

SUSTAINABILITY REPORT

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Maurizio Marchesini PRESIDENT
MARCHESINI GROUP S.p.A.

CARI STAUE HOLDER

2024 was a special year for us as we celebrated our Group's 50th anniversary. We did this by looking ahead, thinking about the future; a future we want to continue building together. Over these years we have shared challenges, aspirations and projects, giving shape to a common vision that we recounted through the multimedia installation created in September in Piazza Maggiore in Bologna: a space designed to invite everyone to reflect on our future, showing how extraordinary ideas can emerge from the encounter between technology, creativity and humanity.

This tenth sustainability report testifies to this key concept: the desire to continue investing in our territory, reminding ourselves that we are part of a supply chain and a community that grows and sustains itself. Our vision of the future is based on three fundamental pillars: economic sustainability, environmental sustainability, and social sustainability. Three dimensions that can no longer be considered separately, because the future of businesses and communities depends on their integration. Added to this is the challenge of technological innovation, which advances at breakneck speed and pushes us every day to rethink processes, products and skills. For us, responsible innovation means creating value, not only for the pharmaceutical and cosmetics market, but also for our planet and the people who are the beating heart of every company's system.

Our Group, characterised by a strong international vocation, is part of an increasingly complex and interconnected global geopolitical context. 2024, unfortunately, was also marked by global instability and tensions: from the outbreak of the conflict between Russia and Ukraine to the situation in the Middle East. These are difficult and uncertain times, but as a Group we choose to proceed with cautious optimism, driven by the conviction that genuine dialogue and cooperation are the foundations of a fairer and more sustainable future.

Through this Report we wish to share the path we have taken, the concrete actions we have implemented and the values that quide our commitment. In the environmental field, we continue to invest in the development of innovative packaging solutions, designed to accompany and reinforce the sustainability paths taken by our customers, but also in the development of automatic machines with reduced energy consumption. This echoes the commitment of Rinova: our company dedicated to the refurbishment of older machine models, which is a concrete example of the circular economy. On the social front, our commitment translates into protecting safety at work and valuing the continuous training of our employees. We strongly believe in the potential of the younger generation: in 2024, in particular, we involved a number of university students in a European challenge which saw our employees act as mentors. An experience that strengthened the dialogue between generations and company know-how, stimulating new perspectives for shared growth. Our dialogue with Italian schools and universities also continues, with the aim of building more and more bridges between the worlds of education and business.

Finally, thanks to the work done by Fondazione Marchesini ACT*, we try to give back some of what we have received over the years from the communities in which we operate. In 2024, we collaborated with numerous non-profit and charitable organisations, supporting projects dedicated to children, scientific research, environmental protection and biodiversity.

I would like to conclude by extending my heartfelt thanks to all those who have shown us their affection and support over the past fifty years.

We are increasingly aware that sustainability is not a goal, but a daily journey, made up of responsible choices and collaborations with partners who share our same values and vision for the future. Constant dialogue and openness to the world have broadened our horizons, taking us far beyond that garage in the Bolognese Apennines where it all began.

The trust placed in us has allowed us to build solid foundations. Today, bolstered by this legacy, we are ready to look forward to the next fifty years with the same enthusiasm and optimism that has always distinguished us.

America. Aneceleini

^{*}A third sector organisation that promotes all solidarity initiatives based on the Marchesini family's long-standing values.



1.1 NOTES ON METHODOLOGY

General basis for preparation of sustainability statements

Basis for preparation

This document represents the Sustainability Report (hereinafter also only "Report") prepared on a voluntary basis by Marchesini Group (hereinafter also only "Group"). The preparation of the Report is based, for the first time, on the principles laid down in the European Sustainability Reporting Standards (hereinafter also referred to as "ESRS"), developed by EFRAG1

within the framework of the recent European Corporate Sustainability Reporting Directive (hereinafter also referred to as "CSRD")². Although, at the time of writing and with specific reference to the financial year 2024, there are no regulatory obligations, the adoption of these standards reflects the desire to strengthen transparency towards stakeholders and integrate

ESG issues into corporate management in a structured manner.

The document has been drawn up in accordance with the general principles of relevance, faithful representation, comparability, comprehensibility and verifiability, as required by ESRS 1 "General Requirements".

Reporting boundaries

This Sustainability Report includes economic, financial, social, environmental and governance information for 46 of the 56 companies consolidated on a line-by-line basis

in Marchesini Group's financial statements as of 31 December 2024. The list of companies included is shown in the table below. Any exclusions from the scope of specific indicators are

clearly indicated and justified within the document.

*

Inclusion of the value chain

The Sustainability Report includes information on the company's value chain, including both upstream (e.g. suppliers) and downstream (e.g. distribution and use of products) actors.

In particular, it includes:

- Information on material impacts, risks and opportunities (IRO), identified taking into account the direct activities of Marchesini Group
- and its external relations;
- Applicable company policies, where available and relevant.

¹ Acronym for "European Financial Reporting Advisory Group", a technical and independent organisation founded in 2001 on the initiative of the European Commission with the aim of providing technical advice to the Commission on the adoption of International Financial Reporting Standards (IFRS), as well as developing European Sustainability Reporting Standards (ESRS) in line with Directive 2022/2464/EU (the so-called Corporate Sustainability Reporting Directive or "CSRD").

² Directive 2022/2464/EU was approved on 28 October 2022 by the Council of the European Union, with the aim of strengthening and extending the scope of sustainability reporting requirements, compared to the previous Directive (EU) 2014/95/EU (so-called "Non Financial Reporting Directive" or "NFRD"). On 10 September 2024, Italian legislative decree No. 125 of 6 September 2024, implementing the CSRD, was published in Italy. On 25 September 2024, Italian legislative decree 125/2024 came into force in our country.

COMPANY NAME	CITY / COUNTRY	GROUP TOTAL % SHARE	TYPE OF RELATIONSHIP
Marchesini Group S.p.A.	Pianoro (Italy)	Group leader	Group leader
A.TE.NE. S.r.l.	Gorgonzola (Italy)	60.00%	Subsidiary
Argo Vision S.r.l.	Milan (Italy)	100.00%	Subsidiary
Auteco Sistemi S.r.l.	Stradella (Italy)	70.00%	Subsidiary
C.A.T. Progetti S.r.l.	Sasso Marconi (Italy)	100.00%	Subsidiary
C.B.S. 3DESIGN S.r.l.	Sacile (Italy)	100.00%	Subsidiary
C.B.S. Engineering S.r.l.	Bologna (Italy)	75.00%	Subsidiary
C.N.C. S.r.l.	Carpi (Italy)	100.00%	Subsidiary
CMP Phar.ma S.r.l.	Costabissara (Italy)	100.00%	Subsidiary
Cosmatic S.r.l.	Ornago (Italy)	60.00%	Subsidiary
Creinox S.r.l.	Ariano Nel Polesine (Italy)	80.00%	Subsidiary
Dott. Bonapace & C. S.r.l.	Cusano Milanino (Italy)	70.00%	Subsidiary
Dumek S.r.l.	Pianoro (Italy)	100.00%	Subsidiary
GOPACK D.O.O.	Solkan (Slovenia)	100.00%	Subsidiary
Lixis S.A.	Buenos Aires (Argentina)	100.00%	Subsidiary
M Point-Engineering S.r.l.	Casalecchio di Reno (Italy)	57.50%	Subsidiary
M.A.R. Macchine Automatiche Riempitrici S.r.l.	Lainate (Italy)	100.00%	Subsidiary
M.A.R. USA Inc.	New Jersey (USA)	100.00%	Subsidiary
Marchesini France S.a.s.	Saint-Mesmes (France)	100.00%	Subsidiary
Marchesini Group do Brasil Comércio de Máquinas e Farmacêuticas Ltda.	São Paulo (Brazil)	100.00%	Subsidiary
Marchesini Group Iberica S.L.	Barcelona (Spain)	100.00%	Subsidiary
Marchesini Group Polska Sp. Z 0.0.	Warsaw (Poland)	100.00%	Subsidiary
Marchesini Group Rus LLC	Moscow (Russia)	100.00%	Subsidiary
Marchesini Group Ukraine LLC	Kyiv (Ukraine)	100.00%	Subsidiary
Marchesini Group USA Inc.	New Jersey (USA)	100.00%	Subsidiary
Marchesini M.E.C.A. S.A.	Geneva (Switzerland)	90.00%	Subsidiary
Marchesini Verpackungsmaschinen GmbH	Viersen (Germany)	100.00%	Subsidiary
Micanpack S.r.l.	Romans d'Isonzo (Italy)	100.00%	Subsidiary
Omac S.r.l.	Budrio (Italy)	100.00%	Subsidiary
P.M.M. S.r.l.	Carpi (Italy)	100.00%	Subsidiary

Proteo Engineering S.r.l.	Spilamberto (Italy)	78.00%	Subsidiary
RC Electronica S.L.	Barcelona (Spain)	100.00%	Subsidiary
Rejves Machinery S.r.l.	Marmirolo (Italy)	100.00%	Subsidiary
Rinova S.r.l.	Pianoro (Italy)	100.00%	Subsidiary
S.V.L.A. Sistemas De Controle e Rastreabilidade Ltda	São Paulo (Brazil)	100.00%	Subsidiary
Schmucker S.r.l.	Romans d'Isonzo (Italy)	100.00%	Subsidiary
SEA Vision France S.a.r.l.	Tigery (France)	100.00%	Subsidiary
SEA Vision Mexico S.A. de C.V.	Mexico City (Mexico)	100.00%	Subsidiary
SEA Vision Rus LLC	Moscow (Russia)	100.00%	Subsidiary
SEA Vision S.r.l.	Pavia (Italy)	100.00%	Subsidiary
SEA Vision USA Inc.	New Jersey (USA)	100.00%	Subsidiary
Studiopack S.r.l.	Bologna (Italy)	100.00%	Subsidiary
Tecnotrattamenti S.r.l.	Pianoro (Italy)	100.00%	Subsidiary
Tecnovernici S.r.l.	Pianoro (Italy)	100.00%	Subsidiary
TMG Marchesini UK Ltd	Leighton Buzzard (United Kingdom)	100.00%	Subsidiary
V2 engineering S.r.l.	Zola Predosa (Italy)	100.00%	Subsidiary

Disclosures in relation to specific circumstances

Sources of estimation and outcome uncertainty in value chain data

Quantitative information including value chain data may be based on estimations, standardised emission coefficients, industry averages or

other secondary data, if direct sources are not available. These metrics are clearly labelled and accompanied by a description of the methodology used, the level of accuracy achieved and, where applicable, planned actions to improve data quality.

1.2 GOVERNANCE

The role of the administrative, management and supervisory bodies

Composition and diversity of bodies

The administrative, management and supervisory bodies of Marchesini Group coincide with those of the parent company Marchesini Group S.p.A. The governance system adopted is traditional and consists of the Board of Directors, supported by endoconsiliar committees, and the Board of Statutory Auditors. These bodies are responsible for strategic

direction, supervision of the adequacy of the internal control system, risk management, and monitoring of ESG policies and objectives.

The Board of Directors consists of six members, five of whom are executive and one non-executive. The gender composition consists of four men and two women, 67% and 33% respectively. The percentage of independent

members out of the total Board is 40% and that of executive members 83% Board of Directors (in office until the date of the Shareholders' Meeting convened to approve the financial statements as of 31 December 2026)

Maurizio Marchesini	Chairman of Board of Directors
Marco Marchesini	Managing Director
Marinella Alberghini	Managing Director
Valentina Marchesini	Managing Director
Giuseppe Monti	Member of the Board

The Board of Statutory Auditors, which supports the Board of Directors in the performance of control and supervisory functions over the company's management, is composed of the Chairman, two standing auditors and two alternate auditors, appointed by the Shareholders' Meeting in accordance with legal and statutory provisions. Board of statutory auditors (in office until the date of the Shareholders' Meeting convened to approve the financial statements as of 31 December 2025).

Domenico De Leo	Chairman Board of Auditors
Barbara Pedretti	Standing auditor
Francesca Sandrolini	Standing auditor
Luca Tommasini	Alternate auditor
Marco Serantoni	Alternate auditor

The combined expertise of the Board of Directors and the Board of Auditors ensures comprehensive coverage of the main issues of sustainability and corporate integrity. The members of the governing bodies have diverse and complementary professional profiles, with experience in business management, corporate sustainability. finance and corporate law, as detailed in their CVs. People with expertise in corporate social responsibility, ESG processes and risk assessment are present, ensuring a holistic view of the environmental, social and governance impacts of the business activity.

The Board of Directors also boasts consolidated experience in the pharmaceutical and cosmetics packaging sectors, with specific expertise in primary and secondary packaging technologies,

process solutions and advanced digital applications, and has in-depth knowledge of the geographical areas in which the Group operates, with plants in Italy and subsidiaries in Europe, Asia and the Americas. This multidisciplinary and global expertise supports the Group's sustainability strategy, enabling it to integrate ESG principles into strategic decisions. promote technological innovation with low environmental impact, ensure regulatory compliance and transparency towards stakeholders. and strengthen the company's resilience and social responsibility.

Although not assigned to a specific committee, competences on sustainability are exercised transversally by the entire Board of Directors, supported by the Control and Risk Committee, which monitors ESG aspects within the risk

management and internal control system. The administrative and supervisory bodies may also avail themselves of input from external consultants for indepth technical or regulatory studies, in line with the nature and materiality of the impacts identified. The professional profiles and experience of the members of the Board of Directors and the Board of Statutory Auditors show a solid familiarity with the principles of proper administration, corporate integrity and compliance with applicable regulations, which are essential to adequately oversee the ethical management of the business. The presence of independent directors with expertise in legal and governance matters contributes to further strengthening the oversight of compliance and transparency, key elements of the Group's corporate culture.

Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

Supervision of sustainability-related impacts, risks and opportunities is entrusted to the Marchesini Group Board of Directors, supported by management and the relevant corporate functions. The Group has adopted an integrated approach to sustainability, in line with the principles of transparency, ethics and responsibility.

The management of ESG aspects is coordinated by the Sustainability Team, which works in synergy with the HSE, Internal Audit, Management Control and Administration functions, guaranteeing transversal oversight of environmental, social and governance topics. The impact reporting and monitoring process is fed by structured

information flows, collected periodically by the various corporate functions, and shared with corporate bodies.

The Board of Directors is informed annually on sustainability-related impacts, risks and opportunities, also through the validation of the results of the double materiality analysis. These elements are taken into account

when defining business strategies, supervising significant transactions and assessing the Group's overall risk profile.

During the year, the Board directly examined the results of the

materiality analysis, contributing to their evaluation and promoting the progressive integration of sustainability into decision-making and management processes. The Group is also working on formal policies and tools to further strengthen sustainability governance and systematically monitor emerging risks and opportunities for sustainable development.

Statement on due diligence

The following table presents the mapping between the key elements of due diligence, as defined by ESRS 1, Chapter 4, and the corresponding paragraphs of this Consolidated Sustainability Report of Marchesini Group. It aims to briefly illustrate how due diligence is integrated into the Group's governance, strategy and

business processes, in line with United Nations guiding principles on business and human rights and OECD guidelines for multinational enterprises.

At present, an organic due diligence process with regard to sustainability has not been formalised. However, the safeguards already in place at the level of governance, strategy and risk management constitute a first level of control and are instrumental in the gradual evolution towards a structured approach to due diligence.

Core elements of due diligence	Paragraphs in the sustainability statement
Embedding due diligence in governance, strategy and business model	Administrative, management and supervisory bodies [GOV-1, GOV-2] Material impacts, risks and opportunities [SBM-3]
Engaging with affected stakeholders in all key steps of the due diligence	Stakeholder engagement [SBM-2] Double materiality analysis [IRO-1]
Identifying and assessing adverse impacts	Identification of impacts, risks and opportunities (where present in thematic chapters) [SBM-3, IRO-1]
Taking actions to address those adverse impacts	Actions (where present in the thematic chapters) [E1-3, E5-2, S1-4]
Tracking the effectiveness of these efforts and communicating	Targets (where present in thematic chapters) [E1-4, E5-3, S1-5]

Risk management and internal controls over sustainability reporting

As of the date of this report, the Group has begun a process of implementing a formalised internal control and risk management system specifically dedicated to sustainability reporting; it has also begun a process of strengthening internal safeguarding mechanisms, with the aim of progressively embedding ESG risk management in business and reporting processes. The functions involved

in the collection and validation of sustainability data work in coordination with the Sustainability Team and the main operational areas, helping to ensure the consistency and reliability of the information reported.

The Group is committed to developing, in the medium term, an internal control system dedicated to sustainability, including risk assessment, the definition of mitigation

strategies and periodic reporting to the administrative, management and supervisory bodies.

1.3 ABOUT US

Strategy, business model and value chain

Business model

Marchesini Group conducts its business based on an industrial model divided into three main areas of operation. The Group's core business is the design, construction and marketing of a wide range of automatic machines and complete lines for the packaging of pharmaceuticals, cosmetics and food products. These solutions, which range from standard configurations to complex, highly customised systems. are designed for maximum efficiency. flexibility and compliance with international industry regulations.

To support its core business, the Group has developed in-house expertise in the area of metal surface treatment and finishing, which includes specific processes to improve the strength and durability of mechanical components used in machines. This allows direct control over the quality and timing of the production process, strengthening the internal supply chain.

The third area of operation focuses on the design and production of industrial vision systems and software solutions for inspection, traceability and serialisation of products. These technologies, developed to be fully integrated with packaging machines, meet the increasingly stringent requirements in terms of quality, safety and transparency throughout the supply chain.

The company was founded in 1974, when Massimo Marchesini built his first cartoning machine in his garage in Pianoro, starting an entrepreneurial story based on constant innovation, a passion for mechanics and the pursuit of excellence. Over the years, thanks to a combination of organic growth and strategic acquisitions, Marchesini Group has grown from a small local company to a multinational, consolidating a widespread presence in Italy and abroad through numerous

subsidiaries. Today, Marchesini Group consists of 69 companies, with a production structure entirely located in Italy, where 17 highly specialised operate. industrial plants The international dimension of the Group is expressed through a widespread network of 17 foreign subsidiaries and more than 36 commercial agencies, which allow a direct presence in more than 135 markets worldwide. This structural organisation allows the Group to preside over global markets promptly and effectively, ensuring high standards of quality, technical assistance and customer proximity. Marchesini Group continues distinguish itself for its flexibility. craftsmanship and attention to detail which derive from its strong ties to the territory, thus preserving the values and identity that guide its daily work.

Markets served

Marchesini Group plants represent a virtuous blend of traditional craftsmanship and advanced technology: they cover the entire production process, from primary treatment and packaging to inspection, labelling and end-of-line, offering the possibility of customisation of every solution to the specific needs of each B2B customer.

Marchesini Group is divided into two

main divisions: Pharma and Beauty. The pharmaceutical sector is structured into four operational areas: the Aseptic Division, dedicated to production in sterile environments; the Process Division, focusing on product preparation and treatment processes; the Laboratory Division, for laboratory and quality control needs; and the Packaging Division, specialising in primary and secondary

packaging.

The Beauty segment, meanwhile, is represented by a series of proprietary brands, Axomatic, Cosmatic, Dumek, Rejves Machinery, Vibrotech and V2 Engineering, which allow the Group to expand its range of solutions dedicated to the cosmetics world, guaranteeing a flexible and highly specialised approach. To support the core divisions, Marchesini

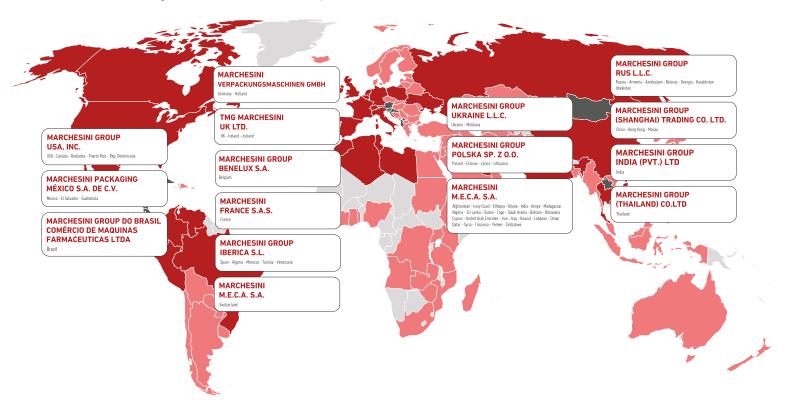
Group offers advanced Customer Services, as well as developina Digitalization and Sustainability initiatives, with the aim of accompanying customers towards a more modern and sustainable industry.

To this end, the Digital Division integrates all solutions based on new technologies and artificial intelligence, in order to

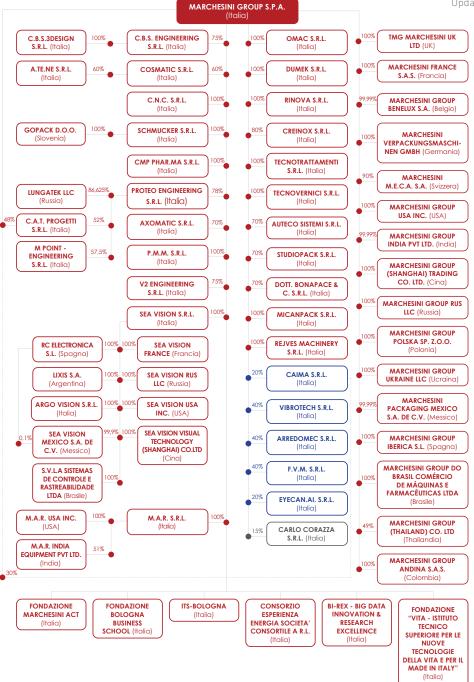
and lines.

The Group has a strong presence in Italy, developed over the years from its headquarters in Pianoro. Today, the Group is active in Europe, North and South America. Asia and the Middle East. With operations and sales offices in more

provide increasingly high-performance, than 15 strategic countries, including intelligent and customisable machines the United States, Brazil, Mexico, Germany, France, the United Kingdom, Poland, Ukraine, Russia, India, China and Thailand, the Group is able to support its customers worldwide, guaranteeing proximity, timeliness and personalised service.







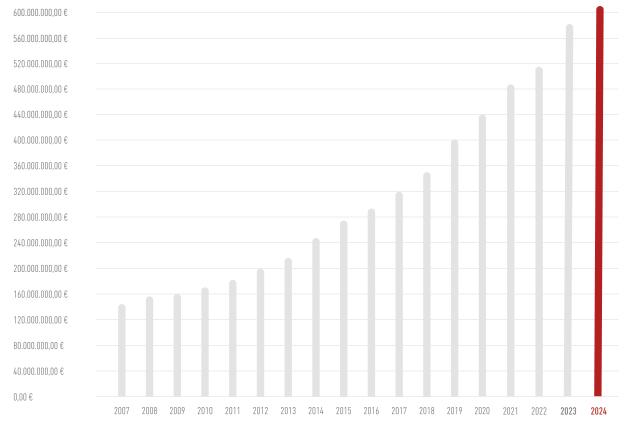
Breakdown of revenues by operating segment

Reconciling revenue disclosures with the provisions of IFRS 8 Operating Segments, the

Group presents revenues by business category.

During the financial year 2024, the

Group reported consolidated revenues of more € 602 million, with the following sector breakdown



(thousands of €) Entry	2024	2023	Change
Sales of machines, formats and lines	455,091,000	440,225,000	14,866,000
Sale of spare parts	79,143,000	76,323,000	2,820,000
Machine overhaul and technical assistance	49,391,000	48,816,000	575,000
Miscellaneous processing and revenues	18,887,000	19,212,000	2,579,000
Total revenues	602,512,000	584,576,000	20,840,000

³ The reported revenues refer to the Group as a whole, as consolidated in the financial statements, and also include companies not included in the scope of this Sustainability Report.

Economic value distributed to stakeholders

Marchesini Group issues its Group consolidated financial statements in compliance with the International Financial Reporting Standards (IFRS) adopted at European level, in order to guarantee high-quality and easily comparable economic and financial information.

The figures below refer to Marchesini Group's consolidated financial statements for the year ending 31 December 2024.

The total value generated by Marchesini Group in 2024 was approximately € 615 million, also up by 3% compared to 2023. Of such value:

- € 104.6 million (-3% compared to 2023) was retained by the parent company;
- € 510.4 million (+4% compared to 2023) was distributed to the main stakeholders as follows:
 - Operating costs: approximately
 € 283.4 million (+3%);

- Staff remuneration: approximately € 193.1 million (+8%);
- Financial Stakeholders, shareholders and Public Administration: approximately € 33 million (-13%);
- Donations, association dues and sponsorships to the community: approximately € 791 thousand (+27%).

The Reclassified Profit and Loss Account

thousands of €	2024	2023	Change	% Change	
Economic value generated					
Earnings	602,512	584,576	17,936	3.07%	
Other revenues	5,650	6,464	(814)	-12.59%	
Financial and equity revenues	6,833	4,873	1,960	40.22%	
Total - Economic value generated	614,995	595,913	19,082	3.20%	
Economic value distributed					
Operating costs	283,440	275,007	8,433	3.07%	
Payroll	193,114	178,404	14,710	8.25%	
Return on equity	-	-	-	n.a.	
Return on investments	6,686	7,615	(929)	-12.20%	
Public Administration remuneration	26,358	26,515	(157)	-0.59%	
External gratuities and sponsorships	791	623	168	26.97%	
Total - Economic value distributed	510,389	488,164	22,225	4.55%	
Economic value withheld					
Amortisation/depreciation, writedowns and adjustments	37,587	37,113	474	1.28%	
Self-financing	67,019	70,636	(3,617)	-5.12%	
Total - Economic value retained	104,606	107,749	(3,143)	-2.92%	

Supply chain

The supply chain is a strategic element in Marchesini Group's value chain and makes a decisive contribution to the quality and reliability of its products and services. The Group takes a responsible and proactive approach to managing its suppliers, based on the principles of transparency, collaboration and mutual development, with the aim of creating long-term relationships based on trust and shared corporate values.

