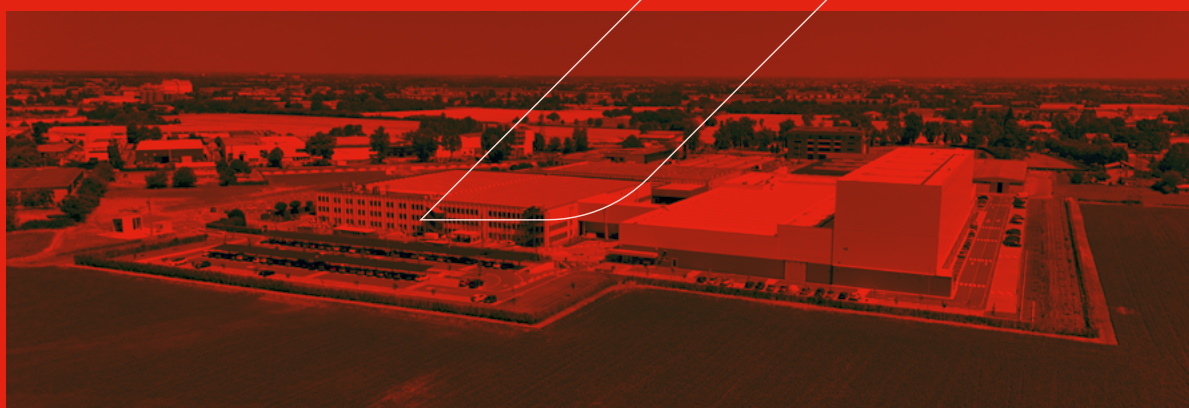
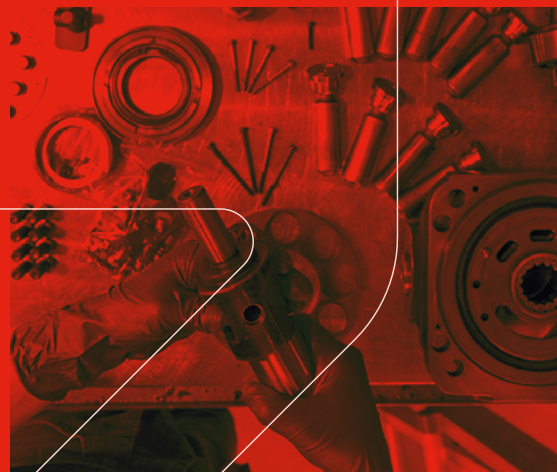


Sustainability Report 2025





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Letter to Stakeholders

Dear Stakeholders,

2025 was an intense year, calling for attention, adaptability and vision. In a complex global context, we strengthened our commitment to a sustainable development model, making ESG principles increasingly concrete and integrated within our industrial strategy and corporate culture.

For over seventy years, Casappa has been an independent family business designing hydraulic solutions with passion and precision. Our aim is to create value for customers through power, filtration and electronic control solutions, with an ethical, responsible and long-term-oriented approach. We firmly believe that technological innovation must evolve hand in hand with environmental and social sustainability.

Today, more than ever, we are aware that a company's true success is measured not only by its economic results, but also by its ability to generate a positive, lasting impact on the environment and society.

For this reason, we have continued to develop a structured pathway of continuous improvement, in line with the Sustainable Development Goals of the 2030 Agenda, integrated into our three-year Business Plan, which is updated annually to guide our strategic choices.

On the environmental front, we continue to pursue actions aimed at reducing our impact with determination. Investments in energy efficiency, the development of our new logistics hub and advanced technological solutions allow us to optimise resource use and reduce emissions. At the same time, we continue to invest in research and development, working with universities and research centres to develop innovative, sustainable solutions capable of meeting the needs of today's and tomorrow's markets.

Alongside the environmental dimension, social sustainability is a central pillar of the way we do business. We believe that a company's value lies in its people: this is why we promote an inclusive, safe working environment that is attentive to wellbeing, fostering growth, the enhancement of skills and a sense of belonging.

This is also the spirit behind the development of **Casappa Academy**, a key tool for supporting the evolution of skills, promoting continuous training and preparing people for future challenges.

Our welfare projects and initiatives dedicated to families, training and well-being bear witness to this concrete commitment, together with **Casappa Women**, which continues to promote gender equality and a culture of inclusion, and **Casappa Community**, which strengthens our ties with the local area through initiatives such as **Giocampus**, dedicated to the wellbeing and growth of younger generations, and **Imprese Aperte**, which fosters dialogue and engagement with the community.

Our responsibility also extends to the community. With **Casappa Cares**, we have consolidated corporate volunteering as a concrete lever for engagement and growth. This also includes our support for the **CUS Parma Paratriathlon**, an initiative promoting the values of inclusion, determination and sport as a tool for integration.

We are convinced that a company which cares for its community helps build a better future for everyone.

Looking ahead, with realism but also confidence, we will continue to invest in a growth path that combines innovation, sustainability and responsibility. A path that requires commitment from everyone and is founded on the ability to work as a single team, sharing common values and goals.

Finally, we would like to thank all our stakeholders for their contribution, dialogue and trust. You are an integral part of this journey and of our long-term vision.

Kind regards,
Filippo Casappa
CEO – Casappa S.p.A.

A handwritten signature in black ink, reading "Filippo Casappa". The signature is fluid and cursive, with a long horizontal stroke at the end.

Casappa 2025 in Figures

Key figures for the Casappa Group

€152 million

Consolidated 2025 revenue

35,000

Piston pumps

848

Employees worldwide

587,000

Aluminium gear pumps
and motors

over 1 million

Production units

398,000

Cast-iron gear pumps
and motors

Revenue
by area

40%

EMEA

37%

Americas

23%

Asia & Pacific

Key figures for Casappa S.p.A.

€113 million

2025 revenue

85%

Waste recovered

8,108

Training hours

563

Employees

99.6%

on permanent contracts

Casappa and the SDGs

The **SDGs (Sustainable Development Goals)** are a set of 17 global goals adopted by the United Nations under the 2030 Agenda to promote fair, inclusive and environmentally responsible development. They provide a shared guide for businesses, governments and civil society in helping to respond to environmental, social and economic challenges on a global scale.

Casappa's commitment to sustainability translates into concrete actions carried out during the reporting year, in line with the United Nations Sustainable Development Goals (SDGs). The mapping below highlights the company's contribution to addressing today's challenges through the responsible, integrated management of ESG issues.



No.	Goal	No.	Target	2025 Casappa Initiatives
Description	Description			
	Ensure healthy lives and promote well-being for all at all ages	3.9	By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	Replacement of solvents and use of lower-emission technologies to improve air quality in the workplace and surrounding areas Ergonomic redesign of workstations in the aluminium production areas, aimed at making them accessible to all workers and reducing musculoskeletal risk, improving the NIOSH ergonomic index while also enhancing health protection and internal organisational flexibility
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	4.1	By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes	Family 10elode initiative: a project supporting employees' children in their schooling Collaboration with local technical schools through meetings, visits and training activities to introduce young people to the industrial world
		4.5	By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations	Giocampus activities: the project promotes food education and children's wellbeing through programmes dedicated to learning about food, its properties and correct nutrition, combined with weekly physical activities designed to encourage a healthy, active lifestyle. The initiative actively involves pupils, families, teachers and consultants in a shared programme aimed at building awareness, educational quality and lasting wellbeing
	Achieve gender equality and empower all women and girls	5.5	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	CASAPPA WOMEN project: promoting gender equality and supporting women in the professional world, in partnership with the Fondazione Toscanini Parma Women in STEM project: promotes female participation in technical and scientific disciplines through outreach activities, meetings with professional women and partnerships with schools and the local area
	Ensure access to affordable, reliable, sustainable and modern energy for all	7.2	By 2030, increase substantially the share of renewable energy in the global energy mix	Since 2021, Casappa has been carrying out energy efficiency improvement measures
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	8.5	By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	Continuation of outsourced activities for the inclusion of people with disabilities, in partnership with Cooperativa La Bula and the social cooperative Onlus Saltempo
		8.6	By 2020, substantially reduce the proportion of youth not in employment, education or training	Casappa Skills Factory is the project through which Casappa promotes skills development, the enhancement of its people and the spread of corporate culture. The initiative takes the form of an in-house academy involving employees and external stakeholders in innovative training programmes, supporting professional growth and strengthening ties with the local area

Goal		Target		2025 Casappa Initiatives	
No.	Description	No.	Description		
 11 SUSTAINABLE CITIES AND COMMUNITIES	Make cities and human settlements inclusive, safe, resilient and sustainable	11.3	By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries	CASAPPA CARES project: linked to corporate volunteering, including activities with organisations such as the Nuovo Centro Oncologico and Civil Protection	
		11.7	By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities	Participation in the “Imprese Aperte” (“Open Companies”) event: brings together companies in the Parma area, allowing them to open their premises to the public	
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns	12.4	By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimise their adverse impacts on human health and the environment	Use of new, lower-impact chemical products for cleaning non-metallic surfaces	
		12.5	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	Use of water-based paints and research into alternatives to cleaning solvents, to minimise the use of volatile, polluting chemical substances	
 13 CLIMATE ACTION	Take urgent action to combat climate change and its impacts	13.1	Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	Reintegrated materials previously stored in offsite warehouses, recovering and sending approximately 19 tonnes of plastic for recycling	
				Completed trials on the use of VCI anti-corrosion bags made with recycled plastic	
 13 CLIMATE ACTION	Take urgent action to combat climate change and its impacts	13.1	Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	Reduction of approximately 35% in waste-collection transport	
				Began shifting mixed packaging waste from disposal to energy recovery, also reducing volumes from 74 to 40 tonnes between 2024 and 2025	
 13 CLIMATE ACTION	Take urgent action to combat climate change and its impacts	13.1	Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	CASAPPA Forest project: tree planting in Kenya at employees' request, in collaboration with Treedom	

