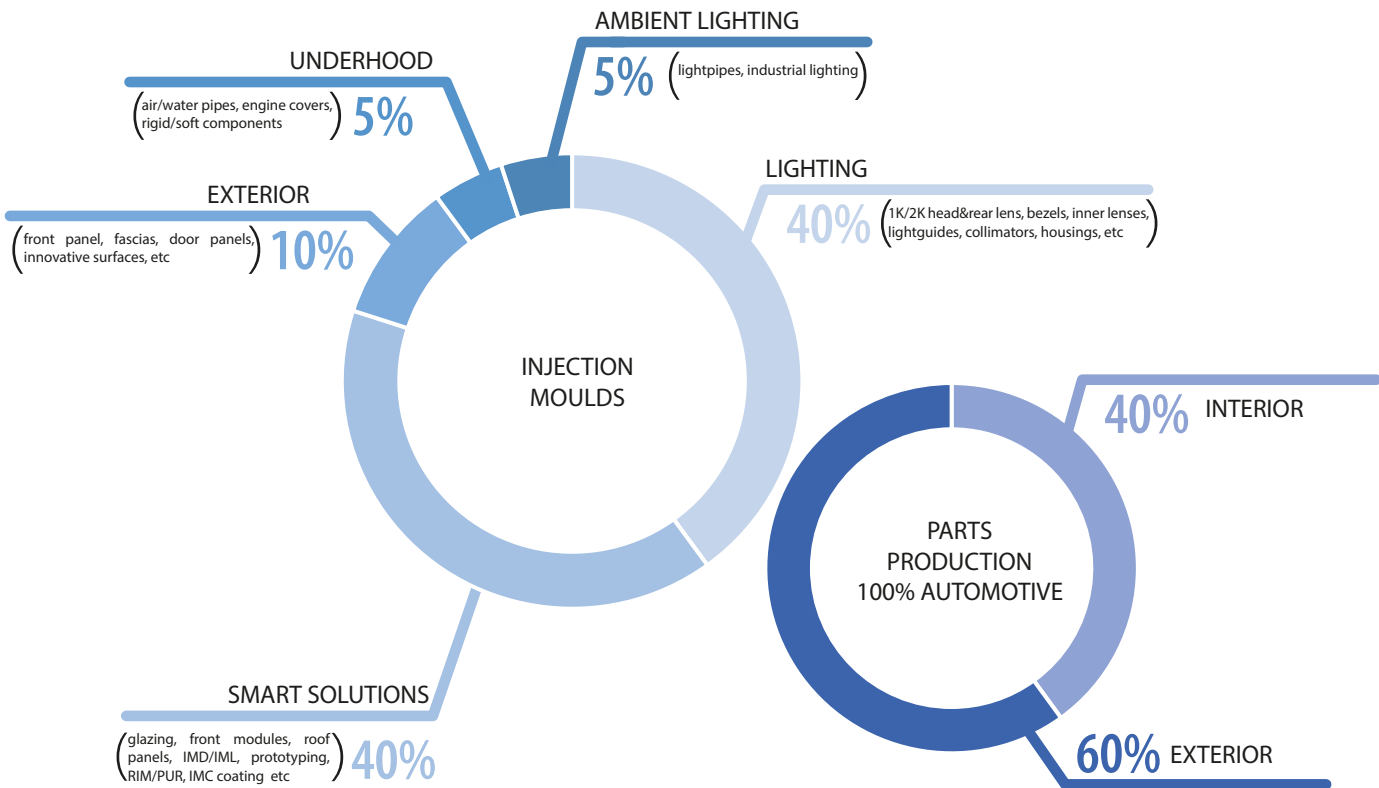
Bio-Based Resins and Fibers

These materials offer a reduced carbon footprint and are often biodegradable or recyclable. Parts realized with this technology show enhanced performance characteristics such as increased strength, reduced weight and better resistance to environmental factors. Moreover, using bio-based materials can significantly improve the environmental credentials of the products, meeting the demands of eco-conscious consumers and regulations. For more details, please refer to the dedicated section in the environmental section of the Sustainability Report.

4

PRODUCTS AND SERVICES

INEVO's goal is to create new innovative solutions for the plastic business and make them real with their own technology in mould in engineering and manufacturing, offering unique, comprehensive and tailored services. Thanks to our know-how, we can be a strategic partner in different markets such as automotive lighting, glazing and exterior, high quality smart and functional surfaces for the automotive as well as for the household industry.



Each project involves a new challenge. INEVO works with its customers step by step, from the initial concept to accurate process simulation through rheological analysis to the final prototype. With the company's team of Gold certified rheology experts, the feasibility of the product is studied, suggesting modifications to achieve the best result in terms of quality, cost and productivity. INEVO takes care of pilot production, validation of moulded components, serial mold production, process tuning, installation and on-site service until the start of production. Company's technicians are always available for support in case of unexpected events during the setting up of the moulds and the production of parts, providing also extraordinary mold maintenance services at INEVO's laboratory.





GOVERNANCE

MATERIALITY ANALYSIS

The starting point for this Sustainability Report was the process to better understand the expectations of its stakeholders and identify the most relevant sustainability issues, through a Materiality Analysis. This process was developed through accurate research and evaluation, following the guidelines of **GRI Standard 3: Materiality Themes** (updated 2021).

A theme is considered “material” when it concerns an aspect of an organisation's activities or relationships that has a significant impact on economy, environment and people, including implications for human rights. INEVO has adopted an **Impact Materiality** approach, focusing on the most significant impacts - positive or negative, actual or potential - that its activities generate on society and the environment. This method, known as the “inside-out” approach, allows the analysis of the Company's influence in the context in which it operates, focusing on the main consequences of its actions.

IDENTIFICATION OF MATERIALITY THEMES

The Materiality Analysis began with a study of the context of the company's activities to gather information on the organisation's current and potential impacts. This phase was based on an examination of the main international sustainability standards and sector literature. We then focused on the internal context, considering INEVO's operational activities, business relationships and sustainability strategy. One of the key steps involved the identification of material issues and the assessment of their impacts. Management's active contribution allowed the process to be further refined, leading to the identification of **12 key themes**, each associated with specific social and environmental impacts.

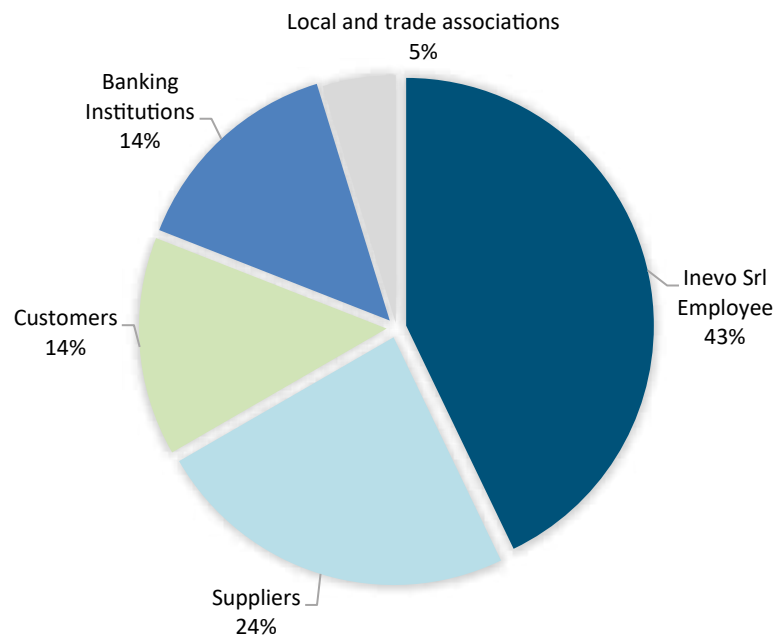
STAKEHOLDER ENGAGEMENT AND PRIORITY THEMES

In the third phase of the analysis, the impacts related to the company's activities were considered by actively involving the main stakeholders. These include all those who can influence or be influenced by the Company's decisions and results, including:

- Employees;
- Suppliers;
- Customers;
- Banking Institutions;
- Local and trade associations.

To collect their perceptions and evaluations, an ESG survey was conducted and administered to representatives of each group. Participants were asked to express, on a scale of 1 to 5, the level of significance of the impact of the company's activities with respect to different material issues. The analysis of the answers allowed us to identify the sustainability issues considered most relevant and to establish the relevant priorities.

The following chart shows the percentage distribution of stakeholder categories that took part in the questionnaire.



Picture: Percentage distribution of INEVO stakeholders involved in the Materiality Analysis.

