



Voluntary
Sustainability
Report

2025



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Maurizio Giansiracusa
General Manager



Letter to Stakeholders

Dear Stakeholders,

this is the third year that Dulevo has presented a Sustainability Report. For us, it is a summary of our values in action. We have been on the road to sustainability since our founding in 1976.

In 2025, we went further than we could have imagined in our early years. We have made significant investments in renewable energy and energy management, supporting efficiency and industrial safety. We are on track to becoming a Net Positive Plant.

People are at the heart of everything we do. We have invested in more structured welfare, training, and inclusion. We are a global company and have extended our culture of corporate social responsibility beyond the company's boundaries to include suppliers and the global distribution network.

We have more to do, but we welcome the challenge. Sustainability is at the heart of everything we do. It's part of the way we design machines, manage people, select suppliers, and connect with the local community. This Report looks back at 2025. 2026, the year it is being written, is our 50th anniversary. It is a milestone that fills all of us with pride.

We are on a road to sustainability and you will find the details of this journey from 2025 on the following pages. All of our actions are guided by passion and the awareness that difficulties are overcome by working together.

Thank you for the trust you show us every day.

Every action should be guided by passion and by the awareness that challenges can be overcome by working together.

Francesca Bertini
Chief Sustainability Officer



Message from the CSO

Dear Stakeholders,

Sustainability at Dulevo is at the core of how we work. It involves everyone in the company. The initiatives we describe in this report were born from conscious choices made at all levels.

We are guided through the lens of **double materiality**. This is a tool that allows us to assess both how ESG issues influence our business and how our activities impact people, communities, and the environment. This year, we expanded and updated this analysis, engaging with internal and external stakeholders. This engagement touches every Dulevo employee and stakeholder, inside and outside the company, in so many ways. 2025's sustainability achievements are a testament to this.

Looking back, there were so many of them. We began the process for **UNI PdR 125:2022** gender equality certification. As of the writing of this report, we had achieved it. We had the first structured project of **corporate volunteering** with 50 employees and 200 hours dedicated to our territory. All Comex Members and ESG Ambassadors completed the globally-ranked Bologna Business School "**Sustainability Transition**" program. The ESG Ambassador network continued to act as an operational sustainability hub across various departments, serving as a true driver of concrete change.

On the environmental front, we measured, designed and acted. The first **LCA analyses** on two products in the urban range will provide us, for the first time, with a quantitative view of the environmental impact of our machines throughout their entire life cycle. The PEFC-Certified **Dulevo Forest** was completed in April with the planting of 1,040 native trees.

The PEFC-Certified
Dulevo Forest
was completed in April
with the planting of

1,040

n a t i v e t r e e s

The culture of sustainability spread through **Dulevo Planet** and the **2tonnes** programme, involving the entire company population in a journey of awareness and change.

Looking ahead, the Sustainability Committee, whose establishment is planned for 2026, will lead ESG governance in an even more structured manner, with quarterly KPIs presented to all members of the Executive Committee and the Board, as well as formal oversight of strategic progress.

Sustainability is built together, with our people, our partners, and with local communities. I thank everyone involved for their hard work and dedication. This report is our public account of this shared commitment.

The first LCA analyses on two products in the urban range will provide us, for the first time, with a quantitative view of the environmental impact of our machines throughout their entire life cycle.





01.

Our origins

Dulevo's journey began with a specific technical choice: to clean without waste. That choice, made in 1976 in a small Parma factory, has, over time, become the identity of a company that has made resource efficiency its competitive advantage.

These pages recall the origins, values, and model through which Dulevo generates value for its stakeholders and the local community.

1.1

OUR HISTORY AND OUR SUSTAINABILITY PATH

Dulevo was founded in 1976 in Parma from a simple yet radical idea: clean without waste. The company's first mechanical vacuum-filtering sweeper was created for harsh industrial environments like cement factories. It was designed to operate without water. Over time, that choice became the hallmark of a company that has made resource efficiency its competitive advantage.

In the years that followed, Dulevo consolidated its international presence. It built a product range recognized in over 80 countries and established itself as a world leader in mechanical-suction-filtering technology sweepers.

In 2019, the first fully electric sweeper, the D.Zero², was launched. This was before electrification became a market requirement.

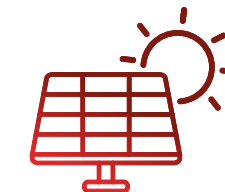
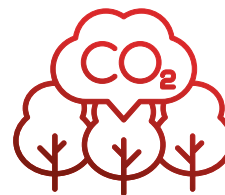
In 2021, Dulevo became part of the FAYAT Group, a world leader in infrastructure and urban cleaning solutions. This opened a new phase of integration into a global decarbonization vision. This is summarized in the FAYAT NOW strategy, which aims to reduce greenhouse gas emissions by 30% by 2030 compared to 2022.

Today, Dulevo is a company that recognizes sustainability as part of its history. This report documents its progress, recognizing that the path is still open and that each year requires more precise, measurable, and courageous choices.



1.2

MILESTONES ESG



19

76

Dulevo introduces mechanical-suction-filtering technology: sweepers that operate without water. This reduces the consumption of natural resources in urban and industrial cleaning processes.

20

19

The D.Zero², Dulevo's first fully electric sweeper with zero direct emissions, is developed. This represented a pioneering commitment to sustainable mobility.

20

23

The FAYAT Group launched its FAYAT NOW decarbonization strategy, aiming to reduce greenhouse gas emissions by 30% by 2030 compared to 2022. Dulevo aligned its strategy with this Group objective.

A network of internal, multi-departmental ESG Ambassadors is established. They are responsible for spreading the culture of sustainability and monitoring the progress of ESG projects.

20

24

Achievements include: publication of the first Sustainability Report, achievement of ISO 45001 certification for occupational health and safety, achievement of the EcoVadis Silver medal with a score of 70/100, and creation of the Dulevo Forest with the planting of over 1,040 native trees.

20

25

Achievements include: launch of the design phase for the 950 kWp photovoltaic system at the Fontanellato plant, publication of the second Sustainability Report, achievement of the EcoVadis Gold medal with a score of 79/100, and launch of the Corporate Volunteering pilot project involving 50 employees.

1.3

THE PRINCIPLES THAT GUIDE US

Dulevo is guided by a clear vision: to be a sustainable company, worthy of respect, focused on product excellence, that generates value for the people and communities in which it operates. Its mission is to offer professional cleaning solutions that improve quality of life while reducing environmental impact.

Five fundamental principles guide every corporate choice: **Performance, Quality, Environment, Time** and **People**.

These principles are translated into actions described throughout this report. Environmental responsibility is addressed in Chapter 6, social responsibility in Chapter 5, product and supply chain quality in Chapter 4, and ethical governance in Chapter 2.



1.4 Highlights

ENVIRONMENT

2 Product LCA analysis

Completion of the Dulevo Forest
1,300 native trees and shrubs planted




Implementation of a new Power Quality System: real-time monitoring of electricity consumption and optimisation of energy efficiency

+12%
share of waste
destined
for recycling

Installation of a **950 kWp** photovoltaic system: once fully operational, it will cover approximately **60%** of our energy needs



SOCIAL

1st Corporate
Volunteering project: 50
employees involved and

200
hours
dedicated to
volunteering activities



100% workers trained in health, safety and well-being

Zero serious injuries recorded

100%
new hires
included in a structured onboarding program



100% Comex Members and ESG Ambassadors trained with the Bologna Business School "Sustainability Transition" program

GOVERNANCE

Double Materiality Analysis Update: Over 50

Internal and External Stakeholders Involved

79/100 Ecovadis
Gold score

80%
of suppliers evaluated under
the "Dulevo Responsible
Procurement" program



Launch of 2
certifications:
UNI- PdR 125:2022
gender equality and
UNI-ISO 27001:2024
Information Security
Management System



02.

Governance with responsibility

Governance is the system through which Dulevo translates its values into concrete and measurable decisions. It is how the company organizes itself to be responsible towards its employees, its business partners, and the local community.

2.1

SUSTAINABILITY STARTS AT THE TOP

Since 2021, Dulevo has been part of the FAYAT Group, a French industrial group present in over 170 countries with more than 23,500 employees. Within the Group, Dulevo operates in the FAYAT Road Equipment division, in the Cleantech business unit. This arrangement provides access to a global strategic vision while maintaining full local operational autonomy. This directly affects the way sustainability is managed: initiatives and priorities are adapted to the specificities of the local area and its stakeholders.

THE GOVERNING STRUCTURE

Dulevo has adopted a traditional governance system structured around three bodies: the Shareholders' Meeting, the Board of Directors, and the Board of Statutory Auditors. The Board of Directors is composed of four members and is chaired by Christian Julien Barbelanne. The Board of Directors is responsible for the ordinary and extraordinary management of the company, including overseeing sustainability issues. The General Manager coordinates company operations, reports to the Board of Directors on the progress of strategic objectives, and holds broad responsibilities for environmental, safety, and finance matters.