Marchesini Group's supply network includes highly specialised international partners as well as small and mediumsized local companies specialising in materials, customised components and other production-related categories. This complex structure allows the integration of diversified technical skills and guarantees the flexibility needed to support innovation and customisation of production processes.

The Group favours collaboration with suppliers who operate in accordance with the principles of its Code of Ethics and Framework Agreements, instruments that establish clear standards on product quality, environmental protection, worker health and safety and respect for human rights. Supplier selection and qualification processes include verification of conformity with technical and regulatory requirements, as well as the adoption of responsible practices throughout the supply chain.

The percentage of suppliers who, in 2024, received the framework agreement and signed the principles of

Marchesini's Code of Ethics is 94% In line with the Group's strong territorial roots, a significant share of supply relationships is developed with Italian companies, particularly in the production district where the Headquarters is located. This choice reflects the desire to support the local economic fabric, while promoting a proximity model that reduces the environmental impact of transport and encourages greater operational synergy.

Marchesini Group continues to strengthen its sustainable sourcing strategy, promoting constant dialogue with its supply chain partners and

encouraging the adoption of practices geared towards efficiency, quality and social and environmental responsibility. For this purpose, the Group involves its main suppliers through the Synesgy questionnaire, a self-assessment tool that investigates ESG aspects divided into three areas: Governance, Social and Environment. The questionnaire makes it possible to gather information on company policies, certifications (e.g. ISO 9001, ISO 14001, ISO 45001), risk management, sustainability practices and regulatory compliance, facilitating comparable transparent and assessment of the level of sustainability along the supply chain.



Research, Development and Product Innovation 2024 - Innovation and Sustainability: the driver of modern competitiveness

Marchesini Group strongly believes that Research and Development (R&D) is a key factor for technological progress and competitiveness with other companies.

Through innovation, Marchesini Group creates new products and improves existing processes, effectively responding to the ever-changing needs of the market and society.

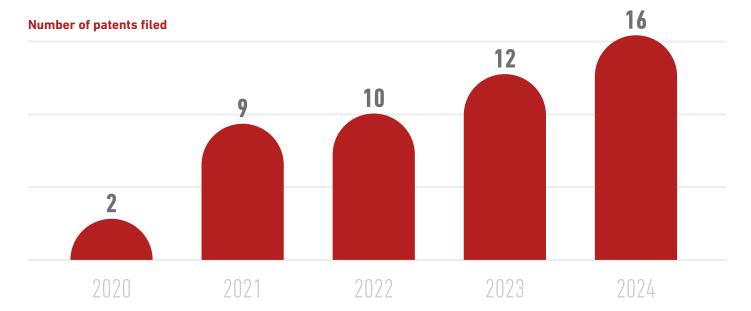
Innovation is not a linear process: it involves incremental, cumulative learning, with inputs from inside the organisation, but also beyond.

Marchesini Group views human resources as fundamental in this context, since they transform innovative ideas into tangible, practical, sustainable solutions.

Through its unwavering commitment, the Group proves that investing in R&D yields major competitive advantages, while improving production performance and occupational health and safety. In 2024, R&D costs amounted to € 17.6 million, equivalent to 4.90% of earnings.

From 2020 to 2024, Marchesini Group

recorded an impressive growth in patent registrations, as shown in the chart below. This increase, compared to the total number of active patents (over 150) of Marchesini Group S.p.A., reflects the Group's ongoing commitment to innovation and the protection of its inventions. Patents cover a vast range of technologies and demonstrate the company's ability to adapt and respond to constantly evolving demands from the market.



International compliance 2024

COUNTRY	COMPLIANCE
CE	Marking and Certification of Machines in accordance with the Machinery Directive 2006/42/EC.
EUROPEAN UNION	Marchesini Group machines always carry the CE mark, even outside the EU. Ex marking, for ATEX machines
	Marking and Certification of Machines in accordance with the "EAC" Technical
EAC	Regulations for the Customs Union (Russia, Belarus, Kazakhstan, Armenia, Kyrgyzstan)
CUSTOMS UNION	[NI[] marking, for ATEX machines.
BRAZIL	Conformity and Certification in accordance with standard "NR12"
	NR12-ATEX marking, for ATEX machines.
USA CANADA	Conformity, Components and Certification of the Electrical Control Panel by MG Certification of installation at Customer's premises UL-ATEX and CSA-ATEX marking for ATEX machines.
TURKEY	Electrical Equipment Certification
SAUDI ARABIA	Electrical Equipment Certification
IRAN / SYRIA / RUSSIA / CUBA / NORTH KOREA	"Dual Use" Technical Classification

Sustainability strategy

Marchesini Group considers sustainability a strategic element, in the knowledge that every business decision brings with it environmental, social and economic impacts, together with risks and opportunities that must be managed responsibly. For this reason, the Group has integrated into its governance a series of specific policies that guide day-to-day decisions and reflect a concrete and transparent commitment to a more sustainable future:

- Environmental Policy, which promotes environmental protection and the reduction of ecological impact.
- · Health & Safety Policy, designed to

- ensure safe working environments by promoting risk prevention and to enhance people's wellbeing in the workplace.
- Sustainable Procurement Policy: to ensure responsible and sustainable purchasing practices throughout the supply chain.
- Conflict Minerals Policy: to avoid the use of minerals from conflict zones, ensuring an ethical value chain.
- RoHS (Restriction of Use of Certain Hazardous Substances) Policy: this restricts the use of hazardous substances in products.
- REACH Policy (Registration, Evaluation, Authorisation and

- Restriction of Chemicals): this ensures the safe use of chemical substances.
- PFAS Policy: this ensures regulatory compliance in the use of per- and polyfluoroalkyl substances.
- Privacy Policy: this provides safeguards for the confidentiality and protection of personal data.

The main sustainability challenges concern the preservation of natural resources, i.e. producing more efficiently and consuming less, reducing environmental impact and ensuring compliance with environmental legislation.

Interests and views of stakeholders

Stakeholder engagement

Marchesini Group attaches great value to a structured and ongoing dialogue with its stakeholders, considering this a strategic factor for sustainable business growth and the consolidation of business relations. Transparent discussion with stakeholders enables valuable insights to be gained with a view to identifying impacts, risks and opportunities related to the Group's activities, and to improve product quality, business relationship management and environmental and social performance.

As part of its double materiality analysis activities, the Group updated its stakeholder map, identifying the main reference categories: employees, customers, suppliers, banks, institutions and regulatory authorities, trade unions, local communities, media and trade associations.

In the first year of implementing the stakeholder engagement process, two categories of stakeholders were involved: banks and customers. A structured questionnaire, drawn up in accordance with the sub-topics set out in the ESRS 2 - AR 16 application requirement, was administered to these subjects, with the aim of identifying the areas considered most relevant to the Group's activities. This initiative represents the starting point

of a path aimed at systematically and transparently integrating the views of stakeholders into the process of defining ESG strategic priorities, with the number of stakeholders involved to be gradually increased in the coming years. The results of the questionnaire confirmed the material topics that emerged from the internal stakeholder evaluations.

The governance, management and control bodies were constantly updated on the evidence that emerged from discussions with stakeholders, in order to ensure informed strategic decisions in line with the most relevant priorities for the Group and its stakeholders.

1.4 DOUBLE MATERIALITY ANALYSIS

Description of the processes to identify and assess material impacts, risks and opportunities

In order to identify material impacts, risks and opportunities, an analysis based on the principle of double materiality was carried out, as required by the ESRS 1 standard and in line with the guidelines of the document 'EFRAG IG 1 - Materiality Assessment'. The four-stage process is designed to provide an accurate and consistent representation of the Group's position

with respect to the most significant sustainability issues, considering both the impacts on people and the environment and the possible financial consequences for the Group itself.

The results of this analysis formed the basis for defining and selecting the relevant disclosure requirements, which are detailed in the individual thematic chapters of this Consolidated Sustainability Report.

The final step (Reporting) is dealt with in the following section "Disclosure requirements in ESRS covered by the undertaking's sustainability statement".

Understanding of the context

In a preliminary stage, a detailed analysis of the Group's operational and strategic context was conducted, considering all the companies fully consolidated in Marchesini Group's Financial Statements (100% of the total). This analysis covered all the companies' activities, with a particular focus on the configuration of the value chain, the main dependencies on raw resources, human capital and the

geographical distribution of suppliers considered strategic.

At the same time, an analysis of the territorial context was carried out in order to identify possible areas of vulnerability, especially in relation to the protection of human rights and working conditions throughout the supply chain. The assessment was supported by a comparative analysis that included a review of previous Group sustainability

reports, an examination of best practices adopted by international players, and an evaluation of the criteria applied by leading ESG rating agencies. In this phase, the main internal and external stakeholders were also mapped and analysed in order to understand how the Group's activities may affect their rights and legitimate interests, either directly or indirectly

Identification of impacts, risks and opportunities related to sustainability issues

From the evidence gathered, the Group developed two separate long-lists: one detailing current and potential impacts, both positive and negative, and the other listing sustainability-related risks and opportunities. Information was

systematised according to variables such as business cluster, position in the value chain (own activities, upstream, downstream), relevant stakeholders and time horizon. Both lists were submitted to management

for validation, with the aim of forming a shared methodological basis for the subsequent materiality assessment phase.

Assessment and determination of material impacts, risks and opportunities

The materiality assessment phase was articulated through a methodical and participatory process. As a first step, workshops were organised for top management, with a view to sharing a common understanding of the concept of double materiality and the analysis criteria used. Subsequently, a questionnaire was administered to a sample group of stakeholders, which included customers and financial institutions with which the Group has dealings.

Impacts were estimated in line with ESRS 1 criteria, considering the parameters of severity, extent, irremediable character and likelihood of occurrence. With regard to potential impacts on human rights, probability was automatically assigned to the highest level, in line with the reference principles. Each dimension of the analysis was assessed separately by assigning a numerical score from 1 (low) to 4 (high). The scores were then aggregated by calculating an average value for each impact, based on which a materiality threshold of 2.4 was applied. All impacts with an average score equal to or greater than this value were considered material.

The analysis of risks and opportunities also followed a similar approach, considering the potential magnitude of the financial impact over three time horizons (short, medium and long term) and the probability of occurrence. The drivers were rated individually on a scale of 1 to 4, and the aggregated results were compared to a materiality threshold of 1.1, above which the risks

and opportunities were identified as significant.

At present, formal internal control procedures dedicated to the entire double materiality analysis process are not yet operational. However, the activity was conducted in a structured, documented and transparent manner, with the involvement of cross-departmental corporate functions, so as to ensure the soundness, traceability and reliability of the assessments made.

When defining the long-list of sustainability topics, potential impacts were identified under the topic "Pollution" (E2), mainly related to the activities of two Group companies specialising in metal processing, as well as to the Group's value chain. However, when assessing materiality, these impacts were not considered significant, as the activities that generate them are marginal compared to Marchesini Group's production processes as a whole, which are based on mechanical machining and assembly activities with a low environmental impact, without the use of hazardous chemicals or significant emissions into the air, water or soil.

The Group operates in full compliance with current environmental regulations, aimed at preventing and minimising the risk of pollution. For these reasons, topic E2 was not considered material for the purposes of this report.

The assessment of negative and potential impacts was carried out in line with the ESRS requirements, which call for identifying and describing

possible effects without considering, at this stage, mitigation measures and safeguards already in place within the organization. This approach is therefore aimed at representing what could happen in the absence of existing protection systems. It is important to emphasize that all identified aspects are managed in a structured manner by the Group, thanks to established procedures, constant monitoring, and corporate policies focused on risk prevention, the protection of human rights, and the well-being of the people involved.

Responsible management of the coating process

Although topic E2 – Pollution has not been identified as material to Marchesini Group's activities, the Group nevertheless adopts responsible management practices aimed at preventing and reducing the environmental impact of its production processes.

A concrete example of this approach is the coating process, designed to combine high quality standards with environmental sustainability. The cycle used is in fact water-based, avoiding the use of powders and solvents and significantly reducing emissions of Volatile Organic Compounds (VOCs).

Every stage of the process is controlled and monitored — from temperature and humidity to product handling — to ensure consistent results and an optimal balance between quality and respect for the environment.

Also with regard to the topic "Water and marine resources" (E3), impacts related to the Group's activities were identified in the long-list; these impacts

were not considered material, given

that Marchesini Group's production

The Group regularly monitors environmental indicators related to coating, such as water consumption, use of solvent-based products and waste production, with the aim of gradually reducing the use of resources and minimising waste generation.

This commitment, even in the absence of significant impacts in terms of

pollution, testifies to Marchesini Group's desire to promote continuous improvement and to operate in line with ESRS principles, even for issues not considered a priority.



processes do not require large quantities of water, as water use is mainly limited to sanitation uses and, to a lesser extent, machine testing and trials. In addition, the water used is managed in accordance with current regulations and disposed of through specialised companies, ensuring the protection of the environment and local communities.

Table of material impacts, risks and opportunities

The following is a summary of the material impacts, risks and opportunities identified by the double

materiality analysis; each aspect will be further explored in the thematic chapters of this Report.

Sub-topic	IRO .	Description	Value chain	Time horizon		
Climate change [ESRS E1]						
Climate change	Physical risk	Climate-related physical risks for the Group's own operations due to extreme weather events	Own operations	Long		
adaptation	Physical risk	Climate-related physical risks along the upstream value chain affecting the Group's supply chain	Upstream	Long		
	Current negative impact	Generation of direct GHG emissions related to the Group's activities, in particular deriving from the use of natural gas for heating and powering the corporate fleet (Scope 1) and electricity in production activities (Scope 2)	Own operations	Short		
Climate change mitigation	Current negative impact	Generation of indirect GHG emissions related to activities upstream and downstream of the Group (Scope 3)	Upstream, Downstream	Short		
	Transition risk	Transition risks related to the introduction of stringent emission regulations	Own operations, Upstream	Medium		
	Transition risk	Transition risks related to changing market and customer expectations, which require increasing efforts in terms of decarbonisation	Own operations	Medium		
Circular economy [ESRS	E5]					
Resources inflows, including resource use	Current negative impact	High consumption of non-renewable raw materials and use of rare earths and other critical materials in the Group's production activities	Own operations	Short		
including resource use	Risk	Risks of continuity of inflow of non- renewable raw materials, rare earths and other critical materials	Own operations	Long		
Resource outflows related to products and services	Positive current impact	High circularity of products sold by the Group	Own operations	Short		
	Risk	Entry into force of regulations establishing a general framework for the eco-design of products	Own operations	Medium		
Waste	Current negative impact	Generation of large quantities of waste, both hazardous and non-hazardous, in the Group's activities	Own operations	Short		

Own workforce [ESRS S1]				
Working conditions	Potential negative impact	Negative impact on Group employees due to inadequate working conditions	Own operations	Short
	Current negative impact	Impacts on the health and safety of the organisation's workforce caused by accidents in the workplace and occupational diseases	Own operations	Short
Equal treatment and opportunities for all	Potential negative impact	Potential incidents of discrimination against Group employees, with negative effects on people's wellbeing, the corporate climate and the quality of the working environment	Own operations	Short
	Positive current impact	Upskilling of the Group's own workforce through training and professional development courses	Own operations	Short
Business conduct [ESRS	G1]			
Corporate culture	Positive current impact	Effectiveness of governance in disseminating corporate values, culture and ethical principles.	Own operations	Short
Protection of whistleblowers	Current negative impact	Lack of an efficient whistleblower protection system	Own operations	Short
Management of relationships with suppliers, including payment practices	Current negative impact	Potential missed payments to suppliers	Own operations	Short

Disclosure requirements in ESRS covered by the undertaking's sustainability statements

included in this Consolidated to Appendix E of ESRS 1 and Q&A ID Sustainability Report was based on 177 published by EFRAG to define the an analysis of the material impacts, relevant information to be included in risks and opportunities for Marchesini Group. Once the material topics

The selection of information were identified, the Group referred the thematic chapters.

The list of disclosure requirements

identified through the materiality analysis can be found in the Appendix to this Report, together with the list of disclosure elements required by other EU legislation.



2.1 CLIMATE CHANGE

Impact, risk and opportunity management

Description of the processes to identify and assess material climate-related impacts, risks and opportunities

As part of the double materiality assessment, the Marchesini Group carried out a structured analysis of the impacts, risks, and opportunities related to climate change, in compliance with ESRS E1 'Climate Change' standards. The goal was to understand the extent to which climate change could influence the business model and, at the same time, assess the impacts generated by the Group's activities on the climate. The analysis covered the entire value chain, including the three production clusters and upstream and downstream activities. Both direct impacts—mainly greenhouse gas emissions generated by operational sites, production facilities, and sales points—and indirect impacts, linked to raw material procurement, logistics, and product use and end-of-life, were considered. The overall energy demand was also examined, assessing quantities, source origin (renewable or fossil), and potential efficiency margins. The analysis revealed that energy consumption, although carefully monitored and managed, does not constitute a material topic given its relatively limited weight. However, in the interest of transparency and completeness, the Group has decided to report the related energy data within this Report. Conversely, direct and indirect impacts associated with greenhouse gas emissions along the

value chain were found to be material. In parallel, both physical risks stemmina from the increasing frequency of extreme weather events and their potential impact on assets and operational continuity—and transition risks, linked to regulatory developments. emission pricina mechanisms. and stakeholder expectations, were assessed. The analysis also highlighted strategic opportunities, including the adoption of more circular production models, the use of lower-impact materials, and improvements in the energy efficiency of processes and products. The assessment was conducted using an integrated qualitative-quantitative approach, consistent with the European framework defined by the CSRD and industry best practices, despite the absence of formalized climate scenarios. This approach made it possible to estimate the significance of impacts and identify potential competitive advantages arising from a proactive path toward climate transition.



Material impacts, risks and opportunities and their interaction with strategy and business model

The double materiality process identified some material impacts, risks and opportunities related to climate change. Current negative impacts mainly relate to the generation of greenhouse gas (GHG) emissions from the Group's activities (Scope 1

and 2), from activities upstream and downstream of the value chain (Scope 3). The risks identified include physical risks related to extreme weather events that may disrupt supply along the upstream chain, and transition risks associated with regulatory and

market changes. The information was classified by sub-topic, stage of value chain affected, and most significant time horizon

Sub-topic	IRO	Description	Value chain	Time horizon
Climate change adaptation	Physical risk	Climate-related physical risks for the Group's own operations due to extreme weather events	Own operations	Long
	Physical risk	Climate-related physical risks along the upstream value chain affecting the Group's supply chain	Upstream	Long
Climate change mitigation	Current negative impact	Generation of direct GHG emissions related to the Group's activities, in particular deriving from the use of natural gas for heating and powering the corporate fleet (Scope 1) and electricity in production activities (Scope 2)	Own operations	Short
	Current negative impact	Generation of indirect GHG emissions related to activities upstream and downstream of the Group (Scope 3)	Upstream, Downstream	Short
	Transition risk	Transition risks related to the introduction of stringent emission regulations	Own operations, Upstream	Medium
	Transition risk	Transition risks related to changing market and customer expectations, which require increasing efforts in terms of decarbonisation	Own operations	Medium

Transition plan for climate change mitigation

At present, the Group has not yet implemented a specific transition plan for climate change mitigation aligned with the goal of limiting global warming in the terms defined by the Paris Agreement, and with a view to carbon neutrality. In this context, the Group is considering a structured decarbonisation plan and joining specific initiatives (e.g. SBTi).

Policies related to climate change mitigation and adaptation

The Group's sustainability is based on a solid and structured governance system, reinforced by the adoption of specific corporate policies that guide every area of business activity towards principles of responsibility, transparency and sustainability. Central among these is the Environmental Policy, which demonstrates the Group's commitment to protecting the environment and reducing the ecological impact of its activities, and the decision to certify its headquarters to ISO14001, a goal set for 2025.

This commitment is further enshrined in the Code of Ethics, which promotes

sustainable development by supporting initiatives aimed at environmental protection, energy efficiency and the dissemination of low environmental impact production and distribution technologies.

The sustainability policies apply to all Group companies, irrespective of the country in which they operate and their organisational level. In the event of any discrepancies between the principles set forth in the Policies and local regulations, the more restrictive provisions, whether contained in the Code of Ethics or stipulated by the relevant legal systems, shall apply.

To ensure an effective and uniform

application of the Policies in all geographical locations and at all levels of the organisation, the Group prepares and periodically updates appropriate communication, training, prevention and control tools.

The Code of Ethics and all the Policies are addressed to the members of the Corporate Governing Bodies of each Group Company, the staff - both employees and non-employees - as well as all persons who, for any reason, establish relationships or collaborations with the Group, operating directly or indirectly for the achievement of its objectives.

Actions and resources in relation to climate change policies

Marchesini Group considers the fight against climate change a strategic priority and adopts policies and concrete actions to significantly reduce its own emissions, in line with European energy transition targets. The parent company, Marchesini Group S.p.A., which alone accounts for more than 60% of the Group's energy consumption, has achieved the objective of fully covering its electricity needs through the purchase of Guarantees of Origin (GO), electronic certificates under Directive 2009/28/EC that certify that the energy fed into the grid comes from renewable sources. As a result of this choice, Marchesini Group S.p.A.'s entire electricity consumption is now certified as renewable, allowing it to declare zero Scope 2 emissions according to the market-based method.

The adoption of this policy helps to significantly reduce the climate impact of the company's activities, while supporting the growth of green energy production nationwide and the strengthening of renewable supply chains. The systematic management of GOs, entrusted to structured and audited internal processes, ensures transparency, traceability and regulatory compliance, with Gestore dei Servizi Energetici (GSE) appointed as the authority responsible for issuing and authenticating the certificates.

In addition to neutralising indirect emissions related to electricity, the Group integrates this strategy in a broader framework of climate policies geared towards innovation and sustainability: the choice of renewable sources is accompanied by investments in energy efficiency, the updating of production processes to limit consumption, and the design of industrial solutions with reduced environmental impact. At the same time, the Group promotes a corporate culture based on climate responsibility, raising awareness among management, employees and supply chain partners towards practices that are consistent with climate change mitigation goals.

Through the full purchase of certified renewable energy and the gradual integration of efficiency and innovation measures, the Group consolidates its role as a responsible player in the ecological transition, setting itself as an example of how an industrial company can combine competitiveness, sustainable growth and a concrete commitment to combating climate change.

Targets related to climate change mitigation and adaptation

Although the Group has not yet formalised specific quantitative targets on climate change mitigation and adaptation, it has embarked on a structured process of monitoring

2015, the Group has been recording its energy consumption and direct and indirect emissions annually as part of its environmental reporting process. Continuous monitoring of emissions its greenhouse gas emissions. Since is a strategic tool for assessing

environmental performance, identifying areas for improvement and directing operational choices towards gradual decarbonisation.

Metrics

Energy consumption and mix

Marchesini Group

Energy consumption and mix (MWh) ⁴	2024
Fuel consumption from coal and coal products	-
Fuel consumption from crude oil and petroleum products	5,005.6
Fuel consumption from natural gas	7,421.0
Fuel consumption from other fossil sources	-
Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	6,437.3
Total fossil energy consumption	18,863.8
Share of fossil sources in total energy consumption	63.5%
Consumption from nuclear sources	-
Share of consumption from nuclear sources in total energy consumption	-
Fuel consumption for renewable sources	-
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	9,758.0
Consumption of self-generated non-fuel renewable energy	1,099.9
Total renewable energy consumption	10,857.9
Share of renewables in total energy consumption	36.5%
Total energy consumption	29,721.8
Energy intensity per net revenue (MWh/million €)	2024
Net revenue from activities in high climate impact sectors (million €)	559.2
Total energy consumption (MWh)	29,721.8
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors	53.2

⁴ Data on energy consumption and greenhouse gas (GHG) emissions refer to the companies included in the reporting boundaries, with the exclusion of Dumek S.r.l. and TMG Marchesini UK Ltd.

Marchesini Group S.p.A.