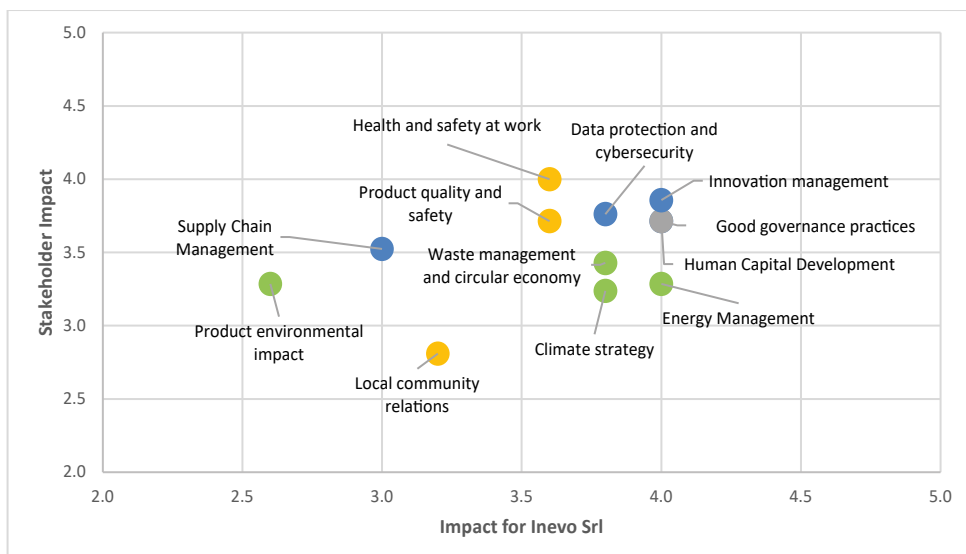
Following this last phase, we could identify and evaluate the most significant impacts for reporting purposes. The results of the Materiality Analysis, presented below, show the issues ranked in order of decreasing impact, as well as their positive/negative impact and its probability.

MATERIAL THEME	ESG AREA	IMPACT TYPE	DESCRIPTION OF IMPACT	ACTUAL/POTENTIAL
Health and safety at work	Social	Positive	Compliance with Health and Safety at work regulations and adoption of measures that guarantee a safe working environment for the psycho-physical health of workers. Training of workers to promote awareness and responsible behaviour.	Actual
		Negative	Insufficient occupational accident prevention measures, resulting in increased accident rates and work-related absences. Non-compliance with Health and Safety at Work regulations and exposure to potential sanctions and penalties.	Potential
Innovation management	Governance	Positive	Constant research, testing and development of cutting-edge technologies that can anticipate market demands and improve the quality, efficiency and competitiveness of the solutions offered.	Actual
		Negative	Lack or limited investment in R&D, with the risk of obsolescence of processes and products, loss of competitiveness and technological backwardness.	Potential
Human Capital Development	Social	Positive	Staff valorisation and growth through fair human resources management, continuous training and a stimulating environment that facilitates the achievement of company goals.	Actual
		Negative	Reduced commitment to training and human capital valorisation. Low satisfaction and high turnover rate among employees. Lack of acquisition of new skills by staff.	Potential
Good governance practices	Governance	Positive	Adoption of corporate management based on the best criteria of legality, transparency, accountability, fairness, integrity, impartiality and anti-corruption.	Actual
		Negative	Cases of corruption, unfair commercial practices, violations of laws and regulations, administrative sanctions and anti-competitive behaviour that may damage the Company's reputation.	Potential
Data protection and cybersecurity	Governance	Positive	Compliance with regulations and secure management of corporate and stakeholder data. Implementation of solutions to mitigate the risk of data violations and loss.	Actual
		Negative	Violation of privacy and data security regulations. Lack of a system to protect sensitive information managed by the Company, increasing the risk of data loss, legal implications and claims.	Potential
Product quality and safety	Social	Positive	Design and production of safe, high-quality products and components to ensure safety and customer satisfaction.	Actual
		Negative	Reduced attention to product quality and safety. Growing dissatisfaction among customers and an increase in complaints.	Potential
Waste management and circular economy	Environment	Positive	Efficient management and responsible disposal of company waste, with a focus on reducing its production and increasing the amount destined for recovery.	Actual
		Negative	Lack of an appropriate waste management and disposal system that could cause air, water and soil pollution, degradation of ecosystems and damage to local communities.	Potential

Energy Management	ENVIRONMENT	POSITIVE	ADOPTION OF PRACTICES AND SOLUTIONS TO REDUCE ENERGY CONSUMPTION IN OFFICES AND PRODUCTION PROCESSES.	ACTUAL
		Negative	Absence of solutions to reduce consumption and improve energy efficiency, resulting in increased energy expenditure and related costs.	Potential
Supply Chain Management	Governance	Positive	Selection and monitoring of suppliers not only on the basis of quality and cost-effectiveness criteria, but also considering social and environmental risks.	Actual
		Negative	Indirect Company contribution to the generation of negative social and environmental impacts, resulting from purchasing decisions along its supply chain.	Potential
Climate strategy	Environment	Positive	Monitoring greenhouse gas emissions, setting targets and adopting internal strategies to reduce the carbon footprint of company activities.	Potential
		Negative	Absence of renewable energy sources and strategies to reduce climate-altering emissions in production processes and along the value chain, with a relative impact on climate change.	Actual
Product environmental impact	Environment	Positive	Design and development of components with a lower environmental impact both at the design stage and through the choice of raw materials and the efficiency of production processes.	Actual
		Negative	No attention towards research and development of solutions that minimise the ecological footprint of products, resulting in increased use of natural resources and environmental pollution.	Potential
Local community relations	Social	Positive	Support for local associations and involvement of the Company in initiatives in favour of the local community. Promotion of sustainable development of the territory also with the aim of attracting new personnel.	Actual
		Negative	Limited recognition of the Company locally, resulting in a limited ability to attract new talent and contribute to the development of the area.	Potential

The following **Materiality Matrix** graphically represents the results of the Materiality Analysis. The vertical axis shows the average of the ratings assigned by employees and external stakeholders to the different material topics, while the horizontal axis reflects the ratings expressed by INEVO's corporate management.

Picture: Materiality Matrix.



GOVERNANCE

INEVO is a limited responsibility company incorporated in Italy at the Register of Companies of Treviso - Belluno. According to its Articles of Association, the Company has adopted a form of administration with a Board of Directors (BOD). The members of the Board of Directors are responsible for adopting the resolutions required by law, as well as for adapting the Articles of Association to regulatory provisions. INEVO is controlled by an individual and a Company (Lerr Srl), which hold 15% and 85% of the shares, respectively.

The structure of corporate bodies as at 31 December 2024 consists of:

- The **Board of Directors**, which carries out all operations necessary to achieve the corporate purpose and manages the company with the diligence required by the nature of the task;
- The **Independent Auditor**, responsible for the statutory audit of the financial statements.

The members of the Board of Directors, listed below, are in service until the approval of the financial statements on 31 December 2025.

Table 1. Members of the Board of Directors as at 31 December 2024.

Component	Assignment	Gender	Age range	Executive/Non-executive
Cover Luigi	President	Man	30 - 50	Executive
Fagarazzi Roberto	Managing Director	Man	> 50	Executive

It should be noted that the President of the Board of Directors is not a senior manager of the Organisation.

In carrying out its activities, Inevo adopts an approach based on transparency and integrity, avoiding situations that may generate conflicts of interest and compromise the impartiality of business decisions.

In carrying out its activities, INEVO adopts an approach based on transparency and integrity, avoiding situations that may generate conflicts of interest and compromise the impartiality of business decisions. The Company is actively committed to ensuring an ethical working environment, implementing effective measures to manage conflicts of interest and adopting best governance practices, as outlined in its **Code of Ethics**. To enable anonymous reporting of possible violations of the principles set out in the Code of Ethics, INEVO enabled a **whistleblowing** system, accessible from the company website. In the present reporting period, no reports were made through this channel, nor did any critical issues emerge that required the intervention of the highest governance body.

Aware of the importance of fair competition for growth and continuous improvement, INEVO recognises the value of a competitive market and operates in compliance with current regulations. During 2024, no legal action was brought against the Company for anti-competitive behaviour or violations of antitrust laws.

Equally, integrity and transparency characterise the management of internal and external relations, guaranteeing a constant commitment to the prevention of corruption. During the reporting period, no corruption incidents were detected and no disciplinary measures or dismissals for this reason occurred. No contracts with corporate partners were revoked or not renewed following breaches attributable to corruption incidents.

In conclusion, regulatory compliance is a fundamental principle for INEVO, which operates in compliance with applicable laws and regulations. In 2024, there were no instances of non-compliance leading to sanctions against the Company.

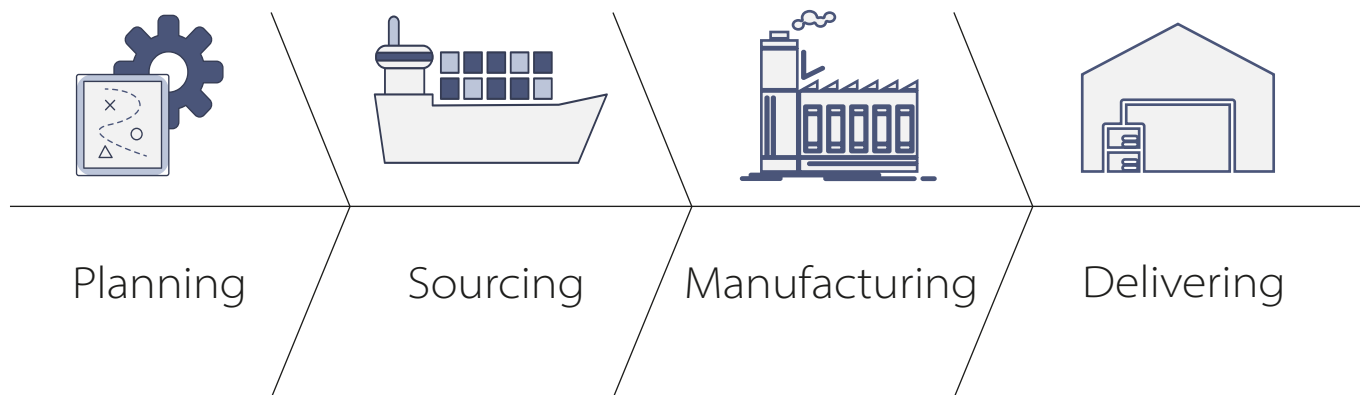
INEVO has a **legality rating**. The legality rating is a synthetic indicator of compliance with high legality standards by companies that have applied for it, based on the methodology used by the AGCM (Italian Competition and Market Authority).