COMEX AND ESG RESPONSIBILITY

The Management Committee (Comex) is the executive body through which sustainability becomes central to the company's decision-making processes. ESG issues are an integral part of the Comex agenda. Medium-term planning of quarterly reporting on key environmental, social, and governance performance indicators is a priority. This structure ensures that sustainability goals are addressed at the highest operational level, in line with the company's business strategy.

In 2024 and 2025, Comex members participated in the "Sustainability Transition" training program, designed and implemented in collaboration with Bologna Business School, strengthening the ESG skills needed to integrate sustainability into daily strategic decisions.



DULEVO

ESRS S1-8

NUMBER OF MEN

IN GOVERNANCE POSITIONS

2023

2024

2025

6

7

7



DULEVO

ESRS S1-8

NUMBER OF WOMEN

IN GOVERNANCE POSITIONS

2023

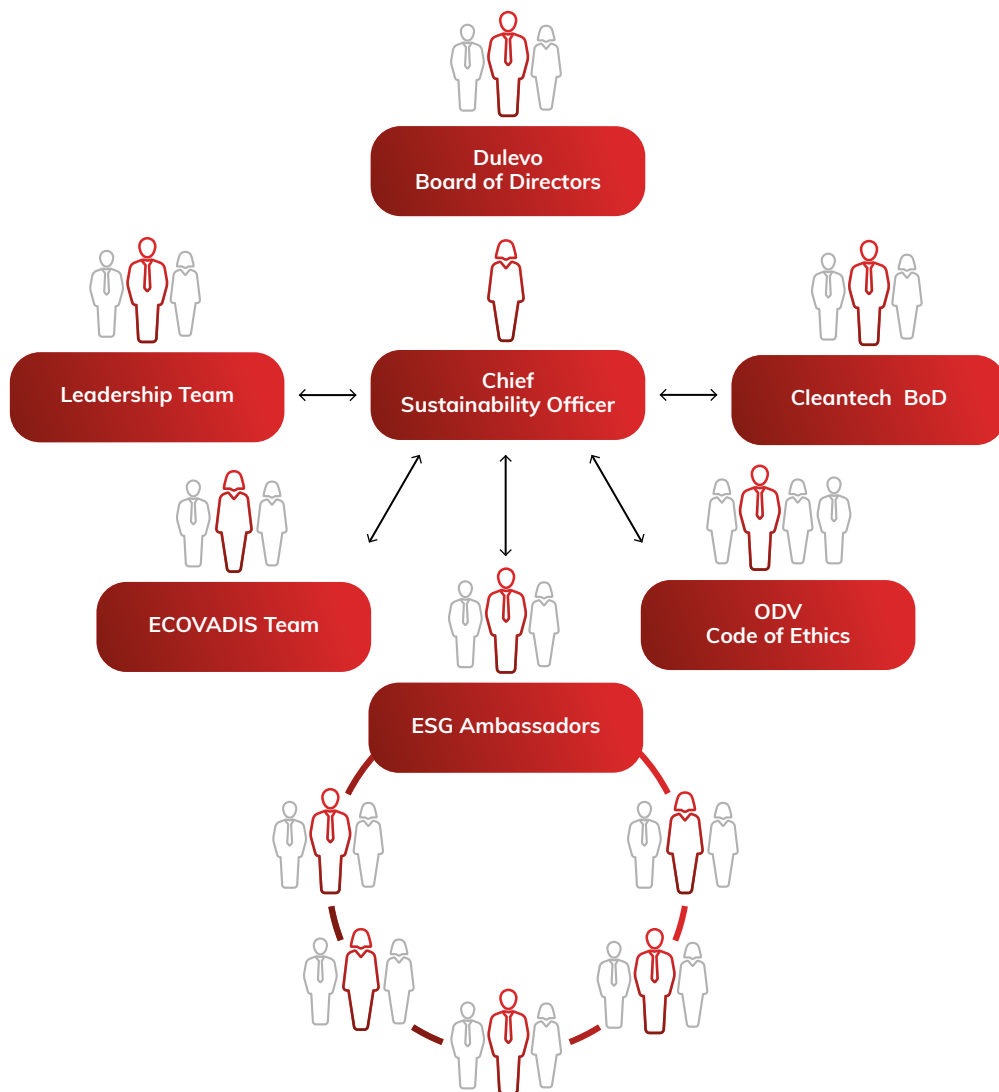
2024

2025

2

3

3



THE ROLE OF THE CSO

Operational responsibility for sustainability lies with the Chief Sustainability Officer, who oversees the management of environmental, social, and governance impacts, ensures the monitoring of ESG performance, and provides periodic reports to the governing bodies. The CSO represents the liaison between the strategy defined by top management and its concrete implementation within the organization.

THE ESG AMBASSADOR NETWORK

A distinctive element of Dulevo's governance model is the presence of a network of 10 internal ESG Ambassadors, six of whom are women, active across all company departments. The Ambassadors are the operational overseers of sustainability within each department. Their daily work includes collecting ESG indicators, supporting the drafting of the Sustainability Report, engaging colleagues in the dual materiality analysis process, and monitoring the progress of the actions outlined in the company's ESG strategy. Thanks to this network, responsibility for sustainability is not confined to the top management, but is distributed throughout the company, rooted in the operational processes of each department.

2.2

ETHICS AS A DAILY PRACTICE

At Dulevo, ethical considerations are at the forefront of decisions at all levels of the organization and along the entire value chain. This means having clear standards and updating them when the context changes, and verifying that they generate measurable behavior.

THE CODE OF ETHICS

The **Code of Ethics** is the core of Dulevo's corporate culture. It defines the principles and values that must guide every decision and every relationship—with colleagues, customers, suppliers, and institutions. It is an operational compass that guides daily behavior at all levels of the organization. The Code applies to employees, collaborators, business partners, and anyone working on behalf of Dulevo.

CODES OF CONDUCT

In addition to the Code of Ethics, Dulevo has adopted two specific codes of conduct:

1. The Anti-Corruption Code of Conduct – a compliance framework as per Model 231 that introduces operational provisions to actively combat any form of corruption, abuse of office, or unlawful conduct in relationships with public and private entities.

2. The Code of Conduct for Public Administration – specifically regulates interactions with public bodies and in-

stitutions, ensuring regulatory compliance, prevention of conflicts of interest, and protection of the company's reputation.

MODEL 231 AND THE SUPERVISORY BODY

The **Organization, Management, and Control Model adopted pursuant to Legislative Decree 231/2001**, represents the primary protection against the risk of unlawful business conduct. The Model is a constantly evolving system. In 2025, the Risk Assessment component was updated and the operational protocols revised. The Supervisory Body, independent and appointed by the Board of Directors, goes beyond document oversight: it conducts direct audits of sensitive activities, verifying the effectiveness of the measures adopted on the ground and reporting any areas for improvement to the corporate bodies.

THE WHISTLEBLOWING CHANNEL

Dulevo has activated a **structured whistleblowing channel**, in compliance with Legislative Decree 24/2023, through which employees and external parties can confidentially and securely report unlawful conduct or conduct contrary to company values. The system guarantees the anonymity of the whistleblower and offers protection from any form of retaliation. Reports received

are analyzed, verified, and managed according to codified procedures, with periodic updates provided to the Board of Directors.

ANTI-CORRUPTION TRAINING AND COMMUNICATION

A culture of integrity is supported by ongoing staff training and transparent communication with business partners.

The Code of Ethics is an operational compass that guides daily behavior at all levels of the organization.



NUMBER OF CONFIRMED INFORMATION SECURITY INCIDENTS

	Unit	2023	2024	2025
Dulevo	n.	0	0	0

GRI 418-1 NUMBER OF COMPLAINTS FOR VIOLATION OF CUSTOMER PRIVACY

	Unit	2023	2024	2025
Dulevo	n.	0	0	0

ESRS G1-4 (24a) NUMBER OF CONVICTIONS FOR VIOLATIONS OF ANTI-CORRUPTION AND ANTI-BRIBERY LAWS

	Unit	2023	2024	2025
Dulevo	%	0	0	0

ESRS G1-4 (24a) TOTAL FINES FOR ANTI-CORRUPTION VIOLATIONS

	Unit	2023	2024	2025
Dulevo	Euro	0	0	0

The Code of Ethics

The Dulevo Code of Ethics clearly sets out what is acceptable and what is not.

It is not merely a formal document, but a compass that guides every decision: how we engage with colleagues, customers and suppliers, and how we manage data, accounting processes and company resources

Honesty

Dulevo is committed to operating with sincerity and transparency across all its activities, communicating openly with customers, partners and employees.

Integrity

The Company adopts an ethical approach and integrates it into every aspect of its business, ensuring consistency between its values and its actions.

Transparency

Dulevo is committed to maintaining open and honest communication, providing clear and complete information about its operations and performance.