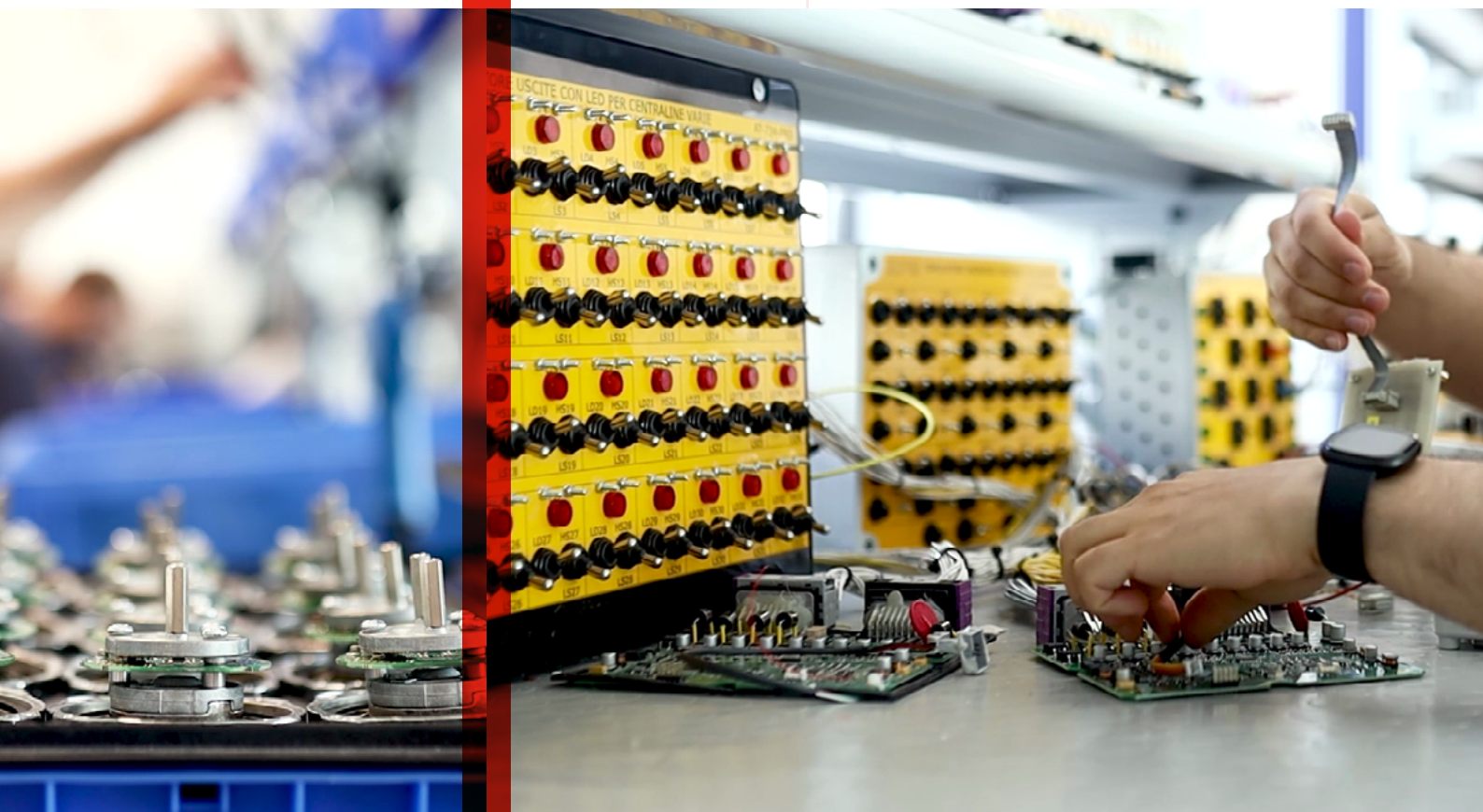
In 2025, the Casappa Group has 848 employees across four continents, with an export share exceeding 80% of consolidated revenue.



Organisational Profile

This chapter presents Casappa's identity, outlining its fundamental elements in terms of structure, values and role within its industrial context. The company is active in the production and marketing of hydraulic components, and is part of a solid corporate group operating both nationally and internationally.

After describing the company's activities and the values that guide its work, the chapter traces the key milestones in Casappa's historical development, highlighting its technological progress and industrial growth. It also explores aspects of the corporate structure, presenting the governing and control bodies, the organisational chart and key company information. Together, these elements aim to provide a clear, coherent picture of the company's institutional and organisational set-up, providing a solid basis for understanding its commitment to transparent, responsible and sustainability-oriented management.



Corporate Identity

Who We Are

Founded by Roberto Casappa more than seventy years ago, Casappa S.p.A. is a multinational company that remains wholly owned by the Casappa family, now in its third generation. Casappa designs and manufactures key components for hydraulic systems, including gear pumps and motors, flow dividers, variable-displacement axial piston pumps, electronic controls and filters for applications spanning the construction, industrial vehicles, material handling, agricultural, mining and industrial sectors.

A constantly evolving company with research and innovation projects looking ahead to future technology trends, particularly the digitalisation and electrification of systems – areas in which it runs several innovation projects in collaboration with Italian and international universities.

Casappa's market segmentation for 2025 is set out below:

- 38% construction machinery
- 20% distribution
- 16% agricultural machinery and grounds maintenance
- 12% industrial vehicles
- 11% lifting and material handling
- 2% system builders
- 1% fixed plant

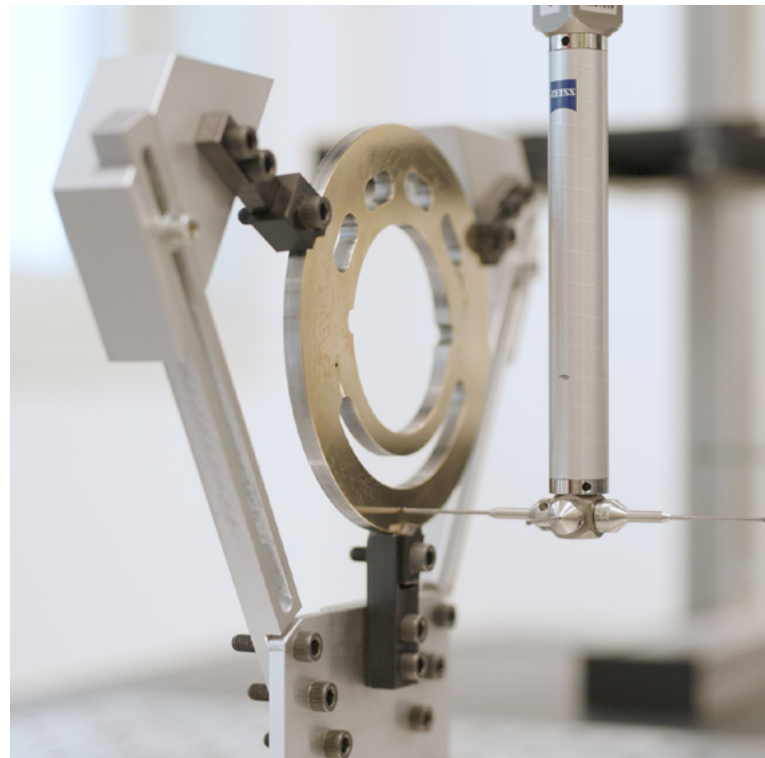
The holding has an international presence on every continent through its sales and production subsidiaries, an export share of 80%, more than 1000 employees worldwide, and market-leading customers such as Caterpillar, John Deere, Manitou, Hyundai, Toyota and many others.

The Casappa Group's challenge for the future is to build tomorrow's product portfolio by looking not only at individual components but at the whole system, combining technological developments and market requirements with the increasingly important need to act responsibly and with close attention to environmental and social impacts.

In this respect, the Company will continue its sustainability journey in the coming years, investing in innovative solutions that monitor and optimise the environmental and social impact of its business activities – activities that are essential not only to remain competitive, but also to meet social expectations.

Casappa is committed to remaining an independent family business, focused on creating and delivering value to its customers by offering power, filtration and control solutions for hydraulic systems.

The organisation aims to help customers differentiate themselves from their competitors through innovative, standard or customised solutions, providing continuous support at every stage: from design to production, supply and after-sales service. In carrying out its activities, Casappa relies on long-term collaboration with customers and suppliers, professional ethics, social and environmental responsibility, and the passion and talent of its people.



Our Products

Power

Casappa offers a wide range of gear and piston pumps and motors for open-circuit applications, combining high performance, reduced emissions and energy savings.

- Gear pumps and motors with aluminium and cast-iron housings
- Helical gear pumps
- Variable-displacement axial piston pumps
- Flow dividers

Filtration

Ikron offers a wide range of filters to optimise system performance and significantly extend the service life of components throughout the circuit.

Its experience in the design and manufacture of hydraulic filters guarantees state-of-the-art technological solutions for a variety of applications and uses.

- Immersed suction filters
- Spin-on in-line filters
- Semi-immersed return-line filters
- In-line medium- and high-pressure filters
- Hand pumps
- Filtration accessories and devices
- Oil flow carts
- Fluid analysers

Control

Tecnord develops and manufactures components, solutions and control systems that integrate hydraulics and electronics, used across the main off-highway sectors: from tractors to construction machinery, aerial platforms and cranes.

- Proportional cartridge valves
- Integrated hydraulic units
- Proportional actuators
- Proportional directional control valves
- Control electronics



Our History

I 1952

The Beginning

Roberto Casappa, the company's founder, built the first hydraulic gear pump. It was used as a spare part on American tipper trucks (GMC, Dodge and Chevrolet) left in Italy at the end of the Second World War. "The Golden Pump" – this is the name it was given after being rediscovered. Today it is the centrepiece of the Casappa S.p.A. museum.

I 1969

The New Site

Production moves to the new plant in Lemignano di Collecchio (Parma), where it is still based today 5,000 square metres of covered space, equipped with new machine tools to meet growing market demand.

I 1974

Walvoil, the First Shareholding

Casappa takes a shareholding in Walvoil, an important partnership in the hydraulics sector.

I 1984

"Fluid Power Design" Is Born

To tell the market that Casappa is not just a manufacturer of pumps and motors. Together with its partners, it positions itself as a supplier of the main components of the hydraulic circuit.

I 1992

The First Expansion

Despite the economic recession under way, Casappa believes in the possibility of further growth and invests heavily in new production space – a further 8,000 sqm.

I 1993

Casappa Corporation Is Founded in the United States

Casappa aspires to play a major role in the international hydraulics market. The American market represents a great opportunity, which requires a local presence to be seized.

I 1994

ISO 9001 Certification Achieved, the Starting Point for Competing Globally

A very important step in organisational and quality terms, also guaranteed by the great reliability of the certifying body, BSI (British Standards Institution).

I 1994

France

Casappa S.A.R.L. is founded in Lyon, France.

I 1997

Germany

Casappa GmbH is founded in Stuttgart, Germany.

I 1997

"Ikron Fluid Filtration" Is Founded

Filters represent a strategic component for expanding the range and protecting the hydraulic circuit.

I 2001

Expansion Continues

To optimise the production layout and provide the space needed for new investments in machine tools and automation, a new 5,000 sqm wing is built at the Parma plant, the first part of an expansion project.

I 2004

New Casappa Corp. Site

A new site is purchased for Casappa Corp. in Batavia, in the Chicago metropolitan area, confirming confidence in the growth potential of the US market: a stand-alone 3,600 sqm facility with around 400 sqm of offices, with room for expansion up to 6,000 sqm.