In the field of **Sustainability Governance**, the Board of Directors assigns great importance to it, considering it an essential element of the corporate strategy. For this reason, INEVO has structured a specific governance model, aimed at defining the strategic guidelines and the steps to be taken to promote sustainable development. A central aspect of this commitment is the preparation of the annual Sustainability Report, which is the result of a multi-faceted process involving various corporate functions and management.

This process involves the collection and analysis of data on activities, business relations and internal initiatives. Furthermore, to ensure a complete and inclusive representation of the impacts generated by the Company, an ESG survey was conducted during 2024 with key stakeholders, aimed at defining material issues. For 2025, the Company aims to formally establish an ESG Works Council, which will meet periodically to discuss ESG issues. The committee will consist of a member from HR, Management, Finance, Environment and Health and Safety.

SUPPLY CHAIN MANAGEMENT

INEVO is committed to managing its supply chain responsibly, guaranteeing quality and transparency at every stage of the process. The approach adopted includes a careful selection of suppliers according to criteria of quality, reliability and innovation. The Company considers its suppliers as strategic partners, promoting long-term relationships based on mutual trust and cooperation. The Company has created an internal Sustainable Procurement Policy that outlines its sustainability commitment on the procurement side. This policy, which also includes ESG principles of behaviour that suppliers must adhere to, has been shared with several supplier companies. The Company also sent out a questionnaire to suppliers at the end of 2024 to assess certain ESG aspects relating to Health and Safety, the Environment and personnel management.



INEVO's supply chain includes suppliers of raw materials, such as steel and plastics, and specialised services, including machining, moulding, and outsourcing activities such as welding, polishing, milling, as well as the purchase and rental of machinery and equipment. INEVO has structured a supplier performance monitoring process, considering parameters such as the quality of the product/service provided, the punctuality of deliveries and competitiveness. These parameters contribute to the annual supplier evaluation. In the qualification phase, for the introduction of new suppliers, an Audit is carried out at the supplier's premises to assess the adequacy of the facilities and the management of business processes such as internal scheduling. Based on the risk assessment, these Audits take place mainly for subcontractors and not for companies supplying catalogue products. Since November 2024, INEVO has formalised the sharing of Technical Supply Specifications with strategic suppliers operating in the fields of steels, polymers, machining, heat treatments and surface finishes, with the aim of standardising and improving the procurement process.

Whenever possible, the company favours collaboration with suppliers located in Italy and in the area close to the Treviso headquarters, a choice that enables it to support the local economy and reduce the environmental impact due to transport. In 2024, INEVO conducted an analysis of the geographical distribution of suppliers, based on procurement expenses incurred during the year. The study considered the main suppliers, which accounted for 80% of the total procurement expenditure. To define the local area, the Company adopted a criterion of a 300 km radius from the supplier's location to that of INEVO.

The analysis showed that about 67% of purchases come from Italian companies, while local suppliers account for roughly 60% of total procurement expenditure. The following table shows the breakdown of expenses between suppliers located within and outside the European Union, in Italy and in the local area (within 300 km), considering suppliers who accounted for 80% of the value of total supply expenses during the last fiscal year.

Table: Percentage of supplier expenditure by geographical area in 2024 (80% of procurement expenses)

Geographical Area	2024
Extra UE	33%
European Union	67%
Italy	62%
Within 300 km from the Inevo site, Treviso (TV)	58%

INNOVATION MANAGEMENT

The automotive market is constantly evolving in unexpected ways, but clear trends can be identified. Specific characteristics such as diffuse lighting, autonomous driving and connectivity require specific cutting-edge technologies downstream in the supply chain to provide the raw components that will be assembled in the bodywork. For each of these features, INEVO has identified the appropriate investments to be made and the skills to be developed to meet customer expectations.

Dealing with a new project, an application never tried before or a new material whose potential performance needs to be revealed, requires specific skills that go beyond the technical ability to make things happen.

Codesign, simultaneous design and prototyping of tools for completely new applications are the added value provided by INEVO to its customers who need to try out innovative projects or simply reduce the know-how gap with the market.

These activities require the ability to simulate the injection process using specific software and to replicate the automated industrial serial production scenario in the internal test laboratory, fully equipped with highly automated injection component management.

INEVO can provide solutions ranging from one-shot testing to small scale production and complete validation of the component, injection and handling process. If the manufacture of tools and equipment for serial production will follow, the Company is equipped to support up to full production of launch pad at the customer's plant. Since 2024, the Company has created an innovation department with two people entirely dedicated to R&D. We included all indicators relating to research and innovation under the theme 'Environmental impact of products'.

DATA PROTECTION *and cybersecurity*

INEVO, operating in the automotive sector, recognizes the fundamental importance of protecting its customers' confidential information. Cybersecurity has now become a critical and priority matter in business management and in the world of organizations and companies: more and more often it assists to sophisticated and disastrous cyber-attacks in terms of data integrity and breach of sensitive data.

The Company therefore undertakes to ensure that any personal, technical or commercial data provided by customers is treated with the utmost confidentiality and in compliance with current regulations on privacy and data protection, including the General Data Protection Regulation (GDPR) and national laws. In this regard, INEVO is committed to:

- Implement IT security systems and protocols to prevent unauthorized access, leakage of information or misuse of customer data;
- Restrict access to confidential information to authorized employees and collaborators, who are bound by confidentiality agreements;
- Ensure that employees are adequately trained on the protection of confidential customer information;
- Inform customers about how their data is used and obtain their consent, where required by law;
- Conduct periodic audits of company systems and procedures to continuously improve data security.

This commitment reflects the company's values of trust and professionalism and represents a promise to its customers to ensure that their information is treated with the utmost care and confidentiality.

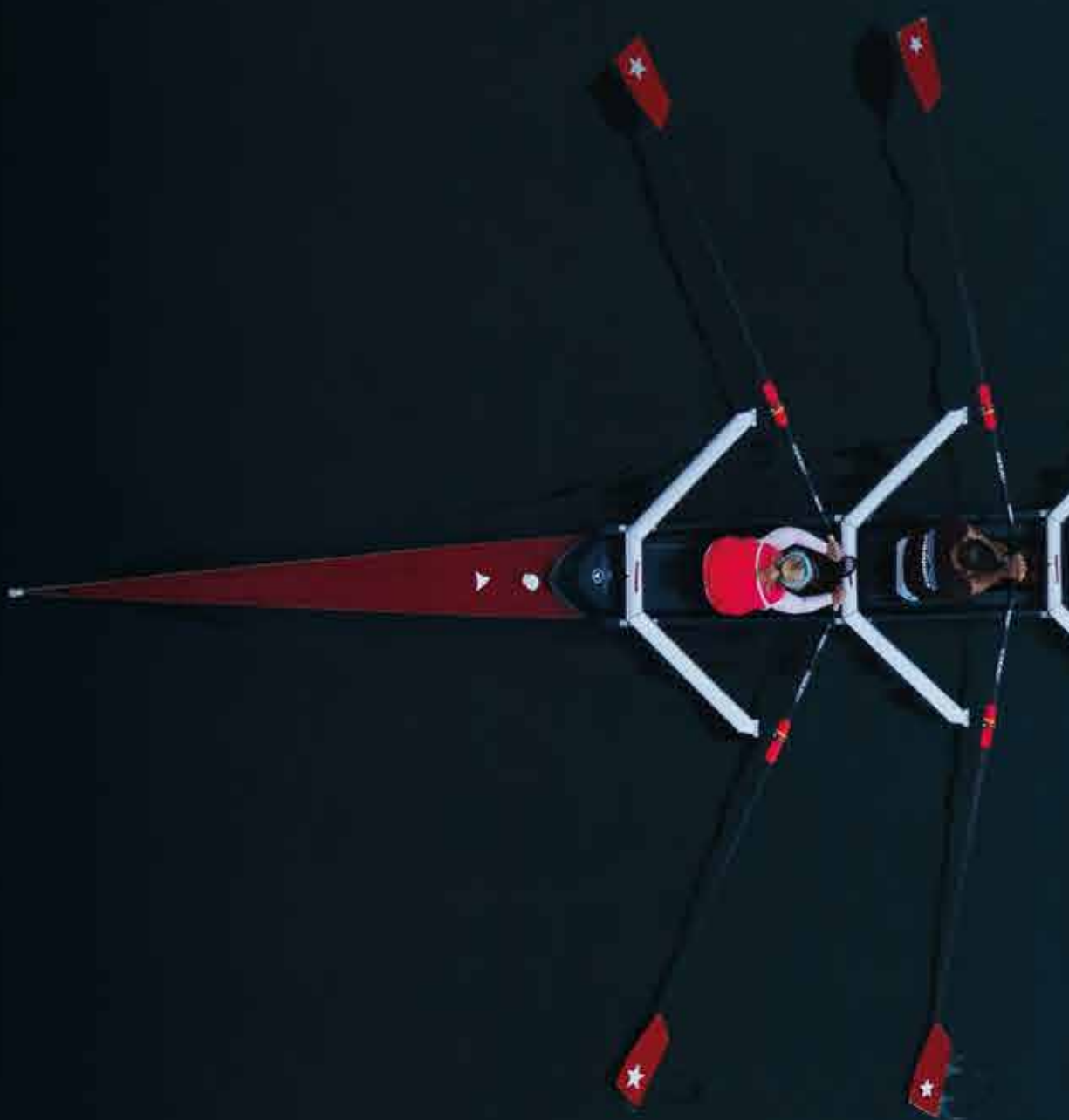
INEVO, aware of the risk associated with this issue, has defined and implemented corporate policies to counter any external attacks. The instruments adopted are listed below:

- Two-factor authentication for data sharing with external stakeholders and data tracking systems;
- Computer network segmentation into VLAN;
- Activation of password protected user profiles;
- Centralized firewall with multi-level data backup both on site and Cloud;
- Periodic reporting process on the health status of corporate infrastructures.

In addition to having an internal IT Manager, INEVO uses specialized external consultant for specific purposes. The goal for 2025 will be to further improve corporate password access policies, with two-factor authentication based on risk assessments. Further goal will be to organize cybersecurity training sessions for employees using interconnected devices and conduct phishing campaigns. Lastly, a hardening project will be carried out by the first half of 2025 in collaboration with an external partner qualified and certified to ISO 27001.

Regarding the subject of privacy, each employee signs a statement in accordance with article 13 of Regulation (EU) 2016/679 (GDPR), relating to the protection of personal data. This document provides clear and transparent information on the processing of your personal data, ensuring that the fundamental rights and freedoms of everyone are respected.

The company's privacy policy is also published on the company's website. As of December 31, 2024, there were no substantiated complaints about breaches of customer privacy or incidents of customer data being leaked, stolen or lost.



PEOPLE



HEALTH AND SAFETY AT WORK

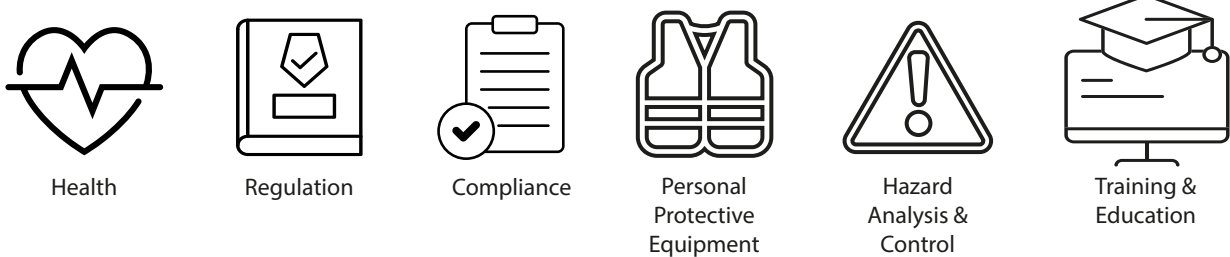
INEVO places a high priority on protecting the health and safety of its workers. To ensure high safety standards, the Company has adopted a Health and Safety Management System, which extends to all employees and includes the implementation of specific procedures and monitoring of key indicators, including the number of accidents.

A safety culture in INEVO is achieved through continuous training and awareness raising on responsible behaviour. Each year, in accordance with the current regulations, specific training for Health and Safety at Work is planned, adapting it to the needs and peculiarities of the tasks performed by employees.

In compliance with Legislative Decree 81/08, workers are subject to periodic mandatory medical examinations, carried out by the competent doctor, to assess their physical fitness in relation to the tasks performed.

INEVO annually updates the **Risk Assessment Document (DVR)**, with a detailed analysis of potential risks in business processes and the identification of preventive and corrective measures to reduce their impact. The DVR allows a constant monitoring of the working environment, facilitating the adoption of effective prevention strategies and corrective measures both technical and organizational.

For the protection of workers, the Company provides **Personal Protective Equipment (PPE)** adapted to the specific tasks and associated risks. In addition, regular internal audits are carried out with the support of an external **Head of the Prevention and Protection Service (RSPP)**, ensuring a continuous control on safety conditions. Target for 2025 will be the selection of an employee to be properly trained to assume the role of ASPP to support the Health and Safety team.



The Company has also a **Single Document for Risk Assessment from Interference (DUVRI)**, made available to external companies in charge of operating at INEVO sites and for INEVO employees who make transfers both in Italy and abroad. This document promotes cooperation and coordination between the Company and external entities, identifying the risks of interference, assessing their scope and establishing the necessary measures to eliminate or mitigate them.

The occupational health fund that is available to all employees is **Metasalute**. As a further activity to promote health and well-being in the workplace, in 2023, INEVO provided the opportunity for women employees and men’s wives/partners to undergo free mammography examinations at some mobile clinics in the area.

In the two-year period 2023-2024, INEVO recorded a single accident among employees, without serious consequences and with only one day of absence from work.

The following tables show the accident indexes for employees and non-employees (administered) in the last two years. The rate of accidents at work, regardless of severity, is calculated by relating the number of accidents to total hours worked, using 200,000 as a multiplier.

Table: Accident indices for employees and non-employees in 2023-2024

	2023	2024
Employees		
Number of accidents at work recorded	1	0
Number of accidents with serious consequences* (excluding deaths)	0	0
Non-employees		
Number of accidents at work recorded	0	0

**Serious Consequences = An occupational accident resulting in death or injury from which the worker cannot recover, does not recover or it is unrealistic to expect that he will fully recover to the state of health prior to the accident within 6 months*

DIVERSITY AMONG EMPLOYEES

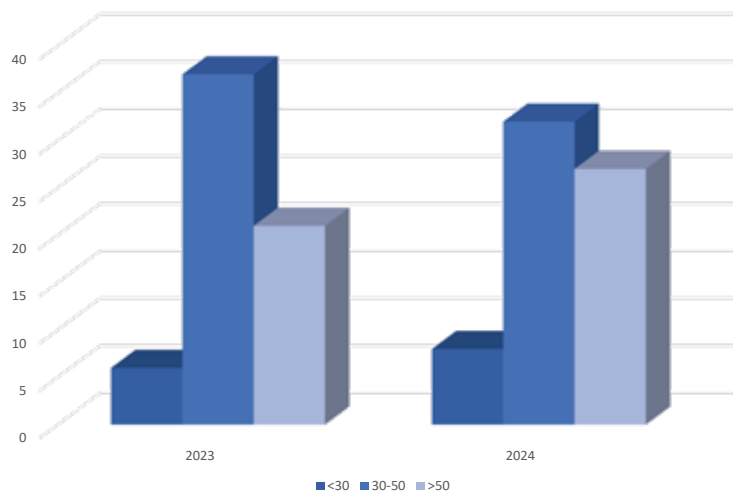
INEVO promotes an inclusive work environment and values diversity as a strategic element for innovation and business growth. The variety of experiences, skills and perspectives of employees is a fundamental resource, for this reason the Company is committed to ensuring equal opportunities in all stages of the professional career, from recruitment to career development. By fighting all forms of discrimination, INEVO promotes a corporate culture based on equity, respect and inclusion.

The following tables show the composition of the workforce in 2023-2024 according to gender, age group, occupational category and contract type. The most represented occupational category is office workers, followed by manual workers. In the last year, the percentage of employees under 30 has grown from 9% in 2023 to almost 12% in 2024. The female presence remains stable around 19%, with a slight increase of 0.6% in the last year. This relatively low figure partly reflects the sector in which INEVO operates. Women are predominantly employed in the office, whereas men are hires about 35% as employees and about 52% as manual workers. On the contractual aspect, the Company continues to guarantee employment stability: 100% of employees are hired on a permanent contract, and most of them work full-time, with a percentage that is around 94% in 2023 and 93% in 2024.

PROFESSIONAL CATEGORY	2023	2024
manager	1,6%	1,5%
middle manager	4,7%	4,5%
employee	46,8%	46,2%
manual worker	42,2%	43,3%
trainee	4,7%	4,5%
TOTAL	100%	100%

TYPE OF EMPLOYMENT	2023	2024
full time	93,8%	92,5%
part time	6,2%	7,5%
TOTAL	100%	100%

In 2024, INEVO added eleven new resources: five of them are under 30 years old, three belong to the 30–50-year age group and three are over 50. In parallel, there were eight terminations in the last year, with a decrease in the turnover rate of about 16% compared to 2023. The following tables provide an overview of employment dynamics in 2023-2024. The first shows the absolute number of recruitments and terminations, while the second shows the relative percentages in relation to the total number of employees for each category.