Energy consumption and mix (MWh)	2024	2023	2022
Fuel consumption from coal and coal products	-	-	-
Fuel consumption from crude oil and petroleum products	1,739.66	1,794.52	1,794.89
Fuel consumption from natural gas	2,915.06	3,087.08	3,899.76
Fuel consumption from other fossil sources	-	-	-
Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	-	-	-
Total fossil energy consumption	4,654.72	4,881.60	5,694.66
Share of fossil sources in total energy consumption	30.4%	32.0%	34.3%
Consumption from nuclear sources	-	-	-
Share of consumption from nuclear sources in total energy consumption	-	-	-
Fuel consumption for renewable sources	-	-	-
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	9,758.00	9,695.82	10,158.82
Consumption of self-generated non-fuel renewable energy	902.87	691.53	727.27
Total renewable energy consumption	10,663.34	10,387.35	10,886.09
Share of renewables in total energy consumption	69.6%	68.0%	65.7%
Total energy consumption	15,318.06	15,268.95	16,580.75
Energy intensity per net revenue (MWh/million €)	2024	2023	2022
Net revenue from activities in high climate impact sectors (million €)	274.6	257.7	243.6
Total energy consumption (MWh)	15,318.06	15,268.95	16,580.75
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors	55.78	59.25	68.07

Gross Scopes 1, 2, 3 and Total GHG emissions

The calculation of the Group's greenhouse gas emissions follows an approach that complies with the main international methodological references, in particular the Greenhouse Gas Protocol. Direct emissions (Scope 1) include those generated by sources owned or controlled by the Group, such as fuel consumption for heating and for powering company vehicles. These emissions are quantified on the basis of

actual measured consumption and the relevant standard emission factors. For Scope 2, relating to indirect emissions from purchased electricity consumption, the Group applies both the location-based and market-based method, providing transparent and comprehensive reporting. The location-based method is based on average emission factors related to energy production in the territory where the

energy is consumed, while the marketbased method reflects emissions related to energy actually purchased by the company through specific contracts, where supported by instruments such as guarantees of origin or renewable energy certificates.

The distinction between the two approaches allows for a more accurate representation of the impact of energy supply choices and the contribution

of sustainability-oriented strategies. In this context, the entire share of electricity consumed by Marchesini Group S.p.A., which accounts for over 60% of the Group's total energy consumption, is covered exclusively

by renewable sources through the purchase of Guarantee of Origin (GO) Certificates. This allowed the Group to reduce its Scope 2 emissions calculated according to the market-based approach by about 5,000 tonnes

of CO₂ equivalent, or almost 61% of the Scope 2 total resulting from the same method.

Marchesini Group

Greenhouse gas emissions (tCO2eq)	2024
Scope 1 GHG emissions	
Gross Scope 1 ⁵ GHG emissions	2,762.7
Percentage of Scope 1 GHG emissions from regulated emission trading schemes	-
Scope 2 ⁶ GHG emissions	
Gross Scope 2 GHG emissions (location-based) ⁷	3,806.6
Gross Scope 2 GHG emissions (market-based) ⁸	2,782.3
Scope 1 + 2 GHG emissions (location-based)	6,569.3
Scope 1 + 2 GHG emissions (market-based)	5,545.0
Emission intensity of GHG emissions (tCO2e/million €)	2024
Net revenue from activities in high climate impact sectors (million €)	559.2
Gross Scope 1 + 2 GHG emissions (location-based)	6,569.3
Emissions intensity (location-based)	9.9
Gross Scope 1 + 2 GHG emissions (market-based)	5,545.0
Emissions intensity (market-based)	11.7

⁵ Scope 1 emissions were calculated by applying the emission factors of the Department for Environmental Food & Rural Affairs (DEFRA), UK 2024.

⁶ Scope 2 emissions are expressed in tonnes of CO_2 , as the methane (CH_4) and nitrous oxide (N_2O) components are negligible compared to the total greenhouse gas emissions in terms of CO_2 equivalent, as confirmed by the relevant technical literature.

⁷ For the calculation of location-based Scope 2 emissions, the emission factors adopted refer to ISPRA 2025 for Italy, AIB 2024 Production Mix for France, Germany, Poland, Slovenia, Spain and Switzerland, TERNA 2022 for Russia and Ukraine, IGES Grid Emission Factors v.11.5 for Argentina, Brazil and Mexico, and Emission Factors Hub for the USA.

⁸ For the calculation of market-based Scope 2 emissions, the emission factors adopted refer to AIB 2024 Residual mixes for Italy, France, Germany, Poland, Slovenia, Spain and Switzerland, TERNA 2022 for Russia and Ukraine, IGES Grid Emission Factors v.11.5 for Argentina, Brazil and Mexico, and GREEN-E for the USA.

Marchesini Group S.p.A.

Greenhouse gas emissions (tCO2eq)	2024	2023	2022	
Scope 1 GHG emissions				
Gross Scope 1 GHG emissions	1,026.41	1,383.84	2,166.59	
Percentage of Scope 1 GHG emissions from regulated emission trading schemes	-	-	-	
Scope 2 GHG emissions				
Gross Scope 2 GHG emissions (location-based)	2,290.42	2,291.12	2,937.93	
Emission intensity of GHG emissions (tCO2e/million €)	2024	2023	2022	
Net revenue from activities in high climate impact sectors (million €)	274.6 ⁹	257.7	243.6	
Gross Scope 1 + 2 GHG emissions (location-based)	3,316.83	3,674.96	5,104.5	
Emissions intensity (location-based)	12.1	14.3	21.0	
Gross Scope 1 + 2 GHG emissions (market-based)	1,026.41	1,383.84	2,166.6	
Emissions intensity (market-based)	3.7	5.4	8.9	

GHG removals and GHG mitigation projects financed through carbon credits

Marchesini Group adopts a targeted approach to offsetting a portion of its CO₂ emissions, integrating this practice into the company's broader strategy of reducing environmental impacts and energy transition. Emissions offsetting is in fact a complementary tool to offset residual emissions by supporting projects that reduce, absorb or prevent further emissions, thus contributing to the fight against climate change and generating benefits for the territory and the community.

Marchesini Group has also initiated collaborations aimed at offsetting emissions related to corporate mobility. In particular, with DKV the company joins the "DKV Card Climate" programme, which allows the CO₂ generated by the

vehicle fleet to be offset by supporting certified and internationally recognised climate protection projects.

As far as air travel is concerned, the Group relies on Lufthansa's "Green Fares" programmes, which include offsetting CO_2 emissions through the use of sustainable aviation fuel (SAF) and the financing of climate projects with high quality standards.



The non-profit organisation myclimate Deutschland gGmbH and DKV Euro Service confirm that

MARCHESINI GROUP S.P.A.

made a valuable contribution by financing the high-quality climate protection projects of myclimate with the following volume of CO2 emissions

Amount of CO₂:

Climate Protection Project:

Gold Standard Projekt Portfolio

Voluntary financing of climate protection projects through DKV Card CLIMATE based on the CO_2 emissions of fuel consumption in <u>2024</u>

Reutlingen Jan 1 20



myclimate Deutschland gGmbH is a non-profit gGmbH according to German law which engages in climate

⁹ The reported revenues refer to Marchesini Group S.p.A., net of intercompany transactions. This criterion was adopted to ensure consistency with the method used in the calculation of consolidated revenues.



Although these initiatives do not fully offset the Group's overall carbon footprint, they represent concrete and significant steps towards a more conscious and responsible management of residual emissions. Offsetting is thus integrated into a broader strategy, based primarily on the direct reduction of emissions – through energy efficiency, the updating of production processes and the exclusive use of electricity from renewable sources certified through Guarantees of Origin – and accompanied by offsetting

projects that strengthen Marchesini Group's role as a responsible player in the ecological transition.

2.2 CIRCULAR ECONOMY AND USE OF RESOURCES

Impact, risk and opportunity management

Description of the processes to identify and assess material impacts, risks and opportunities related to resource use and circular economy

The process of identifying the impacts, risks and opportunities related to resource use and the circular economy included the analysis of Marchesini Group's own production processes and the main activities along the upstream and downstream value chain. The analysis focused on the type of materials used, the use of recycled or renewable materials in products and packaging, the durability

and reparability of products, and the management of waste generated in the production and post-consumer cycle. To support the identification process, an analysis of the composition of certain products was also conducted, with the aim of assessing the level of integration of circular economy principles.

The identification was conducted through an analysis of internal business processes, supplemented by an analysis of the practices adopted by the main suppliers. In addition, circular economy criteria relevant to the sector were considered, also based on market benchmark analyses and the main international sustainability standards.

Material impacts, risks and opportunities and their interaction with strategy and business model

The double materiality process identified material impacts, risks and opportunities related to resource management and circular economy principles. The current negative

impacts that have emerged relate mainly to the high consumption of non-renewable raw materials in the activities carried out by the Group and its suppliers, the low reparability and circularity of the Group's products, and the generation of large amounts of waste. This also includes regulatory and operational risks related to the continuity of resource inflow, eco-

design and waste management. These aspects mainly apply to the company's own operations, but some opportunities also involve the stage upstream of the supply chain. At the same time,

the adoption of alternative materials and the implementation of circular practices represent an opportunity to improve environmental performance and reduce dependence on virgin resources, with potential benefits at both operational and reputational level.

Sub-topic	IRO	Description	Value chain	Time horizon
Resource inflows	Current negative impact	High consumption of non-renewable raw materials and use of rare earths and other critical materials in the Group's production activities	Own operations	Short
	Risk	Risks of continuity of inflow of non- renewable raw materials, rare earths and other critical materials	Own operations	Long
Resource outflows related to products and services	Positive current impact	High circularity of products sold by the Group	Own operations	Short
	Risk	Entry into force of regulations establishing a general framework for the eco-design of products	Own operations	Medium
Waste	Current negative impact	Generation of large quantities of waste, both hazardous and non-hazardous, in the Group's activities	Own operations	Short

Policies related to resource use and circular economy

Marchesini Group takes a responsible approach to resource management and the promotion of the circular economy, integrating these principles both in its operations and throughout the entire value chain.

With regard to procurement and use of resources, through its Sustainable Procurement Policy the Group is committed to spreading environmentally and socially sustainable purchasing practices, promoting conscious sourcing among all actors in the value chain. This also includes the Conflict Minerals Policy, by which the Group strives to prevent

the use of minerals from conflict areas, thus ensuring an ethical and transparent supply chain that respects human rights.

Product design is oriented towards maximising durability and the use of materials characterised by high levels of circularity. With this in mind, the Group recognises the importance of developing solutions that favour the reparability and recyclability of items, contributing concretely to the reduction of environmental impact throughout the product life cycle.

With regard to waste management, the Group promotes the adoption of

practices aimed at reducing, sorting and reusing materials, both within its own plants and at its supply chain partners. Particular attention is paid to regulatory compliance and the traceability of treatment, transport and disposal operations to ensure responsible and sustainable management of material outflows.

Actions and resources related to resource use and circular economy

Marchesini Group tackles the management of inflows and outflows of resources and waste with a holistic approach. aimed at preserving natural resources and minimising waste, according to the principles of the circular economy. The Group's environmental strategy is based on three pillars: saving natural resources, reducing the impact of production systems. and complying environmental regulations. On the first front, the Group promotes a conscious and responsible use of resources, with the aim of "producing better while consuming less": this translates into the continuous updating of processes and the design of industrial solutions that favour the durability and recyclability of products. To this end, the Group is

committed to progressively limiting the use of non-renewable resources.

Particular attention is paid to waste management: the Group works with specialised companies that favour recovery and recycling practices, so as to maximise the valorisation of materials and reduce recourse to disposal. The actions taken are based on preventive and corrective measures, aimed at continuously reducing polluting outflows and promoting a circular use of resources.

Compliance with environmental legislation is an essential value and a constant operational commitment. The Environmental Office is responsible for ensuring regulatory compliance, monitoring environmental parameters and evaluating the implementation

of innovative sustainability-oriented projects. At the same time, the Group promotes the dissemination of a corporate culture geared towards shared responsibility: through training and involvement of personnel, awareness-raising among suppliers and transparent collaboration with public authorities, the Group aims to strengthen sustainable behaviour along the entire value chain.

Through this structured set of actions, the Group consolidates its role as a responsible player in sustainable development, integrating innovation, operational efficiency and environmental protection throughout the life cycle of its products and processes.

Rinova: Marchesini Group's answer to the circular economy



A strong sense of responsibility towards the environment, together with a commitment to offering customers advantageous solutions that combine quality and reliability on a par with new products, guides all the activities of Rinova S.r.l., the Marchesini Group company dedicated to the refurbishment and enhancement of used original machines and lines.

Founded in 2018 as an integral part of the Marchesini Group, Rinova has established itself as a reference point in the

sustainable packaging sector, embodying the values of innovation, quality and environmental responsibility that have always distinguished the Group. Created to develop and consolidate the business of second-life industrial machinery. it represents Marchesini's concrete response to the growing demand for solutions that combine production efficiency and reduced environmental impact. Specialising in the refurbishment and sale of used machinery. Rinova is a natural extension of the Group's vision. which considers circularity and resource recovery a strategic lever for the future of the industry. This business model, already rooted in the Marchesini tradition, is now entrusted to an independent structure with its own identity, recognisable by a logo inspired by recycling and an operating plant located in Pianoro (Bologna).

During 2024, the company continued its business of refurbishing Marchesini brand equipment, including cartoning machines. labelling machines and shrink-banding machines and case packers, and expanded this activity with new types of machines, including sachet filling machines and blister packaging machines. This evolution has enabled Rinova to respond in an even more targeted manner to the specific needs of customers operating in the pharmaceutical, nutraceutical and cosmetics sectors. Refurbished machines maintain the high standards of quality and reliability that are the

hallmark of the Marchesini brand and can be customised to the technical and production requirements of each customer.

In addition, Rinova increased its refurbishment activities of customer-owned machinery, offering tailor-made solutions based on in-depth technical analyses. Each machine is refurbished using only original components and CE certified, ensuring maximum safety and production continuity. This approach

enables customers to prevent plant downtime and efficiently manage component obsolescence, reducing costs and operational losses.

A central element of the Rinova model is the buy-back of used machinery from customers and dealers. Through an organised process of weekly evaluation and collection, the company constantly expands its offer, ensuring flexibility, speed and a concrete contribution to industrial circularity. This practice

generates economic benefits for customers and strenathens the sustainability of the production cycle. Another pillar is the Customer Care service, managed by a team of qualified technicians and supported by Marchesini Group know-how. The service provides assistance on spare parts, software upgrades and customised design. offering dedicated after-sales support to ensure operational continuity, efficiency and reliability over time.

Targets related to resource use and circular economy

Marchesini Group has not yet defined specific quantitative and measurable targets on resource efficiency and the circular economy. The approach adopted is based on a gradual integration of sustainability principles into decision-making and production processes, with the aim of consolidating virtuous practices over time along the product life cycle.

The monitoring of material flows and waste generated, together with the assessment of environmental performance, forms the basis for analysing the effectiveness of the actions undertaken. Such activities, conducted in a systematic manner, help to guide operational choices towards greater circularity, even in the absence of formal targets.

The Group recognises the importance of setting specific targets in the future, also on the basis of regulatory developments and ESRS standards, and considers the strengthening of ecodesign practices and the valorisation of secondary materials as priority areas for development.

Sustainability in packaging



In recent years, Marchesini Group has strengthened its commitment to becoming a conscious and proactive player in the packaging supply chain on the issue of sustainability, aiming to play its part in the transition towards increasingly circular and low environmental impact production models.

As part of the BE project, the Group set up a multidisciplinary team dedicated to the research and development of new packaging materials, with a twofold objective: to analyse innovative solutions already available or under development on the market, and to test their machinability in close cooperation with suppliers.

This activity gave rise to a network of collaborations with leading producers of monomaterial and recyclable films,

which facilitated constructive technical discussions aimed at improving the performance of materials and their workability on Marchesini machines.

Project evolution in 2024

During 2024, the BE project evolved significantly, with five main areas of development:

- Involvement of new divisions
- Definition of a working method and data storage
- Expansion of the portfolio of sustainable packaging solutions
- Development of customised projects for customers

• Collaborations with universities and research centres

Involvement of new divisions

Discussions with material suppliers and between different company areas revealed the need to extend testing activities to other types of plastic packaging.

New divisions of the Group were therefore involved, with the aim of developing a standardised, customised and synergetic approach between the various departments. In particular, the Schmucker and Pack Service divisions, which specialise in stickpack and sachet filling machines respectively, participated actively in 2024.

An inter-divisional technical working table was thus set up, with regular meetings dedicated to comparing and sharing test results.

Marchesini Group also invested in the training of its employees, encouraging participation in a high-level training course on the new European PPWR Regulation, organised by the Ca' Foscari University of Venice and the Ethical Packaging Charter Foundation.

Working method and data storage

Thanks to the collaboration between the divisions and an increased awareness of the new European regulatory framework, the project started defining a shared working method for conducting tests and recording the results.

The aim is to structure a centralised database that consistently collects data on the machinability of sustainable films on different machine models, making the information more

comparable, filterable and usable by the various company departments and, consequently, by customers.

By 2025, Marchesini Group intends to complete this activity and make a shared interdivisional archive operational, with the aim of expanding the portfolio of sustainable packaging solutions that can be processed by its machines.

New customer projects

In 2024, numerous tests on sustainable materials were conducted as part of projects with customers interested in evaluating alternatives to traditional films.

These activities made it possible to analyse the machinability performance, the characteristics of the resulting packaging and the feasibility of new registrations, supporting customers in their innovation and sustainability journeys.

Development of improved materials

During the year, significant technological advances were made by suppliers, with the introduction of new versions of sustainable films that had already been tested in the past but improved in workability performance. These advances have made it possible to achieve more stable results and to expand the material options compatible with Marchesini machines.

Collaboration with the University of Modena and Reggio Emilia (UNIMORE) In 2024, the Carpi division of Marchesini Group started a collaboration with the Master's Degree Course in Sustainable Industrial Engineering at the University

of Modena and Reggio Emilia, which was recently activated at the new campus in Carpi.

The course trains professionals

specialised in mechanical engineering with a focus on energy efficiency and reduction of environmental impact. In this context, Marchesini Group hosted an educational visit to the Carpi plant, with a workshop dedicated to sustainable packaging materials, offering students a concrete example of industrial application of sustainability principles.





Metrics

Resource inflows¹⁰

The procurement of raw materials and materials is a fundamental aspect of the production activities of the Group, which operates through a structured supply management and control system aimed at ensuring quality, efficiency and sustainability along the entire

value chain. The main materials used in production processes include metals (such as iron and special alloys), plastics and other technical materials for the manufacture of high-precision components and machinery.

Packaging made of paper, cardboard and plastic, used both for the protection

of finished products and for internal logistics and the distribution of spare parts, is also included in the scope of inflows. The Group promotes the responsible use of such materials, favouring recyclable solutions or those from sustainably managed sources.

Materials/components category	Total weight purchased 2024 (Kg)
Ferrous metals	783,754
Non-ferrous metals	426,408
Miscellaneous plastics	182,813
Wiring and connectors	42,520
Hardware	27,585
Paper and cardboard packaging materials	27,405
Partly completed machines	19,946
Gearboxes and gearmotors	19,089
Other mechanical components	20,438
Plastic packaging materials	17,370
Electrical panels and cabinets	13,328
Electric motors	12,292
Guides and conveyor systems	9,212
Structural elements	7,918
Fittings	7,917
Actuators and inverters	5,201
Pipes	5,138
Pumps	4,920
Rolling components	4,880
Valves	4,533
Electrical power components	3,820
Tanks	3,546

¹⁰ The data relating to resource inflows refer exclusively to Marchesini Group S.p.A., which represents the Group's main production entity and accounts for almost all material flows. The other companies, being primarily commercial and not engaged in production activities, do not generate significant resource inflows for the purposes of this reporting.

Machine accessories	3,376
Filter elements	3,290
Mechanical transmissions	2,592
Measuring and control instruments	2,473
Cylinders	2,193
Pneumatic components	1,321
Solenoid valves	1,232
Electrical accessories	983
PC	693
Gaskets	496
Safety guards	486

Starting in 2024, the Group adopted a more structured and systematic approach to reporting the use of raw materials and components, with the aim of improving the quality, accuracy, and consistency of the data presented. The introduction of a new calculation methodology has refined the analysis and ensured greater transparency in representing the material flows that characterize production process. Group's To determine incoming flows, the Group implemented a methodological approach that distinguishes between commercial components and custom-

designed components, due to their different procurement methods and technical characteristics. The information was extracted from the company's management systems through the analysis of purchase order records and related master data, and subsequently aggregated into homogeneous product macrocategories to obtain a consolidated estimate of the materials used durina the reportina period. For custom-designed components, classification was refined integrating available technical data. ensuring consistency between design

specifications and material volumes used. In specific cases, the information base was further enhanced through consultation with the relevant technical departments to quarantee the accuracy of the analyzed scope. The adopted approach has made it possible to build a solid and representative database, improving the understanding of the composition of materials used by the Group and supporting more transparent, comprehensive reporting aligned with industry best practices.

Waste

Marchesini Group monitors and reports on the waste generated by its activities in a structured manner, distinguishing between hazardous and non-hazardous waste, and between waste sent for recovery and waste sent for disposal. In 2024, the total amount of waste produced exceeded 1,979 tonnes, with a prevalence of non-hazardous waste (about 77% of the

total), consistent with the mechanical and plant engineering nature of the Group's production processes.

The main flows include packaging materials, metals and emulsions, reflecting the variety of activities carried out in the different plants. Waste management is geared towards material valorisation: more than 1,296 tonnes of non-hazardous waste were

sent to recovery operations, of which 313 tonnes to recycling and 982 tonnes to other forms of recovery. For hazardous waste, too, the Group favoured recovery, with 220 tonnes treated sustainably, while some 242 tonnes were disposed of, of which 31 tonnes went to landfill. Overall, 23% of waste generated in 2024 was not recycled, but the Group confirms its commitment to responsible

management, promoting traceability environmental regulations, in line with of flows and compliance with the principles of the circular economy.

Marchesini Group

Waste (tonnes) ¹⁰	2024
Waste generated	1,979.1
Hazardous waste not disposed of	220.4
Hazardous waste not disposed of, destined for preparation for re-use	-
Hazardous waste not disposed of, destined for recycling	-
Hazardous waste not disposed of, destined for other recovery operations	220.4
Non-hazardous waste not disposed of	1,296.2
Non-hazardous waste not disposed of, destined for preparation for re-use	0.1
Non-hazardous waste not disposed of, destined for recycling	313.6
Non-hazardous waste not disposed of, destined for other recovery operations	982.4
Hazardous waste sent for disposal	242.3
Hazardous waste sent for disposal by incineration	-
Hazardous waste sent to landfill	31.3
Hazardous waste sent for disposal through other operations	211.0
Non-hazardous waste sent for disposal	220.2
Non-hazardous waste sent for disposal by incineration	0.5
Non-hazardous waste sent to landfill	22.1
Non-hazardous waste sent for disposal through other operations	197.6
Non-recycled waste	462.4
Percentage of non-recycled waste	23.4%

Marchesini Group S.p.A.

Waste (tonnes)	2022	2023	2024
Waste generated	1,204.2	1,304.8	1,333.8
Hazardous waste not disposed of	162.1	186.3	101.5
Hazardous waste not disposed of, destined for preparation for re-use	-	-	-
Hazardous waste not disposed of, destined for recycling	-	-	-
Hazardous waste not disposed of, destined for other recovery operations	162.1	186.3	101.5

¹⁰ Waste management data refer to the companies included in the reporting boundaries, with the exclusion of Argo Vision S.r.l., M Point-Engineering S.r.l., Marchesini France S.a.s, Marchesini Group do Brasil Comércio de Máquinas e Farmacêuticas Ltda., Marchesini Group Polska Sp. Z 0.0., Marchesini Group Rus LLC, Marchesini Verpackungsmaschinen GmbH, Sea Vision France S.a.r.l. and Sea Vision Rus LLC.

Non-hazardous waste not disposed of	843.2	922.7	986.2
Non-hazardous waste not disposed of, destined for preparation for re-use	-	-	-
Non-hazardous waste not disposed of, destined for recycling	128.7	179.9	205.5
Non-hazardous waste not disposed of, destined for other recovery operations	714.5	742.9	780.6
Hazardous waste sent for disposal	49.0	66.6	149.0
Hazardous waste sent for disposal by incineration	-	-	-
Hazardous waste sent to landfill	-	-	-
Hazardous waste sent for disposal through other operations	49.0	66.6	149.0
Non-hazardous waste sent for disposal	149.8	129.2	97.0
Non-hazardous waste sent for disposal by incineration	-	-	-
Non-hazardous waste sent to landfill	-	-	-
Non-hazardous waste sent for disposal through other operations	149.8	129.2	97.0
Non-recycled waste	198.9	195.7	246.1
Percentage of non-recycled waste	16.5%	15.0%	18.4%

Aluminium chip recovery

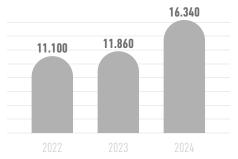
Aluminium is a fully recyclable material that can be remelted and reused countless times without any detriment to its physical and chemical properties. This advantage derives from the fact that, in the recycling process, the metal is simply remelted, without undergoing structural changes at the atomic level. This characteristic makes recycling a process with a significantly lower environmental impact than primary production from bauxite.



In line with the principles of the circular economy, Marchesini Group has adopted advanced solutions for the management and recovery of aluminium chips. At the Calderino production site, which is dedicated to the processing of aluminium components, an integrated suction and conveying system has been implemented to collect machining residues and compact them into briquettes. This process optimises internal logistics and transportation to the remelting centres, reducing the volume of material and improving efficiency in terms of both space and operating costs.

With this process, the Group not only minimises waste, but also makes a concrete contribution to closing the aluminium production cycle by keeping the material within a circular flow. In this way, the chips are reintroduced into the system as a new raw material,

reducing the use of primary aluminium and, consequently, emissions and consumption of natural resources.