I 2005

Korea

Casappa Hydraulics Korea is founded: the first Asian subsidiary, in South Korea.

I 2007

The Piston Pumps and Motors Division Is Established under the Leadership of Filippo Casappa

The aim is to gain a significant presence in the piston pump and motor market for the mobile sector. Achieving this requires substantial investment in both machinery and dedicated, highly skilled people.

I 2007

Casappa Hydraulics (Shanghai) Co., Ltd

Casappa completes its entry into China, beginning local production over approximately 6,000 sqm: machining, assembly, testing, painting, and pre- and post-sales support with locally trained and supported staff.

I 2011

Casappa do Brasil

Founded in 2011 in the state of São Paulo, Casappa do Brasil is the first South American subsidiary.

I 2011

Casappa in India

CASAPPA India is founded in 2011 in Mumbai, the capital of Maharashtra state, also regarded as India's commercial capital.

I 2014

ERP system

Casappa implements an ERP ("Enterprise Resource Planning") system to integrate its head office and subsidiaries.

I 2015

Casappa Sells Its Stake in Walvoil

Casappa formalises its exit from Walvoil by selling its shareholding.

I 2016

BSI Certifications

In 2016, Casappa obtained ISO/TS 16949 certification and renewed its ISO 9001 certification, recognising the Company's day-to-day commitment to continuous improvement and the highest quality standards.

I 2017

Caterpillar Recognises Casappa

Caterpillar once again recognises Casappa Italy and Casappa China with SQEP certification.

I 2022

New Logistics Hub at Casappa S.p.A.

Construction begins on the new 10,300 sqm logistics hub at the Casappa S.p.A. site in Italy.

I 2022

Casappa Hydraulics India

Casappa completes its entry into India, beginning production in Bangalore.

I 2022

Acquisition of Tecnord S.r.l.

Casappa acquires a 51% shareholding in Tecnord.

I 2022

New Casappa Hydraulics Korea Site

Casappa Hydraulics Korea opens its new site in the southern area of Seoul.

I 2023

Casappa Acquires 100% of the Share Capital of Benvenuti S.r.l.

A company specialising in precision machining.

I 2024

The New Logistics Hub Becomes Operational

From November 2024, the new, modern logistics centre expanding Casappa's Lemignano (Parma) headquarters is fully operational.

I 2025

Acquisition of Tecnord S.r.l.

Casappa acquires a 75% shareholding in Tecnord.

Corporate Structure of the Casappa Group

Casappa is incorporated as a **joint-stock company** (S.p.A.), a company type in which capital is divided into shares and shareholders' liability is limited, with shareholders liable for the company's obligations only up to the amount of their subscribed shares.

The company is part of a corporate group controlled by **the financial holding company Finrel S.p.A.**, which the Casappa family set up as a strategic choice to enable more coordinated, integrated management of the group's companies. Casappa S.p.A. wholly owns 8 companies located around the world.

Board of Directors

The Board of Directors is the Company's strategic governing body, responsible for setting overall direction, approving key development plans and ensuring consistency between business decisions and long-term objectives, including those relating to sustainability. It currently comprises four members, including a Chairman and a Vice Chairman, both in office.

Position	Name
President	Casappa Renato
Vice President	Casappa Luciano
CEO	Casappa Filippo
CEO	Miriello Stefano

Gender Indicators

Executives	2024	2025
Total Female Executives	0	0
Total Male Executives	9	9
Gender Diversity Index at Management Level	0%	0%
Board Members	2024	2025
Number of Female Board Members	0	0
Number of Male Board Members	4	4
Gender Diversity Index of the Governing Body	0%	0%

Organisational Chart



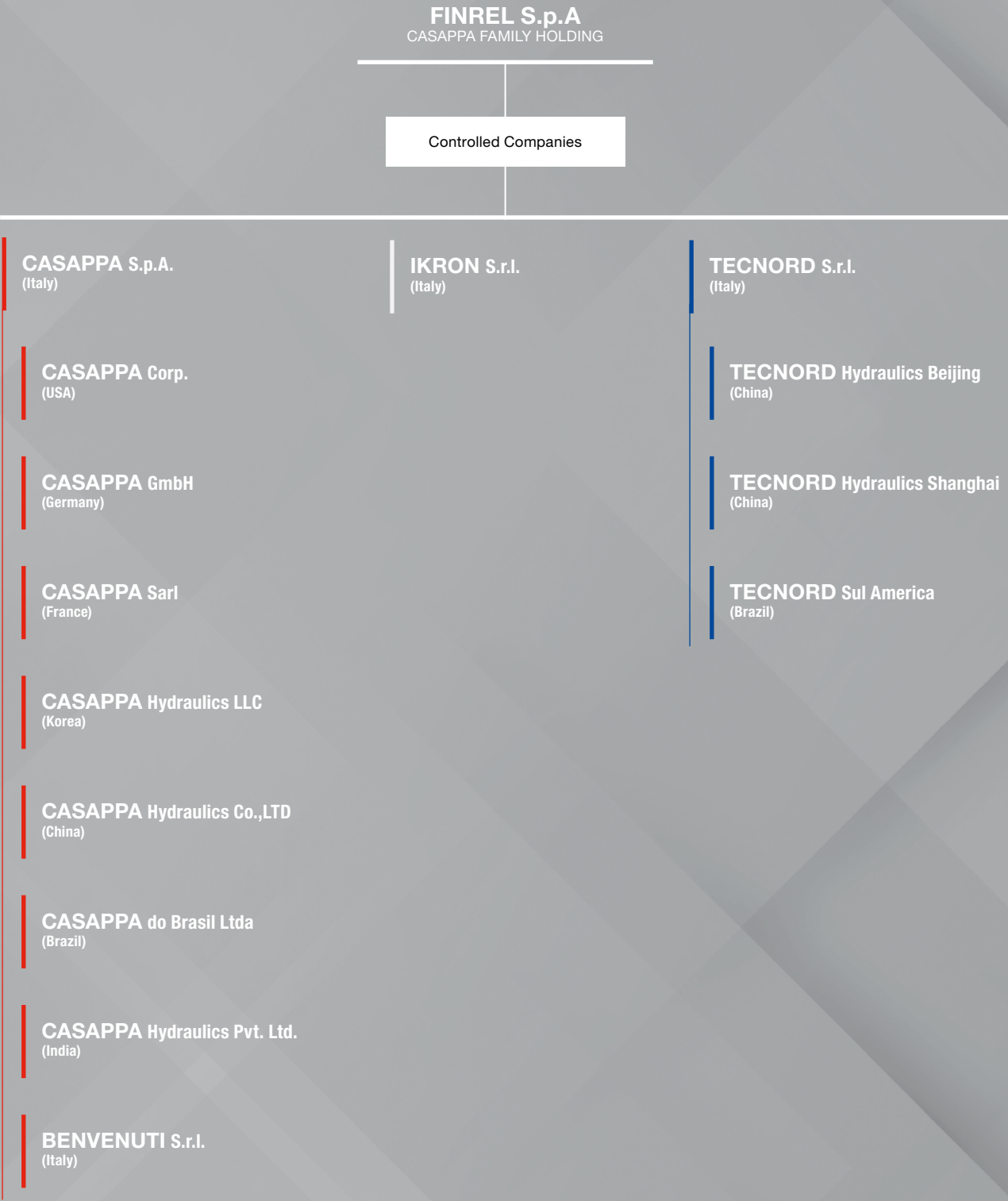
Board of Statutory Auditors

The Board of Statutory Auditors is the Company's control body, responsible for overseeing compliance with the law and the articles of association, adherence to principles of sound management, and the adequacy of the internal control system. It currently comprises five members: a Chairman, two Standing Auditors and two Alternate Auditors, all in office. The Board operates with full autonomy and independence, contributing to the transparency and integrity of the Company's activities, including matters relating to sustainability and the monitoring of non-financial risks.

Position	Name
Chairman	Pizzi Alberto
Standing Auditor	Scarabelli Lorenzo
Standing Auditor	Bianchi Nicola
Alternate Auditor	Mazzotti Valerio
Alternate Auditor	Ziliotti Maria
Independent Auditor	Corradi Roberto



Group Structure



Company Details

Company	Legal Form	ATECO 2007 Code	Total Assets (2025)	Revenue (2025)	Total Employees 2025
Casappa	Joint-Stock Company – S.p.A.	28.12.00	€171.9 million	€113 million	563

Location and Geolocation of Sites

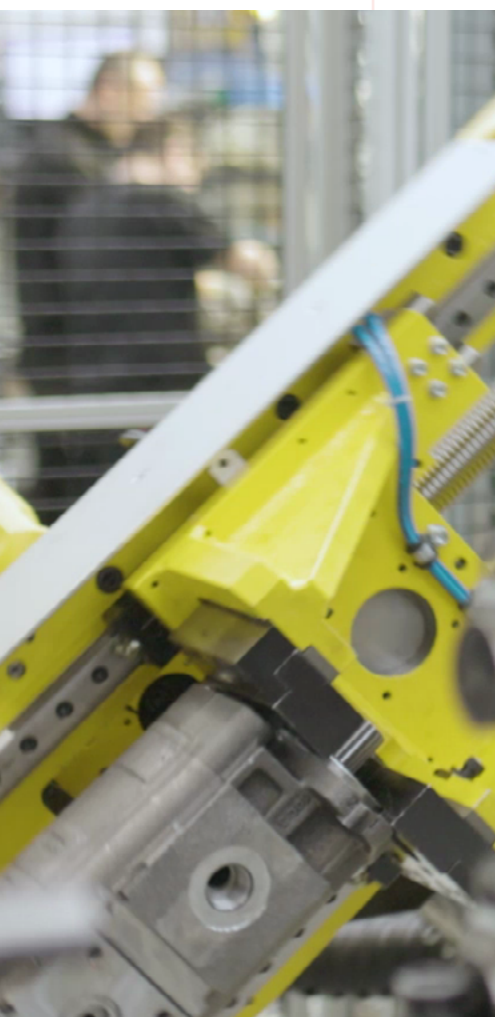
Sites	Address	Postal Code	City	Country
Registered Office	Via Balestrieri, 1	43044	Lemignano di Collecchio (PR)	Italy
Production Site	Building 28, No.129 Dieqiao Rd, Pudong Kangqiao, Ind. Zone	N/A	Shanghai	China
Production Site	Survey No:59/61 to 63, Plot No.189, Narsapura Industrial Area, 1st Phase Karinayakanahalli Village, Kasba Hobili, Malur Taluk, Dist Kolar 563133	N/A	Bangalore	India
Distribution Centre	1390 Pierson Drive	N/A	Batavia, IL 60510	Usa
Distribution Centre	542-60, Dongsuwon-ro, Yeongtong-gu, Suwon-si, 16518	N/A	Gyeonggi-do	South Korea
Distribution Centre	Rod. Dom Pedro I, km 87 Cep: 12.954-260	N/A	Atibaia – SP	Brazil
Sales Office	Parc d'activité Greenpolis 12, r. L. Diebold CS 50310	69337	Lyon Cedex 09	France
Sales Office	Kurfürstenstrasse 22	80801	München	Germany

The material topics identified in the analysis process cover all three ESG dimensions and are directly reflected in the initiatives documented in this report: none was left without concrete action during the reporting year.