Equality and Impartiality

The Company is committed to treating all stakeholders fairly, including employees, customers and suppliers, without discrimination or favouritism.

Loyalty, Fairness and Good Faith

Dulevo conducts its business with loyalty and good faith, maintaining high standards of fairness in commercial and professional relationships.

Compliance with Laws and Regulations

The Company is committed to complying with all applicable laws and regulations in the countries in which it operates, while remaining informed about local and international regulatory developments.

Compliance with Rules of Conduct in Dealings with Public Authorities

Dulevo ensures compliance with the highest standards of integrity and the strictest ethical rules in its relations with public institutions and administrations, promoting transparency and integrity in all interactions.

Clarity

The Company is committed to providing information that is understandable and accessible, ensuring that all communications are clear and direct.

Respect for Individuals

Dulevo values the dignity and rights of every individual, promoting a respectful and inclusive working environment.

Environmental Protection and Safety

The Company adopts sustainable and responsible practices, engaging in the protection of the environment and the safety of its workplaces, for the benefit of the communities in which it operates and its employees.



ETHICAL SUPPLIER ASSESSMENT AND DUE DILIGENCE

A significant new element concerns the approach to the supply chain. Dulevo has adopted a **Supplier Code of Conduct** and plans to use a **global rating platform** as a structured tool for assessing suppliers, not only on environmental aspects, but also ethical and social concerns.

This assessment process represents human rights and responsible value chain behaviour due diligence. This decision stems from the awareness that maintenance of Dulevo's integrity does not stop at the company's boundaries. It extends to those outside the company who supply materials, services, and expertise.

SYSTEM CERTIFICATIONS

To support this ethical and management approach, Dulevo operates with a certified integrated management system: **ISO 9001 for quality, ISO 14001 for the environment, and ISO 45001 for occupational health and safety**, the latter achieved in 2024.

These standards define who does what, with what controls, and what improvement objectives, making risk management structured, traceable, and verifiable.

2.3

SUSTAINABILITY AS AN INVESTMENT CHOICE

Dulevo's financial stability is the foundation that enables investment in people, the environment, and innovation. This is why financial planning and sustainability strategy aren't separate processes. They are considered together, every year, during the company budget process.

SUSTAINABILITY ENTERS THE BUDGET

During its annual planning phase, Dulevo allocates specific resources to ESG initiatives, treating them as an important strategic investment. This approach has been translated into specific decisions. These have included the installation of the 950 kWp photovoltaic system as a preventive response to energy price volatility and geopolitical tensions in the energy markets, investments in ISO/IEC 27001-compliant IT security systems to prevent cyber risks, and the implementation of the SAP S/4HANA management system to improve operational efficiency and process traceability.

Operational responsibility for these decisions lies with the Chief Sustainability Officer, who is allocated an annual budget dedicated to the development of ESG initiatives. Sustainability spending on revenue stands at 0.2%, an indicator that Dulevo intends to monitor and progressively strengthen.

Dulevo's financial responsibility also extends to managing relationships with suppliers. Compliance with agreed payment terms is a concrete form of protection

for the companies within the value chain. These are often smaller businesses for which punctual payments are a prerequisite for stability. Data relating to payment practices are shown in the following table.

Dulevo allocates specific resources to ESG initiatives, treating them as an important strategic investment.

REVENUE				
KPI	Unit	2023	2024	2025
Valore	Euro	93,874,809.00	98,344,257.00	102,289,634.00
ESRS G1-6 PAYMENTS ALIGNED WITH STANDARD PAYMENT TERMS				
	Unit	2023	2024	2025
Dulevo	%	N/A	N/A	85
ESRS G1-6 NUMBER OF LEGAL PROCEEDINGS FOR LATE PAYMENTS				
	Unit	2023	2024	2025
Dulevo	n.	0	0	0

03

Strategy, risks and materiality

Dulevo International S.p.A. recognizes sustainability as a fundamental component of its industrial strategy. As a manufacturer of industrial and street cleaning machines, the company operates in a sector with a high environmental impact and social relevance. Our ability to responsibly manage directly affects workers, the community, and the environment, so it is both an ethical imperative and a competitive advantage.

The dual materiality analysis, conducted in accordance with the European Sustainability Reporting Standards (ESRS), allowed for the systematic identification and assessment of the most relevant priorities for the company and its stakeholders, laying the foundation for the informed management of impacts, risks, and opportunities along the entire value chain.

3.1

SELECTION OF TOPICS AND STAKEHOLDER INVOLVEMENT

Description of the process for identifying and assessing material impacts, risks and opportunities (ESRS 2 IRO-1)

Active stakeholder engagement represents a central phase of the dual materiality analysis process, in accordance with the ESRS requirements. Stakeholder selection was based on their level of exposure to corporate impact (inside-out) and the relevance of the stakeholder to the creation of company value (outside-in). For the 2025 reporting cycle, the process involved over 50 respondents, including internal and external stakeholders, through a digital questionnaire on a scale of

1–5 and a validation session with the Executive Committee (COMEX).

ESG TOPIC SELECTION AND RESULTS

The process began with the List of Sustainability Matters (AR 16, ESRS 1). With the support of the corporate governance team, a catalog of topics relevant to Dulevo's activities and its value chain was developed. These range from the production of mechanical components to the use of machinery within the distribution network and end use customers. Stakeholders were asked to rate the relevance of each topic on a scale of 1–5, both in terms of external impact and the financial impact on the company. The results were analyzed, weighted, and validated by the governance team in a dedicated COMEX session.

CHANGES COMPARED TO THE PREVIOUS PERIOD

Compared to the dual materiality analysis conducted in the previous reporting cycle (November 2023), the 2025 process introduced significant updates and an expansion of the scope of the assessed topics. Specifically, previously unconsidered topics were included: the Corporate culture (ESRS G1) and the Personal safety of consumers and end users (ESRS S4). These topics emerged following the expansion of the engagement process and the update of the ESRS catalogue.

The inclusion of these topics reflects a growing focus on both internal governance and extended responsibility towards end users of Dulevo products. The methodological evaluation criteria remain unchanged from the previous period.

STAKEHOLDERS INVOLVED

CATEGORY	STAKEHOLDER	ENGAGEMENT TOOLS
Internal	Employees, shareholders, management figures, department heads, collaborators	Digital questionnaire scale 1–5; COMEX validation session
External	Customers, distributors, strategic suppliers, banks, public bodies, local communities	Digital questionnaire scale 1–5