Age range	2023						2024					
	Recruitment			Terminations			Recruitment			Terminations		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<30	66,7%	33,3%	50,0%	66,7%	0,0%	33,3%	100%	0,0%	62,5%	60,0%	0,0%	37,5%
30-50	6,9%	12,5%	8,1%	27,6%	25,0%	27,0%	8,3%	12,5%	9,4%	12,5%	0,0%	9,4%
>50	0,0%	0,0%	0,0%	30,0%	0,0%	28,6%	12,0%	0,0%	11,1%	8,0%	0,0%	7,4%
TOTAL	7,7%	16,7%	9,4%	30,8%	16,7%	28,1%	18,5%	7,7%	16,4%	14,8%	0,0%	11,9%

TRAINING

Training and professional development are fundamental tools for individual and collective growth within INEVO. The Company invests in developing the skills of its employees, so that each one can contribute effectively to the achievement of business objectives and the creation of long-term value.

The following tables summarise data on training in 2023-2024, showing a significant improvement of indicators related to training activities. In 2024, each employee received an average of 7.7 hours of training, up from 4.7 hours in 2023. The total proportion of employees who have been involved in training has also increased from 56% to 87%.

In particular, 53% of the hours of training provided in the last year concerned compulsory courses on Health and Safety at Work, while the remaining 47% was focused on the development of professional skills, cross-cutting and on issues related to sustainability and the environment. In 2024 new training modules dedicated to sustainability and environmental issues were introduced, representing respectively 14% and 9% of the total hours of training provided.

During 2024, INEVO organized a meeting involving all female employees to raise awareness on the issue of gender-based violence and harassment, strengthening its commitment to promoting a safe, respectful and inclusive working environment.

Table: Average training per employee in 2023-2024

Professional category	2023			2024		
	Men	Women	Total	Men	Women	Total
manager	1,0	-	1,0	0,0	-	0,0
middle manager	0,7	-	0,7	4,0	-	4,0
employee	4,0	10,8	6,6	7,5	10,6	8,6
manual worker	3,5	8,0	3,6	7,8	0,5	7,6
trainee	3,3	-	3,3	5,6	-	5,6
TOTAL	3,5	10,6	4,7	7,3	9,8	7,7

Table: KPI training for the two-year period 2023-2024

Description KPI Training	2023	2024
People who have received training	56,1%	86,8%
People who have received training in cross-functional skills	3,7%	7,9%
Compulsory training hours as a proportion of total training hours	48,1%	53,2%
Hours of non-compulsory training in relation to total hours of training	51,9%	46,8%
Training hours on environmental issues in relation to total training hours	0,0%	8,5%
Hours of sustainability training in relation to total hours of training	0,0%	13,7%
Total hours of training in relation to hours worked	0,3	0,5

LOCAL COMMUNITY RELATIONS

In the company's mission to provide innovative and sustainable solutions to its customers, INEVO believes that one of the key elements is to find and establish valuable partnerships with other companies that share the same values and corporate vision.

INEVO is a member of the following trade associations:



CONFINDUSTRIA VENETO EST: Confindustria Veneto Est is the territorial association of Confindustria that unites entrepreneurs from the provinces of Venice, Padua, Rovigo and Treviso.

The aim of this large and innovative association project is to promote the economic, industrial and social development of the area and help support the interests of local businesses, in line with economic changes, technological and cultural developments that are profoundly changing the reference scenarios. The association offers services to associated enterprises, provides institutional representation and promotes innovation, training and competitiveness of the local entrepreneurial fabric.



ASSOCIAZIONE DI CATEGORIA TEDESCA VDFW: INEVO is a member of the VDFW trade association. The German trade association VDFW (Verband Deutscher Formen- und Werkzeugbauer) represents the interests of mould and tool manufacturers in Germany.

The association promotes the interests of the sector in institutions, public bodies and other organizations, offers training and refresher programmes for members, contributing to professional growth, facilitates collaboration between associated companies and promotes knowledge exchange, supports the adoption of new technologies and production processes in the sector and provides support on technical, legal and market issues to the associates.

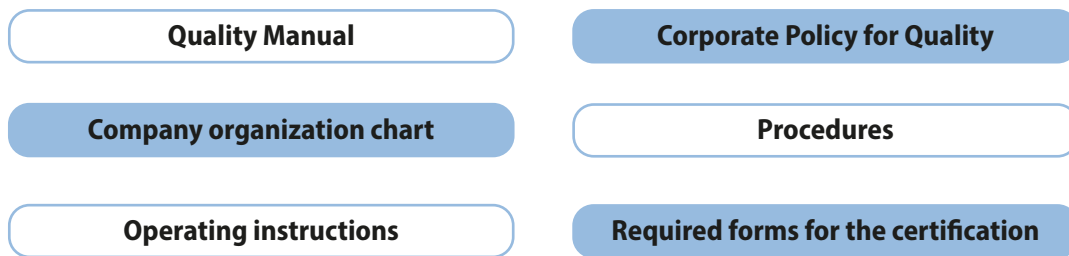
As far as relations with local communities are concerned, INEVO also places the greatest importance on its connection to the land where the company team lives with their families. To support the community in which the Company operates and the people who live there, Inevo sponsors specific events organized by schools or local associations to raise funds for worthy causes. INEVO believes in the power of sport to unite communities and enhance territory. The company sponsors some sports clubs in the area, promoting passion, commitment and growth and investing in local realities to build a stronger and more dynamic future.

PRODUCT QUALITY AND SAFETY

Quality constantly encourage INEVO to aim for the highest standards in everything it does, regardless of the relevance of the project and its economic value. In daily work, Safety means respecting all the standards of health and safety at work to allow everyone inside the company to express themselves in a safe and comfortable place and outside to use the company products with the guarantee of a well-designed device, efficient and user-friendly.

INEVO's strategy is to structure its investments both internally, consolidating its organizational structure, and externally through strategic operations aimed to ensure the maintenance of two key factors such as the orientation towards innovation and the Quality of services provided.

INEVO has a Quality Management System certified UNI EN ISO 9001, which defines the operational methods by which the Organization demonstrates its ability to provide services in accordance with applicable regulatory requirements and customer requests. Documentation of the Quality management system consists of:



The Company Management aims to pursue a quality-oriented corporate policy focused on customer satisfaction. INEVO's priority commitment is to produce products with high and constant quality characteristics and performance that meet the needs of customers. Regular internal Audits are carried out both by the company in the area of Quality and by Auditors appointed by the external certification company. INEVO monitors a number of indicators to keep the quality of the company under control and has a procedure to manage the complains, monitor them and define appropriate corrective actions.

The performance indicators, relating to aspects of product and process quality, which the company monitors are:

- Internal optimisation costs for the moulds produced;
- Number of optimization steps achieved.

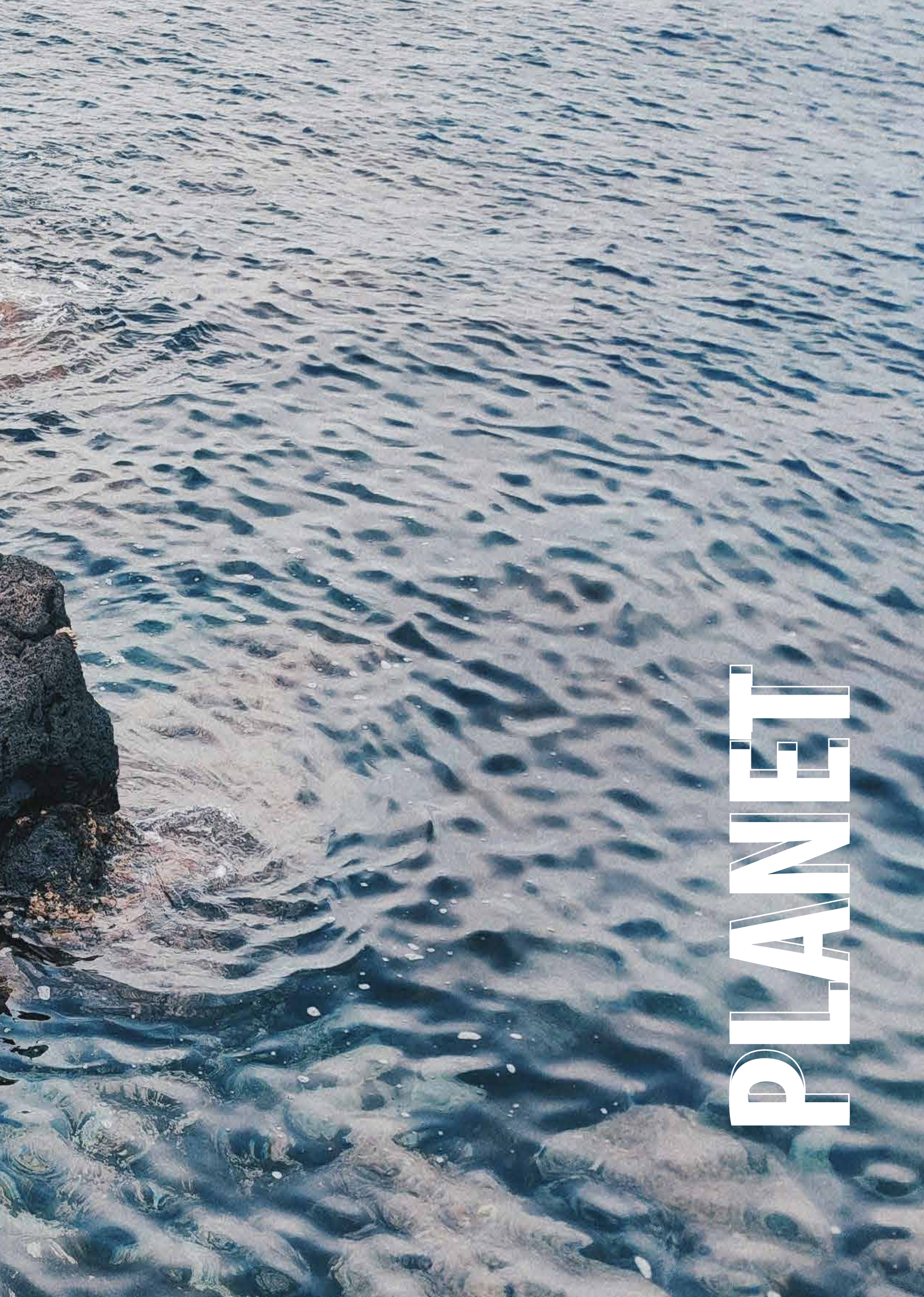
The products made by INEVO can have an impact on health and safety aspects, both in relation to the moulds, as well as the installation activities.