Materiality Analysis

Casappa S.p.A.'s priority topics emerge from the interplay between the impacts of its activities and the perspectives of its key stakeholders. The materiality analysis is the process that maps these elements, translates them into strategic priorities and ensures consistency between the commitments made and stakeholder expectations. The following paragraphs describe the stakeholder groups involved and the topics that emerged.



Stakeholders

For Casappa S.p.A., stakeholders are the parties – both internal and external to the organisation – affected by its business activities or able to influence its decisions and operations. Understanding their needs and expectations is essential for making informed strategic choices and for transparently reporting the results achieved.

In its sustainability journey, Casappa places importance on mapping these stakeholders as a starting point for identifying the environmental, social and economic priorities that guide the evolution of its business model. In line with its operational reality and

international market presence, the Company has identified the main relevant stakeholder groups, taking into account the nature of its relationships with them and their level of interdependence with business activities.

The main stakeholders identified include:

- Customers
- Suppliers and partners
- Employees and staff
- Regulatory bodies and authorities
- Local communities
- Universities, research centres and technology hubs

Materiality Analysis

In 2025, Casappa S.p.A. carried out an internal review of its materiality analysis, checking the relevance of the topics identified in previous years against the evolving operating context and stakeholder expectations. The review did not identify any significant changes, confirming the robustness of the analytical approach adopted.

The materiality analysis identifies the topics that reflect the most significant impacts generated by the organisation on the environment, on people and on the economic system, and links them to the reporting indicators. The process was structured in three phases:

- identification of impact areas through structured interviews with top management and analysis of the operating context;
- assessment of impacts, defining their nature and time horizon;
- mapping of material topics to the indicators used in this document.

The process was coordinated by the internal ESG manager and carried out in line with the relevant European ESG regulatory framework, ensuring methodological continuity with previous years. The results form the basis for defining the contents of this Sustainability Report.

The following pages set out the material topics identified, describing the related impacts by nature – positive or negative – and by time horizon – current or potential

Macro-topics	Material Topics	Material Impacts	Impact Type	
Environment	Waste Management	Waste generation from production processes	Negative	Current
		Adoption of waste recycling practices to promote material recovery	Positive	Current
		Promotion of efficient material use through the adoption of circular economy practices	Positive	Current
		High inflow and outflow of materials used in the production process	Negative	Current
	Water Resource Management	Water discharges into the external environment	Negative	Potential
		Water withdrawal for production activities	Negative	Current
	Climate Change	Generation of direct and indirect GHG emissions from energy consumption (Scope 1 and 2)	Negative	Current
		Energy consumption from business activities	Negative	Current
		Development of energy efficiency processes	Positive	Current
		Reduction of GHG emissions through the construction of the new Logistics Hub	Positive	Current
People	Diversity and Inclusion	Raising awareness of gender equality and inclusion through Women Empowerment initiatives and the inclusion of people with disabilities	Positive	Current
		Gender pay gap	Negative	Current
		Risk of discrimination within the workforce	Negative	Potential
	Employee Satisfaction and Wellbeing	Promotion of employee wellbeing	Positive	Current
	Staff Training and Development	Employee satisfaction and retention through effective employer branding initiatives	Positive	Current
		Development and enhancement of employees' skills through training activities	Positive	Current
	Health and Safety	Workplace accidents	Negative	Potential
		Implementation of risk assessment models using mathematical analysis	Positive	Current
		High level of employee awareness through specific safety training	Positive	Current
	Impacts Related to the Local Area	Concrete support for the local area through sponsorship of local initiatives	Positive	Current
		Contribution to scientific innovation through collaborations with research institutions	Positive	Current
Governance	Anti-corruption and Ethical Conduct	Incidents of corruption and extortion	Negative	Potential
	Sustainable Supply Chain Management	Failure to comply with environmental/social procedures in the value chain	Negative	Potential
		Effective supplier management through an advanced assessment and monitoring system	Positive	Current
	Corporate Culture	Promotion of sound business ethics based on the Code of Ethics	Positive	Current

In 2025, 85% of the waste generated by Casappa was sent for material or energy recovery, while the total volume of materials used fell by approximately 678 tonnes compared with the previous year.



Environment

Environmental protection is a central pillar of Casappa's sustainable growth journey. The Company continues to promote initiatives aimed at reducing its environmental impact through process efficiency improvements, optimised waste management, material recovery and reduced resource consumption.

During 2025, material recovery and process fluid reuse projects were consolidated, delivering concrete results in both environmental and operational efficiency terms. Key initiatives included expanding the filtering and reuse of industrial oils, reclassifying specific waste streams from hazardous to non-hazardous, introducing plastic materials containing recycled content into production processes, and recovering plastic packaging for reintroduction as new raw material.

This focus on continuous improvement has also made it possible to reduce transport related to waste management and increase the energy recovery of materials, helped by growing internal awareness of proper waste sorting and environmental sustainability.



Energy and Emissions¹

Casappa S.p.A. takes a structured approach to managing environmental matters, continuously monitoring its energy consumption and related emissions in line with applicable reporting standards. The Company also continues to develop initiatives aimed at improving process efficiency and progressively reducing the environmental impact of its production activities.

Energy Efficiency

In terms of energy consumption, total energy consumption within the organisation in 2025 amounted to 14,329.1 MWh, a slight increase on the 14,227.6 MWh recorded in 2024, mainly linked to business operations and production requirements.

Purchased electricity is the organisation's main energy consumption item, amounting to 12,984.4 MWh in 2025.

Natural gas consumption also increased, from 1,120.6 MWh in 2024 to 1,258.2 MWh in 2025, while company vehicle fleet consumption remained broadly stable overall. In particular, diesel consumption decreased while petrol consumption increased, reflecting changes in the composition of the company fleet.

Energy consumed within the organisation [MWh]	2024	2025
Total energy consumed within the organisation	14,227.6	14,329.1
Total energy consumption from renewable sources	914.3	908.9
Total energy consumption from non-renewable sources	13,313.3	13,420.1
Purchased electricity	13,023.8	12,984.4
<i>of which from renewable sources</i>	914.3	908.9
<i>of which from non-renewable sources</i>	12,109.5	12,075.5
Company vehicle fleet fuel consumption	83.1	86.4
<i>of which petrol</i>	45.1	63.7
<i>of which diesel</i>	38.0	22.6
Natural gas consumption	1,120.6	1,258.2

¹ The data and information presented refer exclusively to the Lemignano di Collecchio (PR) site.

Greenhouse Gas Emissions

The greenhouse gas (GHG) emissions inventory was defined based on the Company’s organisational boundaries, including direct emissions (Scope 1) and indirect emissions from imported energy (Scope 2), in line with the reporting guidelines adopted. Scope 2 emissions were quantified using the “location-based” method.

In 2025, total Scope 1 and Scope 2 emissions amounted to 3,782.7 tCO₂eq, a slight increase on 2024 (3,764.4 tCO₂eq). Detailed analysis shows an

increase in Scope 1 emissions, from 248.0 tCO₂eq to 276.9 tCO₂eq, while location-based Scope 2 emissions stood at 3,505.8 tCO₂eq, broadly stable compared with the previous year (3,516.4 tCO₂eq).

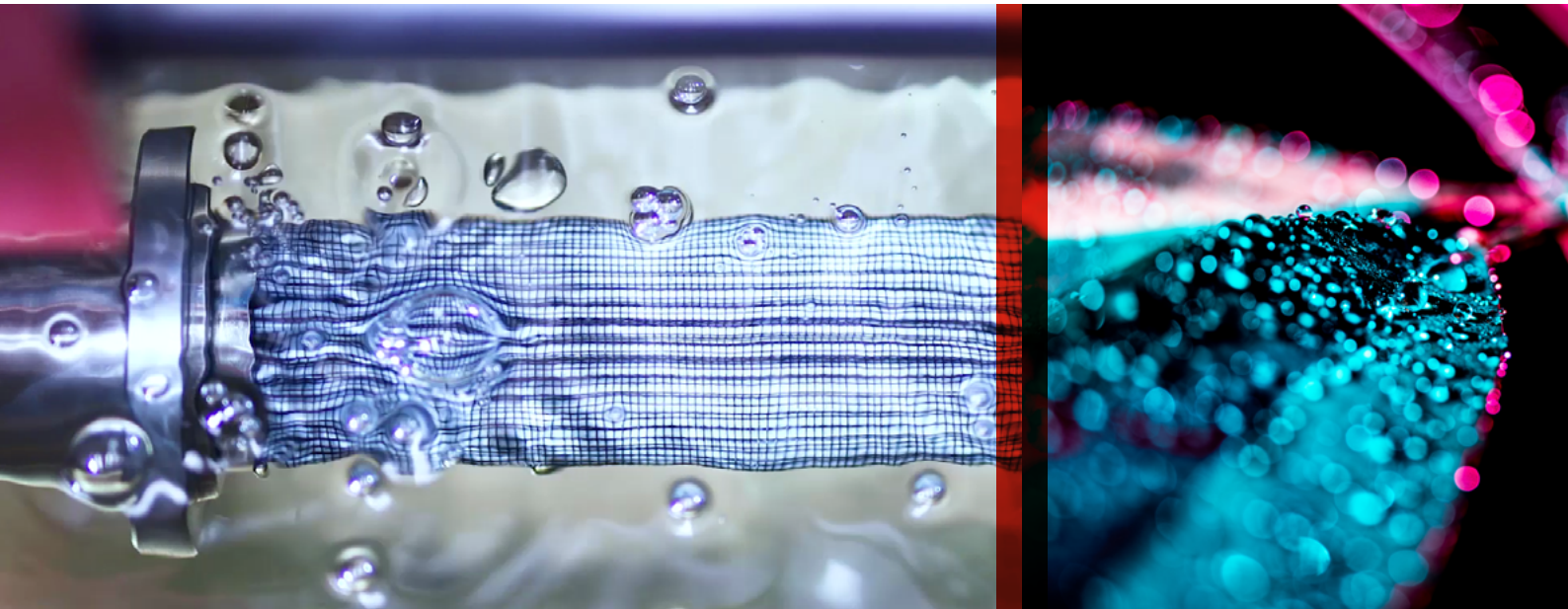
Emissions were also compared with Company revenue to calculate the emission intensity ratio, in line with the requirements of the reporting standard, allowing for a comparable assessment of emission efficiency over time.