Andrea Dioni
Chief Financial Officer

3.2

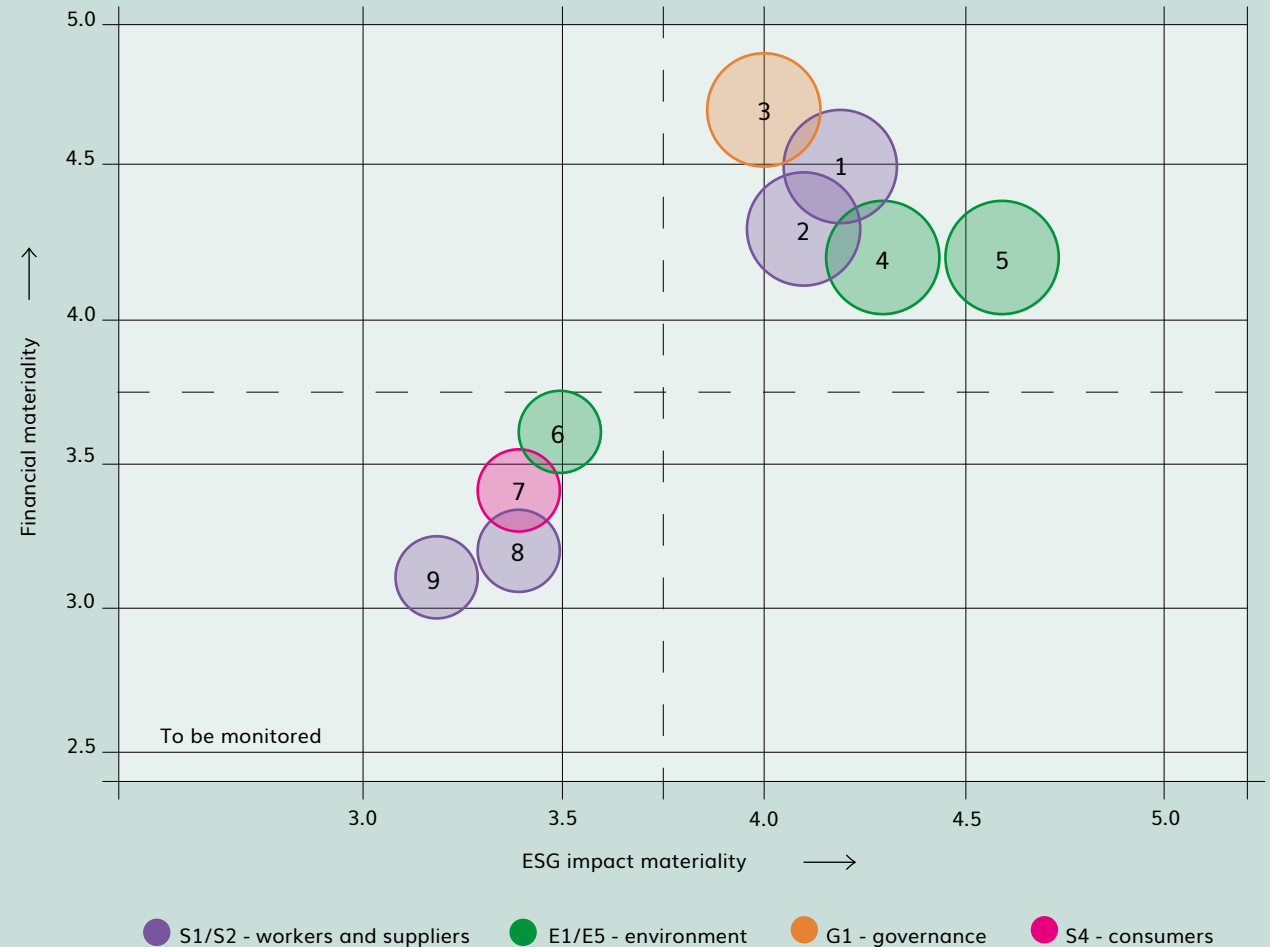
THE ANALYSIS OF DOUBLE MATERIALITY

Evaluation process and results of the dual
materiality analysis
(ESRS 2 IRO-1 / IRO-2)

The analysis was conducted according to the dual materiality approach envisaged by the ESRS, which considers two complementary dimensions:

Impact materiality (inside-out): assesses the effects that Dulevo's activities generate on the environment, people, and society along the value chain. It further considers the severity and likelihood of impacts, distinguishing between current and potential, positive and negative impacts.

Financial materiality (outside-in): assesses the extent to which ESG issues could translate into risks or opportunities capable of affecting the company's economic position, cash flows and value. It further considers the likelihood and magnitude of the potential effects.



1. Working conditions, 2. Training and skills development, 3. Corporate culture, 4. Climate change mitigation, 5. Incoming flows of resources (circular economy), 6. Energy, 7. Personal safety of consumers and end users, 8. Health and safety at work, 9. Supplier Relationship Management

A topic is considered “material” when it is relevant from at least one of the two perspectives.

The intersection of these two dimensions allows us to define the **dual materiality matrix**, which positions each topic based on its composite relevance.

EVALUATION RESULTS

The analysis identified **9 material issues**, of which **5 were classified as “priority”**: having both high external impact and high financial impact on the company. The remaining **4 were classified as “to monitor”**. These have less overall and immediate impact, but still require continuous monitoring and assessment.

Priority topics for Dulevo: *Working conditions, Training and skills development, Corporate culture, Climate change mitigation, and Incoming flows of resources (circular economy)*. The priority positioning of these topics reflects the very nature of Dulevo's business: a metalworking company with a high environmental impact through its products. It is simultaneously exposed to energy transition issues and growing regulatory and market expectations regarding ESG matters.

The topics to monitor – *Energy, Consumer safety, Health and safety at work, and Supplier Management* – present significant levels of importance, particularly for operational and regulatory implications. They are included in the company's ESG monitoring system.

MATERIAL TOPIC	IMPACT MATERIAL	FINANCIAL MATERIAL	ESRS	PRIORITY
1 Working conditions	4.2	4.5	S1	High
2 Training and skills development	4.1	4.3	S1	High
3 Corporate culture	4.0	4.7	G1	High
4 Climate change mitigation	4.3	4.2	E1	High
5 Incoming flows of resources (circular economy)	4.6	4.2	E5	High
6 Energy	3.2	3.6	E1	Moderate
7 Personal safety of consumers and end users	3.4	3.4	S4	Moderate
8 Health and safety at work	3.4	3.2	S1	Moderate
9 Supplier Relationship Management	3.2	3.1	S2	Moderate

3.3

MATERIAL TOPICS, IMPACTS, RISKS AND OPPORTUNITIES

Concise description of material IROs, indicating their place in the value chain (ESRS 2 IRO-2, para. 37(a))

The following table summarizes, for each material topic, the impacts (current and potential, positive and negative), the risks and opportunities identified, their location in the value chain and the reference time horizon.



MATERIAL TOPIC	VALUE CHAIN	IMPACTS	RISKS AND OPPORTUNITIES	TIME HORIZON	ESRS
Working conditions   	Own operation	Actual negative: Risk of inadequate working conditions (shifts, workload, ergonomics) that affect well-being and productivity. Actual positive: Corporate welfare and flexibility policies that improve workers' quality of life. Negative potential: Deterioration of the organizational climate, affecting growth or restructuring. Positive potential: Developing an attractive work model that strengthens employer branding.	Risk: Increased turnover, recruiting difficulties, impact on production efficiency. Opportunities: Reduced absenteeism, increased retention, access to ESG-linked financing.	M	S1

MATERIAL TOPIC	VALUE CHAIN	IMPACTS	RISKS AND OPPORTUNITIES	TIME HORIZON	ESRS
Training and skills development   	Own operation	Actual negative: Technical skills gap in critical areas (automation, sustainability, digital). Actual positive: Upskilling programs that increase productivity and product quality. Negative potential: Skill obsolescence in a rapidly evolving technological sector. Positive potential: Developing internal expertise in green technologies for street sweepers.	Risk: Loss of critical know-how, difficulty adapting to technological innovation. Opportunities: Differentiating competitive positioning thanks to highly qualified personnel.	M	S1
Corporate culture   	Own operation	Actual negative: Misalignment between declared values and daily organizational behaviors. Actual positive: A strong corporate identity that guides decisions and strengthens internal cohesion. Negative potential: Loss of cultural coherence during international growth or M&A phases. Positive potential: Innovation-oriented culture as a strategic lever for new product development.	Risk: Reputational risk in case of perceived inconsistency between external communications and internal practices. Opportunities: Greater attractiveness to talent and partners who share ESG values.	L	G1
Climate change mitigation   	Own operation / Downstream	Actual negative: GHG emissions in the production and transport phases associated with the value chain. Actual positive: Production of low-emission industrial and street sweeping machines (electric, CNG) that contribute to the decarbonization of public services. Negative potential: Increase in carbon footprint from production expansion without offsetting measures. Positive potential: Positioning as a leader in the green transition in the sweeping machine sector.	Risk: Exposure to carbon taxes, more stringent regulatory requirements, pressure from customers and the public. Opportunities: Access to green public tenders, incentives for low-emission products, and a competitive advantage in regulated markets.	L	E1

MATERIAL TOPIC	VALUE CHAIN	IMPACTS	RISKS AND OPPORTUNITIES	TIME HORIZON	ESRS
Incoming flows of resources (circular economy)   	Own operation / Upstream	Actual negative: Use of virgin materials and generation of waste in the production phase. Actual positive: Designing machines with repairable components and long-term availability of spare parts. Negative potential: Dependence on critical raw materials subject to price and availability volatility. Positive potential: Development of circular business models (refurbishing, leasing, take-back) consistent with the core business.	Risk: Disruptions in the material supply chain, increasing production costs. Opportunities: Cost reduction through input optimization, new circular service models.	M/L	E5
Energy   	Own operation	Actual negative: Energy consumption in production plants, mainly from non-renewable sources. Actual positive: Launch of investments in energy efficiency in plants. Negative potential: Increased energy costs and carbon footprint as production grows. Positive potential: Structural reduction of operating costs through efficiency and renewable self-production	Risk: Energy price volatility, potential regulatory constraints on energy emissions. Opportunities: Incentives for energy efficiency, reduction of fixed production costs.	M	E1
Personal safety of consumers and end users 	Downstream	Actual negative: Residual risks associated with using machines in crowded urban environments. Actual Positive: High safety standards incorporated into product design, compliance with CE regulations. Negative potential: Emerging risks related to automation and assisted/autonomous driving systems. Positive potential: Premium positioning thanks to safety standards above the industry average.	Risk: Civil and reputational liability in the event of accidents and product recalls. Opportunities: Competitive differentiation in markets that require higher levels of safety.	M	S4

MATERIAL TOPIC	VALUE CHAIN	IMPACTS	RISKS AND OPPORTUNITIES	TIME HORIZON	ESRS
Health and safety at work   	Company operations	Actual negative: Accident risks in the production and assembly phases typical of the industrial sector. Actual Positive: Consolidated safety management system, low accident rate compared to industry levels. Negative potential: Increased risk when expanding production capacity or introducing new processes. Positive potential: Certifiable security model (ISO 45001) as an advantage in public procurement.	Risk: Insurance costs, fines, and reputational impact in the event of serious accidents. Opportunities: Reduction in direct and indirect costs of accidents, improvement of the working environment.	B/M	S1
Supplier Relationship Management   	Upstream	Actual negative: Potential supply chain issues related to supplier labor and environmental standards. Actual Positive: Strong relationships with strategic suppliers that guarantee quality and production continuity. Negative potential: Reputational risks associated with unfair supplier practices in the event of failure to monitor compliance. Positive potential: Developing a certifiable, sustainable supply chain as a competitive advantage.	Risk: Supply disruptions, reputational risk from supplier conduct, regulatory pressures (CSDDD). Opportunities: Building a resilient and sustainable supply chain, accessing markets with ESG requirements.	M	S2

Legend — Value chain: Upstream = upstream of production; Company operations = Company operations; Downstream = downstream, at customers and end users. Time horizons: B = short (<1 year); M = medium (1–5 years); L = long (>5 years); M/L = medium-long term.