In 2024, Marchesini Group generated 16,340 kg of briquettes through the above-described process. To quantify the climate benefit associated with aluminium recovery, the Group applies a method based on comparing the carbon footprint of primary aluminium and recycled aluminium. The recovery of 22,320 kg of aluminium generated

an estimated saving of about 140.00¹¹ tCO₂eq, equal to the emissions that would have been produced to obtain the same amount of aluminium

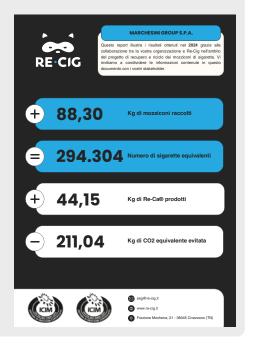
through mining and primary processes. to reduce the climate impact of its This result confirms Marchesini Group's commitment to promoting the circularity of materials and helping

production activities.

Cigarette Butts Recovery Project

Following Resolution No. 5 of the National Register of Environmental Managers, which classified cigarette butts as waste in July 2019, Marchesini Group consolidated its commitment to the management of this type of waste, characterised by a high environmental impact due to long degradation times and the release of toxic substances. In continuity with the actions undertaken in previous years, the Group continued its collaboration with Re-Cig, an innovative start-up specialising in the recovery and valorisation of cigarette butts. Re-Cig's patented process allows for the purification of cigarette butts and their transformation into a plastic polymer that can be reused in various industrial sectors, facilitating

the integration of circular economy principles into waste management. Approximately 300,000 cigarette butts were collected during the project, with an estimated 0.21 tonnes of CO₂eg of emissions avoided. The data refer to the report delivered by Re-Cig.



¹¹ Environmental profile report 2024, European Aluminium



3.1 OWN WORKFORCE

Impact, risk and opportunity management

Material impacts, risks and opportunities and their interaction with strategy and business model

As part of the double materiality analysis, Marchesini Group examined the impacts, risks and opportunities related to its own workforce, assessing their connection to the business model and corporate strategy. The analysis covered the entire company population, focusing on identifying potential areas of exposure to negative and positive effects related to employment practices and respect for fundamental human rights.

The Group's workforce is made up of employees, including white-collar workers, blue-collar workers and sales figures operating in foreign markets, and a small proportion of non-employees, predominantly agency workers.

A number of negative impacts have been identified, related in particular to potentially inadequate working conditions, the risk of accidents and the possible inadequacy of health and safety measures in the workplace. In relation to the topic of equal treatment and opportunities, a negative impact associated with the risk of discriminatory incidents was noted, alongside a positive impact related to upskilling through structured training programmes.

Although the risks of discrimination

and violation of the principle of equality were also considered in the analysis, these aspects were not deemed material for the Group.

The negative impacts identified stem from an assessment conducted in accordance with ESRS requirements, which call for identifying describing potential impacts on the workforce without considering, at this stage, the mitigation measures and safeguards already in place within the organization. This is therefore an "upstream" estimate, aimed at representing what could occur in the absence of existing protection systems. It is important to highlight that these aspects are managed in a structured manner by the Group, thanks to established procedures, constant monitoring, investments in health and safety, and personnel management policies focused prevention and well-being. Consequently, although they appear in the analysis due to methodological requirements, these impacts do not materialize in day-to-day operations. The analysis did not identify specific vulnerable categories within the workforce but acknowledged that certain risks may be more pronounced depending on the local context or the

type of role, particularly concerning employees located in countries where the Human Rights Index (HRI) is below the global average. This index, developed by Varieties of Democracy (V-Dem). summarizes. through expert assessments, the actual level of protection of political, civil, and physical integrity rights guaranteed in each country; it therefore allows for estimating the potential exposure to risks related to limitations of fundamental freedoms or less robust institutional contexts.

The sites located in these countries were subject to an in-depth analysis, aimed at verifying the nature of the activities carried out (production or commercial). This was based on the assumption that commercial locations, while operating in potentially critical environments, generally have a higher level of human rights protection than manufacturing locations. No critical situations related to production-related tasks were identified.

Human resources management, however, remains a strategic area for corporate resilience and is overseen through constant monitoring and the adoption of preventive measures in line with international standards.

Sub-topic	IRO	Description	Value chain	Time horizon
	Potential negative impact	Negative impact on Group employees due to inadequate working conditions	Own operations	Short
Working conditions	Current negative impact	Impacts on the health and safety of the organisation's workforce caused by accidents in the workplace and occupational diseases	Own operations	Short
Equal treatment and opportunities for all	Potential negative impact	Potential instances of discrimination against Group employees, with negative effects on people's wellbeing, the corporate climate and the quality of the working environment	Own operations	Short
	Positive current impact	Upskilling of the Group's own workforce through training and professional development courses	Own operations	Short

Interests and views of stakeholders, Processes for engaging with own workers and workers' representatives about impacts, Processes to remediate negative impacts and channels for own workers to raise concerns

Marchesini Group promotes constant dialogue with its stakeholders, in particular with employees and their representatives, through structured listening and engagement initiatives. These include corporate climate surveys, which are conducted to monitor organisational wellbeing and collect useful feedback for continuous improvement of the working environment.

In line with the principles of transparency and participation, the Group has embarked on an evolutionary path which, starting in the coming financial years, envisages the direct involvement of employees in the materiality analysis, in order to integrate their perspectives in the definition of ESG priorities.

With regard to reporting and remediation channels, Marchesini Group has implemented a whistleblowing system in accordance with Italian

legislative decree No. 24 of 10 March 2023, which transposes Directive (EU) 2019/1937. The channel is accessible in a confidential and protected form to both employees and external parties (suppliers, customers. partners). and allows them to report offences or violations of the Code of Ethics, representing a safeguard of legality and transparency, and helping to strengthen confidence in internal governance mechanisms. Reports are handled by an independent body, which ensures the protection of the reporter and the adoption of any corrective measures.

The Group also promotes the active involvement of Workers' Safety Representatives (RLS), who participate

in trade union meetings and annual Safety Meetings, contributing to the identification and management of negative impacts related to occupational health and safety. Prevention, training and monitoring activities are integrated into a management system that complies with current regulations and is geared towards continuous improvement.

Through these tools, the Group reinforces its commitment to an ethical, safe and inclusive work environment, valuing people's contributions and promoting a corporate culture based on shared responsibility.

	2024	2023	2022
Number of whistleblowing reports	0	0	0

Policies related to own workforce

Workforce management policies are mainly defined within the Code of Ethics, which applies to all Group companies, in every country and at all levels of the organisation. This Code concerns not only Group members, but also all those who, directly or indirectly, on a stable or temporary basis, establish relationships or collaborations with Marchesini Group, contributing to the achievement of its objectives.

The safeguarding policy is based on three main pillars: safeguarding health and safety in the workplace; promoting and valuing diversity, cultures and the contexts in which the Group operates; and finally, sharing and collaboration, understood as the common adherence to objectives, methods and strategies to jointly address corporate challenges.

The recruitment of human resources in Marchesini Group is based exclusively on criteria of merit, professionalism, competence, aptitude assessment and sharing of company values. Any form of discrimination or undue favouritism is prohibited. Career paths

within the Group are in turn geared towards ensuring equal opportunities for training and growth, fostering an inclusive and meritocratic environment. The protection of the individual represents a fundamental value: Marchesini Group promotes the creation of an environment that favours freedom of expression and opinion, firmly opposing any damaging or discriminatory behaviour linked to gender, race, culture, religion or any other personal characteristic.

The Group's international vocation is based on the valorisation of diversity, understood as openness to new perspectives, experiences and leadership styles, welcoming and integrating different professional and personal visions.

Marchesini Group is also committed to protecting the physical and mental wellbeing of its people, promoting a work-life balance and supporting social initiatives. The dissemination of a strong safety culture in the workplace is encouraged, based on training, risk

awareness and preventive actions to protect physical and mental health. With this in mind, the Health & Safety Policy was drawn up, aimed at ensuring a safe and secure work environment for all employees, promoting risk prevention and the safeguarding of wellbeing.

Finally, the corporate climate is geared towards fostering collaboration, dialogue and knowledge sharing, also through initiatives for the intergenerational transmission of knowhow. The Group promotes knowledgesharing activities with schools. universities, research institutes, trade associations and local authorities, encouraging the involvement of its employees in external assignments and appointments, both during and outside working hours.

Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

In 2024, Marchesini Group continued to adopt structured measures aimed at protecting and enhancing its workforce, with the goal of preventing and mitigating potential negative impacts and promoting safe, inclusive working conditions geared towards organisational wellbeing. These actions are part of an approach consistent with the ethical and regulatory principles that guide the Group's activities, and

are developed along three main lines: health and safety, wellbeing and welfare, transparency and listening. Social impacts are managed through established policies that include the promotion of health and safety in the workplace, upskilling, and the strengthening of individual and collective wellbeing. The Group ensures full compliance with current safety regulations, through training activities.

updated risk assessments, health monitoring and the active involvement of Workers' Safety Representatives (RLS), who attend dedicated periodic meetings.

To protect mental wellbeing, the Group has also strengthened its commitment to work-related stress assessment, adopting an advanced methodology based on emotional intelligence and human factor analysis. The process.

conducted with the support of a multidisciplinary team, made it possible to detect stress indicators and to define targeted corrective actions, in line with the provisions of Italian legislative decree 81/2008.

Actions to be taken are identified

through the monitoring of training needs, risk analysis and discussion with workers and their representatives. The effectiveness of measures taken is evaluated through management indicators, company climate surveys and observation of sentinel events

such as absenteeism, turnover and workplace injuries.

Wellbeing in the company

Marchesini Group continues to invest in the wellbeing of its employees through its membership of the regional "Workplaces that Promote Health" programme, which promotes healthy lifestyles and social equity.

In addition to information campaigns and health courses, the Group has introduced innovative services at some locations to make the working environment more people-friendly: parking spaces with free recharging for electric vehicles, a canteen that allows meals to be ordered for take-away at the end of the day, an inhouse laundry service, the presence of an osteopath, and the company conventions portal, which offers exclusive benefits to employees.

There is no shortage of activities for the body and mind: yoga classes, Pilates, postural gymnastics and, new this year, self-defence courses. In addition, the Group supports solidarity initiatives such as Fondazione Ant sales, confirming its desire to create a working environment that focuses on health, wellbeing and social responsibility.



Scholarships project

Now in its fifth year, "Unfuturoalmassimo" is the annual scholarships programme named after the founder Massimo Marchesini and intended for employees and their children.

Following a selection procedure, 27 scholarships were awarded in 2024 for a total of € 35,550, comprising:

- 19 scholarships awarded to highperforming students or school leavers of STEM specialised high
- schools for a total of € 12,250;
- 8 scholarships awarded to undergraduates or graduates of STEM degree courses for the total of € 23,300. The scholarships will be disbursed in 2025.

		2022-2023	2023-2024	Δ%
high schools	people	18	19	+5.6%
High schools	amount	€ 9,700	€ 12,250	+26.3%
universities	people	14	8	-42.9%
universities	amount	€ 41,500	€ 23,300	-43.9%
Total	people	32	27	-15.6%
Totat	amount	€ 51,200	€ 35,550	-30.6%

Nursery bonus

The Management of Marchesini Group S.p.A., which has always been attentive to the wellbeing of its employees and with a view to adequately reconciling the needs of daily life with those of work, decided to offer a "nursery bonus" for the 2023/2024 school year.

The initiative aims to support families in the care and education of their children,

with the intention of facilitating the professional and family choices of both parents.

Following the completion of the selection procedure, 34 applications totalling € 15,232 were disbursed in 2024

In the field of training, the Group constantly invests in technical and transversal refresher courses, aimed

at all professional categories. Training is delivered in a variety of modes (in-person, e-learning, on-the-job) and also includes higher education programmes, such as the Master in Business Administration at the Bologna Business School, with the aim of supporting skills growth and internal competitiveness.

Corporate welfare programme

Organisational wellbeing is supported by a company welfare system: in 2024, alongside the voluntary welfare plan, Marchesini Group made available to its employees a range of welfare goods and services worth 200 euros, usable until 31 May 2025, in line with the provisions

of the supplementary agreement that amended the sector's national collective labour agreement.

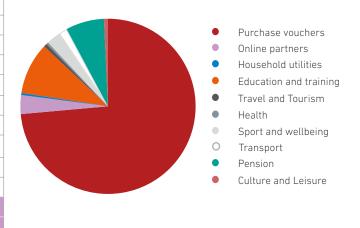
Each employee was granted a total welfare budget of EUR 400, which can be used through the multi-service portal "marchesinigroupwelfare" on the Edenred platform. The basket of

services includes education, health, welfare, family, transport, culture, sports, leisure and much more. Management of the service is fully outsourced, ensuring efficiency and ease of access for all employees.

In 2024, the total value of flexbenefits made available to the

Group's employees amounted to € 935,602 was actually used for the diagram below. approximately € 966,292, of which services offered, as shown in the

Benefit	Credit used
Purchase voucher	688260.37
Online partners	32968.17
Household utilities	2905.33
Education and training	89934.66
Travel and Tourism	5625.4
Health	3154
Sport and wellbeing	24606.1
Transport	13934.61
Pension	67161.81
Culture and Leisure	7051.86
Total credit used	€ 935,602.31
Credit remaining	€ 30,690.28



Relationship with stakeholders and commitment to the community

Maintaining solid and constant links with stakeholders is an essential value for Marchesini Group and for Fondazione Marchesini ACT. Doing business in a sustainable way, not only from an economic, but also a social and environmental point of view, while fully respecting local communities, is at the

heart of both companies' approach to sustainability. Through financial support for social, cultural, artistic and scientific research projects and initiatives, the values shared by the people who founded the Group and those who are part of it today are given tangible expression. A key criterion in assessing

requests for economic support is the positive impact generated in the areas where the Group's plants are located or where specific stakeholder groups operate.

PROJECT SUPPORTED IN 2024	REFERENCE	AMOUNT OF DONATION
Municipality of Bologna for the Garisenda and Asinelli Towers	https://artbonus.gov.it/190-restauro-due-torri-di-bologna.html	100,000
Accademia Filarmonica di Bologna	www.filarmonicabologna.it	€ 28,000
Teatro Comunale di Bologna	www.tcbo.org	€ 80,000
Fondazione Marchesini ACT	www.fondazionemarchesiniact.org	€ 490,000

Also in 2024. Fondazione Teatro from the Marchesini Group. It is a non-Comunale di Bologna received support

profit organisation involved in opera,

ballet, concerts and musical education. It was established in 1999 as a result

of the transformation of the Ente Autonomo Teatro Comunale di Bologna, following a state reform.

The Marchesini Group confirms its support for the Bologna Philharmonic Orchestra, founded in 2008 on the initiative of the members of the orchestra of the Teatro Comunale di Bologna theatre. Since its foundation, the Filarmonica has regularly staged concert cycles at the Teatro Auditorium

Manzoni in Bologna, collaborating with leading international artists and performers.

The year 2024 was also characterised by the Group's support for the Municipality of Bologna in its work to secure the Two Towers in the city's historic centre: the Garisenda and Asinelli Towers.

Lastly, the Marchesini ACT Foundation, established in 2021 and created to organise and unify the numerous

social initiatives that have always been a core element of the Marchesini Family's identity. The Foundation's main mission is to actively contribute to community life by supporting projects that promote the values of solidarity, offering continuity and a long-term vision to charitable activities inspired by the pillars Avant-garde – Culture – Territory.

Marchesini Group Orienta

On 4 December, Marchesini Group opened the doors of its Pianoro headquarters to over 200 participants, including middle-school students and parents, for an afternoon dedicated to school and career guidance. The "Orienta" initiative offered a concrete opportunity to reflect on the work of the future and the skills most in demand, starting with a brainstorming session with the students on the very meaning of "work". After a tour of the company's production lines, where the youngsters were able to observe advanced technologies such as robots and artificial intelligence up close, a meeting was held with Valentina Marchesini and Fabiana Andreani, a quidance expert.

What was the objective? To show the value of technical training and overcome prejudices that consider it of secondary importance compared to other paths. Work was presented as a journey made up of choices, changes and continuous growth. There were many questions from parents and children seeking advice on how to make an informed choice regarding high

school. The final message was clear: follow your passions, believe in your natural inclinations and do not be afraid to change direction. An investment in the future, which the Marchesini Group wanted to make by opening the doors of its industry to young people.



Domus Summer Festival

In order to promote collaboration between colleagues and encourage social interaction, in June and July Marchesini Group organised three appointments with the

"Domus Summer Festival", an event characterised by aperitifs, music and solidarity at the Pianoro Headquarters. Each evening featured unique activities designed to offer enjoyable moments of fun while helping people to get to know each other and share experiences in a convivial setting. The event was not only an opportunity for team building, but also an initiative to support a number of

local organisations. During the "Domus Summer Festival", the Group laid on refreshments and entertainment for the participants, donating all proceeds from the sales of drinks purchased by the employees to the following organisations and associations.

Everyone's contributions funded the following donations:

- Emporio Bologna Pane e Solidarietà: € 1,863.00
- Fondazione Ant: € 2,200
- Fidas: € 1,783.50



Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

As of the date of preparing this report, the Marchesini Group has not yet formalized quantitative and measurable objectives specifically aimed at managing social impacts on the workforce. However, following the work-related stress survey and subsequent internal listening activities, the Group has defined—and partly implemented—a series of qualitative objectives designed to promote a work environment that prioritizes well-being,

the prevention of psychosocial risks, and the enhancement of people's value. Although these objectives have not yet been translated into numerical targets, they represent a first structured step toward a path of continuous improvement, which the Group intends to progressively consolidate. The goal is to evolve, in the medium term, toward defining indicators and quantitative targets in line with ESRS standards and stakeholder expectations.

thereby making the results achieved both monitorable and verifiable and strengthening effectiveness the the initiatives undertaken. Within this framework, monitoring activities. dialogue, and internal feedback form the foundation for an increasingly mature planning process, focused on managing significant impacts and enhancing positive effects on people.

Metrics

Characteristics of employees and non-employees in the undertaking's own workforce

As the Group's Code of Ethics states, collaboration between people is a core value and a distinguishing factor of the corporate culture. Marchesini Group promotes a working environment based on shared values, objectives and methods, underpinned by a passion for one's work and mutual respect. Professional relationships are based on continuous, constructive dialogue, which nurtures a feedback culture geared towards individual and collective growth.

As at 31 December 2024, Marchesini Group confirmed steady growth in its workforce, testifying to the solidity and development of its activities, with 2,874 employees. The workforce is predominantly based in Italy, with an expanding international distribution. Employment stability continues to be a distinctive element of the Group, thanks to a high proportion of permanent contracts and the prevalence of full-time employment contracts. This reflects the commitment to guaranteeing continuity, security and quality of employment for all the Group's people.

The skills and know-how of Marchesini Group's people represent a strategic asset to be promoted and passed down to new generations. To this end, the Group fosters new approaches to collaboration and exchange both within the organisation and externally, establishing partnerships with universities, schools, business schools and institutions in the region, with the aim of attracting talent and orienting young people towards STEM subjects (Science, Technology, Engineering and Mathematics), areas that are increasingly vital for industrial competitiveness.

At the same time, commitment to people is expressed through corporate welfare initiatives, social and cultural projects and actions to enhance the territory,

contributing to collective wellbeing and as a well-established, innovative and the consolidation of the Group's role responsible industrial enterprise.

Employees by gender ¹³				2024
Women				
Men				2301
Not disclosed ¹⁴				38
Total				2874
Employees by country				2024
Italy				2502
Argentina				68
Spain				60
Other				244
Total				2874
Employees by type of contract and gender ¹⁵				2024
	Women	Men	Not disclosed	Total
Number of employees	535	2301	38	2874
Number of permanent employees	524	2245	38	2807
Number of temporary employees	11	55	-	66
Number of non-guaranteed hours employees	-	1	-	1
Number of full-time employees	465	2264	38	2767
Number of part-time employees	70	37	-	107
Employees by type of contract and geographical	l area			2024
	Italy	Europe	Rest of the world	Total
Number of employees	2502	163	209	2874
Number of permanent employees	2439	161	207	2807
Number of temporary employees	62	2	2	66
Number of non-guaranteed hours employees	1	-	-	1
Number of full-time employees	2400	163	204	2767

¹³ Employee data are reported by head count at the end of the reporting period, without the use of full-time equivalents (FTE). The Group does not apply conversion criteria for the calculation of FTEs, using the actual number of employees as of 31.12.2024 as the basis for reporting employment information. It should be noted that the figure reported here may differ from that shown in other sections of the Consolidated Financial Statements, as the latter refers to the average number of employees recorded

¹⁴ For confidentiality reasons, the Group companies based in the United States (Sea Vision USA, M.A.R. USA and Marchesini Group USA) did not provide data on the gender and age of their employees.

¹⁵ The contractual categories "open term", "fixed term" and "non-guaranteed hours" have been defined according to the national legislation in force in the countries where the Group operates.

Turnover	2024
Total number of employees who left the company during the reporting period	158
Employee turnover rate during the reporting period ¹⁵	5.5%
Non-employees	2024
Self-employed	14
Agency workers	84
Interns	13
Other	13
Total	124

Collective bargaining coverage and social dialogue

Constructive dialoque between the company and workers is a cornerstone of the organisational culture of Marchesini Group, which considers collective bargaining an essential tool to ensure balanced industrial relations, protect the rights of employees and promote a fair, inclusive and collaborative working environment. At date of reporting date, 96.4% of the Group's personnel were covered by collective bargaining agreements, in accordance with the regulations in force in the countries where the organisation operates. In Italy, where most of the workforce is concentrated, the coverage is total and the National Collective Bargaining Agreement for the Metalworking and Plant Installation Industry applies. Coverage is also fully

guaranteed in Spain.

In European Economic Area (EEA) countries with a significant presence of personnel, workplace representation is active in Italy, with a coverage of 88.2%, and partial in Spain, where it stands at 26.7%.

For a consistent reading of the data in the table, contract coverage in non-EEA countries has been aggregated by geographical area: the Americas region includes Brazil, Mexico, Argentina and the United States; the Africa region includes Algeria, Morocco and Tunisia; while the non-EEA Europe region refers to Ukraine, Moldova, Russia, Switzerland and the United Kingdom. In non-EEA countries, contractual coverage varies depending on the regulatory environment and local

customs. In Algeria, Brazil, Morocco, Tunisia, Moldova, Russia, Ukraine and the United Kingdom, collective bargaining is total, while in Mexico, Switzerland and the United States coverage is absent.

Marchesini Group is committed to complying with local regulations on industrial relations, promoting the involvement of workers' representatives and a continuous and constructive dialogue on issues such as working conditions, safety and staff welfare.

There are currently no representation agreements with European Works Councils (EWCs), European Companies (SEs) or European Cooperative Societies (SCEs).

¹⁵ The employee turnover rate is calculated by dividing the number of employees who left the Group during the reporting period, including terminations due to voluntary resignations, dismissals, retirements and deaths in service, by the total number of employees at the end of the reporting period.

	Collective bargaining coverage	Social dialogue	
Coverage rate	Employees - EEA	Employees - non-EEA	Workplace representation (EEA only)
0-19%	-	-	-
20-39%	-	-	Spain
40-59%	-	America	-
60-79%	-	-	-
80-100%	Italy, Spain	Africa, Europe (no EEA)	Italy

Diversity metrics

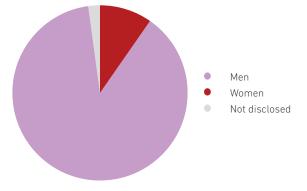
The composition of the Marchesini Group workforce indicates an organisational structure characterised by moderate heterogeneity, both in terms of age distribution and gender representation in management roles. As of 31 December 2024, 88.2% of managerial staff were men and 9.8% women, with a residual undisclosed share of 2.0%. Although the presence of women in senior roles is still low, the Group

periodically monitors the distribution of positions of responsibility, with the aim of promoting fairer and more inclusive access over time.

In terms of age, the workforce is evenly distributed among different age groups: 24.8% of employees are under 30 years old, 50.9% are between 30 and 50 years old, and 23.0% are over 50 years old. The age of the remaining 1.3% was not disclosed. The presence of different generations within the organisation

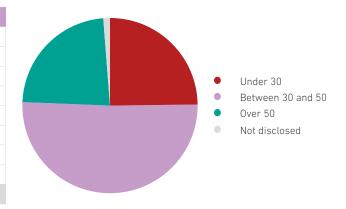
represents an element of value, which the Group enhances through policies of training, intergenerational exchange and skills development. Such diversity helps to strengthen the corporate culture and build a collaborative and inclusive work environment.

Number of executives by gender ¹⁷	2024
Women	5
% of total at executive level	9.8%
Men	45
% of total at executive level	88.2%
Not disclosed	1
% of total at executive level	2.0%
Total	51



¹⁷ In view of the corporate context, 'senior management' is to be understood as persons with executive status.

Number of employees by age group	2024
Under 30 years old	713
% of employees under 30 years old	24.8%
Between 30 and 50 years old	1462
% of employees between 30 and 50 years old	50.9%
Over 50 years old	661
% of employees over 50 years old	23.0%
Not disclosed	38
% of employees of undisclosed age	1.3%
Total	2874



Adequate wages and Compensation metrics (pay gap and total compensation)

As part of Marchesini Group's commitment to valuing its people, the measurement and transparency of compensation policies is a central element of responsible human resources management. The Group is committed to ensuring that salaries are adequate, fair and in line with the level of individual competence, responsibility and performance.

For this purpose, wage adequacy was assessed taking into account collective bargaining coverage, which covers 96.4% of employees. For this large

majority, it was deemed reasonable to consider wages as adequate, based on the assumption that collective agreements, negotiated with the social partners, ensure decent wage conditions in line with industry standards and local market practices. Collective bargaining, complemented by company agreements and meritocracy-oriented internal policies, is indeed a fundamental tool for promoting employment stability and internal cohesion.