GHG Emissions [tCO ₂ eq]	2024	2025
Scope 1 + Scope 2 Emissions	3,764.4	3,782.7
Total GHG Emissions – Scope 1	248.0	276.9
Total GHG Emissions – Scope 2 (location-based)	3,516.4	3,505.8

Total Scope 1 and Scope 2 emissions amounted to 3,782.7 tCO₂eq in 2025, while the emission intensity

ratio stood at 33.4 tCO₂eq per million euros of revenue.

Emission Intensity [tCO ₂ eq/Mln €]	2024	2025
GHG Emission Intensity Ratio	32.2	33.4



Water Resources

Responsible water resource management is a relevant topic within Casappa S.p.A.'s environmental commitment. In line with the requirements of the VSME standard, the Company monitors and reports its total water withdrawal, distinguishing any consumption relating to sites located in areas of high water stress, i.e. areas characterised by a high level of pressure on available water resources.

As in previous years, in 2025 Casappa S.p.A. has no production sites located in areas of high water stress. This was verified using Aqueduct's "Water Risk Atlas" tool, which assesses water risk levels based on the geographic location of Company sites.

In 2025, total water withdrawn amounted to 35,124 m³.

Water Withdrawal [m³]



*No water withdrawals are recorded in areas of high water stress.
The increase compared to 2024 was primarily due to an exceptional water leak that occurred during the year.

Environmental Initiatives

Casappa S.p.A.'s environmental commitment translates into the adoption of practices aimed at continuous process improvement, reducing environmental impact and promoting more sustainable solutions across its business activities. The Company focuses in particular on the responsible use of resources, reducing emissions and the progressive introduction of lower-impact materials.

Over the years, Casappa has developed and consolidated a number of environmental initiatives. These include the introduction, in production and logistics processes, of anti-corrosion bags containing 30% recycled plastic – a result achieved through trials and testing carried out with the supplier, while keeping the product's quality and performance standards unchanged.

The “**Casappa Forest**” project also continues, carried out in collaboration with **Treedom**, through which the Company has contributed to planting 1,000 trees in Kenya, actively involving its employees and supporting tree-planting and biodiversity protection initiatives.

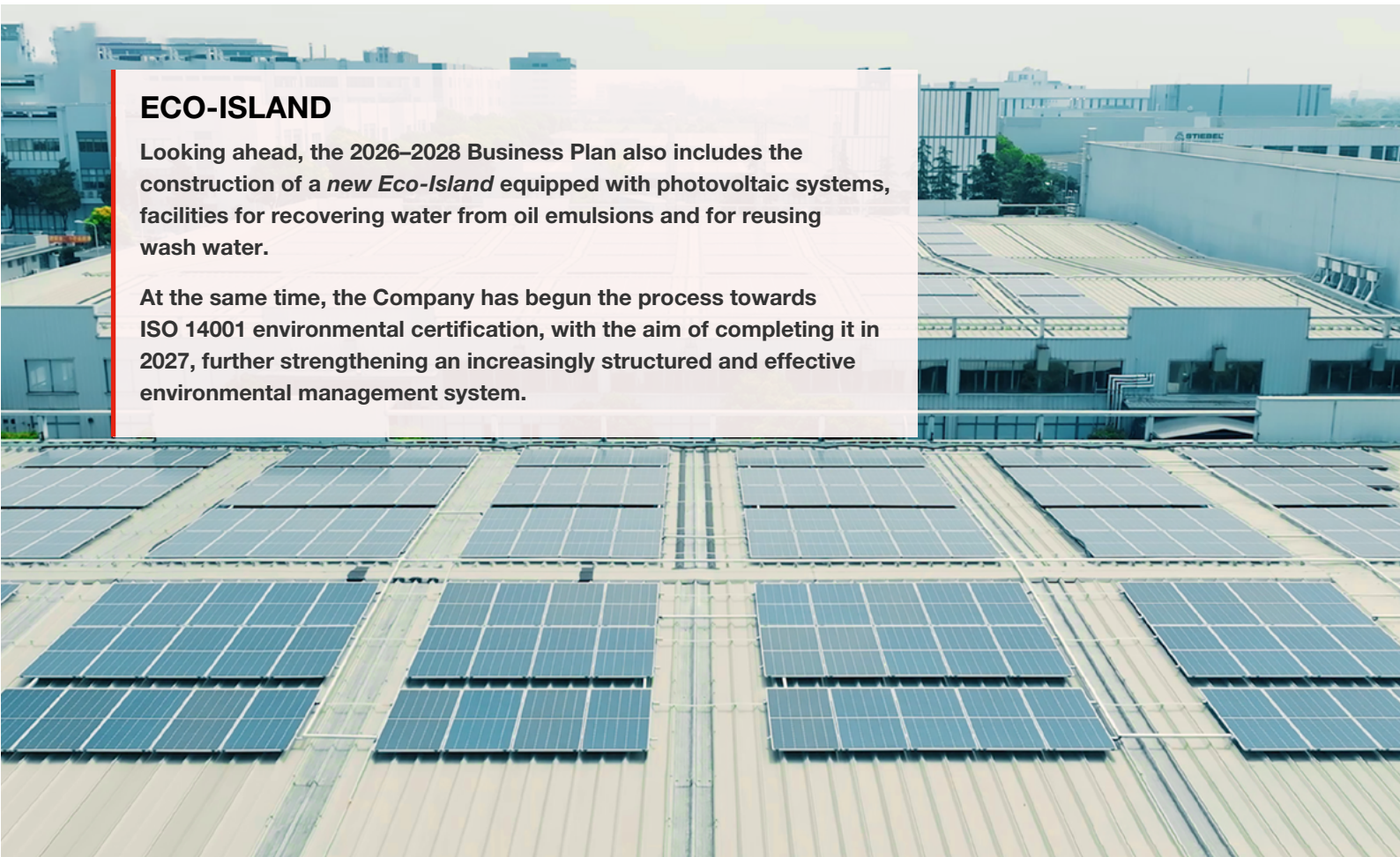
The focus on reducing environmental impact is also reflected in the use of low-solvent cleaning products, such as **Aquasol** – which is 99% water – and the use of water-based paints, which help limit solvent use in company processes. At the same time, testing continues on alternative products for cleaning machined components.

Lastly, emissions from production activities are monitored through dedicated control systems and registered stacks subject to self-monitoring, in both the machining and painting departments.

ECO-ISLAND

Looking ahead, the 2026–2028 Business Plan also includes the construction of a *new Eco-Island* equipped with photovoltaic systems, facilities for recovering water from oil emulsions and for reusing wash water.

At the same time, the Company has begun the process towards ISO 14001 environmental certification, with the aim of completing it in 2027, further strengthening an increasingly structured and effective environmental management system.



Materials, Waste and the Circular Economy²

In 2025, Casappa S.p.A. used a total of 9,447.7 metric tonnes of relevant materials, primarily cast iron, steel, and aluminum alloys. The management of waste generated by production activities prioritized recovery: 85% of the waste was sent for material or energy recovery, while the remaining 15% was sent for disposal.

These results are part of a broader approach to resource management, focused on reducing waste and maximizing the value of materials and process fluids. The company continues its efforts to reduce the consumption of virgin raw materials, including through internal reuse solutions developed within its production operations.

Materials

Casappa S.p.A. promotes resource management based on circular economy principles, through the recovery of waste materials, the internal reuse of process fluids and the use of recycled raw materials. The aim is to progressively reduce the consumption of virgin resources, limit waste generation and foster more efficient management of the materials used in production activities.

In this context, the recovery of oil emulsions and test oil is particularly important. In the Machining department, the water-oil emulsion used in production processes is collected, filtered and returned to the circuit through integrated recovery systems.

Waste to recovery/disposal



At the same time, in the Assembly and Testing department, the oil used in pump functional testing undergoes filtering and ultrafiltration systems enabling its reuse, helping to reduce both the amount of waste produced and consumption of new oil.

During 2025, Casappa completed the project to introduce VCI anti-corrosion bags containing 30% recycled plastic, now used across all production, logistics and packaging departments. The solution, developed following a trial phase with the supplier, guarantees the same anti-corrosion performance as traditional

materials, while helping to reduce the use of virgin plastic in company processes. The Company also continued its waste management improvement activities, prioritising material and energy recovery and promoting internal awareness initiatives to encourage proper waste sorting in the workplace.

² The data and information presented refer exclusively to the Lemignano di Collecchio (PR) site.

Regarding the materials used in production processes, in 2025 the mass flow of relevant materials used amounted to 9,447.7 tonnes, down from 10,125.7 tonnes in 2024. The main materials used continue to be cast iron, steel and aluminium alloys, which account for the majority of the raw materials used in the Company's activities. Specifically, in 2025,

4,565.2 tonnes of cast iron, 1,192.7 tonnes of steel and 1,814.5 tonnes of aluminium alloys were used. The materials flow is completed by plastic, amounting to 1,229.7 tonnes, and other technical materials used in production processes.

Relevant Materials Used [tonnes]	2024	2025
Mass flow of relevant materials used	10,125.7	9,447.7
Cast iron	4,787.1	4,565.2
Steel	1,328.8	1,192.7
Aluminium alloy	2,048.7	1,814.5
Plastic	1,281.6	1,229.7
Other ³	679.3	645.5



³ The "Other" category includes the following types of materials: shipping packaging, wooden packaging for shipments, oils, paper packaging (d.b.), paints, copper alloy, solvent/thinner, plastic packaging (d.b.), painting (other products), greases, brass and related items, bimetallic components, filters, electric valves, electronics, valves, metal fittings, small metal parts, resale valves, supports, accessories, joints, inserts and flanges, small plastic parts, regulators, and nameplates.