3.4

SUSTAINABILITY STRATEGY

Interaction between IRO materials, strategy and business model; policies, actions and targets for each theme (ESRS 2 SBM-3 / MDR-P / MDR-A / MDR-T)

The dual materiality analysis allowed us to identify the priority ESG areas on which Dulevo should focus its strategy, translating the assessment results into concrete actions.

Below is a summary, for each material topic, of the impacts and risks to be managed, the opportunities to be exploited, the actions already underway, and the strategic guidelines for the next three years.



MATERIAL TOPIC	NEGATIVE IMPACTS AND RISKS	POSITIVE IMPACTS AND OPPORTUNITIES	ACTIONS IN PROGRESS	STRATEGY
Working conditions (S1)	Risk of inadequate working conditions (shifts, workload, ergonomics) affecting well-being and productivity. Increased turnover, recruitment difficulties, and impact on production efficiency.	Corporate welfare and flexibility policies that improve workers' quality of life. Reduced absenteeism, increased retention, and access to ESG-linked financing.	Review of performance evaluation systems, welfare programs, and climate surveys.	Structure an integrated human resources management system aligned with ESRS S1 standards.

MATERIAL TOPIC	NEGATIVE IMPACTS AND RISKS	POSITIVE IMPACTS AND OPPORTUNITIES	ACTIONS IN PROGRESS	STRATEGY
Training and skills development (S1)	Technical skills gap in critical areas (automation, sustainability, digital). Loss of critical know-how, difficulty adapting to technological innovation.	Upskilling programs that increase productivity and product quality. Differentiating competitive positioning thanks to highly qualified personnel.	Annual training plan, partnerships with technical institutes, internal mentoring programs.	Establish an internal Academy and a structured skills mapping and development system.
Corporate culture (G1)	Misalignment between declared values and daily organizational behavior. Reputational risk arises from a perceived inconsistency between external communications and internal practices.	A strong corporate identity that guides decisions and strengthens internal cohesion. Greater attractiveness to talent and partners who share ESG values.	Internal communications programs, code of ethics, employee engagement initiatives.	Formalize corporate values in an organizational culture governance system.
Climate change mitigation (E1)	GHG emissions in the production and transportation phases of the value chain. Exposure to carbon taxes, more stringent regulatory requirements, and pressure from customers and the general public.	Production of low-emission industrial and street cleaning machines (electric, CNG) that contribute to the decarbonization of public services. Access to green public tenders, incentives for low-emission products, and a competitive advantage in regulated markets.	Scope 1 and 2 emissions monitoring, development of electrical product range, logistics optimization.	Define a decarbonisation pathway with measurable targets in line with ESRS E1 objectives.
Incoming flows of resources (circular economy) (E5)	Use of virgin materials and generation of waste during production. Disruptions in the material supply chain, increased production costs.	Machine design with repairable components and long-term spare parts availability. Cost reduction through input optimization, new circular service models.	Material flow mapping, eco-design criteria, pilot remanufacturing programs.	Integrating circular economy principles into product development processes and supply chain management.

MATERIAL TOPIC	NEGATIVE IMPACTS AND RISKS	POSITIVE IMPACTS AND OPPORTUNITIES	ACTIONS IN PROGRESS	STRATEGY
Energy (E1)	Energy consumption in manufacturing plants, predominantly from non-renewable sources. Energy price volatility, potential regulatory constraints on energy emissions.	Launching investments in energy efficiency at plants. Energy efficiency incentives and reduction of fixed production costs.	Energy audits of factories, evaluation of photovoltaic systems.	Define an energy efficiency plan with consumption reduction targets.
Personal safety of consumers and end users (S4)	Residual risks associated with using machines in crowded urban environments. Civil and reputational liability in the event of accidents and product recalls.	High safety standards incorporated into product design, compliant with CE regulations. Competitive differentiation in markets requiring higher levels of safety.	Compliance with current safety regulations, periodic testing and certifications.	Monitor regulatory developments regarding the safety of autonomous vehicles and adapt the product portfolio.
Health and safety at work (S1)	Accident risks during production and assembly phases typical of the manufacturing sector. Insurance costs, fines, and reputational impact in the event of serious accidents.	Consolidated safety management system, low accident rate compared to the industry. Reduction in direct and indirect accident costs, improved working environment.	Updated risk assessment document, mandatory training, and adequate PPE.	Monitor ISO 45001 certification as the gold standard for OHS management.
Supplier Relationship Management (S2)	Potential supply chain criticalities related to supplier labor and environmental standards. Supply disruptions, reputational risk from supplier conduct, and regulatory pressures (CSDDD).	Strong relationships with strategic suppliers that guarantee quality and production continuity. Building a resilient and sustainable supply chain and accessing markets with ESG requirements.	Supplier qualification questionnaire based on ESG criteria, periodic audits of critical suppliers. A structured supplier analysis program based on questionnaires and document reviews is planned to be launched in 2026, aimed at assessing ESG performance in the areas of environment, labor rights, ethics, and sustainable procurement.	Develop a sustainable supply chain monitoring system.



04.

Technology that makes a difference

Dulevo products aren't just cleaning machines: they are solutions that influence the way cities, industries, and infrastructure components manage their daily activities. Designing efficient, durable, and environmentally friendly machines is the foundation of every technical choice. This section describes the products and services offered, the company's approach to materials and the circular economy, customer relationships, and responsible supply chain management.

4.1

DESIGNING FOR A CLEANER WORLD

The sustainability of a Dulevo machine begins when it's designed. Every technical choice, from the engine to the materials, from the ignition logic to the entire structure of the machine, is guided by one question: how can we reduce this machine's impact on the environment and the people who use it?



The electrification of the range of products

Beginning in 2025, designing machines with fully electric engines began to assume greater importance. This is aimed at reducing direct emissions, improving energy efficiency, and reducing operating costs for customers. Even in models equipped with internal combustion engines, Dulevo has adopted a weight and volume downsizing strategy, reducing fuel consumption while maintaining the same operating performance. In 2025, technical checks were completed to enable the use of HVO, Hydrotreated Vegetable Oil, in internal combustion engines, an alternative fuel that produces significantly lower climate-altering emissions than traditional fuels.

A concrete example of this evolution is the new lightweight DZero. This new version incorporates a revision of the power boost activation logic. It is now limited to just the necessary seconds. This, combined with the downsizing of the engine, has allowed the operating range to be extended from 6 to 8.5 hours, reducing consumption and improving the overall performance of the machine.



Giovanni Fisanotti
Site Engineering Manager

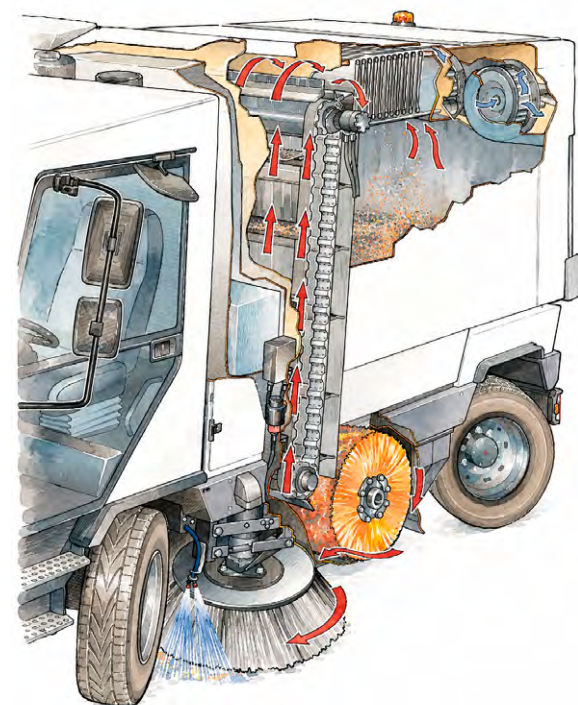
The downsizing of the engine

improving the overall performance of the machine.

from 6 to 8.5 hours

- consumption
+ overall performance





This technology is defined as waterless due to its ability to operate in dry mode. It reduces water consumption, cuts noise emissions, and enables effective cleaning operations, even in adverse weather conditions. The ECO mode, available on several models, further optimizes energy consumption during daily operations.