For employees not covered by collective bargaining, an individual verification

was carried out, comparing the salary received with the legal minimum wage in force in the reference country, or - where this parameter was not available - with other national or sectoral salary benchmarks. This approach was deemed to be consistent with the principle of proportionality provided for by the regulatory framework and with the objectives of fairness and transparency pursued by the Group.

Gender pay gap

In line with the analysis on wage adequacy, the Marchesini Group also monitors the gender pay gap, which refers to the pay disparity between men and women. This indicator represents the percentage difference between the average male and female remuneration across different professional levels and provides an objective measure of the fairness of compensation policies. The

calculation is based on comparing the average salaries of men and women: a positive value indicates that men earn a higher average salary, while a negative value reflects the opposite situation, where women's average salary is higher. The analysis conducted highlighted some differences among various corporate roles, with discrepancies sometimes favoring men and

sometimes women. Overall, the total gender pay gap for 2024 stands at 9.7%, indicating a higher average male salary within the company perimeter considered. This ongoing monitoring serves as an essential tool for identifying potential areas of concern and for promoting policies increasingly focused on equity and transparency.

Position	Gender pay gap*
Executives	25,9%
Managers	-10,1%
White-collar workers	16,5%
Blue-collar workers	28,9%
Total	9,7%

*The gender pay gap is calculated according to the methodology set out by the ESRS, by relating the difference between the average hourly pay of men and that of women to the average hourly pay of men.

Total remuneration ratio

The total remuneration rate was calculated by comparing the hourly remuneration of the highest paid individual in the company to the median

hourly remuneration of all employees, excluding the highest-paid individual from the calculation. The resulting value of 15.3 represents the ratio of the

highest salary to the median salary of the organisation, providing an indication of the salary distribution within the Group.

Social protection

Marchesini Group recognises the importance of social protection as an essential element for safeguarding people's wellbeing and creating a safe and inclusive working environment. The Group is committed to ensuring that its employees have access to adequate social protection systems in the various countries in which it operates.

In 2024, 99.8% of Marchesini Group's workforce is covered by social protection systems, either public or

company-based, which cover the main events of working life such as illness, unemployment, injuries at work, parental leave and retirement. This coverage is ensured through membership of the social security and welfare schemes provided for by local legislation, supplemented, where applicable, by additional benefits provided by the company.

A residual 0.2% of employees are currently not included in these

systems. These cases only concern the personnel of Marchesini Group Ukraine LLC, based in Kyiv (Ukraine), for whom no social security cover is provided in relation to the above events.

The Group constantly monitors the situation and is committed to finding solutions that are compatible with the local regulatory and operational environment, in order to progressively extend social protection to the entire workforce.

Persons with disabilities

The inclusion of people with disabilities is a fundamental pillar of Marchesini Group's diversity, equity and inclusion policy. The Group monitors the presence of employees with

disabilities within its organisation, in compliance with local regulations and data protection restrictions.

As of 31/12/2024, persons with disabilities made up 3.9% of the total

company population.

The gender distribution shows a share of 1.53% among women, 2.23% among men and 0.14% among staff for whom gender was not declared. 18

Performance evaluation

A performance appraisal system is in place to ensure greater consistency between individual goals

and corporate strategy. The evaluation process, which is being progressively extended to all Group companies, takes into account both the results achieved and the ways in which individuals collaborate, are proactive and embrace

¹⁸ The figure was calculated by comparing the number of people with disabilities to the total number of employees in the workforce as of 31/12/2024.

corporate values.

The approach adopted aims to enhance internal talent, promote professional

mobility and support a culture of merit, contributing to the consolidation of a working environment geared towards growth, inclusion and responsibility.

Employees who participated in periodic performance reviews by gender	2024
Women	82.3%
Men	85.9%
Total	85.2%

The Parent Company also distinguishes itself positively in this area, as 100%

of employees undergo regular performance appraisals, exceeding the

Group average.

Training and skills development metrics

Marchesini Group views training as a strategic opportunity for developing new actions that enable the company to innovate and reinvent itself continuously.

In 2024, training hours for Marchesini

Group employees continued to increase, confirming the positive trend of recent years. The increase was mainly due to the strengthening of technical courses and the constant updating of the company catalogue, which remains the

reference point for the dissemination of internal know-how and professional growth.

Average training hours by gender ¹⁹	2024
Women	22,7
Men	27,2
Total	26,3
Total training hours provided in 2024	72.742

The Parent Company, Marchesini Group, pays particular attention to employee training, offering not only mandatory training but also technical courses, programs for the development of employees' soft skills, language

courses, and corporate master programs. In 2024, it delivered a total of 51,961 hours of training.

Average training hours by gender at Marchesini Group	2024
Women	30.7
Men	34.4
Total	33.8
Total training hours provided in 2024	51,961

¹⁹ For the calculation of average training hours by gender, the total number of hours provided by the Group during the year was divided by the average number of employees in the year. For the calculation of this indicator, the companies Sea Vision USA, M.A.R. USA and Marchesini Group USA are excluded from the scope

Talent Garage



The Group enhanced the Talent Garage project, the Academy dedicated to Onboarding processes and internal training. This project has firmly established itself as one of the most relevant strategic investments for the

attraction and development of young talent at local and national level.

The initiative is conceived as a structured learning environment, geared towards skills growth through practical experience and direct interaction with senior professionals. The programme takes the form of a continuous training workshop, aimed not only at new entrants but also at the entire company population. Its goal is to favour the enhancement of personal and professional skills and support the evolution of skills required by the market.

The Talent Garage's main activities

include:

- Structured induction training (Onboarding) and continuous upskilling;
- Selection and development of new talent to respond to flexible market needs;
- Consolidation of relationships with educational institutions and universities:
- Partnerships with centres of excellence, to ensure high quality standards in training provision.

Thesis macro areas				
RunTime Diagnostics	Trajectory Planning	Energy condition of the machine	Cyclic actuation	Force Dimension Omega 7 integration
Capping head	Smoke Test Liquids	Washing liquids verification	Test material flow/third parties	Mechanical assembly flow
Film tension evaluation	Reel management evaluation	MES implementation	Test planning	Evaluation of cutting performance
Optimisation of Customer Care structure	Customised and unsupervised ISO creation	Technical analysis Fluorinated Gases (EU 2024/573)	Powder Dosing	Integration of Beauty warehouse
Vibration analysis Pick&Place sachets	Skills-based platform analysis	Neural Twin viewer using mixed reality	Generative AI analysis for manual creation	Development of thermoforming tray stations

The Academy numbers				
Туре	Headquarters	Divisions/Affiliates	Total	
Curricular Internships and dissertations	35	10	45	
Graduate Internships	25	0	25	
Research Internships	2	0	2	
Technical High School Placements	10	10	20	
Work Experience Placements	49	41	90	
Total	121	61	182	

STEM events			
DATE	EVENT	LOCATION	PARTICIPANTS
21/02/2024	Career day Bologna	UNIBO	University students
01/03/2024	Career guidance seminar	ITS Aldini Valeriani	Higher Technical Institute students
13-14/03/2024	Talent Open Days	Corima	Local colleges and universities
14-15/03/2024	European Robotics Forum (ERF)	Palacongressi Rimini	UniBo researchers and sector companies
11/04/2024	Meetings with Modenese companies	UNIMORE	University students
03/05/2024	Career guidance seminars	ITS Salesians	Higher Technical Institute students
07/05/2024	Career Day Milan	POLIMI	University students
07/05/2024	Career day Florence	UNIFI	University students
14/05/2024	Engineering career day	UNISIENA	University students
22/05/2024	Career guidance seminars	IIS Belluzzi	High School Students
30/05/2024	Career guidance seminars	ITS Da Vinci	Higher Technical Institute students
4-5/9/2024	Farete Bologna	Bologna Fiere Exhibition Centre	Networking and local companies
06/09/2024	ITS PRIME JOB	Manifattura Tabacchi_Florence	Higher Technical Institute students
24/09/2024	Career Day Trieste	UNITS	University students
08/10/2024	Tuscany Job Fair	Fortezza dal Basso_Florence	Local companies and candidates
25/10-26/10	FVG Job Fair -ALIG_Udine	UNIUD	Local companies and candidates
17/10/2024	Career Day	UNISIENA	University students
06/11/2024	Punto di Incontro Fair	Municipality of Pordenone	Confindustria Alto Adriatico
19/11/2024	Agro Pontino area company	UNI SAPIENZA-LATINA	University students
04/12/2024	Marchesini Orienta	MG	Local secondary schools
05/12/2024	Recruiting day Romans d'Isonzo	Friuli Venezia Giulia Region	High School Students
05/12/2024	Career day	UNIMORE	University students

The company open to local students

In 2024 Marchesini Group renewed its commitment to fostering dialogue between the education system and the world of work, contributing to the development of the technical and professional skills of the younger generations. In this context, the Group organised Talent Open Days, guidance days aimed at students and teachers from secondary schools, higher technical institutes (ITS) and universities.

Activities were held at the Pianoro, Carpi, Monteriggioni and Barberino sites, where participants were welcomed by HR managers and taken on guided tours of the production plants. The tours were led by young ambassadors recently hired by the company after completing STEM training courses, with the aim of offering direct testimony, close to the language and expectations of young people. This approach made it possible to table an authentic discussion on the transition from schooling to the industrial context, fostering a better understanding of the design and production processes of the automatic machines developed by the Group.

The initiative strengthened the relationship between Marchesini Group and the local area, promoting the dissemination of STEM skills and consolidating collaboration with schools and universities. At the same time, it made it possible to identify

young people potentially suitable for future career paths in the company, contributing to the creation of a talent pool in line with the Group's technical and specialised needs.





Training Hub represents the area dedicated to continuous training for the entire Marchesini Group workforce. Our aim is to foster professional and personal growth by offering innovative learning paths that are accessible to all. Through courses, workshops and digital resources, Training Hub supports the development of the key skills needed to meet today's challenges and build the future of the company. To learn, to share, to evolve: this is the goal of our mission.

The course catalogue, a central element of the training offer, includes numerous titles developed thanks to a long-term collaboration with the Aldini Valeriani Foundation, a reference point in technical training in the "Bologna Packaging Valley". The main focus is on enhancing technical skills, including digital expertise, alongside initiatives dedicated to the development of soft skills such as effective communication. emotional management and an open approach to innovation. without neglecting the issue of work-life balance.

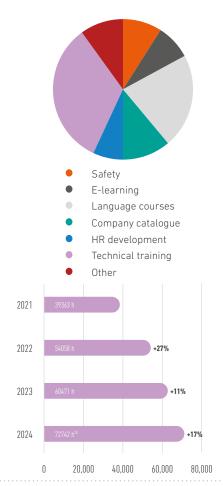
A specific proposal, designed for IT and software development departments, includes training courses created in collaboration with the BI-REX (Big Data

Innovation and Research Excellence) consortium, one of the leading national Competence Centres. This public-private consortium, established in 2018, brings together universities, research centres and leading companies: its main focus is on Big Data and enabling technologies for the digital transformation of companies.

The training programme carried out at the Bologna Business School of the University of Bologna has proved to be a strategic asset for the development of business skills, with more than 30 staff members enrolled in the Corporate Master in Business Administration (MBA).

Marchesini Group is thus consolidating its investment in this initiative, which is aimed at preparing the future managers of the Emilia-Romagna Packaging Valley and destined to represent a key element in the Group's training strategy. In 2024, the number of hours dedicated to training increased further, confirming the trend of previous years: the majority of investments continue to be in training and technical refresher courses. Important attention is also paid to advanced foreign language learning and occupational safety training for all company staff. The training course for company managers is of particular importance. Through classroom sessions complemented by individual coaching activities. participants acquire practical skills in employee development, facilitating immediate application of the topics covered.

The courses continue to receive very positive evaluations, constantly monitored in every area.



²⁰ The companies Sea Vision USA, M.A.R. USA and Marchesini Group USA are excluded from the figure

E-learning

E-learning is an essential strategic lever for business success. Through digital training solutions, the company offers employees the opportunity to acquire new knowledge and skills, preparing them to face

increasingly complex challenges. Alongside the development of internal skills, the online training portal was

skills, the online training portal was also extended to foreign branches and, above all, to customers. In fact, the company offers integrated training packages that include in-person experiences and multimedia teaching manuals developed in collaboration with technical product experts.

Special projects dedicated to sustainability, health, the valorisation of diversity, with a view to developing a 'synergetic ecosystem'

Be the Green Hero



Training on issues of environmental sustainability is of fundamental importance in equipping businesses to face today's global challenges.

The raising of employee awareness of crucial issues such as climate change,

energy, food waste, the protection of biodiversity, conscious consumption, responsible use of raw materials, waste management, the conservation of water resources, sustainable beauty care, the sustainable clothing supply chain, ecofriendly mobility and the impact of the digitalisation of work is essential for encouraging concrete action for a more sustainable future.



Eatwell Pills - Percorso formativo in collaborazione con AIRC



The Eatwell course, developed by the Marchesini Group in collaboration with AIRC, aims to promote a corporate culture oriented towards healthy lifestyles, with particular emphasis on proper nutrition.

The training proposal, divided into six episodes, starts with the basic principles of prevention and presents a Decalogue of Health, i.e. ten golden rules for a healthy lifestyle. Next, the benefits of a balanced diet with an adequate intake of fruit, vegetables, fibre and protein are explored.

It concludes with an examination of sustainable and environmentally friendly food practices, recognising how healthy eating contributes to individual wellbeing and the protection of the planet.

The company also chose to support AIRC through a donation of \bigcirc 0.50 for each episode viewed, totalling \bigcirc 1,646.



The power of diversity



The course "The power of diversity: creating an inclusive workplace", also part of the special training package, placed special

emphasis on the topics of diversity and inclusion. The initiative focused on the importance of paying greater attention to practices aimed at valuing all forms of diversity, whether related to gender, thought or generational age, thus promoting support for different working styles.

Sviluppo di un ecosistema di sinergie

On the occasion of the 50th anniversary of the founding of Marchesini Group, special attention was paid to the cultural roots that form the basis for the company's future.

To this end, a number of training initiatives focused on developing synergies and the importance of taking care: of people, resources, projects and the personal growth of each individual. A course combining classroom sessions and short online videos was made available to all staff, with the aim of

promoting topics such as:

- Knowledge, operational competence, interpersonal skills and empathy;
- Careful and responsible people;
- Continuous learning;

- Valuing individual differences;
- Development of synergies within the organisation;
- Digitalisation in today's business environment.



A JOURNEY TOWARDS AN EXTRAORDINARY TOMORROW

Health and safety metrics

Risk prevention and health protection are central pillars of Marchesini Group's Safety Policy. The Group's commitment is expressed in a proactive approach that combines continuous training, awareness-raising and accountability of all individuals involved: employees, collaborators - also on missions abroad - as well as contractors and service providers on company premises.

The focus on people is reflected in the constant pursuit of solutions designed to improve the wellbeing of employees and foster a sustainable work-life balance. The health and safety of workers is considered an indispensable condition, guaranteed through preventive measures, technological innovation, targeted training and systematic monitoring.

All of the Group's activities are carried out in full compliance with current occupational health and safety legislation and in accordance with the principles of the Code of Ethics and the Safety Policy. The organisation adopts the highest safety standards, thanks to a coordinated set of management procedures, personal protective equipment, technological upgrading and dedicated training programmes.

For the Group's Italian companies, all functions required by law are provided, including the appointment of both internal and external Health and Safety Executives (HSE) and Health and Safety Officers (HSO), for all production units. To provide employees with further protection, the Group promotes the election of Health and Safety Representatives (HSR), who actively participate in trade union meetings to analyse safety issues and suggest improvement actions.

In the three-year period 2022 - 2024, health and safety risk assessments were conducted at 100% of Marchesini

Group S.p.A.'s operating sites.

In parallel, the Group has implemented structured education and training programmes on topics such as occupational safety, first aid, fire prevention, specific risk management, emergency plans and environmental protection. These interventions. which in the past have also included awareness-raising courses on the responsible use of alcohol and drugs, go beyond regulatory requirements, testifying to an ongoing commitment to ensuring safe, healthy and inclusive working environments.

Customised training courses, tailored to the tasks and responsibilities of individual employees, are organised at each operational site. Contents cover topics such as the safe management of mechanical and electrical hazards, handling of chemicals, and good practices for reducing environmental impact, such as proper waste

management.
As usual, Safety Meetings were held in

2024 at the Group's Italian sites, during which various strategic topics related to

health, safety and sustainability of the company's activities were discussed.

	2024	2023	2022
Percentage of Marchesini Group S.p.A. operational sites for which a health and safety risk assessment for workers has been carried out.	100%	100%	100%

	Employees	Non-employees
Number of fatalities as a result of work-related injuries and work-related ill health	-	-
Number of recordable work-related accidents	17	1
Hours worked	5,000,674 ²¹	70,302
Rate of recordable work-related accidents ²²	3.4	14.2
Work-related ill health	4.0	-
Number of days lost due to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health	389	22

In continuity with previous reports, the parent company, Marchesini Group S.p.A., monitors the accident indices of its employees, calculating the rate

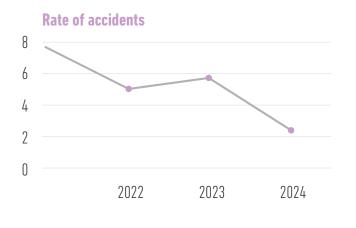
of accidents, which considers the total number of accidents compared to the number of hours worked in the year, and the severity index, which instead considers the number of days lost due to accidents compared to the number of hours worked.

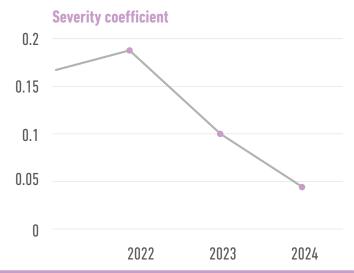
	2024	2023	2022
Number of recordable work-related accidents	6	14	12
Number of days lost due to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health	121	258	231
Hours worked	2,678,937	2,584,725	2,450,525
Rate of accidents	2.2	5.4	4.9
Severity coefficient ²³	0.045	0.100	0.094

²¹ For 26 Group employees, as data on actual hours worked were not available, the value was estimated on the basis of the average annual hours actually worked per worker in the respective country, according to OECD data. For employees who left during the year, the hours were proportionate to the days actually worked at the company.

²² The rate of accidents is calculated according to the ESRS methodology, i.e. by dividing the number of accidents by the number of hours worked, and multiplying the result by 1,000,000.

²³ The severity index is calculated by dividing the number of days lost by the number of hours worked, and multiplying the result by 1,000.





Work-life balance metrics

As part of its policies in support of people's wellbeing, Marchesini Group ensures that employees have access to measures promoting a work-life balance, including family-related leave, governed by the regulations in force in the various countries of operation.

At the reporting date, 99.2% of Marchesini Group employees were formally entitled to take family-related leave, in accordance with current legislation. This reflects the geographical

composition of the workforce, which is mainly concentrated in Italy, where these rights are guaranteed by law to all employees.

During 2024, 13.9% of employees actually took family-related leave, whether to care for children or family members, or for other personal circumstances. The utilisation rate, although low, is in line with the typical dynamics of the industrial sector and the internal demographic distribution.

The Group constantly monitors access to these tools, promoting a work-life balance and ensuring full compliance with applicable contractual and regulatory provisions.

Incidents, complaints and severe human rights impacts

Marchesini Group confirms that during the reporting period there were no work-related incidents, complaints filed through the dedicated channels and, in general, reports of discrimination or severe human rights impacts within its own workforce.

The Group takes a rigorous approach to the protection of human rights, implementing policies and procedures to prevent any form of violation and ensuring a safe and respectful working environment. Furthermore, no fines, sanctions or compensation were

recorded in relation to these issues, confirming the effectiveness of the measures taken to protect workers and compliance with international standards and regulations.



4.1 BUSINESS CONDUCT

Impact, risk and opportunity management

Description of the processes to identify and assess material impacts, risks and opportunities

part of the double materiality assessment, the Marchesini Group carried out a structured analysis aimed at identifying the impacts, risks, and opportunities related to business conduct, with particular focus on corporate integrity and the prevention of active and passive corruption. The exercise considered the entire scope the Group—direct operations. husiness relationships. and the

value chain—integrating geographic, sectoral, and organizational criteria to assess exposure to ethical, legal, and reputational risks in the various contexts in which the Group operates. The assessment included an analysis of internal safeguards and governance structure, reviewing policies and procedures on ethics, anticorruption, supplier management, and whistleblower protection, as well as the

effectiveness of existing control tools such as the whistleblowing system and the Code of Ethics. Training and awareness programs for staff and key functions were also considered, in order to evaluate their reach and alignment with the objectives of preventing unlawful behavior.

Material impacts, risks and opportunities

The analysis highlighted that material topics related to business conduct mainly concern the management of corporate culture. relationships with suppliers, and whistleblower protection. In particular, a positive actual impact was identified, stemming from the promotion of a culture based on integrity, transparency. and legality, which contributes to strengthening the Group's reputation and creating an ethical and responsible work environment.

Among the potential negative impacts, the risk of retaliation against whistleblowers and the possibility that some suppliers may engage in behavior

not compliant with required ethical and contractual standards were identified. Conversely, the specific issue of active and passive corruption did not prove to be material for the Group, thanks to its overall low-risk profile and the robustness of internal prevention measures. Nevertheless. in the interest of transparency and completeness of reporting, the Group has chosen to disclose available data and information on this area. The Group's response to identified impacts and risks is structured through the implementation of the Code of Ethics, the operation of the internal reporting system, and the application of procurement and supplier management procedures aimed at preventing non-compliant behavior, as well as training initiatives dedicated to ethical topics. The negative impacts identified derive from an assessment conducted in accordance with ESRS requirements, which call for identifying and describing potential impacts on governance without considering, at this stage, the mitigation measures and safeguards already in place within the organization. This approach is therefore intended to represent what could occur in the absence of existing protection systems.

Sub-topic	IRO	Description	Value chain	Time horizon
Corporate culture	Positive current impact	Effectiveness of governance in disseminating corporate values, culture and ethical principles.	Own operations	Short
Protection of whistleblowers	Potential negative impact	Lack of an efficient whistleblower protection system	Own operations	Short
Management of relationships with suppliers, including payment practices	Potential negative impact	Potential missed payments to suppliers	Own operations	Short

Business culture and business conduct policies

In 2024. Marchesini Group consolidated its commitment to responding to the most material impacts related to corporate culture, whistleblower protection and supplier relationship management. The dissemination of ethical values and principles of integrity is guaranteed by the Code of Ethics, which is the reference document for all Group companies and for every organisational level. This document is not just a declaration of intent, but a system of rules that guides daily decisions and behaviour, ensuring legality, transparency and fairness in relationships with customers, suppliers. institutions and the community. Observance of the Code of Ethics is an integral part of contractual obligations, and violation of the code is punishable with disciplinary action, confirming the centrality of these principles in corporate governance. To

strengthen the corporate culture, the Group continued to invest in training and awareness-raising initiatives, promoting a culture of internal control and risk management that protects the company assets and reputation.

To address the risk of whistleblower protection. Marchesini Group has implemented whistleblowing procedure. The system allows for the secure and confidential reporting of any wrongdoing or violation of the Code of Ethics through a dedicated digital channel on the company website, quaranteeing the confidentiality of the reporter's identity and the prohibition of any form of retaliation. Reports are handled according to certain timeframes and structured processes, with logging, investigation and archiving in compliance with data protection regulations. In the event of confirmed violations, the Group initiates corrective

actions and disciplinary measures, thereby strengthening trust and shared responsibility.

Lastly, in order to mitigate the impact of payment practices and supplier relationship management, the Group applies selection criteria based on fairness, impartiality and quality, promoting transparent and compliant relationships. The Code of Ethics prohibits favouritism and collusion and envisages checks and audits to ensure compliance with contractual conditions and the principles of personal, health and environmental protection. This approach ensures that the supply chain operates in line with corporate values and sustainability standards, contributing to the creation of strong and responsible relationships.

Management of relationships with suppliers and Payment practices

The management of relationships with suppliers is based on criteria of transparency, fairness and responsibility, with the aim of guaranteeing continuity of supplies, compliance with current regulations and attention to social and environmental impacts along the value chain. Marchesini Group adopts a procedure for the purchase of goods and services that defines in detail how suppliers are selected, evaluated

and managed, promoting impartiality, traceability and control at all stages of the procurement process. However, this procedure does not provide for specific measures to prevent late payments, least of all in relation to small and medium-sized enterprises.

Business relations are characterised by principles of equity and payment terms are regulated in a clear and consistent manner. For most suppliers, standard payment terms are 60 days from receipt of invoice, with extensions up to 90 days for particular product categories, depending on contractual agreements. Over the course of the year, the average payment time was 155 days, while 95% of the invoices were paid within the agreed terms. There are no pending legal proceedings related to late payments.

Prevention and detection of corruption and bribery

Marchesini Group adopts an integrated approach to the prevention of corruption and bribery, based on a system of organisational and procedural safeguards aimed at ensuring the transparency, integrity and fairness of corporate behaviour, in line with Italian and international regulations. Although the Group does not have an independent anti-corruption policy, it guards against the risk of corrupt behaviour through the application of its Code of Ethics and Code of Conduct.