Waste

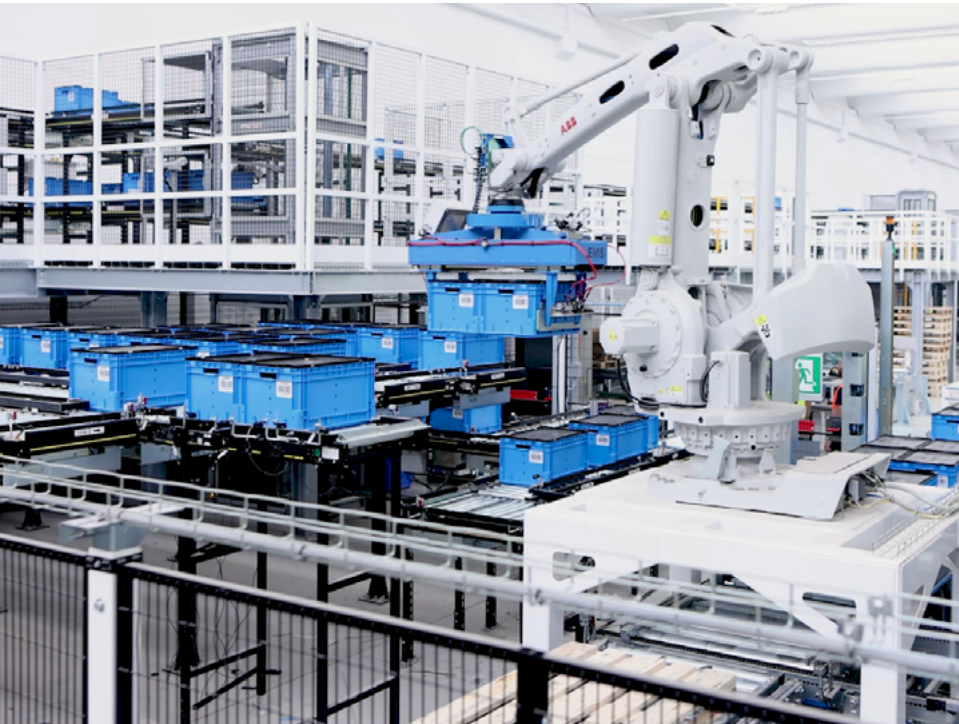
In the course of its production activities, Casappa S.p.A. generates both hazardous and non-hazardous waste, managed in full compliance with current legislation through traceable processes and operating practices geared, wherever possible, towards material and energy recovery.

In 2025, the total quantity of waste produced was 1,712.6 tonnes, down from 1,931.3 tonnes recorded in 2024.

Of this, 1,014.6 tonnes was non-hazardous waste and 698 tonnes was hazardous waste.

Waste management continues to favour recovery over disposal: overall, 85% of the waste produced in 2025 was sent for recycling, reuse or recovery, while the remaining 15% was sent for disposal. In particular, all hazardous waste generated in 2025 was sent for recovery, with no disposal operations required.

Waste Generated [tonnes]	2024	2025
Total waste generated	1,931.3	1,712.6
Total non-hazardous waste	1,219.7	1,014.6
Non-hazardous waste recycled/reused	922.8	750.7
Non-hazardous waste disposed of	296.8	263.9
Total hazardous waste	711.6	698
Hazardous waste recycled/reused	706.8	698
Hazardous waste disposed of	4.9	-



The main types of waste generated are consistent with the nature of the Company's production activities. As in 2024, the largest share in 2025 consists of halogen-free machine emulsions and solutions, amounting to 659.5 tonnes, followed by ferrous metal filings and shavings (240.1 tonnes), aqueous suspensions containing paints and varnishes (215.8 tonnes) and wood packaging (162.2 tonnes).

Some significant changes were also recorded during the year, linked to the improvement and optimisation activities introduced by the Company. The reduction in non-ferrous metal filings and shavings is related to the transfer of work cells dedicated to aluminium bodies, while the decrease in iron and steel waste is due to the fact that, in 2024, extraordinary dismantling of metal structures and shelving took place, which was not repeated in 2025.

Regarding plastic packaging, included in the "Other" category, the increase recorded in 2025 is linked to the extraordinary clearing and reintegration of offsite warehouses, which generated additional quantities of material for recovery. At the same time, the reduction in the "other hydraulic circuit oils" item stems from the filtering and reuse of test oil introduced in the Assembly and Testing department, which significantly reduced both the amount of waste produced and consumption of new oil.

Lastly, following monitoring activities and analyses carried out on wastewater from the washing of painting equipment, the waste code relating to waste paints and varnishes containing organic solvents or other hazardous substances was removed. The checks carried out made it possible to reclassify this waste stream as non-hazardous, further improving the environmental management of the process and reducing the impacts associated with disposal.

Waste Generated [tonnes]	2024	2025
Total waste generated	1,931.3	1,712.6
Halogen-free machine emulsions and solutions	652.6	659.5
Ferrous metal filings and shavings	244.5	240.1
Aqueous suspensions containing paints and varnishes	207.2	215.8
Wood packaging	198.5	162.2
Waste not otherwise specified	168.0	146.0
Non-ferrous metal filings and shavings	133.5	65.7
Paper and cardboard packaging	78.4	65.0
Mixed material packaging	74.5	40.9
Iron and steel	74.3	27.3
Other	99.8	90.1

4 The "Other" category includes the following types of waste: paper and cardboard packaging, mixed material packaging, iron and steel, plastic packaging, sludge from on-site effluent treatment, decommissioned equipment, spent activated carbon, other hydraulic circuit oils, absorbents, filter materials, rags and protective clothing contaminated with hazardous substances, waste paints and varnishes containing organic solvents or other hazardous substances, packaging containing residues of hazardous substances or contaminated by such substances, metal packaging containing hazardous porous solid matrices, fluorescent tubes and other mercury-containing waste.

In 2025, 99.6% of Casappa employees were on permanent contracts, and the gender pay gap narrowed from 12.8% to 10.2%.



People, Work and the Local Area

Casappa S.p.A.'s approach to social issues is characterised by its ties to the local area and the people who work within it. This chapter reflects the many facets of this commitment: from internal working conditions to initiatives aimed at the local community, with particular attention to inclusion and skills development.

Within its facilities, Casappa continues initiatives promoting social inclusion and talent development, including the "10eLode" programme and partnerships with social cooperatives. In 2025, "Donne STEM" ("Women in STEM") was also added – an initiative that introduces young women to technical and scientific disciplines and strengthens Casappa's commitment to gender equality.

Externally, Casappa Women and Casappa Cares express the Company's social responsibility through corporate volunteering, support for the local community, and active engagement with schools, universities and local events.



Casappa's People

Working Conditions

Over the 2024–2025 period, Casappa shows an overall positive trend in human resource management, while also confirming high levels of employment stability. In 2025, the workforce grew from 555 to 563 employees. The gender composition remains predominantly male (499 men and 64 women), in line with the specific characteristics of the sector.

The Company continues to stand out for the solidity of its employment relationships: almost all contracts are permanent (561 out of 563 in 2025), consistent with the previous year and confirming an employment model geared towards stability. The turnover rate also improved, falling from 5.2% in 2024 to 5% in 2025, with 28 employees leaving the organisation during the year – a figure reflecting good staff retention.

Workforce – General Employee Characteristics

Gender	2024	2025
Male	492	499
Female	63	64
Total employees	555	563
Contract Type	2024	2025
Fixed-term contract	1	2
Permanent contract	554	561
Total by contract type	555	563
Employee Turnover Rate	2024	2025
Number of employees who left the Company during the reporting period	29	28
Average number of employees during the reporting period	557	558
Turnover rate – %	5.2%	5%

Lastly, in 2025 the Company confirms full workforce coverage under national collective bargaining

agreements (CCNL), demonstrating its attention to protecting its employees' rights and working conditions.

Workforce – Collective Bargaining

Percentage of Employees Covered by Collective Agreements	2024	2025
Number of employees covered by collective agreements	555	563
Total number of employees	555	563
% of employees covered by collective agreements	100%	100%

As part of its commitment to employee wellbeing, Casappa has launched a project to ergonomically redesign workstations in the first two aluminium-processing production areas. The aim is to make these areas accessible to any worker, regardless of certified physical limitations, eliminating awkward postures and movements with a high musculoskeletal impact.

The project, aimed at improving the NIOSH ergonomic index (NIOSH Lifting Equation), serves a dual purpose: protecting worker health and increasing internal organisational flexibility, enabling a more balanced distribution of tasks within the facilities.

Employee Training and Development

In 2024, the Company's training effort was particularly significant, with a total of 21,531 training hours delivered, spanning mandatory safety courses and specialist programmes, for an average of 38.8 hours per employee.

This figure was also influenced by a high number of new hires, particularly in production roles, for whom structured, intensive initial training programmes are provided.

Workforce – Training

Average number of training hours	2024	2025
Male	42.2	15
Female	12.6	9.8
Total	38.8	14.4

In 2025, although the overall number of training hours decreased, training remains a strategic lever: the average number of hours per employee stood at 14.4, broken down into 15 hours for men and 9.8 hours for women. The decrease compared with the previous year is mainly due to the lower number of new hires and, consequently, the reduced impact of initial training programmes. Cross-functional professional development pathways within the Group nonetheless remain central.

Alongside training, Casappa maintains a structured corporate welfare system aimed at supporting employees' personal and family wellbeing. Key initiatives continue to include productivity-linked bonuses, agreements with local businesses and services, financial support for families – including contributions for summer camps and scholarships – as well as flexible working arrangements, such as flexible hours and remote working options.

In 2025, overall gender pay equity improved: average hourly pay rose for both genders, with a more marked increase for women (from €14.1 to €15.0) than for men (from €16.2 to €16.7). This contributed to narrowing the overall pay gap, which fell from 12.8% to 10.2%.

By job category, the gap remains broadly stable among white-collar employees (8.5%) and low among blue-collar workers, albeit with a slight increase (2.0%). Overall, the figures show a positive trend, although continuous monitoring is needed to ensure a further reduction in the gap.

Workforce – Pay

Gender Pay Gap ⁵	2024	2025
Average gross hourly pay – male employees	16.2	16.7
Average gross hourly pay – female employees	14.1	15.0
Male/female pay gap ⁶	12.8%	10.2%
Gender Pay Gap – By Job Category	2024	2025
Male/female pay gap – White-collar	8.3%	8.5%
Male/female pay gap – Blue-collar	1.6%	2.0%

⁵ Note that the "percentage gap between female and male employees" metric reflects the principle of gender equality, which requires equal pay for equal work. The pay gap is defined as the difference in average pay levels between female and male employees, expressed as a percentage of the average pay level of male employees.

⁶ The male/female pay gap at Casappa results from a combination of factors: sector of activity, level of education and the type of positions sought.

Worker Health and Safety

Over the 2024–2025 period, Casappa reaffirmed its commitment to protecting worker health and safety, adopting a structured, prevention-oriented management system that ensures fundamental rights are respected, ruling out any form of forced labour, human trafficking or discrimination.

Over the 2026–2028 period, Casappa will strengthen its commitment to occupational health and safety through a structured plan focused on continuous improvement and prevention. This includes the path towards adopting and certifying its OHS management system to the ISO 45001 standard, with certification targeted for 2027.

At the same time, a workstation improvement programme will be launched, with particular attention to the changing age profile of the workforce. The initiative aims to adapt working environments and conditions to the different needs linked to age and any limitations, promoting ergonomics, inclusion and overall wellbeing.

In 2024, 12 workplace accidents were recorded, corresponding to an accident rate of 2.5. In 2025, despite ongoing monitoring and periodic audits, there were 18 accidents, out of a total of 849,888 hours worked, giving a rate of 4.2 – an increase on the previous year that calls for particular attention.