No instances of non-compliance with regulations and/or voluntary codes regarding health and safety impacts of products and services are reported during the reporting period.

Regarding the requirements related to labelling and information about products and services, the Company provides information on the weight of the mould, the electrical connections diagram, hydraulic and manual. This information is placed on the mould. No instances of non-compliance with voluntary regulations and/or codes regarding labelling and product information are reported during the current reporting period.

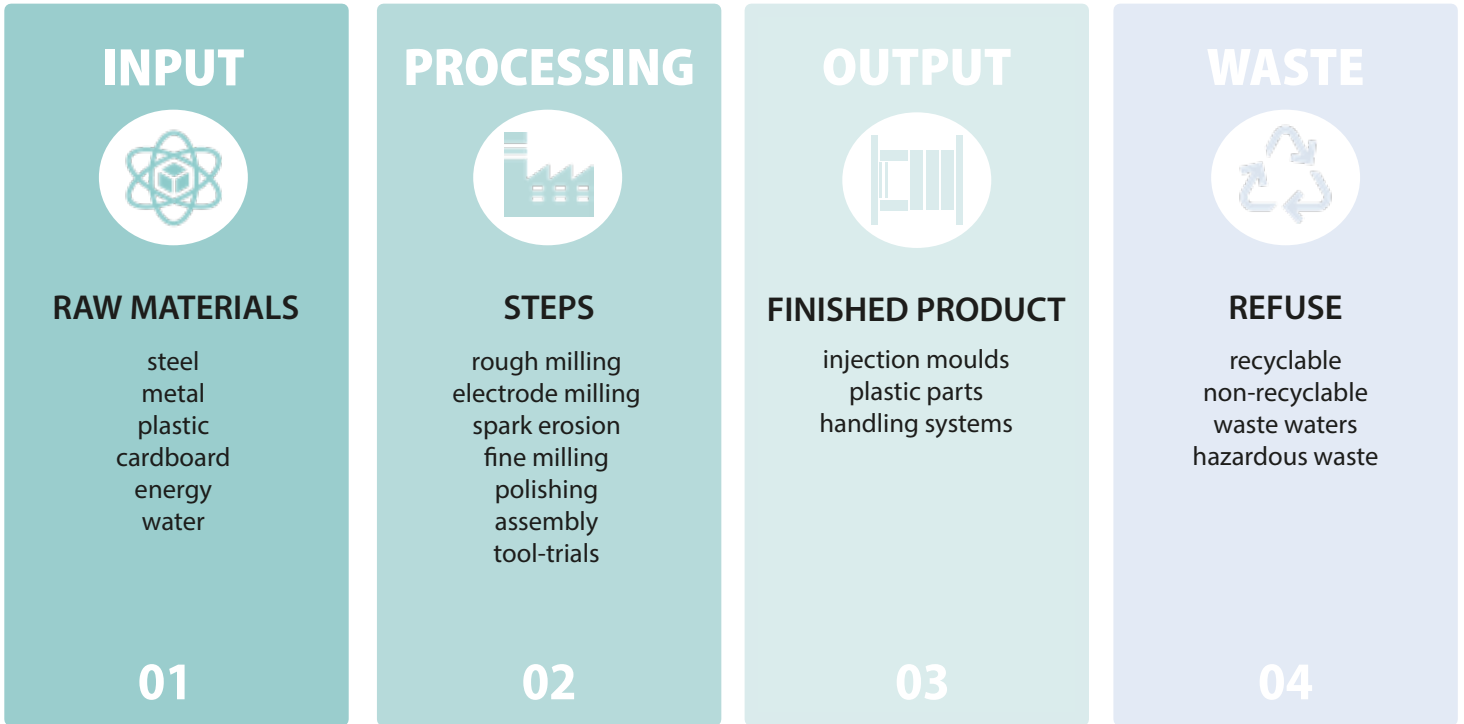






PLANET

ENVIRONMENT



INEVO recognizes the protection of the environment as a fundamental value and is committed to integrating sustainability principles in all its activities. The Company has created an **Environmental Policy** that orients its actions towards protecting the environment and preventing pollution, translating these principles into objectives and targets applicable to all areas of the company. In addition, the **Code of Ethics** includes specific references to environmental responsibility, with the aim of promoting a corporate culture based on sustainability.

In line with its commitment to continuous improvement, INEVO obtained the ISO 14001 certification for its Environmental Management System, which is regularly updated and maintained in accordance with the requirements of the standard, ensuring compliance with current regulations and other voluntary requirements applicable to its activities, products and services. The Company carries out periodic environmental reviews to identify risks and opportunities, both internal and external, documenting the progress made and taking the necessary measures to improve its environmental performance.

Management of water discharge was identified to be one the most important environmental risks for the Company, with particular attention to the underground collection tank used for the closed cooling circuit of the injection moulding machines. The collected water, classified as washing water, is disposed of in compliance with current regulations through the **MUD (Single Environmental Declaration Model)**. In 2024, INEVO carried out maintenance work on the underground tank to ensure its safety and environmental compliance.

Other issues of concern are the production of hazardous waste, greenhouse gas emissions and emissions of pollutants into the atmosphere from four chimneys. To reduce its environmental impact, the Company is monitoring and adopting solutions that reduce greenhouse gas emissions, contributing to the minimization of the carbon footprint. In addition, the Company promotes reduction, reuse and recycling through proper waste separation at source and responsible management of final disposal, both for hazardous and non-hazardous waste.

In 2024, INEVO invested in training activities dedicated to environmental aspects, raising employees' awareness of the importance of environmental management and actively involving them in corporate initiatives. The Company is also committed to improving its energy performance through targeted analysis and diagnosis, adopting measures for a more efficient use of resources, in line with its vision of sustainable development.

ENERGY MANAGEMENT

To improve energy efficiency, in 2023 Inevo carried out an **energy diagnosis** aimed at identifying opportunities for consumption optimization. The analysis showed that primary energy demand is mainly related to electricity use, which also has a significant impact on supply costs.

Electricity is used in three main areas of business:

- **Production processes**, which include the manufacture of moulds for plastic materials and the manufacture of small batches of printed products;
- **Production support activities**, including operation of the machine suction system, compressed air production system and process refrigeration system;
- **Auxiliary services**, not closely related to production but essential for business operations, such as summer air conditioning, lighting, CED management and office activities.



The electrical energy used comes from a traditional energy mix and is the main source of power for production processes, in particular for plastic moulding and for the operation of machinery such as the FPT milling machine, the compressor and chiller. In 2024, electricity consumption increased slightly by 3% compared to the previous year because of the increase of working hours.

The energy diagnosis found that the high energy consumption in the moulding department is due to the low use of injection moulding machines, which require large amounts of energy for heating from cold. Following the indications of the energy diagnosis, the optimization of the use of chiller pumps has been implemented, providing for their shutdown during periods of inactivity to reduce energy consumption.

In 2024, a compressor was replaced to reduce energy consumption, while an in-depth phonometric analysis identified and minimized compressed air losses, improving the efficiency of the system. By 2025, INEVO has set itself the goal of purchasing part of its electricity from renewable sources and implementing further actions to minimize compressed air losses. In addition, it is planned to replace neon lights with LED systems, an initiative that will affect about 20% of the total lighting points of the company and aims to optimize the energy efficiency of corporate lighting and reduce consumption.