In compliance with the Directive (EU) 2019/1937 on whistleblowing and the national legislation transposing

this directive, the Group has set up an internal whistleblowing system that allows all employees of Group companies and external stakeholders to report, in a confidential and protected form, any unlawful conduct or conduct contrary to the Code of Ethics. The channel is accessible through a dedicated platform, and reports are managed by the Supervisory Board, which is made up of third parties that are independent of the function potentially involved, in order to ensure impartiality and confidentiality. The effectiveness of this system is monitored periodically and the Group has put in place specific

measures to protect whistleblowers against possible retaliation.

The corporate functions considered to be most exposed to the risk of corruption include the commercial function, for relationships with agents and intermediaries; the purchasing and administration function, for supplier management; the human resources area, for personnel selection; and the marketing and communication area, particularly with reference to sponsorships linked to public bodies or institutions.

Year	2024	2023	2022
Confirmed incidents of corruption or bribery	0	0	0

The 50th anniversary projects



Under the slogan "To Our Extraordinary Future", Marchesini Group has launched a series of projects to celebrate its 50th anniversary

Future Box in Piazza Maggiore

From 18 to 22 September, Marchesini Group offered the City of Bologna a unique experience involving citizens, visitors, schools, universities and institutions. The area of Piazza Maggiore next to Palazzo d'Accursio hosted "Future Box": a multimedia installation dedicated to the future, whose shape was reminiscent of a typical pharmaceutical product package. Inside was a vintage cartoning machine, one of the very first packaging machines made by the company,

alongside one of the latest models. Visitors were able to learn more about the history and technological evolution of Marchesini Group, and then move on to a reflection on the future that began with an individual quiz and ended with a team game, where they had to work together to build the city of tomorrow. The attraction, which featured interactive and immersive rooms, was inaugurated with a special preview for the press and institutions, including the mayor of Bologna Matteo

Lepore, acting president of the Emilia-Romagna Region Irene Priolo, Deputy Minister for Infrastructure Galeazzo Bignami and the Archbishop of Bologna Cardinal Matteo Maria Zuppi. 4,784 people took part in this initiative: all the ideas and visions that emerged from this experience, together with those collected over the course of the year in the online portal that gathered the thoughts of 986 people, were processed and presented online to the community.









The 50th anniversary projects 72

Act for Future

The Group launched a partnership with three associations WEWORLD, SAVE THE CHILDREN and PHORESTA, which were identified in collaboration with the Marchesini ACT Foundation (the body that has encompassed and coordinated the

company's solidarity initiatives since 2021). The chosen projects are inspired by the three pillars Avant-Garde – Culture – Territory. Specifically, they involve tangible support for communities in Peru and Bolivia via telemedicine with the WeWorld

association, support for kindergartens in the Syrian refugee camps and for female entrepreneurship in Jordan and funding for education in Ethiopia through Save the Children and, to conclude, the creation of the Bologna Biodiversity Wood, planned by Phoresta.

Future Pack Challenge

A design and creativity challenge that involved 42 students from 7 foreign countries. With the collaboration of BOOM (the innovative CRIF Knowledge and Innovation Hub), 6 teams were created and given six months to design innovative solutions for pharmaceutical packaging. The young people who took part in the challenge were mentored by 45 Group

staff during a total of 20 sessions held in virtual classrooms, including the welcome day at the Pianoro headquarters in February. The winning team presented a project for a special packaging line for the nutraceutical sector. The winners received their award on the evening of 21 September at a private party organised for Group staff.



Family&Friends

The doors of the production plants of all Marchesini Group locations were opened to the friends and family of all staff to let them see the workplaces and automatic machines for themselves. The events, which took place on Saturday morning, included



not only a visit to the production areas, but also various activities, including workshops for youngsters and an animated reading for children about the company's foundation, entitled "Once upon a time, in Pianoro". The Family & Friends events, already attended by



more than a thousand people, started in March and ended in November, with a total of six events in 2024. The initiative continued in 2025 for the headquarters and other plants in Pianoro.



Future Team

In order to be ready for the challenges of the future, Marchesini Group decided to extend its training offering for 2024 with three special courses focused on people, courage, sharing and teamwork. With the help

of experts, staff were able to tackle these topics through group activities and the exchange of ideas, with the aim of developing greater synergy in the workplace. The initiatives also included a 5-part miniseries available on the Group's Training Hub portal, which summarised the Group's values in short videos, encouraging staff to view diversity as an opportunity for growth and innovation.







Extraordinary Party

Marchesini Group wanted to thank all the customers, stakeholders and staff who have helped the company to grow and achieve splendid results over its 50-year history. Private celebrations for the foreign subsidiaries and customers were organised around the world over the course of the year, coinciding with international or local trade fairs. The celebrations also took place in Bologna with a Gala Dinner at the city's Teatro Comunale for the Italian partners, while staff were invited to a Festival at DumBo on 21 September, attended by more than three thousand people, including the personnel of the Italian and foreign production plants, and retirees.







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Fondazione Marchesini ACT







Valentina Marchesini PRESIDENT FONDAZIONE MARCHESINI ACT

cARI AMICI,

"Let's build the future together".

This message shaped our Fondazione's work throughout 2024. It was a special year for our family, which started its business in Pianoro 50 years ago, receiving the support of the entire community and the whole region. We wanted to celebrate by looking ahead, and thanks to the Fondazione Marchesini ACT, which perfectly embodies this desire to work together to build something extraordinary, we are trying to play our part year after year.

Browsing through the pages of our third mission report, you will find projects that promote science and technical culture, initiatives for the most vulnerable, prevention programmes related to health and well-being, as well as events aimed at citizens to remind us how wonderful it is to 'be together' and feel that we can act for the common good. Moreover, with regard to the future, we have considered young people, who are the key players of tomorrow's world: we have supported a number of initiatives to assist children in receiving medical treatment, promote scientific culture, and offer public speaking workshops, sports and inclusivity initiatives, in addition to encouraging the use of new technologies. This year, we have once again sought to expand our network, promoting dialogue and collaboration across the region, starting locally and working our way up to the global level, confident that even a small contribution can make a difference. Among the special projects linked to the Marchesini Group's 50th anniversary, we

helped Phoresta create a biodiversity forest, supported the WeWorld association in Peru and Bolivia to develop a telemedicine system, and worked with Save the Children to support female entrepreneurship in Jordan and the right to education in Ethiopia.

These are just some of the milestones of this extraordinary year that has enriched us, allowing us to forge new bonds and broaden our horizons. On behalf of the entire Board of Directors, I would like to thank everyone who has collaborated with us and to present this document, drawn up in accordance with the law, to the community as a starting point for shared reflection. Finally, heeding the warning of Cardinal Matteo Maria Zuppi, who invites us to "cultivate our garden, avoiding letting the desert take over outside," I send you my best wishes and promise that we will continue to sow seeds of solidarity.

We will strive to ensure that these seeds sprout like wild plants that naturally spread and enrich every place they encounter along their path with beauty.

Molina Montelin

FONDAZIONE MARCHESINI

Avanguardia | Cultura | Territorio

1 IDENTITY

DABOUT US

Since 2021, *Fondazione Marchesini ACT* has been providing structure and continuity to the social commitment that has always distinguished the Marchesini family.

By supporting projects that promote solidarity, inclusion and social cohesion, the Fondazione aims to *actively contribute to the growth of a fair community*.

The Fondazione's name conveys its identity: on the one hand, the link with the family and its entrepreneurial history; on the other, the acronym **ACT - Avantgarde, Culture, Territory** - sums up the three action areas on which the Fondazione's daily work focuses: innovating, generating knowledge, and enhancing human relationships and the context in which they are expressed.

Today, Fondazione Marchesini ACT is recognised as a Third Sector Entity (ETS) and is registered with RUNTS (the Single National Register of the Third Sector), confirming its active and responsible role in the national social landscape.



SOCIAL CONTEXT

In recent years, the increasingly unstable economic and social context has seen an increase in fragile situations that also impact people's basic needs: food, housing, health, and work. Faced with these concrete and constantly growing needs, Fondazione Marchesini ACT intervenes with targeted actions: from supporting canteens and dormitories to promoting projects that guarantee essential goods and dignity for all.

This commitment stems from the values inherited from Marchesini Group S.p.A. and is renewed every day in the pursuit of shared well-being.

► MISSION

Fondazione Marchesini ACT aims to **provide tangible help to the community** by supporting non-profit organisations and targeted social projects.

The Fondazione's approach is based on concrete actions that focus on innovation, research, sharing and a deep attachment to the local area. The name ACT, which evokes the concept of acting and interpreting, encourages us all to take action and play a leading role in society, because, as President Valentina Marchesini emphasises: "Those of us to whom life has been so generous must learn to give and to make restitution of at least some of what we have received." "To ACT" emphasises the importance of playing an active role in social well-being, working to offer structured and consistent support to our community.

The acronym ACT reflects the values that guide the actions of the Fondazione Marchesini ACT: Avant-garde, Culture, Territory. These three pillars guide every project, aiming to make a real and lasting impact.







TERRITORY

Being avant-garde means looking to the future with curiosity and courage. The Fondazione promotes innovation and research, continuing the legacy of the Marchesini family. This translates into concrete commitment: from supporting associations that fight cancer and violence to educational programmes for young people with disabilities. These projects are not limited to providing assistance, but contribute to the development of a more equitable and forward-looking society.

Culture is the foundation on which to build a more solid and inclusive future. For the Fondazione, this means access to knowledge, respect for differences and the promotion of skills. Not just theory, but also practice, craftsmanship and training. The Fondazione supports initiatives ranging from after-school programmes to creative workshops, theatre and professional training courses, always with a focus on the younger generation.

Territory is the community that surrounds and inspires us. It is a place of roots, but also of relationships and responsibilities. The Fondazione supports projects that promote social inclusion, local development and cooperation. From food solidarity to the environment, to interventions in response to emerging fragilities: we act locally, with a vision that embraces the local area and opens up to the world.

GOVERNANCE

The foundation was established on 5/02/2021 by the current President Valentina Marchesini, who included as founding trustees Gaia, Matteo and Michelangelo, all members of the third generation of the Marchesini families. They make up the Board of Directors together with Simonetta Saliera, former President of the Emilia-Romagna Regional Legislative Assembly. The other trustees are Maurizio and Marco Marchesini – with their respective wives, Marinella Alberghini and Catia Cavara – and Marchesini Group S.p.A.

The foundation's operational management is handled by its Director, Fabio Sabatini. Domenico De Leo, Barbara Pedretti and Stefano Danza of Studio De Leo and Notary Public Camilla Chiusoli of Studio Rossi Vico Chiusoli also provided invaluable support during the Fondazione's creation.

FONDAZIONE TRUSTEES

MAURIZIO MARCHESINI
MARCO MARCHESINI
MARINELLA ALBERGHINI
CATIA CAVARA
VALENTINA MARCHESINI
GAIA MARCHESINI
MATTEO MARCHESINI
MICHELANGELO MARCHESINI
MARCHESINI GROUP SPA

BOARD OF DIRECTORS

VALENTINA MARCHESINI (PRESIDENTE)
GAIA MARCHESINI
MATTEO MARCHESINI
MICHEL ANGELO MARCHESINI

RUNNING OF THE FONDAZIONE

FABIO SABATINI

SINGLE STATUTORY AUDITOR

BARBARA PEDRETTI



















DOPERATING AND ASSESSMENT MODEL

Fondazione Marchesini ACT adopts an operating management model designed to ensure efficiency, efficacy and, above all, the highest degree of transparency, to ensure that its proceedings are clear and legible to all stakeholders and to maintain their involvement. The Fondazione focuses on selecting and supporting specific projects aligned with its institutional aims.

Projects may be selected in various ways:

- Fondazione Marchesini ACT works directly within the local community to select specific projects or associations, often rooted in the cultural context, which reflect its values and objectives. Otherwise, projects are submitted to the Fondazione by associations themselves or are suggested by third parties, who provide the initial contact. This is always followed by a process of getting to know the people within the organisation and above all of listening to needs, in order to define the most suitable form of support for each specific case.
- The Management analyses and visits all projects and meets the associations to get to know them and listen to their needs. The assessment of projects to be supported includes evaluation of their compatibility with the principles and values of Fondazione Marchesini ACT. Projects must show an avant-garde outlook, an interest in culture and a love of the community; only those which meet this criteria are submitted to the Board of Directors.
- The BOD, which meets every 3 months, is the fulcrum of the Fondazione, tasked with assessing the projects presented and selecting those to be funded.
- The Trustees, who meet formally every 6 months, are strongly involved in the Fondazione's work and approve the strategies and projects put in place by the BoD.

COMMUNICATION

For Fondazione Marchesini ACT, communication is a strategic cornerstone for raising awareness of the projects it supports and amplifying their impact. Through a constant presence on its website and social media channels – Facebook and Instagram – the Fondazione reports on its initiatives, highlighting the key players and the values that inspire them.

Dialogue with partner associations is ongoing and aimed at building a shared and effective narrative. By actively participating in events, press conferences and public meetings, the Fondazione advocates for the causes it supports, creating opportunities for listening and engagement.

The website is not only an institutional showcase, but also a space dedicated to each project, with sections designed to offer visibility and promote connection with the community. For the Fondazione, communicating means raising awareness, building trust and shaping its daily commitment.

INSTITUTIONAL ACTIVITIES

MISSION IMPLEMENTATION PATH

Innovation, curiosity, the desire to explore new horizons and our commitment to a better future are the fundamental principles to which Fondazione Marchesini ACT gives concrete expression in our projects for the community, since we deem them crucial to efficient progress in the territory.

The Fondazione is dedicated to creating initiatives that promote cultural dialogue in all its forms, with a particular focus on young people.



Another cardinal principle for Fondazione Marchesini ACT is our attention to the territory and the value of community, with individuals working to promote integration with a view to express the value of local and national populations and traditions.

Once we have selected a project, the Fondazione provides on-going support, and participates actively when it can

Monitoring and assessing the results of this engagement, as well as the benefit for the population and the territory itself, is a fundamental phase of the Fondazione's activities, to which we dedicate all our commitment and enthusiasm



PROJECTS SUPPORTED IN 2024

AVANT-GARDE

ADOPT A RESEARCHER - All BOLOGNA



Bologna

Scientific research in the field of oncohaematology is one of the main goals of **AIL Bologna**.

Supported projects include a study by Dr Darina Očadlíková, a researcher at the "L. e A. Seràgnoli" Institute of Haematology, which investigates interactions between the immune microenvironment and leukaemia cells, with a focus on acute myeloid leukaemia (AML) and response to chemotherapy.



www.ailbologna.it



AMOUNT FUNDED € 10,000





RACE FOR THE CURE KOMEN ITALIA



Bologna

Fondazione Marchesini ACT supports Race for the Cure, the largest Italian and global event against breast cancer, promoted by Susan G. Komen Italia.

The participants, "the women in pink", confront the disease with the aim of raising awareness about prevention and spreading hope.

In 25 years, the initiative has launched over 1,500 research, prevention and support projects, helping to transform the cultural approach to the disease.



www.komen.it

AMOUNT FUNDED € 300

• RISOAMICA - BIMBO TU



Bologna

Fondazione Marchesini ACT supports **Risoamica**, Bimbo Tu's programme for children aged 4 to 12 who need to undergo an MRI scan.

The project, carried out with the support of a psychologist and families, helps young patients familiarise themselves with the examination thanks to a simulator that reproduces the characteristics of the real equipment, reducing anxiety and stress.

TRIBÙ - BIMBO TU



Bologna

A space designed to welcome and entertain young patients at the Bellaria Hospital in Bologna.

Tribù is Bimbo Tu's project aimed at children and young people aged 3 to 16 and their carers.

Designed to make the hospital environment friendlier and more welcoming, it offers recreational and educational activities that provide opportunities for normality and socialising during hospital stays or outpatient treatment.



www.bimbotu.it









ALDINI4INCLUSION ASPHI - ALDINI VALERIANI



Bologna

The **Aldini4Inclusion** workshop is dedicated to virtual reality, educational robotics, gaming, augmented reality and 3D CAD, with the aim of promoting a more inclusive school environment.

The project offers students with disabilities training courses aimed at developing independence, digital skills and job opportunities.



www.asphi.it



AMOUNT FUNDED € 15,000

L'ARCO, CORRESPONDENCE FOR RECOVERY - L'ARCO

Bologna

L'ARCO is a non-profit organisation that supports people with mental health issues or social difficulties, offering flexible individual programmes and group discussion sessions.

The activities, which complement clinical and social programmes, are not therapeutic in nature but focus on providing practical help to enhance people's potential and enable them to achieve their goals.



www.larcorecovery.it

AMOUNT FUNDED € 20,000





Bologna

A.L.I.Ce. Bologna, with the backing of Fondazione Marchesini ACT, supports stroke patients and promotes prevention through free activities, informative seminars and a Prevention Day, also offering medical and psychological screening.



www.bologna.aliceitalia.org

AMOUNT FUNDED € 2.500

• ESTETICAMENTE DH OSPEDALE BELLARIA T-CLAR ESTETICAMENTE BENESSERE A.P.S

San Lazzaro di Savena (Bologna)

Esteticamente DH is a project developed by the medical and nursing staff of the Oncology Department at Bellaria Hospital, dedicated to the well-being and beauty of women undergoing cancer treatment.



www.facebook.com/EsteticaMenteBologna

AMOUNT FUNDED € 5,000



ASCOVIME GENÈVE



Geneva

Ascovime Genève is a non-profit humanitarian association founded in 2023 that is committed to reducing inequalities in access to healthcare. With a team of volunteer healthcare professionals, it organises free medical assistance missions



www.ascovimegeneve.com





NEMO PROJECT - ASL BOLOGNA



Bologna

Fondazione Marchesini ACT supports the first public Neuromuscular Clinical Centre in Italy, established at Bellaria Hospital thanks to collaboration with the Bologna Local Health Authority and inspired by the NeMO model.

The centre is a national reference point for multidisciplinary and personalised care for adults and children with neuromuscular and neurodegenerative diseases, such as ALS, SMA and muscular dystrophy. In addition to outpatient care and hospitalisation, the project integrates research, rehabilitation and home support activities, focusing on individuals and their well-being.



www.centrocliniconemo.it



LA FORZA E IL SORRISO



Milan

La forza e il sorriso Onlus organises free beauty workshops for women undergoing cancer treatment to help them regain their well-being, self-esteem and sense of community.

The project is present in more than 55 Italian hospitals and associations and has supported over 22.000 women since 2007



www.laforzaeilsorriso.it



AMOUNT FUNDED € 5.000

> PROJECTS SUPPORTED IN 2024

CULTURE

AMACI ODV - VIVA LA SCUOLA IN OSPEDALE

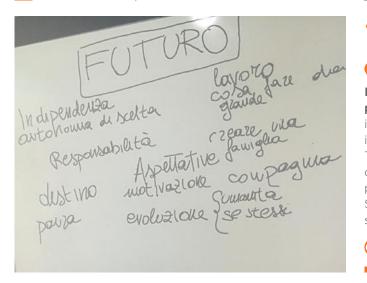
Bologna

Viva la scuola in ospedale is a project run by the Amaci ODV association, which creates educational and recreational spaces for children hospitalised in healthcare facilities.

The initiative led to the inauguration of a welcoming, child-friendly environment for educational activities, reading, board games, music therapy and pet therapy, offering opportunities for learning and recreation during hospital stays.

www.amaciodv.it

AMOUNT FUNDED € 3.000





• INVENTIO FILÒ

Bologna

Inventio. La Filosofia nell'istruzione tecnica e professionale is the first structured project aimed at introducing philosophy into non-academic secondary institutions.

The initiative promotes the development of crosscutting, socio-personal and guidance skills through philosophy as an educational practice.

Students strengthen their critical thinking, argumentation skills, creativity and ethical-relational skills.



AMOUNT FUNDED € 4,000

MI PARLI DI LEI TEATRO DELL'ARGINE

San Lazzaro di Savena (Bologna)

The Compagnia del Teatro dell'Argine theatre company offered a **public speaking workshop** for high school students with the aim of improving their communication skills in different contexts and in front of different audiences. The course, designed for entire school classes, aims to strengthen a fundamental skill for personal and academic growth.



AMOUNT FUNDED € 6,000



VILLA REVEDIN ARCHIEPISCOPAL SEMINARY

Bologna

The Archiepiscopal Seminary opened the doors of its historic headquarters in Villa Revedin to the public, hosting three days of talks, shows for all ages, exhibitions and guided tours of the park. It was a special opportunity to promote cultural heritage and create moments of sharing and participation open to the community.

www.seminariobologna.it

AMOUNT FUNDED € 3,000



SCIROPPO DI TEATRO FONDAZIONE ATER

Emilia-Romagna

Fondazione Marchesini ACT supports **Sciroppo di Teatro**, a project aimed at children aged 3 to 8 and their families, which uses theatre to combat educational poverty. The focus of the initiative is cultural welfare, or the relationship between culture and well-being, in which culture and art are seen as a form of 'medicine' with multiple positive effects.

www.ater.emr.it

AMOUNT FUNDED € 5,000



• INSIEME DOPO LA SCUOLA: AIUTARE PER INTEGRARE! - ASS. TAMARA E DAVIDE

Pianoro (Bologna)

The Insieme Dopo-la-scuola: aiutare per integrare! project stems from a collaboration between the parishes of Pianoro and Rastignano to offer educational support to middle and high school students. With the involvement of volunteer teachers and university students, and the guidance of the Associazione Amici di Tamara e Davide, the programme promotes integration and growth through practical and ongoing support.

www.amiciditamaraedavide.it

AMOUNT FUNDED € 45,205





BUKAVU - ASS. SENTIERI DI PACE

Bologna

In Bukavu, in the Democratic Republic of Congo, the Associazione Sentieri di Pace supports the **Scuola di Pietro**, which provides 250 young people with practical training. Thanks to the contribution of Fondazione Marchesini ACT, a new building has been constructed with carpentry and mechanics workshops, designed to provide technical skills and build real employment prospects.

www.sentieridipace.it

AMOUNT FUNDED € 5,000

CARPINSCIENZA

Carpi (Modena)

CarpinScienza is an event that aims to engage everyone in a journey to discover scientific culture in an innovative and exciting way.

Fondazione Marchesini ACT took part in the event, introducing the topic of artificial intelligence with a speech by Maurizio Marchesini, Chairman of the Marchesini Group.



www.carpinscienza.it

MOUNT FUNDED € 3,000



FONDAZIONE MUSICALE ANDREA BALDI **ETS**

Bologna

The Fondazione Musicale Andrea Baldi ETS organises a piano competition in memory of Andrea Baldi. aimed at young piano talents, with prizes for the best participants. Fondazione Marchesini ACT proudly supports this initiative, helping to make an event possible that promotes music and values the younger generation.



www.circolodellamusica.it



AMOUNT FUNDED € 2.000





IMMERSIVE CLASSROOM ISTITUTO SAN GIUSEPPE



Bologna

The main mission of the Istituto San Giuseppe is to educate the vounger generation.

Fondazione Marchesini ACT supported Istituto San Giuseppe in the development of the Immersive Classroom, a new high-tech classroom equipped with three giant interactive screens to make learning more engaging and hands-on for the school's 400 or so pupils.



www.scuolesangiuseppe.net



AMOUNT FUNDED € 30,000

CASA CORTICELLA - GRUPPO CEIS

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Bologna

Casa Corticella welcomes people sentenced to alternative measures to imprisonment, offering up to eight residential places and additional day care. The initiative aims to encourage these people to critically reflect on their experiences, promoting their social reintegration. At the same time, it aims to promote a culture based on the rehabilitative value of punishment and contribute to reducing repeat offences, with a positive impact on collective security.



www.gruppoceis.it/strutture/bologna/casa-don-nozzi

AMOUNT FUNDED € 5,000

EDURADIO



Emilia-Romagna

Liberi dentro Eduradio&TV is a radio and television programme launched in 2020 to offer education, information and services to prisoners and the general public. Set up by a network of teachers, workers, volunteers, and institutions, the project aims to ensure educational and cultural continuity within the prison, as well as to build a bridge with the city, making an often marginalised neighbourhood visible and recognised.



www.liberidentro.home.blog

AMOUNT FUNDED € 10,000

FESTIVAL FRANCESCANO



Bologna

Festival Francescano aims to promote awareness and rediscovery of the values of St. Francis of Assisi, offering tools for reflection to address the challenges of everyday life with an ethical and supportive perspective. Fondazione Marchesini ACT has contributed to the fulfilment of its cultural and social mission, in line with its values of civic engagement, spirituality and collective responsibility.



www.festivalfrancescano.it



AMOUNT FUNDED € 5 000

PROJECTS SUPPORTED IN 2024

TERRITORY

• POLLAIO SOCIALE 2A SOCIAL

Villanova di Castenaso (Bologna)

2A Social is a social cooperative committed to providing social and educational services for people with disabilities. Among the projects launched, **Pollaio Sociale** represents a concrete example of inclusion: the young people at the social and occupational centre take care of the animals, cleaning the chicken coop, collecting eggs and feeding the hens, thus developing practical skills and a positive relationship between humans and animals.



AMOUNT FUNDED € 5.000





AMBULATORIO ODONTOIATRICO SOLIDALE

Bologna

The Ambulatorio Odontoiatrico Solidale offers dental care and prosthetic rehabilitation in a welcoming environment that focuses on the individual's overall well-being.