Workforce – Occupational Health and Safety

Workplace Accidents	2024	2025
Total number of workplace accidents during the reporting period	12.0	18.0
Total number of hours worked in a year by all employees	961,761.0	849,888.0
Accident rate⁷	2.5	4.2
Fatalities	2024	2025
Number of deaths due to workplace accidents	0	0
Number of deaths due to occupational illness	0	0
Total deaths	0	0

The Company continues to supplement standard protocols with additional internal measures and procedures, including defining operating methods to prevent interference between activities, investing in staff training and awareness, and continuously monitoring performance through inspections.

Lastly, in both years there were no deaths due to workplace accidents or occupational illness, nor were there any confirmed incidents involving workers along the value chain, local communities or end users.



⁷ The accident rate is calculated in accordance with the requirements of the VSME reference standard, as the ratio between the total number of workplace accidents during the reporting period and the total number of hours worked in a year by all employees, multiplied by 200,000.

Initiatives for People

Casappa promotes an inclusive working environment focused on people's wellbeing, supporting initiatives that concretely address the Sustainable Development Goals (SDGs).

The activities launched and consolidated over time aim to develop internal talent, support families, foster social inclusion and create a positive impact on the local area, with a view to continuity and improvement. The main initiatives are set out below, grouped by thematic area and relevant SDGs:

Training and Professional Growth – SDG 8.6



Casappa Skills Factory is a strategic project dedicated to the structured development of skills and the enhancement of people. The project builds on in-house know-how, continuously integrating it with external input, ideas and innovation, supporting people's professional growth and skills development. Casappa Skills Factory is conceived as an in-house academy with dedicated governance, comprising a strategic committee and an operational governance body responsible for setting guidelines, creating training content and monitoring the effectiveness of initiatives. The training offer is designed to develop technical, transversal and values-based skills, and is aimed at both internal staff and external stakeholders (schools, universities, etc.), helping to build structured, lasting relationships with the education system and the local area. The project also includes dedicated, modular spaces and the use of innovative technologies to support experiential, interactive and highly engaging training methods.

Casappa Skills Factory



Workplace Inclusion and Equal Opportunities – SDG 8.5



Workplace inclusion projects developed in partnership with social cooperatives, including Cooperativa La Bula of Parma (employing three people with disabilities in gear-sorting activities) and the social cooperative Onlus Saltatempo (employing four workers in cleaning services at the Logistics Hub). These initiatives promote access to employment for people in disadvantaged situations and demonstrate Casappa's commitment to an inclusive, responsible corporate culture. In support of these projects, the Company recognises internal contributions by presenting the **D&I Award** to the colleagues involved.

Support for Families and Education – SDGs 4.1 and 4.5



The **Family 10elode** initiative, dedicated to supporting employees' children in their schooling, rewards the most deserving students with the aim of encouraging academic commitment and strengthening the bond between the Company, families and the cultural development of younger generations.

Employee Wellbeing and Local Area Development – SDG 11.7



Giocampus was created to give young people the tools to build a healthy, sustainable and active future, through a programme structured around four key thematic areas: movement education, food education, sustainability education and inclusion education. The project is organised into three main phases – **Giocampus Scuola**, **Giocampus Neve** and **Giocampus Estate** – ensuring educational continuity that supports children and young people throughout the school year and beyond. In particular, Giocampus Scuola, offered free of charge in all schools in Parma for 25 years, today represents an opportunity for students and teachers alike, enriching the educational journey with innovative, shared experiences.

Donne STEM (Women in STEM)

Casappa Cares



**Gender
Equality and
STEM Skills
Development –
SDG 5.5**



The **Donne STEM** (Women in STEM) initiative aims to promote female participation in science, technology, engineering and mathematics, helping to narrow the gender gap in a traditionally technical field. The project involves meetings and testimonials from women professionals in technical and managerial roles, outreach activities with schools and the local area to introduce younger generations – particularly girls – to STEM subjects, and synergies with the **Casappa Women** project, as part of an integrated approach to women's empowerment and equal opportunities.

Casappa Women – Concerti al femminile (*Concerts by female artists*)



Casappa and the Local Area

Casappa recognises dialogue with the community and the local area as a key element in generating shared value.

Initiatives with a Positive Social Impact on the Local Area

The Company develops projects aimed at strengthening its connection with the local context, with particular attention to education, corporate culture, social

inclusion and sustainability. These initiatives are a structural part of the Company's identity and reflect a responsible, participatory approach to its role in society.

Collaboration with Local Technical Schools:

Casappa maintains an active partnership with **local technical schools**, aimed at guiding and introducing younger generations to the industrial world. Through training sessions, company visits and seminars, students have the opportunity to engage directly with production processes and advanced technologies. The initiative helps develop skills, spread technical culture and attract young talent.

Developing Relationships with the Local Area:

The Company promotes an open relationship model with the local community, encouraging an ongoing exchange of ideas, needs and good practices. Casappa intends to **continue working** with **local organisations** and **stakeholders** to generate tangible positive outcomes, recognising the local area as an active participant in its business development processes.

CASAPPA WOMEN Project:

Launched in 2023 in partnership with the Fondazione Arturo Toscanini, this initiative supports **gender equality** and the **advancement of women** in the workplace through cultural events, round tables and discussion sessions aimed at raising awareness and creating new professional opportunities. As part of the project, to mark *International Women's Rights Day 2025*, Casappa and the Fondazione Toscanini held the conference *Donne e Diritti (Women and Rights)* and the concert *Fantastici Paesaggi (Fantastic Landscapes)*, two events dedicated to reflecting on equal opportunities and the role of women in professional, cultural and scientific fields. The round table brought together figures from research, culture, business and entertainment, aiming to encourage discussion on inclusion, **female leadership** and **overcoming gender gaps**, in line with UN Sustainable Development Goal 5.

Casappa Community – Corporate Wellness Games



Sponsored Concerts:

As part of the **Casappa Women Project**, the 2025 cultural programme followed a clear, consistent thread focused on **showcasing women's talent and role**. The first event, *Fantastici Paesaggi*, featured internationally renowned violinist Carolin Widmann together with the Filarmonica Arturo Toscanini conducted by Sesto Quatrini, placing an outstanding female figure at the centre of the musical programme. The second event, *La Piccola Mozart. Storia di Nannerl e di Wolfgang suo fratello*, combined music and theatre to narrate the story of the Mozart siblings, focusing in particular on Nannerl and her path to emancipation in a historical context that was complex for women. The third event, *Note d'Amore*, held at Casappa's Lemignano di Collecchio site, further developed this theme, inviting guests to attend accompanied by a woman who has been significant in their lives, turning the concert into a moment of sharing that celebrated women's relationships and journeys.

Casappa Women – Concerti al femminile (Concerts by female artists)



CASAPPA CARES Project:

As part of the **Casappa Cares Project**, the Company develops a wide range of initiatives that translate social responsibility into concrete action for the community. Corporate volunteering is at the heart of the project, giving Casappa's people the opportunity to actively contribute to local organisations and gain valuable human and relational experiences. Alongside this are charitable initiatives such as the **Anolino Solidale (Charity Anolino)**, which combines tradition and collective participation, turning a simple gesture into a concrete contribution to social projects, and support for the association **Gli Amici di Davide (Davide's Friends)**, through shared events and fundraising that strengthen ties with the local area and its people.

The project also extends to initiatives dedicated to community health and wellbeing, such as the partnership with the **Parma Oncology Centre**, where music is brought into the wards as a tool for comfort and the humanisation of care, helping to improve the experience of patients and healthcare staff.

To mark *World Cancer Day*, Casappa also ran an awareness initiative on cancer prevention and nutrition education, featuring a meeting with healthcare experts and a charity lunch made with products supporting the Centre. This initiative is part of a broader social responsibility effort aimed at generating a tangible impact on the local area: Casappa arranged for all its employees worldwide to receive an Erreà-branded jacket, personalised with the campaign logo, for the end-of-year holidays, as a tangible sign of corporate identity and shared participation.

At the same time, Casappa and Erreà Play Parma made a combined donation of €10,000 to the dedicated fund at the Fondazione Munus, earmarked for completing the oncology facility, with the Foundation ensuring transparency, traceability and the full allocation of funds to the planned activities for the new Centre. In addition, awareness activities include participation in **Ottobre Rosa (Pink October)**, aimed at promoting the prevention of female cancers and raising greater health awareness. Lastly, Casappa's commitment is also expressed through its support for inclusive sport, with its **sponsorship of the CUS Parma Paratriathlon team**, which promotes fundamental values such as inclusion, determination and resilience, helping to generate a positive impact that extends beyond the Company itself.

Overall, **Casappa Cares** is a project that combines solidarity, engagement and responsibility, strengthening the bond between the Company, its people and the local area, and helping to build lasting shared value.

Casappa Cares



**Participation
in the *Imprese
Aperte*
2025 (Open
Companies
2025) Event:**

For the first time, Casappa joined this local initiative, which allows Parma-based companies to open their facilities to the public. The project aims to strengthen **dialogue** with the **local community**, spread corporate culture and raise awareness of the Company's activities and contribution to the **local area**. The initiative is also an important opportunity to promote transparency, introduce younger generations to the industrial world and highlight the role of business as an active, responsible player in local development.

Giocampus:

This initiative for family wellbeing returns for 2025, offering 14 weeks of **educational, sporting and recreational activities for children** aged 5 to 14, with particular attention to inclusion, food education and sustainable growth. To encourage participation, Casappa offers preferential terms for Group employees, reaffirming its commitment to promoting work-life balance and providing concrete support for people's wellbeing.

**Festival
Nazionale
Industriale
(Industrial
Culture
Festival):**

Casappa also supports cultural and local development initiatives, taking part in events dedicated to dialogue between business, culture and innovation. These include support for the 2025 Festival dedicated to **industrial culture** and the **Olivetti model**, which brought together institutions, universities, businesses, journalists and authors for a programme of conferences, presentations and workshops on the relationship between industry, society and contemporary culture. By supporting these initiatives, Casappa reaffirms its commitment to promoting corporate culture and creating opportunities for open dialogue with the local area and community.

**Corporate
wellness
games:**

As part of the **Casappa Community** project, the Company also promotes people's wellbeing by taking part in the Corporate Wellness Games, a cross-company initiative that uses sport as a means of bringing people together, fostering inclusion and building a sense of belonging. The event, which involves numerous local businesses, is a concrete opportunity to strengthen team building, celebrate teamwork and foster positive relationships between colleagues outside the usual work setting. In line with the Company's values, taking part in the games helps spread a culture of wellbeing, promote active lifestyles and strengthen the bond between the Company, its people and the local area.