Natural gas is used exclusively for winter air conditioning in company environments such as offices and warehouse. In 2024, the consumption of natural gas for heating increased by 26.5%, partly due to cooler winter temperatures than the previous year. The use of company vehicles fuelled by diesel and petrol also contributed to an overall increase in the use of fossil fuels, with a growth of 29.5% compared to 2023. The increase in diesel and petrol consumption is due to the higher number of company cars used in 2024 compared to 2023.

Below are the data related to energy consumption of the Company in 2023 and 2024.

FUELS		ELECTRIC POWER	
	u.m.	GJ	
	consolidated 2023	1907,5	
	consolidated 2024	2469,6	
	Δ% 2024 vs 2023	+29,5%	
	u.m.	GJ	
	consolidated 2023	7237,2	
	consolidated 2024	7460,7	
	Δ% 2024 vs 2023	+3,1%	

TOTAL ENERGY	Δ% 2024 vs 2023	+8,6%
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The table below shows the evolution of energy intensity indices in the two-year period 2023-2024, while considering that neither of the two denominators represents a perfectly precise indicator for the type of business of INEVO. In the last year, the energy intensity calculated on the hours worked increased by 5.6% compared to the previous year, while the ratio to turnover decreased by 6.2%.

As an additional KPI related to energy, the Company keeps track of the consumption of electricity purchased from the network in relation to the hours used for the operation of the machines. In 2024, this indicator recorded a reduction of 24% compared to 2023.

Table: KPI Energy intensity in relation to turnover and hours worked in the biennium 2023-2024

KPI Energy intensity	u.d.m.	2023	2024	Δ% 2024 vs 2023
Energy consumed internally on revenue	GJ/Mln €	605,2	567,4	-6,2%
Energy consumed internally on hours worked	GJ/h	79737,2	84210,2	+5,6%
Electricity consumed during working hours of machines	GJ/h	0,25	0,19	-24,0%

CLIMATE STRATEGY

INEVO monitors greenhouse gas emissions from its activities and is committed to implementing specific mitigation measures, recognizing their importance in the fight against climate change.

Below the evolution of the Company's CO₂ emissions in 2023-2024, divided between **Scope 1** and **Scope 2**. Scope 1 emissions include direct greenhouse gas emissions from sources controlled directly by the Company, as the use of natural gas for heating and fuels (diesel and petrol) for company cars. Scope 2, on the other hand, includes indirect emissions related to purchased and consumed electricity, calculated both by the **location-based method**, which uses an average emission factor based on the national energy mix, and by the **market-based method**, which considers a zero-emission factor for consumption from certified renewable sources.

As shown in the table below, in 2024 CO₂ emissions for both Scope 1 and Scope 2 increased by 29.7% and 3.1%, respectively, compared to 2023. Scope 1 contributed to the increase of the company fleet by 3 units compared to 2023.

The company recognizes the importance of reducing its environmental impact and is considering targeted strategies to reduce carbon emissions. Future initiatives under consideration include the increase in purchases of energy from certified renewable sources and the installation of photovoltaic systems, with the aim of progressively reducing emissions related to its activities.

Table: CO₂ emissions (Scope 1 and 2) in 2023-2024

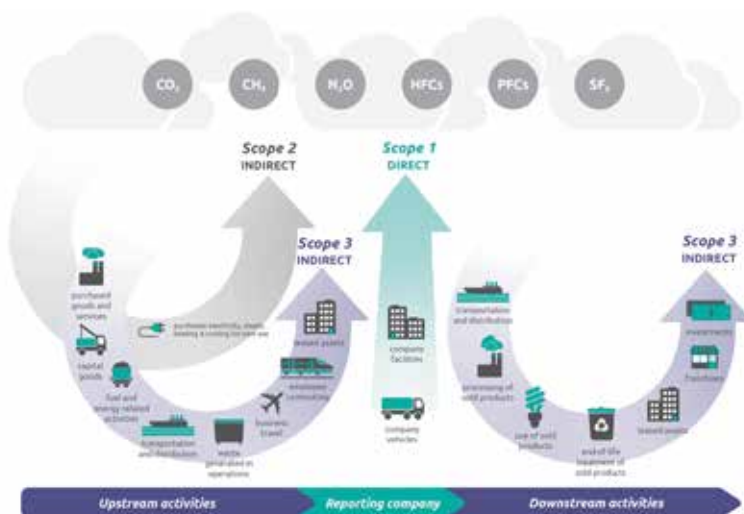
EMISSIONS	u.d.m.	2023	2024	Δ% 2024 vs 2023
Scope 2 location based*	tCO ₂ e	633,3	652,8	+3,1%
Scope 2 market based*	tCO ₂ e	1005,2	1036,2	+3,1%
Scope 1*	tCO ₂ e	103,7	134,5	+29,7%
TOTAL Scope 1 and Scope 2 location based	tCO₂e	737,0	787,3	+6,8%
TOTAL Scope 1 and Scope 2 market based	tCO₂e	1108,9	1170,7	+5,6%

*The sources of the coefficients for the calculation of Scope 2 location-based and market-based are respectively Terna and the AIB European Residual Mixes report. The coefficients necessary for the calculation of Scope 1 are derived from the Defra UK GHG conversion factors. For the calculation of fuel emissions, the Gross CV (calorific value) or, in the absence thereof, the Net CV

In the following table, however, are shown the emission indices, calculated in relation to revenue and hours worked. Similar to energy intensity, the indices related to hours worked show an increase, while those calculated on revenue show a reduction of 7.8% according to the location-based method and 8.8% according to the market-based method.

Table: KPI Emissive intensity in relation to revenue and hours worked in the biennium 2023-2024

KPI emissive intensity	u.d.m.	2023	2024	Δ% 2024 vs 2023
Emissive intensity <u>location-based</u> on revenue	tCO ₂ e/Mln €	48,8	45,0	-7,8%
Emissive intensity <u>location-based</u> on hours worked	tCO ₂ e/h	6426,0	6676,4	+3,9%
Emissive intensity <u>market-based</u> on revenue	tCO ₂ e/Mln €	73,4	66,9	-8,8%
Emissive intensity <u>market-based</u> on hours worked	tCO ₂ e/h	9668,9	9927,6	+2,7%



WASTE MANAGEMENT AND CIRCULAR ECONOMY

INEVO takes a responsible approach to waste management, with the aim of minimising waste and promoting the circular economy. For this it has implemented a structured collection system, with dedicated areas both inside and outside the plant, where waste is separated by type, facilitating its proper treatment and disposal.

Most of the company's waste comes from the production process and includes washing fluids, packaging materials, plastics and metals. Through close collaboration with a local company specialising in the recovery of industrial plastic waste, INEVO revalues plastic waste by promoting its re-use and encouraging the use of regenerated materials.

To ensure effective monitoring, INEVO records the amount of waste generated in a dedicated register, keeping all copies of the forms in accordance with current legislation. The management and disposal of waste is assigned to qualified operators, who operate in external sites and are subject to annual audits to ensure compliance with contractual and regulatory standards. In this way, INEVO ensures a responsible and law-abiding management.

In the offices, the Company has implemented a system of waste separation, with waste managed by the Municipality according to local regulations. To further raise awareness among employees, an environmental education campaign on proper waste management will be launched in 2025. In addition, the Company will aim to reduce the use of printing paper, including the use of recycled paper. Internal collection points will also be added, thus reinforcing the Company's commitment to more responsible waste management.

In 2024, the amount of non-hazardous waste generated increased by about 17% compared to the previous year. However, one positive development was the significant reduction in hazardous waste, which fell by 36%. This contributed to an overall 8% decrease in total waste compared to 2023, from around 172 t to 158 t.

The following table and graph show data on different waste categories generated in the last two years.

Table 1. Waste produced by type and final destination in the two-year period 2023-2024.

TYPE OF WASTE	u.d.m.	2023	2024	Δ% 2024 vs 2023
Total non-hazardous waste	t	91,1	106,4	+16,8%
<i>of which: destined for recovery</i>	t	76,6	89,7	+17,0%
<i>of which: destined for disposal</i>	t	14,4	16,7	+16,0%
Total hazardous waste	t	81,2	52,1	-35,9%
<i>of which: destined for recovery</i>	t	-	-	-
<i>of which: destined for disposal</i>	t	81,2	52,1	-35,9%
Total waste	t	172,3	158,5	-8,0%

As shown in the table below, last year waste generated in relation to working hours decreased by 13.3%, showing an improvement in the efficiency of waste management by the Company. In addition, the share of hazardous waste in the total decreased by 14.2%, while the share of waste destined for recovery increased by 12.1%

Table 1. Waste generation KPIs for 2023-2024.

Waste KPI	u.d.m.	2023	2024	Δ% 2024 vs 2023
Percentage of waste destined for recovery in total waste generated	%	44,5%	56,6%	+12,1%
Percentage of hazardous waste in total waste generated	%	47,1%	32,9%	-14,2%
Total waste in relation to hours worked	(t/h) / 1000	1,5	1,3	-13,3%

PRODUCT ENVIRONMENTAL IMPACT

The environmental impact of the products manufactured by INEVO is mainly related to the impact that the Company generates in the product development process by reducing part thickness or adopting different technologies with lower environmental impact. The following projects have been undertaken in the car industry:

- Reduction of the overall weight of the car due to replacement of glass components (windows and roofs);
- Reduction of the weight of metal components (roofs or chassis) with plastic components, resulting in a reduction of consumption during the life cycle due to a lower weight of the car;
- Elimination of process steps with high environmental impact, such as the painting process, by applying a protective plastic layer on the component that allows to obtain the desired colour shade and protection of the component, while not painting it;
- Elimination of environmentally sensitive process steps, such as chrome plating, by applying decorative films directly to the plastic components;
- Reduction in the number of components/moulds required for semi-assembled components.