5th-95th

percentile

users

SAFETY AND INCLUSIVENESS

Safety is a fundamental prerequisite at every stage of design. In 2025, the process of strengthening safety measures and product risk management continued, developed in collaboration with a qualified partner in the context of ISO 45001 certification.

Dulevo machines are designed to accommodate the widest possible range of users, from the 5th to the 95th percentile of the population. This is in line with international benchmarks. It ensures comfort, accessibility, and safety for the vast majority of operators. Soundproofed, air-conditioned cabins equipped with filters, intuitive displays, and digital solutions for training and remote maintenance make human-machine interaction simpler, safer, and more inclusive.

Life cycle analysis

In 2025, Dulevo began the first LCA (Life Cycle Assessment) analyses on two models in its range, the 120 and the D6. This measures a product's environmental impact throughout its entire life cycle, from production to use to end-of-life. It identifies the phases with the greatest impact and guides future design decisions toward increasingly sustainable solutions. The results of these analyses will form the basis for defining quantitative objectives for the product's environmental improvement.

In accordance with the company's strategic sustainability plan, Life Cycle Assessment studies will be conducted annually and made available to our sales network.

Future design decisions

toward increasingly

sustainable solutions.



4.2

MATERIALS, CIRCULARITY AND END OF LIFE

Materials management is one of the most direct points of contact between a metalworking company and the planet. Dulevo sweepers are complex machines with metal structures, hydraulic systems, electronic components, rubber and plastic elements. Every machine released onto the market is the result of targeted decisions. These include which materials to choose, where to source them, how long the finished product will last, and what will happen to it at the end of its life. Consciously managing these choices is the foundation of any path toward a circular economy.

INCOMING MATERIALS

Dulevo machines are designed to operate in harsh conditions, on road and industrial surfaces, in any season and for thousands of hours. This need for robustness and reliability is directly reflected in the composition of the materials used: structural steel, iron, rubber for hydraulic hoses and sealing components, plastic for brushes and guards, glass, lubricants, and copper for wiring, and paint. The material profile of a Dulevo sweeper is typical of a medium-large industrial machine, where durability and performance are two of the primary design criteria and where the quality of the materials directly determines the product's useful life.

Currently, incoming materials reporting is structured by product type and production site. What Dulevo is implementing is the ability to interpret that data in a circular manner. This means knowing not only how many kg of

steel enter production, but where it came from, what percentage is recycled content, and how it is distributed by function within the machine. This granular information is the basis for defining specific intervention priorities.

TOWARDS A STRUCTURED CLASSIFICATION SYSTEM

Dulevo has been working on a materials classification system by functional clusters, which will distinguish between structural materials, technical and mechanical components, fluids and consumables, and packaging. The goal is to have a sufficiently structured database to identify where the most significant consumption is concentrated, where there are opportunities to substitute lower-impact materials or those with higher recycled content, and where suppliers can be more specifically involved.

This reading is also the gateway to the topic of critical raw materials (Critical Raw Materials): Although Dulevo sweepers in their current configuration do not contain materials classified as "critical" under the 2024 European CRM Regulation, indirect exposure through electronic components and on-board systems is a factor that should be monitored over time.





10,000 hours

before requiring structural intervention

PRODUCT CIRCULARITY: DESIGNING TO LAST

The foundation of the Dulevo circular economy is product durability. **A sweeper designed to operate for over 10,000 hours before requiring structural intervention, supported by a widespread spare parts network and an active maintenance service**, is already a "circular" product. It maximizes the value extracted from every kilogram of material put into production, postpones the end of its life, and reduces the frequency of replacement.

Dulevo's design choices are geared toward the replaceability of components most subject to wear: brushes, filters, and hydraulic components. The long-term availability of spare parts is guaranteed by Dulevo through its network of dealers and authorized workshops. The company's goal for the coming years is to explicitly integrate eco-design criteria, such as component disassembly and standardization, beginning with the product development phase.

THE END OF LIFE AND DIALOGUE WITH THE SUPPLY CHAIN

The end-of-life of Dulevo machines currently occurs primarily through the management cycle of ferrous and metal components. The majority of materials, primarily steel and iron, can be recovered through metallurgical recycling, one of the most established and efficient in the industrial circular economy. The flows related to electronic components, hydraulic systems, and composite elements remain more critical, where traceability is more complex and recovery chains are less mature. In this regard, Dulevo has not yet established formal agreements with operators specializing in the collection

and treatment of end-of-life machines. This is an area the company intends to develop, consistent with its circular economy strategy, by expanding its dialogue with dealers and end-use customers to explore post-use service options. These range from component reconditioning to the structured collection of decommissioned machines.

THE TRAJECTORY

Currently, reporting on incoming materials and end-of-life flows is still in the development phase. The data exists, but its current structure was designed for operational purchasing management and not for ESRS reporting. It requires ongoing classification and enrichment. Dulevo's goals for the coming years include introducing specific circularity KPIs, reducing virgin raw material consumption, and developing ESG requirements for materials to be extended to the supply chain. The direction is clear; the challenge is translating it into measurable metrics and verifiable commitments.



Riccardo Riguzzi
Head of Parts & Service

4.3

SERVE WELL, SERVE RESPONSIBLY

For Dulevo, customer relationships are founded on transparency, fairness, and responsibility. This means ensuring accurate product information, managing complaints in a structured manner, and promoting a responsible business culture throughout the entire distribution network.

DIAMOND DEALER PROGRAM

Launched in late 2024 and expanded in 2025, the **Diamond Dealer Program** represents Dulevo's strategic initiative to promote a responsible growth model for its global distribution network. The Program introduces shared standards, enhances partner skills, and improves the quality of services offered to end customers.

Dealers are classified into three levels: **Reseller, Dealer, and Diamond Dealer**. This incentivizes continuous improvement and the progressive adoption of higher standards.

The Program explicitly integrates ESG principles through recommended guidelines for partners on ethics and human rights training, energy efficiency of operations, responsible waste management, and business governance. In this way, Dulevo extends its sustainability culture beyond company boundaries, spreading it throughout the entire distribution chain and ensuring that end customers receive consistent and responsible service quality.



Umberto Maria Cini
Chief Commercial & Marketing Officer

Complaint management and service quality

Dulevo manages complaints through a structured system that tracks, analyzes, and resolves non-conformities reported by dealers and customers. The collected data is cross-referenced with the results of internal product audits, fostering a virtuous cycle of continuous improvement between design, production, and support. In 2025, there were no incidents of non-compliance related to product labeling or the provision of mandatory information.

Responsible communication

All disseminated content is carefully managed to ensure the accuracy of the information and its consistency with company values. This content ranges from technical brochures to promotional materials, from digital channels to machine labeling. Each new communication initiative undergoes an internal validation process involving marketing, technical-commercial, and legal departments. The purpose is to ensure accuracy and consistency across promotional and technical information and provide full transparency for customers, users, and stakeholders.

4.4

SHARED VALUES ALONG THE SUPPLY CHAIN

The Dulevo supply chain is an integral part of the company's sustainability model. Choosing a supplier involves financial, production, and ethical decisions. This is why, over time, Dulevo has developed a structured supplier evaluation, monitoring, and development system with criteria that goes well beyond simply evaluating the quality of the product or service provided.

SELECTION AND QUALIFICATION

New suppliers are assessed using a structured questionnaire that integrates qualitative and quantitative criteria with regard to QHSE and ESG issues. In 2025, this tool was enhanced with specific quantitative KPIs relating to environmental, social, and governance aspects. These KPIs are used to establish thresholds of minimum and intermediate acceptability standards. Suppliers who exceed the qualification threshold receive a positive assessment, while those in the intermediate range are assigned a three-year improvement plan. Suppliers below the minimum threshold are not eligible for qualification.

CONTINUOUS MONITORING

In addition to its new supplier assessment, Dulevo has introduced an annual questionnaire for its entire supplier base, with qualitative and quantitative questions focused on QHSE and ESG issues. The goal is to continuously monitor the evolution of the supply chain, promptly identify critical situations, and define targeted improvement plans. This approach will allow for the creation of reference benchmarks and related cutoffs over time, with the additional goal of standardizing qualification KPIs across the FAYAT Group's Cleantech Division.

THE SUPPLIER CODE OF CONDUCT AND THEIR RATING

In 2025, Dulevo introduced its **Supplier Code of Conduct**—a tool that formalizes the principles and values all business partners are required to uphold in the areas of ethics, human rights, the environment, and governance. A sustainability questionnaire will be administered to the entire supply chain through a recognised rating platform, mapping and analyzing supplier compliance with corporate ESG policies and strategies. Internal training on sustainable purchasing, launched with Progesa in 2025 and aimed at purchasing and procurement departments, strengthens the internal skills needed to manage this evolution.