**Green Week
– Green
Economy
Festival:**

As part of its stakeholder engagement and ESG activities, Casappa took part in *Green Week – Festival della Green Economy*, one of Italy's leading national forums on **sustainability**. On this occasion, Filippo Casappa, Group CEO, took part in a panel dedicated to **responsible business**, contributing to the debate on how to concretely integrate social and environmental sustainability into corporate strategies. Participating in initiatives of this kind provides an important opportunity for openness and dialogue with the external environment, strengthening the role of corporate governance in promoting sustainable, transparent, long-term development models. Through direct engagement with institutions, academia and other businesses, Casappa reinforces its commitment to ESG issues, helping to spread a culture of sustainability integrated into the Group's decision-making processes and strategic vision.

In 2025, Casappa received no convictions or penalties for anti-corruption violations, and launched a structured ESG assessment of its supply chain through the Synesgy questionnaire.



Governance and Corporate Conduct

This chapter presents Casappa S.p.A.'s approach to responsible business management, covering corporate ethics, supply chain oversight and information asset protection. These are distinct but interconnected areas that together define a governance model consistent with stakeholder expectations and the evolving regulatory and market context.

Casappa's governance is based on structured anti-corruption and ethical conduct policies, which also extend to suppliers through a supply chain qualification and monitoring system. This is complemented by growing attention to cybersecurity, to which the Company continuously dedicates focus and resources, in line with the evolving European regulatory framework.



Anti-Corruption and Ethical Conduct

Casappa pays close attention to the ethical aspects of its business and regards legality and integrity as essential conditions for carrying out its activities. For this reason, it has adopted an Organisational Model that includes both a Code of Ethics and a “Whistleblowing” procedure. During 2025, the Company received no convictions or penalties for violations of anti-corruption and anti-bribery laws.

Organisational Model

The Company has adopted an Organisational, Management and Control Model pursuant to Legislative Decree 231/2001, which governs companies’ administrative liability for specific offences committed in the Company’s interest. The Model, updated by the Board of Directors in 2024, aims to prevent unlawful conduct through procedures, internal controls and ethical rules consistent with the Company’s Code of Ethics.

Casappa has established an independent Supervisory Body responsible for monitoring the Model’s effectiveness and ensuring its implementation. This system promotes transparency, legality and accountability across all sensitive activities, involving executives, employees and third parties. Adoption of the Model represents a concrete commitment to **preventing unlawful conduct**, protecting the Company’s integrity and strengthening its ethical governance. This activity is reported annually to the Board of Statutory Auditors.

Code of Ethics

Casappa reaffirms its commitment to ensuring the utmost fairness, transparency and accountability in managing its business activities, through a Code of Ethics that represents a fundamental pillar of its governance system. During the reporting period, the document was reviewed and updated to strengthen its alignment with the latest regulatory references and standards on sustainability and corporate responsibility, including the framework of Legislative Decree 231/2001 on the administrative liability of entities.

The updated Code of Ethics consolidates and expands on the core principles guiding the Company’s conduct, including honesty, integrity, loyalty, transparency and respect for people’s dignity and rights. Particular attention is paid to developing human resources, fairness in internal and external relations, safeguarding the confidentiality of information, and the correct, responsible management of relationships with customers, suppliers and institutions.

The update also strengthens Casappa’s commitment to an increasingly ethical, shared corporate culture, aimed at preventing non-compliant conduct and promoting responsible practices along the entire value chain. The Code of Ethics, distributed internally and also made available externally, continues to serve as an essential guiding tool for the conduct of employees, staff and partners, helping to ensure sustainable, lasting business development.

Whistleblowing

In compliance with Legislative Decree 24/2023, Casappa has adopted an updated “Whistleblowing” procedure aimed at protecting those who report unlawful conduct or irregularities in the workplace. This system, compliant with EU Directive 2019/1937, provides legal protection to anyone reporting breaches of national or European law that could harm the Company’s integrity. The procedure applies to everyone involved in the working environment, including employees, staff, consultants and directors, extending protection to facilitators and people connected to them.

The handling of reports is entrusted to the Supervisory Body, appointed by the Board of Directors, which ensures confidentiality and anonymity through the use of a **dedicated digital platform** (my.studioziveri.it), which protects the whistleblower’s identity and the documentation submitted.

The system also allows for verbal reporting and ensures feedback within 7 days of receipt. The Supervisory Body assesses reports and, where necessary, initiates investigations and corrective action, always in compliance with whistleblower protection requirements. This model helps foster a corporate culture based on ethics, transparency and legality, safeguarding the Company’s integrity and the rights of those who work within it.



Supplier Qualification and Management

This section describes Casappa S.p.A.'s approach to supply chain management, with particular attention to supplier selection and evaluation criteria. The system adopted takes an integrated view of quality, sustainability and compliance with contractual and regulatory requirements, including respect for human rights and working conditions along the supply chain.

ISO 9001 certification is the methodological reference underpinning the qualification process, which comprises an initial assessment phase and ongoing monitoring over time. The aim is to build stable, responsible supplier relationships consistent with the Company's values and ethical commitments.

Privacy and Data Protection

Casappa has a rigorous **privacy and data security policy**, fully compliant with EU Regulation 2016/679 (GDPR), which is publicly available on its website. The Company ensures transparency in the processing of personal data collected through its website, specifying the purposes, management methods and security measures adopted to protect user confidentiality. Data collected, including browsing data and data provided voluntarily, is used solely for the stated purposes and is not disclosed to third parties, except where required by law.

Human Rights and Conduct Along the Supply Chain

In addition, for the purposes of sustainability reporting under the VSME standard, it should be noted that, during the reporting period, the Company identified no cases of child labour, forced labour, human trafficking or discrimination within its workforce or along its value chain. Activities were carried out in full compliance with applicable human rights legislation, ensuring **fair, safe and inclusive working environments**. In line with its commitment to responsible conduct across the entire supply chain, no confirmed instances of human rights violations or improper practices by suppliers, local communities, customers or other stakeholders were identified.

In terms of effective supply chain management, Casappa recognises the important role played by suppliers in supporting its quality, social responsibility and environmental protection objectives. In particular, to ensure high operating standards and promote continuous improvement, the Company adopts a management system compliant with **ISO 9001** certification, attesting to its effectiveness and quality and geared towards meeting customer needs and optimising internal processes.

Supply Chain Assessment Policy

Casappa adopts a structured process for selecting and evaluating suppliers, aimed at ensuring relationships based on quality, reliability and consistency with its corporate values. To support this approach, it uses a **supplier assessment questionnaire**, developed by the *Global Purchasing Department*, which allows for the systematic analysis of various critical supply-related aspects.

Key areas considered include: financial soundness, production capacity, quality, logistics, certifications, innovation and sustainability. The questionnaire also includes elements relating to ethical governance, compliant conduct and supply risk. The document also includes general data, references, SWOT analysis and technical sections, and is often supplemented by visits or introductory meetings between the Company and the supplier. This tool enables Casappa to select solid, responsible partners capable of contributing to the sustainable development of the supply chain.

Synesgy Questionnaire

Casappa actively pursues sustainability and is committed to reducing its ESG impacts through concrete projects and initiatives, as presented in the previous chapters. For this reason, the Company has launched a structured process to map and assess its supply chain, with the aim of understanding its level of ESG maturity.

The process is based on the **Synesgy questionnaire**, a practical tool for collecting and analysing information on business sustainability through a structured ESG self-assessment, which includes a performance evaluation, benchmarking comparison and useful guidance for defining an improvement plan⁸. Synesgy is currently a global alliance of companies actively engaged in the transition towards sustainability, with data and information gathered through an innovative digital platform. It should also be noted that, starting in 2026, this tool will be directed at the Top 30 class-A suppliers by impact on sales revenue with processes that are potentially more damaging to the environment (e.g. foundries, die-casting facilities, etc.), enabling Casappa to collaborate with partners aligned with its sustainability and social responsibility values and contributing to a more responsible and resilient supply chain management.



⁸ Further information on the Synesgy tool is available on the following Italian-language website: www.synesgy.com/it.

Cybersecurity and Business Continuity

Protecting information assets and ensuring business continuity are strategic priorities for Casappa, which in recent years has built a multi-level oversight system consistent with the evolving European regulatory framework and the requirements of the NIS2 Directive (Legislative Decree 138/2024).

This journey has long-standing roots: as early as 2017, the Company launched a structured process to assess and strengthen its **cybersecurity posture**, which over time has translated into technology investments, organisational reviews and increasingly mature risk management tools. This has been a progressive journey rather than a series of one-off measures, enabling Casappa to address the evolving regulatory and cyber-threat landscape from a solid foundation.

In governance terms, the Company has chosen to separate the cybersecurity function from IT management, establishing a **dedicated specialist unit** reporting directly to General Management. This organisational choice reflects the intention to treat cyber risk as a matter of executive responsibility, rather than a purely technical issue.

The approach taken is focused on prevention and continuous improvement. Since 2019, Casappa has regularly carried out risk **analysis, vulnerability assessments** and **penetration testing**, resulting in remediation plans that are verified over time. The Company has a structured Business Continuity Plan and Incident Response Plan, which define the procedures to activate in the event of an incident and ensure operational continuity even in critical scenarios.

The human dimension is an integral part of this framework. Casappa invests in **ongoing training** programmes for all staff on cybersecurity topics, recognising that the strength of any defence system also depends on the behaviour of the people who use it every day. The technical solutions adopted provide comprehensive protection for users, infrastructure and company networks, following a **multi-layered defence approach**.

In the years ahead, the Company intends to extend the scope of its oversight to areas currently under review, with the aim of maintaining a level of protection appropriate to the evolving landscape and the needs of an internationally present manufacturing organisation.





Methodological Note

This document represents the voluntary Sustainability Report prepared in accordance with the standards proposed by EFRAG (*European Financial Reporting Advisory Group*) for small and medium-sized enterprises (VSME ESRS – *Voluntary Small Medium Enterprises European Sustainability Standards*). The VSME Standard provides for two reporting modules; Casappa has chosen to comply with the requirements of both the Basic Module and the Comprehensive Module.

The aim of this report is to provide transparent, comparable reporting on the organisation's environmental, social and governance (ESG) performance, in response to growing stakeholder demand for transparency.

The reporting boundary for this Sustainability Report is Casappa S.p.A. The information contained in this document refers to the period from 1 January 2025 to 31 December 2025.

The performance indicators selected are those set out in the reporting standards adopted, representative of the specific sustainability areas analysed and consistent with the Company's activities and the impacts it generates. An analysis was carried out on the material topics identified for the Company and its sector, as described in the "Materiality Analysis" section.

This Sustainability Report has been reviewed and approved by the various company functions that contributed to its preparation.

For further information about the 2025 Sustainability Report, please contact us by email at: paitag@casappa.com.

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