INEVO contributes to the impacts described above through the development of technologies for the realization of these products by customers. To measure the impact of the solutions described above, in the two-year period 2023-2024, it was chosen to use the value of production for the creation of moulds that have contributed to the realization of the projects listed above.

The individual columns refer to the percentage of turnover generated during the fiscal year for projects related to products that have achieved the described impact (weight reduction, piece reduction, no chrome/plating, no paint). Some projects allowed to achieve positive impacts on several aspects, so that the total amount does not represent the sum of the partial ones but corresponds instead to the turnover of moulds which had a better environmental impact than the traditional technologies available in the market.

YEAR	U.d.M.	REVENUE GENERATED FROM LOW-ENVIRONMENTAL-IMPACT SOLUTIONS				
	U.d.M.	Weight reduction	No painting	No chrome	Reduction of parts	TOTAL
2023	%	7,7	29,9	7,7	14,8	46,1
2024	%	0,8	10,2	6,3	12,0	26,3
Forecast target 2025	%	≥ 25	≥ 30	≥ 5	≥ 10	≥ 50

BIO-BASED RESINS AND FIBERS

As the world moves towards sustainability, bio-based resins and fibers are becoming increasingly important. Derived from renewable resources, these materials have a low carbon footprint and are often biodegradable or recyclable. Components made with this technology improved performance characteristics, such as increased strength, reduced weight and better resistance to environmental factors. In addition, the use of bio-based materials can significantly improve the environmental impact of products, meeting the needs of environmentally conscious consumers and current regulations.

The integration of these technologies not only provides customers with high-quality, durable and sustainable products, but also positions them as forward-looking leaders in their respective markets. By adopting these innovative production techniques, they can differentiate themselves from the competition and meet the growing demand for eco-sustainable products.

APPENDIX

METHODOLOGICAL NOTE

This document constitutes the first edition of the Sustainability Report of INEVO Srl, drawn up in reference to the GRI Standards, with the aim of communicating in a timely, responsible and transparent manner to stakeholders the most significant social, environmental and economic impacts resulting from business activities, decisions, policies and practices, also in relation to its value chain. The process of preparing the Report involved company management and the main functions coordinated by it.

This Report aims to provide stakeholders with a clear understanding of INEVO's sustainability performance in its three ESG (Environmental, Social and Governance) dimensions. The Document presents qualitative and quantitative information on trends and impact generated in relation to the material issues identified as having the greatest impact on the Company and its stakeholders. These issues were identified through a materiality analysis conducted according to the GRI Standard 3: Material Issues, as described in the dedicated paragraph of this Report.

The Report has as its reporting perimeter the company INEVO Srl, whose registered office is in Via Piave, 4 - 31020 San Polo di Piave (TV). The Company operates in Italy and Germany and the reporting period to which the data in the Report refer is between 1 January 2024 and 31 December 2024, at the same time as the Financial Statements. Most of the indicators reported refer to a comparison between the results for the years 2023 and 2024. The indicators were calculated accurately and on time based on data from general accounting, integrated management systems and other available information systems.

The Document, which will be published annually, has been drafted following the Universal Standards of the Global Reporting Initiative (GRI) in their 2021 version under the option "with reference to".

The Document follows the basic principles for reporting according to GRI 1: Fundamental Principles defined in 2021 by the GRI (Global Reporting Initiative), such as: Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability Context, Timeliness, Verifiability.

As the first Sustainability Report prepared in reference to the GRI Standards, no revisions have been made. It is also specified that this Document has not been subject to external assurance.

At the end of the Document is the GRI Content Index, which provides an overview of the reported indicators and their reference paragraphs. Accidents were calculated based on the guidelines described in GRI 403-9 and 200,000 was used as a multiplier. The conversion coefficients presented by DEFRA UK were used for the calculation of energy related environmental parameters and for the calculation of Market-Based and Location-Based emissions were used data presented by Terna and the European Residual Mixes AIB Report. As this is the first GRI Report to ensure comparability of emissions with a market-based methodology between 2023 and 2024, the same conversion factors updated to 2024 have been applied. For fuels, Defra UK GHG Conversion Factors were used. The fuels have been converted into kWh using conversion factors based on their Gross CV and subsequently converted to GJ.

GRI CONTENT INDEX

Declaration of use	INEVO Srl has submitted a report with reference to the GRI Standards for the period from 1 January 2024 to 31 December 2024
GRI 1 used	GRI 1: Fundamental Principles 2021

STANDARD GRI	POLICY	LOCATION (paragraph)
GRI 2: General Information 2021	2-1 Organizational details	Methodological note
	2-2 Entities included in the organisation's sustainability report	Methodological note
	2-3 Reporting period, frequency and contact point	Methodological note
	2-4 Review of information	Methodological note
	2-5 External assurance	Methodological note
	2-6 Activities, value chain and other business relationships	Who we are Supply Chain Management
	2-7 Employees	Diversity among employees
	2-8 Non-salaried workers	Human Capital Development
	2-9 Governance structure and composition	Good governance practices
	2-10 Appointment and selection of the highest governing body	Good governance practices
	2-11 President of the highest governing body	Good governance practices
	2-12 Role of the highest governing body in monitoring impact management	Good governance practices
	2-13 Delegation of responsibility for managing impacts	Good governance practices
	2-14 Role of the highest governing body in sustainability reporting	Good governance practices
	2-15 Conflicts of interest	Good governance practices
	2-16 Communication of criticalities	Good governance practices
	2-22 Declaration on the sustainable development strategy	Letter to our stakeholders
	2-27 Compliance with laws and regulations	Good governance practices
	2-28 Membership of associations	Local community relations
	2-29 Approach to stakeholder engagement	Stakeholder engagement and priority themes
2-30 Collective agreements	Human Capital Development	
GRI 3: Material topics 2021	3-1 Process for determining material themes	Identification of materiality themes Stakeholder engagement and priority themes
	3-2 List of material topics	Stakeholder engagement and priority themes

STANDARD GRI	POLICY	LOCATION (paragraph)
	3-3 Management of material issues	Good governance practices Supply Chain Management Innovation management Data protection and cybersecurity Health and safety at work Human Capital Development Product quality and safety Local community relations Energy Management Climate strategy Waste management and circular economy Product environmental impact
GRI 204: Procurement practices 2016	204-1 Proportion of expenditure made in favour of local suppliers	Supply Chain Management
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and measures taken	Good governance practices
GRI 206: Anti-competitive behaviour 2016	206-1 Legal actions related to anti-competitive behaviour, trust activities and monopolistic practices	Good governance practices
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Energy Management
	302-3 Energy intensity	Energy Management
GRI 305: Emissions 2016	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	Climate strategy
	305-2 Indirect energy-related greenhouse gas (GHG) emissions (Scope 2)	Climate strategy
	305-4 Greenhouse gas emission intensity (GHG)	Climate strategy
GRI 306: Waste 2020	306-1 Generation of waste and significant impacts related to waste	Waste management and circular economy
	306-2 Management of significant waste impacts	Waste management and circular economy
	306-3 Waste generated	Waste management and circular economy
	306-4 Waste not landfilled	Waste management and circular economy
	306-5 Waste placed in landfills	Waste management and circular economy
GRI 401: Employment 2016	401-1 Recruitment and turnover of employees	Diversity among employees

STANDARD GRI	POLICY	LOCATION (paragraph)
GRI 403: Health and safety at work 2018	403-1 Occupational health and safety management system	Health and safety at work
	403-2 Hazard identification, risk assessment and accident investigation	Health and safety at work
	403-3 Occupational health services	Health and safety at work
	403-5 Training of workers in occupational health and safety	Health and safety at work
	403-6 Promotion of workers' health	Health and safety at work
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and safety at work
	403-8 Workers covered by an occupational health and safety management system	Health and safety at work
	403-9 Accidents at work	Health and safety at work
GRI 404: Training and education 2016	404-1 Average number of training hours per year per employee (a)	Training
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity in governance bodies and among employees	Good governance practices Diversity among employees
GRI 406: Non-discrimination 2016	406-1 Instances of discrimination and corrective measures taken	Human Capital Development
GRI 413: Local communities 2016	413-2 Operations with significant actual and potential impacts on local communities	No negative impacts reported actual and potential ISEM's activities against local communities.
GRI 416: Customer Health and Safety 2016	416-1 Evaluation of health and safety impacts of categories of products and services	Product quality and safety
	416-2 Instances of non-compliance regarding health and safety impacts of products and services	Product quality and safety
GRI 418: Customer Privacy 2016	418-1 Well-founded complaints about customer privacy violations and loss of their data	Data protection and cybersecurity



Inevo thanks everybody who contributed to this report.
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