LOCAL ROOTS

Approximately 80% of suppliers operate near the Fontanellato plant, complying with European environmental and labor regulations. This is a deliberate choice: favoring the local supply chain reduces logistical impact, supports the local economy, and ensures greater traceability and control of the value chain.



05.

From people to people

The people who work at Dulevo are what make everything the company does possible.

Investing in their safety, growth, and well-being is a strategic choice that determines the quality of everything the company produces and how it produces it.



Elena Massarenti
Human Resources Director

5.1

OUR PEOPLE

Dulevo is a company with deep roots in the Parma area and a commercial presence that extends to over 80 countries.

So, while our global representation through our dealer network is highly international, with staff from many countries, our production workforce is very local, primarily concentrated in the Fontanellato plant, with a more limited presence in the Padua operating unit.

The male predominance in the workforce reflects the structural characteristics of the metalworking sector, historically characterized by strong gender segregation in technical and scientific training programs. Dulevo is aware of this and is actively working to change this

dynamic. We are working, not only internally, but also through upstream interventions, including educational orientation programs and the STEAM culture in the region. Data on the gender composition are shown in the tables below.

Contractual stability is a deliberate choice. Permanent contracts are the most prevalent type of contract, reflecting a model that considers continuity of employment a prerequisite for quality—for both individuals and the organization. The use of fixed-term contracts and temporary workers is exclusively in response to temporary operational needs and is limited in duration.

In 2025, turnover dynamics showed **improvement**. Compared to previous years, the number of new hires exceeded the number of departures. This figure reflects the company's strengthening of its attractiveness through employer branding initiatives and its presence in universities and schools. It is also a testament to the effectiveness of the retention policies implemented in recent years.

ESRS S1-5 TOTAL EMPLOYEES

	Unit	2023	2024	2025
Dulevo	n.	192	208	214

ESRS S1-6 TOTAL NON-EMPLOYEES

	Unit	2023	2024	2025
Dulevo	n.	22	23	88

ESRS S1-5 TOTAL PERMANENT EMPLOYEES BY GENDER

Type	Unit	2023	2024	2025
Women	n.	28	30	33
Men	n.	162	170	170

ESRS S1-5 TOTAL EMPLOYEES WITH NON-GUARANTEED HOURS

	Unit	2023	2024	2025
Dulevo	n.	0	0	0

ESRS S1-5 TOTAL TEMPORARY EMPLOYEES BY GENDER

Type	Unit	2023	2024	2025
Women	n.	0	1	2
Men	n.	2	7	9

ESRS S1-5 EMPLOYEE TURNOVER RATE

	Unit	2023	2024	2025
Dulevo	rate	15	9	7.6

SHARE OF WOMEN IN THE COMPANY

	Unit	2023	2024	2025
Dulevo	rate	15	15	16.35

SHARE OF TEMPORARY EMPLOYEES IN THE COMPANY

	Unit	2023	2024	2025
Dulevo	rate	1	4	5.31





Oscar Giulio Sorgente
Manufacturing Director

5.2

SAFETY CONSCIOUSNESS

Active safety behavior at Dulevo involves **taking continuous, proactive steps to prevent injuries** rather than passively following rules or reacting to accidents. It is a work culture where everyone is empowered to intervene, provide constructive feedback, and correct unsafe practices.

The management system has been certified UNI ISO 45001 since July 2024 and is integrated with the quality and environmental systems. It applies to all workers at the Parma and Padua sites, including agency workers, interns, and contracted staff.

It is a work culture where everyone is empowered to intervene, provide constructive feedback, and correct unsafe practices. The management system has been certified UNI ISO 45001 since July 2024 and is integrated with the quality and environmental systems.

THE THREE INJURIES OF 2025

Three accidents occurred in 2025, none of them serious. A cause analysis was conducted using the "5 whys" method. It revealed the same factor in all three cases: lack of attention and awareness when the risk arose. Two incidents involved long-serving employees. The third incident involved a new hire. The seniority factor is significant because it shows that

familiarity with a task can lower one's attention span as much as—and sometimes more than—inexperience.

The response first involved direct discussions between the operator and supervisor. Next, an internal information module focused on the correct ways to perform tasks. This was then extended to all affected departments.



THE IMPORTANCE OF SUPERVISORS

The role of the supervisor is central to the daily oversight of safety. The 2026 improvement plan addresses this directly. It calls for specific training on leadership, risk awareness, and role responsibilities. The goal is to make the supervisor function as an active safety overseer of the active safety behavior and the situational response of his or her team.

THE NEXT GOALS

The company has identified the most significant room for improvement in the coming years in the clarification of safety objectives.

Until now, safety has operated in parallel with production priorities, without sufficiently visible and measurable targets.

ESRS S1-13 NUMBER OF FATALITIES DUE TO OCCUPATIONAL DISEASES

	Unit	2023	2024	2025
Dulevo	n.	0	0	0

ESRS S1-13 NUMBER OF FATALITIES (DEATHS) FOLLOWING ACCIDENTS

	Unit	2023	2024	2025
Dulevo	n.	0	0	0

NUMBER OF NEAR MISSES

	Unit	2023	2024	2025
Dulevo	n.	1	4	11

ESRS S1-13 ACCIDENT FREQUENCY

	Unit	2023	2024	2025
Dulevo	rate	9.68	2.73	7.76

ESRS S1-13 NUMBER OF OCCUPATIONAL DISEASES OF EMPLOYEES

	Unit	2023	2024	2025
Dulevo	n.	0	0	0

Safety involves taking continuous, proactive steps to prevent injuries rather than passively following rules or reacting to accidents.

ESRS S1-13 NUMBER OF RECORDABLE WORK-RELATED INJURIES

	Unit	2023	2024	2025
Dulevo	n.	3	1	3

ESRS S1-13 NUMBER OF DAYS LOST DUE TO WORK-RELATED INJURIES

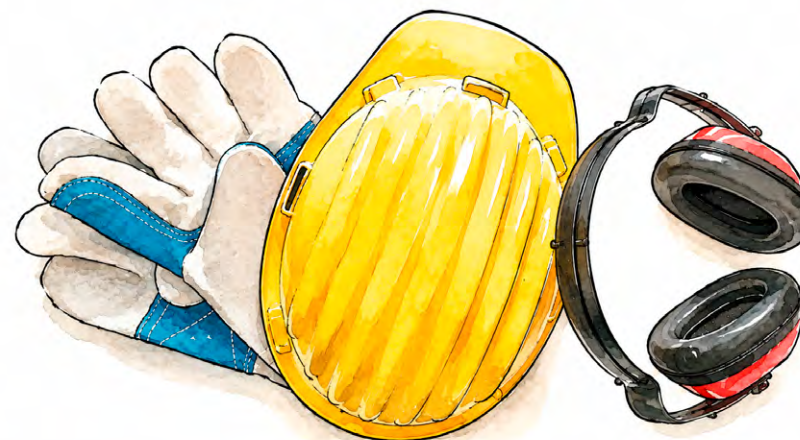
	Unit	2023	2024	2025
Dulevo	n.	85	42	43

HOURS OF ABSENCE DUE TO WORK-RELATED INJURIES

	Unit	2023	2024	2025
Dulevo	hours	680	336	344

NUMBER OF DRESSINGS

	Unit	2023	2024	2025
Dulevo	n.	14	1	8



GRI 403-5 NUMBER OF HOURS OF MANDATORY OCCUPATIONAL HEALTH AND SAFETY TRAINING

	Unit	2023	2024	2025
Health and safety				
Fire prevention	hours	88	0	128
Security figures	hours	96	104	254
Basic and specific training	hours	12	238	358
Training for operators, maintenance and more	hours	276	248	750
First aid	hours	0	36	272

5.3

DIVERSITY IS BUILT

Dulevo is a metalworking company. This context explains the current composition of the workforce and, at the same time, defines the challenge. Building a truly inclusive environment in a historically male-dominated sector requires concrete, measurable, and ongoing action.

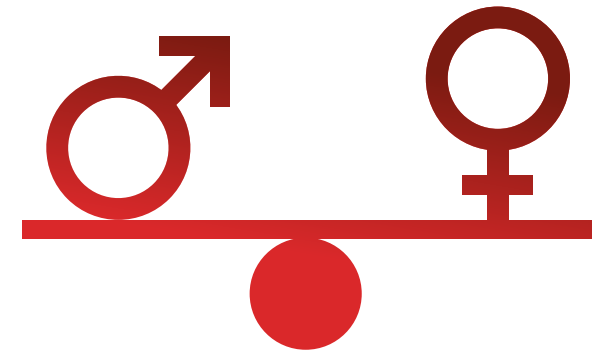
GENDER EQUALITY

In 2025, Dulevo began the process of obtaining UNI PdR 125:2022 gender equality certification. As of the writing of this report, it was achieved on June 19, of 2026.