In addition to treatment, the project promotes oral and general health education, with prevention and information programmes on hygiene, nutrition and lifestyles, aimed in particular at women (including pregnant women) and children.

www.ambulatorioodontoiatricosolidale.it

AMOUNT FUNDED € 10,000

PROGETTO FAMIGLIE - ANTONIANO ONLUS

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Bologna

The project aims to offer hospitality and support to struggling Italian families, guiding them towards regaining their independence. For asylum-seeking families, the aim is to offer hope of a life free from conflict and war for their children.



www.antoniano.it

AMOUNT FUNDED € 10,000



• AMBULATORIO MOBILE - ANT



Italy

Every year, ANT helps to organise free cancer screening visits through a mobile clinic for the general public. In view of growing demand for visits, a new vehicle has been introduced, making it possible to increase local activities. Fondazione Marchesini ACT has supported ANT in expanding its travelling early diagnosis project, enabling numerous free consultation sessions to be held in various provinces.



www.ant.it

AMOUNT FUNDED € 15,000

ALL INCLUSIVE PROJECT BOLOGNA MONTANA BIKE AREA



Bologna

BOM.BA's **ALL INclusive** project was created to make mountain biking accessible to everyone, including people with physical or other disabilities. By adapting some of the trails in the Bolognese Apennines, the project promotes an inclusive sport that brings people into contact with nature, breaking down barriers and creating new opportunities for participation.



www.bolognamontanabikearea.it





THE MOTHER CHILD PROJECT FONDAZIONE PADRE MARELLA

San Lazzaro di Savena (Bologna)

Casa Foresti, a shelter run by Father Marella, aims to welcome mothers and children from marginalised and socially excluded backgrounds.

The shelter offers a safe environment where women can rebuild a healthy relationship with their children, which is often damaged by experiences of violence and hardship. This allows them to regain their autonomy and independence.



www.operapadremarella.it



AMOUNT FUNDED € 10.000







ENERGY UPGRADATION OF VILLAGGIO PASTOR ANGELICUS FONDAZIONE CAMPIDORI

Valsamoggia (Bologna)

The Fondazione Campidori has launched a major energy redevelopment project for the "Vilaggio senza barriere" (Barrier-free Village), a facility dedicated to welcoming people with disabilities together with their families, friends or carers, offering them short stays in an inclusive and accessible environment.

The project stems from the need to respond to growing demand, improve the energy efficiency of the facility and ensure its full operation even during the winter months

Thanks to the contribution of the Fondazione Marchesini ACT, it was possible to renovate six apartments, equipping them with independent heating systems.



www.fondazionecampidori.it



AMOUNT FUNDED € 15,000



RUNCHALLENGE FONDAZIONE PER LO SPORT SILVIA PARENTE

Bologna

RunChallenge is a project that promotes inclusion through movement, making physical activity accessible to everyone. People of all ages, genders and abilities, including those who are new to the experience, come together to run, walk or participate in wheelchairs, sharing a journey that combines sport, wellness and community.

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www.fondazioneperlosport.com

AMOUNT FUNDED € 5,000

HAPPY HAND WILLY THE KING GROUP

San Lazzaro di Savena (Bologna)

The Willy The King Group association presents the eleventh edition of **Happy Hand**. This three-day event is dedicated to sport, art and various activities designed for children. The aim is to promote awareness of inclusivity and the importance of a society that is welcoming to all.



AMOUNT FUNDED € 3.000





• BICI PROJECT - ASS. BEATA VERGINE

Bologna

BICI is a project supported by the "La Beata Vergine delle Grazie Onlus" organisation and is aimed at elderly people in the care home. To accompany elderly people on their daily outings, Fondazione Marchesini ACT contributed to the purchase of a second cargo bike with pedal assistance. This allowed the elderly to revisit the city of Bologna, spending time outdoors, breaking out of their routine and meeting new people.

www.beataverginedellegrazie.it

AMOUNT FUNDED € 5,500

CASA SANTA CHIARA SOCIETÀ COOPERATIVA



Bologna

The Fondazione S. Chiara was established in 1999 with the aim of providing strong and ongoing support for the activities of the **Cooperativa Casa Santa Chiara**. In particular, it is responsible for the ownership and management of certain facilities that are essential to the provision of services, such as the Colunga Social Education Centre and various family groups. This is a concrete commitment to ensuring stability and a future for places of welcome and care.



www.casasantachiara.it



RIEMPI IL PIATTO VUOTO - CEFA ONLUS



Bologna

Riempi il piatto vuoto is a project promoted by CEFA to raise awareness about the food crisis in Bologna and raise funds to support the fight against malnutrition in the Horn of Africa.

The 2024 edition took place in Piazza Maggiore during World Food Day, with the participation of local organisations, partners and citizens.

Fondazione Marchesini ACT supported the initiative with a donation of three carts of food for Bologna's soup kitchens and a contribution to CEFA projects in Ethiopia, which are working to tackle drought and food insecurity.



www.cefaonlus.it

AMOUNT FUNDED € 1,000



CORPO VOLONTARIO PER LA SICUREZZA TERRITORIALE ODV



Bologna

Corpo Volontario per la Sicurezza Territoriale ODV is a voluntary organisation active in the field of civil protection, committed to protecting the region and safeguarding citizens through prevention and intervention in emergencies.

Fondazione Marchesini ACT supported their work by donating essential equipment for managing critical situations, thereby helping to strengthen the organisation's response capacity and community safety.



www.cvst.it



PALLAVOLO BOLOGNA SSD A RL



Bologna

Pallavolo Bologna was created from the merger of seven local sports clubs with the ambition of building a unique organisation within the city's sporting landscape. This joint project, supported by businesses and leading institutions, brings together almost 6,000 members and fans of the VolleyBOL community.

The goal: to create a unique team capable of growing in both men's and women's volleyball, becoming a national benchmark for the sport



www.pallavolobologna.it



AMOUNT FUNDED € 5,000

FOSSOL076



Bologna

Fossolo76 was founded by local citizens and residents and has grown steadily over the years, expanding its teams and athletes. It has stood out for its educational approach to sport, its focus on young people and its dialogue with families and institutions, promoting an inclusive football culture that is socially conscious and mindful of the real needs of the community.



www.fossolo76.it



AMOUNT FUNDED € 3,000

LA CONCHIGLIA - AMICI DELLA CHIRURGIA PEDIATRICA



Bologna

La Conchiglia - Amici della Chirurgia Pediatrica is an association founded to offer practical support to the Paediatric Surgery Department, with the aim of making the hospital experience more peaceful for young patients and their families.

In its efforts to create an increasingly welcoming and friendly ward, Fondazione Marchesini ACT has chosen to support the association by helping to build spaces that speak the language of childhood: reassuring, colourful and nurturing.



www.chirpediatrica.unisi.it/laconchiglia



AMOUNT FUNDED € 500

To celebrate its 50th anniversary, Marchesini Group and Fondazione Marchesini ACT have committed to supporting three projects.

SAVE THE CHILDREN

Save the Children's "Preschool Education and Women's Empowerment in Jordan" project works to improve children's access to inclusive, quality preschool education and promote women's economic emancipation.



WEWORLD

WeWorld's project "Concrete support to communities in Peru and Bolivia with telemedicine" aims to improve the health conditions of all inhabitants of the Apurimac region (Peru), La Paz and Pando (Bolivia) through three actions

PHORESTA

Phoresta's "Bologna Biodiversity Wood" project aims to conserve natural capital, including through the promotion of reforestation and the conservation of existing woodlands. The wood being created is on via di Sabbiuno in Bologna.



PARTNERS INVOLVED

MARCHESINI GROUP

Fondazione Marchesini ACT has continued to run a number of projects with Marchesini Group and its employees to assist specific associations and raise people's awareness on various social issues. The following projects were supported in 2024.

CEFA ONLUS



I LUNEDÌ DI ANTONIANO



RACE FOR THE CURE



DOMUS SUMMER FESTIVAL



Associations assisted under this project:

Emporio Bologna Pane e Solidarietà Fondazione Ant Fidas

FONDAZIONE ANT



FIDAS



SCHOLARSHIPS



Call for applications for "50 Fondazione Marchesini ACT - ETS Scholarships - We act for...youth's future"

Fondazione Marchesini ACT – ETS in accordance with the principles of education and non-discrimination among students, with the aim of encouraging them to continue their studies and achieve increasingly in-depth cultural opportunities, and in recognition of the efforts made in the field of education, has announced a competition for the 2022/2023 school/academic year for the award of 50 scholarships for a total amount of \leqslant 40,000.00 (forty thousand/00). The funds delivery happened in 2024.

"Young people must dream and have an opportunity to build their own future, starting from school and university," emphasises Valentina Marchesini, President of Fondazione Marchesini ACT. "Scholarships serve precisely this purpose: to help those who are struggling financially but need to dream and enthusiastically invest in their future by studying, learning more and increasing their knowledge so that one day they can enter the labour market with the tools they need to fulfil their potential."

4 FINANCIAL STATEMENTS* AS OF 31-12-2024

BALANCE SHEET

	31/12/2024	31/12/2023
ASSETS		
A) SUBSCRIPTIONS AND UNPAID CONTRIBUTIONS		-
B) NON-CURRENT ASSETS		
I – Intangible non-current assets	-	-
1) establishment and expansion costs	€ 1,006	€ 1,516
2) development costs	-	-
3) industrial patent rights and intellectual property licensing	-	-
4) concessions, licences, trademarks and similar rights	€ 5,619	€ 6,020
5) start up	-	-
6) non-current assets in progress and down payments	-	-
7) other	-	-
TOTAL INTANGIBLE NON-CURRENT ASSETS	€ 6,625	€ 7,536
II - Tangible non-current assets	-	-
1) land and buildings	-	-
2) plant and equipment	-	-
3) machinery	-	-
4) other assets	-	-
5) non-current assets in progress and down payments	-	-
TOTAL TANGIBLE NON-CURRENT ASSETS	-	-
III - Financial non-current assets	-	-
1) holdings in	-	-
a) subsidiaries	-	-
b) partner companies	-	-
c) other businesses	-	-
TOTAL HOLDINGS	-	-

^{*} values in euro.

	31/12/2024	31/12/2023	
2) receivables	-	-	
a) from subsidiaries	-	-	
b) from partner companies	-	-	
c) from other third sector bodies	-	-	
d) from others	-	-	
TOTAL RECEIVABLES	-	-	
3) other securities	-	-	
TOTAL FINANCIAL NON-CURRENT ASSETS	-	-	
OTAL NON-CURRENT ASSETS (B)	€ 6,625	€ 7,536	
C) CURRENT ASSETS			
- Inventories	-	-	
1) raw materials, ancillaries and consumables	-	-	
2) products undergoing processing and semi-finished products	-	-	
3) current processing on commission	-	-	
4) finished products and goods	-	-	
5) down payments	-	-	
OTAL INVENTORY	-	-	
- Receivables	-	-	
1) from users and customers	-	-	
2) from partners and founding trustees	-	-	
3) from public authorities	-	-	
4) from private subjects for contributions	-	-	
5) from members of the same network of associations	-	-	
6) from other third sector bodies	-	-	
7) from subsidiaries	-	-	
8) from partner companies	-	-	
9) tax receivables	-	-	
10) from the "5 per thousand" tax mechanism	-	-	
11) tax paid in advance	-	-	
12) from others	€ 204	-	
due within the next financial year	€ 204	-	
OTAL RECEIVABLES	€ 204	-	
I - Financial assets which do not constitute non-current assets	-	-	
1) holdings in subsidiaries	-	-	
2) holdings in partner companies	-	-	
3) other securities	-	-	

	31/12/2024	31/12/2023
TOTAL FINANCIAL ASSETS WHICH DO NOT CONSTITUTE NON-CURRENT ASSETS	-	-
IV - Liquid assets	-	-
1) bank and post office deposits	€ 59,201	€ 53,483
2) checks	-	-
3) cash and valuables on hand	-	-
TOTAL LIQUID ASSETS	€ 59,201	€ 53,483
TOTAL CURRENT ASSETS (C)	€ 59,405	€ 53,483
D) ACCRUED INCOME AND PREPAID EXPENSES	€ 10,000	-
TOTAL ASSETS	€ 76,030	€ 61,019
LIABILITIES		
A) NET CAPITAL		
I - Organisation's endowment	€ 33,750	€ 33,750
II - Tied assets	-	-
1) statutory reserves	-	-
2) reserves tied by decision of the authorities	€ 5,000	-
3) tied reserves designated by third parties	-	-
TOTAL TIED ASSETS	€ 5,000	-
III - Freely disposable assets	-	-
1) profit or operating surplus reserves	€ 5,387	€ 9,256
2) other reserves	-	-
TOTAL FREELY DISPOSABLE ASSETS	€ 5,387	€ 9,256
IV - Operating surplus/deficit	€ 3,679	€ 2,530
TOTAL NET CAPITAL	€ 47,816	€ 45,536
B) FUNDS FOR RISKS AND EXPENSES		
1) for retirement and similar obligations	-	-
2) for taxes, including deferred	-	-
3) other	-	-
TOTAL FUNDS FOR RISKS AND EXPENSES	-	-
C) SEVERANCE INDEMNITIES		
D) PAYABLES		
1) payables to banks	€ 19	€ 17
due within the next financial year	€ 19	€ 17
2) payables to other financers	-	-
3) payables to partners and founding trustees for financing	-	-

	31/12/2024	31/12/2023				
4) payables to members of the same network of associations	-	-				
5) payables for conditional donations	-	-				
6) down payments	-	-				
7) payables to suppliers	€ 18,195	€ 15,466				
due within the next financial year	€ 18,195	€ 15,466				
8) payables to subsidiaries and partner companies	-	-				
9) tax payables	-	-				
10) payables to pension and welfare institutions	-	-				
11) payables to employees and collaborators	-	-				
12) other payables	€ 10,000	-				
due within the next financial year	€ 10,000					
TOTAL PAYABLES	€ 28,214	€ 15,483				
E) ACCRUED EXPENSES AND DEFERRED INCOME						
TOTAL LIABILITIES	€ 76,030	€ 61,019				

▷ INCOME STATEMENT

CHARGES AND COSTS	31/12/2024	31/12/2023	EARNINGS AND INCOME	31/12/2023	31/12/2022
A) CHARGES AND COSTS OF ACTIVITIES OF GENERAL INTEREST	€ 494,616	€ 442,570	A) EARNINGS, INCOMES AND REVENUES FROM ACTIVITIES OF GENERAL INTEREST	€ 498,295	€ 445,100
Raw materials, ancillaries, consumables and goods	-	-	1) Income from subscriptions and contributions from founding trustees	-	-
2) Services	€ 89,393	€ 89,358	2) Income from partners for mutual activities	-	-
3) Use of third party goods	-	-	3) Earnings for services and concessions to partners and founding trustees	-	-
4) Staff	-	-	4) Charitable donations	€ 490,000	€ 445,100
5) Amortisations	€ 911	€ 911	5) Income from the "5 per thousand" tax mechanism	€ 4,941	-
5 b) Depreciation of tangible and intangible non-current assets	-	-			
6) Provisions for risks and expenses	-	-	6) Contributions from private subjects	€ 3,150	-

CHARGES AND COSTS	31/12/2024	31/12/2023	EARNINGS AND INCOME	31/12/2024	31/12/2023
7) Other management costs	€ 399,312	€ 352,301	7) Earnings for services and concessions to third parties	-	-
8) Initial inventory	-	-	8) Contributions from public authorities	-	-
9) Allocation to tied reserve by decision of institutional bodies	€ 147,100	€ 352,199	9) Income from public authority contracts		-
10) Withdrawal from tied reserve by decision of institutional bodies	(€ 142,100)	(€ 352,199)	10) Other earnings, incomes and revenues from activities of general interest	€ 204	-
			11) Final inventory		
TOTAL CHARGES AND COSTS OF ACTIVITIES OF GENERAL INTEREST	€ 494,616	€ 442,570	TOTAL EARNINGS, INCOMES AND REVENUES FROM ACTIVITIES OF GENERAL INTEREST	€ 498,295	€ 445,100
			SURPLUS/DEFICIT FROM ACTIVITIES OF GENERAL INTEREST (+/-)	€ 3,679	€ 2,530
B) CHARGES AND COSTS OF OTHER ACTIVITIES	-	-	B) EARNINGS, INCOMES AND REVENUES FROM OTHER ACTIVITIES	-	-
1) Raw materials, ancillaries, consumables and goods	-	-	1) Earnings for services and concessions to partners and founding trustees	-	-
2) Services	-	-	2) Contributions from private subjects	-	-
3) Use of third party goods	-	-	3) Earnings for services and concessions to third parties	-	-
4) Staff	-	-	4) Contributions from public authorities	-	-
5) Amortisations	-	-	5) Income from public authority contracts	-	-
5 b) Depreciation of tangible and intangible non-current assets	-	-			
6) Provisions for risks and expenses	-	-	6) Other earnings, incomes and revenues	-	-
7) Other management costs	-	-	7) Final inventory	-	-
8) Initial inventory	-	-			
TOTAL CHARGES AND COSTS OF OTHER ACTIVITIES	-	-	TOTAL EARNINGS, INCOMES AND REVENUES FROM OTHER ACTIVITIES	-	-
			SURPLUS/DEFICIT FROM OTHER ACTIVITIES (+/-)	-	-

CHARGES AND COSTS	31/12/2024	31/12/2023	EARNINGS AND INCOME	31/12/2024	31/12/2023
C) CHARGES AND COSTS OF FUNDRAISING ACTIVITIES	-	-	C) EARNINGS, INCOMES AND REVENUES FROM FUNDRAISING ACTIVITIES	-	-
1) Expenses of regular fundraising activities	-	-	Earnings from regular fundraising activities	-	-
2) Expenses of occasional fundraising activities	-	-	Earnings from occasional fundraising activities	-	-
3) Other assets	-	-	3) Other revenues	-	-
TOTAL CHARGES AND COSTS OF FUNDRAISING ACTIVITIES	-	-	TOTAL EARNINGS, INCOMES AND REVENUES FROM FUNDRAISING ACTIVITIES	-	-
			SURPLUS/DEFICIT FROM FUNDRAISING ACTIVITIES (+/-)	-	-
D) CHARGES AND COSTS OF FINANCIAL ASSETS AND CAPITAL	-	-	D) EARNINGS, INCOMES AND REVENUES FROM FINANCIAL ASSETS AND CAPITAL	-	-
1) Of banking relationships	-	-	1) From banking relationships	-	-
2) Of loans	-	-	2) From other financial investments	-	-
3) From built property	-	-	3) From built property	-	-
4) From other property	-	-	4) From other property	-	-
5) Provisions for risks and expenses	-	-	5) Other revenues	-	-
6) Other assets	-	-			
TOTAL CHARGES AND COSTS OF FINANCIAL ASSETS AND CAPITAL	-	-	TOTAL EARNINGS, INCOMES AND REVENUES FROM FINANCIAL ASSETS AND CAPITAL	-	-
			SURPLUS/DEFICIT FROM FINANCIAL ASSETS AND CAPITAL (+/-)	-	-
E) CHARGES AND COSTS OF GENERAL SUPPORT	-	-	E) EARNINGS FROM GENERAL SUPPORT	-	-
1) Raw materials, ancillaries, consumables and goods	-	-	1) Earnings from secondment of staff	-	-
2) Services	-	-	2) Other earnings from general support	-	-
3) Use of third party goods	-	-		-	-
4) Staff	-	-			

CHARGES AND COSTS	31/12/2024	31/12/2023	EARNINGS AND INCOME	31/12/2023	31/12/2022
5) Amortisations	-	-			
5 b) Depreciation of tangible and intangible non-current assets	-	-			
6) Provisions for risks and expenses	-	-			
7) Other assets	-	-			
8) Allocation to tied reserve by decision of institutional bodies	-	-			
9) Withdrawal from tied reserve by decision of institutional bodies	-	-			
TOTAL CHARGES AND COSTS OF GENERAL SUPPORT	-	-	TOTAL EARNINGS FROM GENERAL SUPPORT	-	-
TOTAL CHARGES AND COSTS	€ 494,616	€ 442,570	TOTAL INCOME AND REVENUES	€ 498,295	€ 445,100
			PRE-TAX OPERATING SURPLUS/ DEFICIT (+/-)	€ 3,679	€ 2,530
			Taxes	-	-
			OPERATING SURPLUS/DEFICIT (+/-)	€ 3,679	€ 2,530







▷ MISSION REPORT

INTRODUCTION

Trustees, the financial statements for the year ending 31/12/2024 consist of the Balance Sheet, the Income Statement and this Mission Report. It covers the fourth year of activity of Fondazione Marchesini ACT - ETS.

GENERAL PART

GENERAL INFORMATION ABOUT THE ORGANISATION

Fondazione Marchesini ACT - ETS (hereinafter also the "Fondazione") was established in 2021 and is registered as a Third Sector Organisation (Ente del Terzo Settore, ETS) under Italian Legislative Decree no. 117/2017 (the "Third Sector Code").

In February 2022 it was approved for entry in the Italian National Register of the Third Sector with recognition of its legal status, in accordance with art. 22, para 4, of the Third Sector Code.

In September 2022 it submitted an application to the Italian National Register of the Third Sector for eligibility to receive the "5 per mille" tax return donation.

In June 2023, it updated its corporate purpose in order to support a wider variety of initiatives with civic, charitable and social utility aims.

MISSION PURSUED AND ACTIVITIES OF GENERAL INTEREST

The Fondazione was established as a means of playing an ever more responsible, intelligent role in society, returning value to it and helping to improve it through care for the territory, culture, progress and support for those in need.

The Fondazione has purely civic, solidarity and social objectives, without profit, intended to benefit civil society as a whole and improve the condition of its most vulnerable members with actions, taken either alone or in collaboration with other public bodies or private organisations, designed to eliminate discrimination, violence and abuse while promoting education, training and sport, inclusion, solidarity, welfare and healthcare, artistic and musical culture and the artistic heritage, as well as protection of the environment, and scientific and technological research.

It does so by means of the following initiatives of general interest, undertaken alone or as the principal partner (Art. 5 Italian Legislative Decree 3/7/2017 no. 117):

letter u) - charity, remote support, free concession of food and products, or provision of funds, goods and services in support of disadvantaged persons;

letter a) - social projects and services;

letter d) - education, instruction and professional training, including cultural activities of social value with an

educational purpose;

letter i) - organisation and management of cultural, artistic and recreational activities of social value, including activities, including editorial and publications, which promote the culture and practice of voluntary service;

letter l) - extracurricular training aimed at preventing early school leaving and promoting academic and educational success, preventing bullying and combating educational poverty;

letter r) - humanitarian acceptance and social integration of migrants;

letter v) - promotion of the rule of law;

letter w) – promotion and protection of human, civil, social and political rights and promotion of equal opportunity; *letter e)* – initiatives aimed at protecting and improving the condition of the environment and promoting the intelligent and rational use of natural resources;

letter f) - initiatives aimed at protecting and valorising the cultural heritage and landscape.

The Fondazione interacts with Italian and foreign public and private entities, institutions and organisations which pursue purposes similar to its own, especially within the Emilia Romagna region.

SECTION OF THE ITALIAN NATIONAL REGISTER OF THE VOLUNTARY SECTOR IN WHICH THE FONDAZIONE IS REGISTERED AND TAX CLASSIFICATION

The Fondazione is registered in the Single Register of the Third Sector (RUNTS), pursuant to Article 45 of Legislative Decree No. 117/2017, held at the Ministry of Labour and Social Policies, in section g) Other third sector entities, under number 1216, by decision of 21 February 2022 of the Emilia Romagna Regional Council - Department for Social Integration, Poverty Reduction and Third Sector Policies.

As a result of the aforementioned registration, the Fondazione has acquired legal status.

The Fondazione is classified as a non-commercial Third Sector Organisation under the provisions of Article 79 et seq. of Legislative Decree No. 117/2017. The fiscal principles regulating the Fondazione's operations are:

- Since it only engages in non-commercial activities, the Fondazione is exempt from value added tax. It therefore does not have a VAT number and is not required to submit an annual VAT return. For the Fondazione, therefore, VAT is simply part of the cost paid for a good or service, just as for a final consumer.
- Although it only engages in non-commercial activity, the Fondazione is subject to IRES (corporate tax). Its total taxable income consists of the sum of its various forms of income, except from those which are exempt and those taxed at source.
- The Fondazione is subject to regional business tax (IRAP), calculated on the basis of the organisation's payroll. The taxable amount is the total of the wages and salaries paid to employees, payments to contract staff considered equivalent to employees (which include those to contract staff employed on a continuous basis) and payments to free-lance staff employed on an occasional basis.

LOCATIONS AND ACTIVITIES

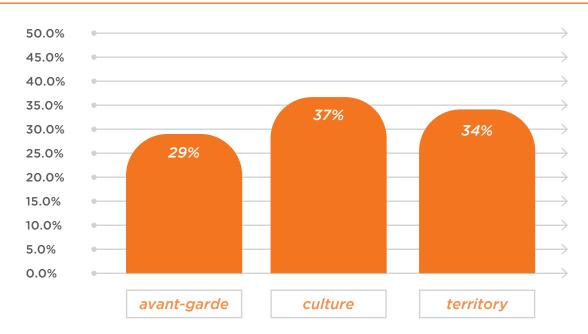
The Fondazione's registered office is in Pianoro (Bologna), at Via Nazionale no. 100.

During the last financial year, its activities were centred on its mission, based on the concepts of Avant-garde, Culture and Territory. These three issues underline its commitment to innovation, knowledge and people, also embodied in the acronym "ACT" included in its name.

The main projects undertaken during 2024 which we consider worthy of note are:

- **Avant-garde**: support for the "Adotta un ricercatore" (Adopt a Researcher) project carried out through AIL Bologna, the Italian Leukaemia Association, which supports scientific research in the field of oncology and haematology through young researchers;
- **Culture**: funding scholarships to encourage students to continue their studies and pursue increasingly in-depth cultural opportunities;
- **Territory**: support for the 'melanoma prevention' project through the Fondazione ANT with the launch of a mobile clinic in several Italian cities for the prevention of cancer, offering free check-ups open to the public.

The graph below illustrates the breakdown of funding by areas of interest:



DATA ON TRUSTEES AND FOUNDING TRUSTEES AND ACTIVITIES IN RELATION TO THEM

The Fondazione Marchesini ACT - ETS is a participatory foundation established in 2021 by its founders: the Marchesini family, consisting of eight members, and Marchesini Group S.p.A., which together form the Trustees, the body responsible for appointing the Fondazione's governing bodies.

The Fondazione represents the natural evolution of the philanthropic spirit that has always characterised the Marchesini family and pursues exclusively, through precise planning, including in the management of resources, the goals of solidarity and support for projects in the social-health, educational, cultural and economic-social fields.

There are no business relationships between the Fondazione and the individual Trustees; therefore, the Fondazione does not supply goods or services to the Trustees, with or without payment.

• FONDAZIONE GOVERNING BODIES •

(serving for term 2024-2026)

Board of Directors

Valentina Marchesini (President) Gaia Marchesini (Member of the Board) Matteo Marchesini (Member of the Board) Michelangelo Marchesini (Member of the Board)

Director

Fabio Sabatini

Single Statutory Auditor

Barbara Pedretti

ADDITIONAL INFORMATION

These financial statements for the year ending 31/12/2024 show an operating surplus of € 3,678.29.

EXPLANATION OF FINANCIAL STATEMENT ITEMS

INTRODUCTION

Financial statement: drafting criteria

The financial statements have been drawn up in accordance with the provisions of art. 13 of Legislative Decree no. 117/2017 and with the national accounting standards of the Italian Accounting Institute and provide information about the Fondazione's activities in pursuit of its institutional mission. Therefore:

- they provide a truthful and correct representation of the organisation's capital and financial situation and the result for the year;
- they supply transparent information regarding the funds received and how they were used to pursue the institutional mission established by the Third Sector Code.

The contents of the Balance Sheet, Income Statement and Mission Report, which provide all information required for the correct interpretation of the financial statements, are those envisaged by forms A, B and C respectively of annex 1 of the Ministry of Labour and Social Policies Decree dated 5 March 2020.

The financial statements of Third Sector Organisations must comply with the general clauses, general financial reporting principles and evaluation criteria contained, respectively, in articles 2423, 2423-bis and 2426 of the Italian Civil Code and the national accounting standards to the extent that they are compatible with the non-profit status and civic, charitable and social utility purposes of Third Sector Organisations.

The information in this document is set out in the order in which the relative headings appear in the balance sheet and income statement..

Pursuant to art. 2423 para 3 of the Italian Civil Code, applicable to the extent that it is compatible in accordance with the Ministry of Labour and Social Policies decree of 5 March 2020, whenever the information required by specific articles of law is not sufficient to provide a truthful, correct representation of the organisation's situation, the necessary additional information is provided.

DRAFTING PRINCIPLES

Structure and contents of the financial statements

The Balance Sheet, the Income Statement and the accounting information contained in this Mission Report are consistent with the organisation's books, from which they were directly derived. The financial statements were drafted on the accrual principle, taking a prudential approach and assuming that the organisation will continue in operation.

The Balance Sheet and Income Statement are drawn up in euro units and this Mission Report contains explanations of the financial statement data in euro units. There are no accounting values expressed in foreign currency.

EXCEPTIONAL CIRCUMSTANCES UNDER ART. 2423, COMMA FIVE, OF THE ITALIAN CIVIL CODE

No exceptional circumstances requiring the implementation of the waivers referred to in art. 2423 paras 4 and 5 of the Italian Civil Code, applicable to the extent that they are compatible with the non-profit status and civic, charitable and social utility purposes of Third Sector Organisations in accordance with the Ministerial Decree of 5/3/2020, have occurred.

CHANGES IN THE ACCOUNTING STANDARDS

No exceptional circumstances requiring the implementation of the waivers referred to in art. 2423-bis, para 2 of the Italian Civil Code, applicable to the extent that it is compatible with the non-profit status and civic, charitable and social utility purposes of Third Sector Organisations in accordance with the Ministerial Decree of 5/3/2020, have occurred.

CORRECTION OF SIGNIFICANT ERRORS

There is nothing to report.

ISSUES OF COMPARABILITY AND ADAPTATION

There are no issues to report.

EVALUATION CRITERIA ADOPTED

Pursuant to point 3 of Form C in Annex 1 to the Ministry of Labour and Social Policies Decree of 5 March 2020, the main evaluation criteria used in compliance with the provisions of the said Decree of 5/3/2020, and with those of art. 2426 of the Civil Code, applicable as far as it is compatible, are explained below, with particular reference to the financial statement headings for which the law permits more than one evaluation and adjustment criterion, or for which no specific criteria are identified.

Continuity in the application of evaluation criteria over time is necessary to allow comparison of the Organisation's financial statements for the various financial years. In particular, the criteria used do not differ from those applied when drafting the financial statements of the previous year.

Intangible non-current assets

The intangible non-current assets are entered in the assets side of the balance sheet at the cost of acquisition and are values connected to intangible goods with the potential for lasting use, and expenses which generate utility lasting for a number of years. The values in the intangible non-current assets section are amortised in constant instalments on the basis of their future usefulness and are set out net of the amortisation funds and write-downs. Amortisation was carried out systematically in every financial year in accordance with the preset plan set out below, which is considered to ensure the correct distribution of the cost incurred throughout the useful lifetime of the non-current assets concerned:

INTANGIBLE NON-CURRENT ASSET HEADINGS	PERIOD
Establishment and expansion costs	5 years
Concessions, licences, trademarks and similar rights	18 years

It was not necessary to write-down the aforesaid charges included amongst the non-current assets in accordance with art. 2426 para 1 point 3 of the Civil Code, applicable to the extent that it is compatible in accordance with the Ministry of Labour and Social Policy decree dated 5 March 2020, since no indicators of potential permanent losses of value were identified.

Receivables

Receivables are recorded at their nominal value, which also corresponds to their estimated realisable value. The Fondazione has exercised its option not to use the amortised cost and discounting criteria.

Liquid assets

Liquid assets are valued at their nominal value.

Accrued income and prepaid expenses

Accrued income and prepaid expenses have been calculated on an accrual basis, by allocating charges and costs and/or earnings and income common to several financial years.

Net capital

Items are entered in the financial statements at their book value, in accordance with Italian Accounting Standard 35 for Third Sector Organisations and Italian Accounting Standard 28

Payables

Payables are liabilities of a specific nature and certain existence, representing obligations to pay fixed or determinable amounts of cash, or goods/services of equivalent value, usually on a specified date. These obligations are owed to lenders, suppliers and other parties. They are recorded at their contractual value. As with receivables, given the very short due dates, the Association has also exercised its option not to apply the amortised cost and discounting criteria to payables.

BALANCE SHEET

The following is a detailed analysis of the changes in the individual financial statement items.

ASSETS

B) Non-current assets

I - Intangible non-current assets

Changes in intangible non-current assets

The table below illustrates the changes in the values of these non-current assets.

ANALYSIS OF CHANGES IN INTANGIBLE NON-CURRENT ASSETS				
	ESTABLISHMENT AND START-UP COSTS	CONCESSIONS, LICENCES, TRADEMARKS AND SIMILAR RIGHTS	TOTAL INTANGIBLE NON- CURRENT ASSETS	
	OPENIN	G VALUE		
Cost	€ 2,551	€ 7,222	€ 9,773	
Amortisations (Amortisation fund)	€ 1,035	€ 1,202	€ 2,237	
Book value	€ 1,516	€ 6,020	€ 7,536	
CHANGES DURING THE YEAR				
Amortisation for the year	€ 510	€ 401	€ 911	
Total changes	(€ 510)	(€ 401)	(€ 911)	
	CLOSING	G VALUE		
Cost	€ 2,551	€ 7,222	€ 9,773	
Amortisations (Amortisation fund)	€ 1,545	€ 1,603	€ 3,148	
Book value	€ 1,006	€ 5,619	€ 6,625	

Establishment and expansion costs were included in the assets side of the balance sheet with the statutory auditor's approval: since their usefulness extends over several years, these costs are amortised within a period not exceeding five years.

C) Current assets

II - Receivables

Due dates of receivables recorded under current assets

The table below sets out information relating to the due dates of receivables recorded under current assets. In particular, the amount of receivables with a residual term of more than five years is indicated separately for each item.

ANALYSIS OF DUE DATES OF RECEIVABLES RECORDED UNDER CURRENT ASSETS		
AMOUNT DUE BEFORE END OF YEAR		
Receivables from others	€ 204	
Total	€ 204	

The item refers exclusively to outstanding bank receivables.

IV - Liquid assets

This item represents the liquid assets relating to the credit balances of bank current accounts, which at the end of the financial year amounted to \leq 59,201.

LIABILITIES

A) Net capital - Changes in net capital items

The tables below set out the changes in the individual net capital items for the financial year.

Analysis of changes in net capital items

ANALYSIS OF CHANGES IN NET CAPITAL ITEMS						
	OPENING VALUE	INTENDED USE OF THE SURPLUS / COVERAGE OF THE DEFICIT OF THE PREVIOUS YEAR	OTHER CHANGES / INCREASES	OTHER CHANGES / DECREASES	OPERATING SURPLUS/ DEFICIT	CLOSING VALUE
Organisation's endowment	€ 33,750	-	-		-	€ 33,750
Freely disposable assets						
Tied assets						
Reserves tied by decision of the authorities	-	-	€ 147,100	€ 142,100	-	€ 5,000
Total tied assets	-	-	€ 147,100	€ 142,100	-	€ 5,000

ANALYSIS OF CHANGES IN NET CAPITAL ITEMS						
	OPENING VALUE	INTENDED USE OF THE SURPLUS / COVERAGE OF THE DEFICIT OF THE PREVIOUS YEAR	OTHER CHANGES / INCREASES	OTHER CHANGES / DECREASES	OPERATING SURPLUS/ DEFICIT	CLOSING VALUE
Freely disposable assets						
Profit or operating surplus reserves	€ 9,256	€ 2,530	€1	€ 6,400	-	€ 5,387
Total Freely disposable assets	€ 43,006	€ 2,530	€ 147,101	€ 148,500	-	€ 44,137
Operating surplus/ deficit	€ 2,530	(€ 2,530)	-	-	€ 3,679	€ 3,679
Total	€ 2,530	(€ 2,530)	-	-	€ 3,679	€ 3,679

Origin, potential for utilisation and nature and duration of constraints of net capital items

The table below sets out information regarding the origin, potential for utilisation and type and duration of constraints of net capital items and their utilisation.

ORIGIN, POTENTIAL FOR UTILISATION AND NATURE AND DURATION OF CONSTRAINTS OF NET CAPITAL ITEMS			
DESCRIPTION	AMOUNT	ORIGIN/TYPE	POSSIBILITY OF UTILISATION
Organisation's endowment	€ 33,750	Capital	
Reserves tied by decision of the authorities	€ 5,000	Capital	D
Reserves tied by decision of the authorities	€ 5,000		
Freely disposable assets			
Profit or operating surplus reserves	€ 5,387	Surpluses	A - B- D
Profit or operating surplus reserves	€ 5,387		
Operating surplus/deficit	€ 3,679	Surpluses	A - B- D
Total	€ 47,816		
Non-distributable portion			
Distributable amount remaining			

KFY:

A: increase of capital - B: coverage of deficits - C: distribution to shareholders - D: other statutory restrictions - E: other

As established by its articles of association, the Fondazione cannot distribute operating surpluses and is required to use them for its institutional activities and other purposes directly related to them.

D) Payables

Payables are recognised at their nominal value determined at the time of recording the transactions.

Due dates of payables

The table below sets out information relating to the due dates of payables.

ANALYSIS OF DUE DATES OF PAYABLES		
AMOUNT DUE BEFORE END OF YEAR		
Payables to banks	€ 19	
Payables to suppliers	€ 18,195	
Other payables*	€ 10,000	
Total	€ 28,214	

^{*} The item "other payables" consists of a commitment to pay a contribution to the Fondazione Asphi Onlus for an inclusive project dedicated to digital technologies for students, which had not yet been paid at the end of the financial year.

Payables backed by use of the organisation's assets as collateral

There are no payables backed by collateral.

There are no obligations regarding the expenditure or reinvestment of funds or grants received for specific purposes.

INCOME STATEMENT

The income statement records the Fondazione's operating transactions which have generated its result for the year.

The earnings and revenues, and charges and costs, entered in the financial statements in accordance with the Ministerial Decree dated 5/3/2020, are broken down according to the various areas to which they belong:

- A) Charges and costs/earnings, incomes and revenues of activities of general interest;
- B) Charges and costs/earnings, incomes and revenues of other activities;
- C) Charges and costs/earnings, incomes and revenues of fundraising activities;
- D) Charges and costs/earnings, incomes and revenues of financial assets and capital;
- E) Charges and costs of general support.

A) COMPONENTS FROM ACTIVITIES OF GENERAL INTEREST

"Charges and costs/earnings, incomes and revenues of activities of general interest" are negative/positive components of income deriving from the performance of activities of general interest referred to in Article 5 of Legislative Decree 117/2017.

PARTICULARLY LARGE OR SIGNIFICANT INCOME OR COST ITEMS

No income or costs deriving from events of particularly large entity or unusual nature were recorded during the year.

ADDITIONAL INFORMATION

The other information required by the Ministerial Decree of 5/3/2020 is provided below.

DESCRIPTION OF THE NATURE OF THE CHARITABLE DONATIONS RECEIVED

Non-synallagmatic transactions, i.e. transactions for which no consideration is expected (e.g. donations, income from five per thousand, fundraising, contributions, etc.), are recorded in the balance sheet at fair value on the date of acquisition.

In exchange for the recognition of assets in the balance sheet, revenues are recognised in the income statement, classified under the most appropriate item in the various areas.

Charitable donations received during the financial year mainly consist of cash contributions from the Founders, amounting to \leqslant 490,000, and to a lesser extent from private individuals, amounting to \leqslant 3,150, in order to support the pursuit of the Fondazione's institutional aims. During the financial year, revenues of five per thousand were collected for the 2023 financial year, amounting to \leqslant 4,941. There are no conditional or tied charitable donations by third parties.

NUMBER OF EMPLOYEES AND VOLUNTEERS

The Fondazione did not hire employees or uses the services of volunteers during the year (point 13 of annex C to the Ministerial Decree of 5/3/2020).

REMUNERATION OF THE EXECUTIVE BODY AND STATUTORY AND EXTERNAL AUDITORS

The Fondazione did not award any remuneration to the Executive Body. Remuneration for the work of the Board of Directors amounts to \leqslant 49,944. With regard to the Statutory Auditor, the information required by point 14 of annex C to the Ministerial Decree of 5/3/2020 is set out in the table below.

Since this was not compulsory, an external auditor was not appointed.

AMOUNT OF THE REMUNERATION DUE TO THE EXECUTIVE BODY AND STATUTORY AND EXTERNAL AUDITORS		
STATUTORY AUDITOR		
Remuneration	€ 2,538	

TABLE OF CAPITAL, FUNDS AND CAPITAL-RELATED REVENUES EARMARKED FOR A SPECIFIC TRANSACTION

As of the end of the financial year, the company did not hold any capital earmarked for one specific transaction as defined by art. 10 of Legislative Decree 117/2017 (point 15 of annex C to the Ministerial Decree of 5/3/2020).

RELATED PARTY TRANSACTIONS

For the purposes of current legislation, the company did not undertake any transactions with related parties during the financial year (point 16 of annex C to the Ministerial Decree dated 5/3/2020).

PROPOSED ALLOCATION OF SURPLUS OR COVERAGE OF DEFICIT

In light of the above, in accordance with the provisions of the law and the articles of association, the Governing Body proposes to allocate the operating surplus of € 3,678.90 to the "Profit or operating surplus reserve" in the Freely Disposable Assets, to be used for future institutional activities.

TABLE OF OFF-BALANCE SHEET COSTS AND INCOME

The Fondazione has not reported any off-balance sheet costs and income as a footnote to its Income Statement (point 22 of Annex C to Ministerial Decree 5/3/2020).

PAY DIFFERENTIALS BETWEEN EMPLOYEES

As already stated, the Fondazione does not have any employees. There are therefore no pay differentials to be reported (point 23 of Annex C to Ministerial Decree 5/3/2020).

DESCRIPTION AND SPECIFIC STATEMENT OF FUNDRAISING ACTIVITIES

The Fondazione did not engage in any fundraising activities in the past year (point 24 of Annex C to Ministerial Decree 5/3/2020).

DILLUSTRATION OF THE ORGANISATION'S ECONOMIC AND FINANCIAL PERFORMANCE AND THE MEANS BY WHICH IT PURSUES THE AIMS SET OUT IN THE ARTICLES OF ASSOCIATION

ILLUSTRATION OF THE ORGANISATION'S SITUATION AND PERFORMANCE

To illustrate the Fondazione's situation, the main financial statement indicators are set out.

ORGANISATION'S SITUATION	31/12/2024
Capital Situation	€ 47,816
Net capital/endowment ratio	€ 1.42
Financial situation	€ 59,201
Economic situation	€ 3,679

On the basis of the data above, its capital situation is sound, since the net capital is positive and in excess of its endowment, as its financial situation.

Management reports a positive result and, as no losses have been incurred, this will not affect future operations. The Organisation's overall situation thus enables it to continue to pursue its statutory aims and to meet its commitments to third parties.

EXPECTED TREND IN OPERATIONS AND FORECAST FOR MAINTENANCE OF ECONOMIC AND FINANCIAL SOUNDNESS

The Governing Body made a predictive assessment of the Fondazione's expected operations going forward, focusing on its ability to pursue its statutory aims for a foreseeable future period of time of at least twelve months after the date to which the financial statements refer.

This assessment was made by drawing up a budget which shows that the organisation has sufficient resources to undertake its activities and meet its commitments, at least for twelve months after the financial statement closing date.

Therefore, no significant changes which may affect the organisation's operations and its economic and financial soundness are foreseen.

PROCEDURES BY WHICH THE STATUTORY AIMS ARE PURSUED

The Fondazione pursues its statutory purpose by means of the following activities:

- sponsorship, organisation and management of social solidarity, aid and charitable programmes, both on its own account and on behalf of third parties;
- the provision of economic and other support to public and private organisations and actors working in the Fondazione's sectors of activity:
- promotion of awareness-raising campaigns through participation in local or national programmes within its area of institutional interest.

The activities pursued are intended to promote resilient actions which enable a process of personal growth even for vulnerable members of society. This process of growth and improvement of the condition of individuals generates social value which benefits society as a whole.

In real terms, the projects supported may involve the provision of basic goods, board and lodging, education and health services, education and professional training, as well as cultural and recreational activities of social interest with educational aims.

These projects may enable people's emancipation and thus reduce social problems and the relative risks of marginalisation, and the acquisition of the skills needed to enter the job market.

In the final analysis, this may improve the overall wellbeing of the person and their family, fundamental for them to take control of their lives, with obvious positive repercussions for the community.

Contribution from other activities

CONTRIBUTION TO ACTIVITIES OTHER THAN THE ORGANISATION'S MISSION AND SPECIFICATION WHETHER THEY ARE SECONDARY OR NECESSARY TO THE MISSION ITSELF

No secondary activities were undertaken in order to raise funds during the past year.

19/05/2025, Pianoro (Bologna) **Valentina Marchesini**, President

Mune Moneterini

ALI.Ce Bologna ODV € 2.500 Ail Bologna ODV € 10.000 Amaci ODV € 3.000 Ambulatorio Odontoiatrico solidale ODV € 10.000 Amici di Tamara e Davide, idee e persone in cammino ODV € 45.203 Antoniano ETS Opere Francescane € 10.000 Ascovime Geneve € 5.000 Ass. La Conchiglia-amici della Chirurgia pediatrica € 500 Associazione Be Human - World children day € 30.000 Associazione Beneficienza Badia Isola € 500 Associazione Filò € 4.000 Associazione II Ponte di Casa Santa Chiara ODV € 5.000 Associazione Onlus L'Arco - Corrispondenze per la Recovery € 20.000 Associazione Ucraina - Italia "LILEA" A.P.S. € 5.000 Associazione Willy The King Group - WTKG € 3.000 Ater Fondazione € 5.000 Bimbo Tu APS € 34.000 Bologna Montana Bike ASD € 5.000 Borse di studio € 6.400 Cefa Onlus € 1.000 Cooperativa Ceis Arte - Casa Corticella € 5.000 Corpo volontari per il servizio territoriale ODV € 5.000	ASSOCIATIONS	ALLOCATION
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Associazione Onlus L'Arco - Corrispondenze per la Recovery Associazione Sentieri di Pace ODV Associazione Ucraina - Italia "LILEA" A.P.S. Associazione Willy The King Group - WTKG Ater Fondazione Bimbo Tu APS Bologna Montana Bike ASD Borse di studio Cefa Onlus Cooperativa Ceis Arte - Casa Corticella Corpo volontari per il servizio territoriale ODV	Associazione Filò	€ 4.000,00
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Borse di studio € 6.400 Cefa Onlus € 1.000 Cooperativa Ceis Arte - Casa Corticella € 5.000 Corpo volontari per il servizio territoriale ODV € 5.000	Bimbo Tu APS	€ 34.000,00
Cefa Onlus € 1.00 C Cooperativa Ceis Arte - Casa Corticella € 5.00 C Corpo volontari per il servizio territoriale ODV € 5.00 C	Bologna Montana Bike ASD	€ 5.000,00
Cooperativa Ceis Arte - Casa Corticella € 5.000 Corpo volontari per il servizio territoriale ODV € 5.000	Borse di studio	€ 6.400,00
Corpo volontari per il servizio territoriale ODV € 5.000	Cefa Onlus	€ 1.000,00
	Cooperativa Ceis Arte - Casa Corticella	€ 5.000,00
Fondazione ANT Italia onlus € 15.000	Corpo volontari per il servizio territoriale ODV	€ 5.000,00
	Fondazione ANT Italia onlus	€ 15.000,00
Fondazione ASPHI onlus € 15.000	Fondazione ASPHI onlus	€ 15.000,00
Fondazione Don Mario Campidori ETS € 15.000	Fondazione Don Mario Campidori ETS	€ 15.000,00
Fondazione Guglielmo Marconi € 5.000	Fondazione Guglielmo Marconi	€ 5.000,00
Fondazione Lions Clubs per la Solidarietà del Distretto 108A € 1.000	Fondazione Lions Clubs per la Solidarietà del Distretto 108A	€ 1.000,00

ASSOCIATIONS	ALLOCATION
Fondazione musicale Andrea Baldi ETS	€ 2.000,00
Fondazione Silvia Parente	€ 5.000,00
Fossolo 76 calcio ASD	€ 3.000,00
Fraternità Cristiana Opera di Padre Marella Città dei Ragazzi	€ 10.000,00
IdroBologna	€ 2.781,60
Insight APS - Eduradio	€ 10.000,00
I.R.C.C.S - Istituto Scienze Nerurologiche di Bologna	€ 20.000,00
Istituto San Giuseppe	€ 30.000,00
La Beata Vergine delle Grazie onlus	€ 5.500,00
La forza del sorriso onlus	€ 5.000,00
Liceo Scientifico statale "MANFREDO FANTI"	€ 3.000,00
Mofra eventi ETS - Festival Francescano	€ 5.000,00
Pallavolo Bologna SSD A RL	€ 5.000,00
Seminario Arcivescovile di Bologna	€ 3.000,00
Susan G. Komen Italia	€ 300,00
Tclar Esteticamente Benessere A.P.S.	€ 5.000,00
Teatro dell'Argine Società Cooperativa Sociale	€ 6.000,00
UNESCO	€ 9.000,00
TOTAL	€ 405.686,60

This document is the voluntary Mission Report of Fondazione Marchesini ACT ETS (hereinafter also the "Fondazione") and is drawn up also with reference to the "Guidelines for the Social Reporting of Third Sector Organisations" adopted by the Ministry of Labour and Social Policies by its Decree of 4 July 2019.

The purpose of the Mission Report is to provide clear, detailed information about the results obtained over the course of the corporate year from 1 January to 31 December 2023.

This tool is of fundamental importance in reporting on its projects and initiatives to the Fondazione's stakeholders, and highlighting its commitment to promoting social change that makes the most of human capital.

The Mission Report includes data and information about all the Fondazione's activities and operations. The Mission Report is published annually.





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Fondazione Marchesini ACT



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Acknowledgements

As for the previous editions, the Marchesini Group's 2024 Sustainability Report is a project that has involved the entire Company across all functions, coordinated by the Sustainability Team and with the essential collaboration of colleagues from the following areas:

- Fondazione Marchesini ACT
- Marketing & Communications
- Press Office
- HSE Office
- Prevention & Protection Service
- Quality Assurance
- HR Selection & Development
- Training & E-learning
- Talent Garage
- General Organization
- Administration, Finance & Personnel Management
- Technical
- Production
- Logistics & Purchasing
- Sales
- After Sales