The project includes a detailed analysis of internal processes, a mapping of HR procedures, the definition of specific KPIs, and the adoption of a variety of evaluative and enforcement tools. This was in order to ensure fairness in evaluations, promotions, and compensation. The gender pay gap is monitored annually by job title and location. Data updated to 2025 are shown in the tables below.

WOMEN IN THE TECHNICAL SECTOR

One of the areas in which Dulevo is investing most strongly is increasing the presence of women in technical and operational roles.



% WOMEN IN THE ORGANIZATION RESPONSIBLE FOR ONE OR MORE ORGANIZATIONAL UNITS OUT OF TOTAL RESPONSIBLE PEOPLE

	Unit	2023	2024	2025
Dulevo	%	22	33	33

% WOMEN IN THE FIRST REPORTING LINE TO TOP MANAGEMENT

	Unit	2023	2024	2025
Dulevo	%	22	22	25

% WOMEN WITH DELEGATED BUDGET AUTHORITY AS A SHARE OF ALL DELEGATES

	Unit	2023	2024	2025
Dulevo	%	22	22	22

% ANNUAL PROMOTIONS OF WOMEN AS A SHARE OF THE TOTAL FEMALE WORKFORCE

	Unit	2023	2024	2025
Dulevo	%	7.14	3.2	2.94

% ANNUAL PROMOTIONS OF MEN AS A SHARE OF THE TOTAL MALE WORKFORCE

	Unit	2023	2024	2025
Dulevo	%	0	1.63	2.19

% WOMEN RECEIVING VARIABLE REMUNERATION, INCLUDING THE PERFORMANCE BONUS (PDR)

	Unit	2023	2024	2025
Dulevo	%	100	100	100

% MEN RECEIVING VARIABLE REMUNERATION, INCLUDING THE PERFORMANCE BONUS (PDR)

	Unit	2023	2024	2025
Dulevo	%	100	100	100



INCLUSION INITIATIVES

Inclusion is also achieved through seemingly small, but significant gestures. In 2025, Dulevo installed free sanitary napkin dispensers in the company's restrooms. This was done in collaboration with its partner, Queesy. As part of this program, 5% of the sanitary napkins purchased are donated to organizations that fight period poverty.

At the same time, the women's changing rooms were reorganized, with targeted interventions to ensure

more functional, private spaces that are more suited to the needs of female workers. In spring of 2026, an awareness course on neutral communication was offered to the entire company workforce. This is the first step in a broader diversity training program, which includes inclusive language usage, and the promotion of a culture of respect.

DIALOGUE BETWEEN GENERATIONS

In 2025, Dulevo joined the FAYAT Group's reverse men-

toring program, "**Crossroads – FRED Reverse Mentoring Program.**" This project brings together high-potential young professionals—the **Pathfinders**—with experienced senior figures—the **Trailblazers**—through a structured three-month program with monthly remote meetings. The goal is to do more than impart skills in the traditional sense. The purpose is to create a two-way exchange in which the younger generations bring fresh perspectives and the senior people share their consolidated skills and in-depth knowledge of the organization. Participation took place through the FAYAT Group's Connecting Roads platform.

THE DE&I STRATEGY 2025-2027

The initiatives described are part of a structured DE&I strategy for the three-year period 2025-2027, integrating gender equality, inclusion, and organizational well-being into a comprehensive process. The plan includes interventions on culture, processes, and tools. This ranges from widespread training on inclusive language to a review of evaluation and promotion processes, with the goal of making equity a structural feature of the organization.

NUMBER OF DAYS OF PARENTAL LEAVE TAKEN

Type	Unit	2023	2024	2025
Women	n.	104	9	57
Men	n.	8	75	87

GRI 401-3 NUMBER OF EMPLOYEES WHO TOOK PARENTAL LEAVE

Type	Unit	2023	2024	2025
Women	n.	1	1	2
Men	n.	1	4	6



GRI 401-3 NUMBER OF EMPLOYEES ENTITLED TO PARENTAL LEAVE

Type	Unit	2023	2024	2025
Women	n.	28	31	35
Men	n.	164	177	179

5.4

A PLACE TO GROW

At Dulevo, people development is a strategic choice as well as a social responsibility. Investing in training, well-being, and growth paths has the same priority as designing a quality, durable machine: it's built to last, carefully maintained, and continually improved.

WELFARE AND WELL-BEING

In 2025, Dulevo expanded its welfare system to include Randstad's Welfare platform, a digital tool that allows all employees to independently access a diverse catalog of benefits and services. These include expense reimbursement, local agreements, discounts on electronics, travel, clothing, and entertainment, with over 150 active agreements updated monthly. In 2026, Dulevo has already planned to distribute the Randstad Welfare Card POS, which facilitates payments at participating merchants. An open system allows employees to suggest local businesses to join.

These are complemented by established tools, such as the systemic smart working model, governed by individual agreements and the company-wide supplementary contract. Our welfare system also includes the solidarity time bank, promoted with the Union Representatives (RSU), which allows employees to voluntarily donate vacation time to colleagues caring for family members with serious illnesses.

In 2025, a structured survey on work climate and psychological well-being was conducted. This involved 13 job groups, with 95.8% of employees with a

company email address participating, a total of 143 respondents. The survey analyzed workload, work-life balance, physical and psychological well-being, and engagement. To follow up on the findings, the company is evaluating the adoption of a professional psychotherapy support platform for the entire company workforce. It has activated a coaching service for managers in departments where critical issues were identified, in order to improve the quality of employee management

It's built to last,

carefully maintained and

continually improved.





LEARN EVERY DAY

Dulevo's training strategy starts from a timely assessment of needs. Every year, **individual assessments** and the reports of **departmental managers** converge in an annual training plan that responds to both people's needs and organizational priorities.

Technical skills are being enhanced with a number of training programs. **"Train the Trainer"** courses were launched in 2024 and 2025 to create internal know-how multipliers. Other training programs include project ma-

nagement courses for white-collar workers, specialized training on electrification for the Technical Area, and an advanced Excel course for 35 employees.

In 2025, planning began for an internal course in electrical, electronic, and fault-analysis diagnostics for specialized workers. As of the writing of this Report in 2026, the program was successfully completed.

The most ambitious training program for 2025 was the completion of the **"Sustainability Transition"** program at Bologna Business School by the entire Management Committee (COMEX / Leadership Team) and all ESG Ambassadors. According to FT Global Ranking, The

University of Bologna ranks 1st in EU and 6th in the world in sustainability. Topics covered include the circular economy, open innovation, and eco-design.

A collaboration was also launched with the University of Parma, with two supply chain and business strategy training sessions for engineering students, led by the General Manager. Corporate business strategy frameworks and Industrial supply chain optimization were presented with real-world situations from the operational perspective of Dulevo International manufacturing standards.

At the same time, the **2tonnes program** was launched.

This is immersive training about the climate impact of individual choice.

Concurrently, the **Dulevo Planet** gamification platform, developed with Up2You, was initiated. This engaged the entire company workforce in a culture of sustainability through challenges and missions.

Four masterclasses explored specific topics with Comex, Ambassadors, and other departments. These included sustainability for management, climate change, and sustainability communication.

Sustainable purchasing and responsible waste management training programs were launched with Progesa, a consultancy group. These were aimed at purchasing, procurement, and QHSE departments.

With regard to leadership training, the **Team Walking project** was extended in 2025. This is an outdoor experiential training program developed with FYM. For 2025, it included the first half of the second management team. It focuses on teamwork, resilience, relational intelligence, and a culture of feedback. In 2026, the program includes the second half of the second management team. This completes the cascade rollout across the entire company leadership team.

As part of its effort to improve internal cohesion, Dulevo

participated in the Verdiane Olympics in Busseto (PR) for the second consecutive year. A company team was formed, consisting of 15 volunteer employees from diverse roles, functions, and departments, from blue-collar workers to managers. Two years of participation have demonstrated how these experiences strengthen cohesion, break down hierarchical barriers, and create authentic connections between people.

In 2025, Dulevo joined the FAYAT Group's reverse mentoring program, "**Crossroads – FRED Reverse Mentoring Program**," which brings together high-potential young professionals—the Pathfinders—with experienced senior figures—the Trailblazers—through a structured three-month program with monthly remote meetings, via the Connecting Roads platform.

Quantitative data on the training programs are reported in the following tables.

DEVELOPING AND RETAINING TALENT

Personnel Development Plans (PDPs), structured over three-year timeframes, are the primary tool for talent growth and retention. Each PDP is divided into three are-

as: training objectives, professional objectives, and salary and role development. They are monitored through periodic reviews between the employee and their manager, with the support of the HR department.

The process begins with a structured skills assessment. In this process, the manager defines the expected profile and the employee independently self-assesses. The results are compared to identify gaps and development priorities for both hard and soft skills.

Starting in 2026, the **Talent Review** will be managed on a dedicated digital platform. It will utilize a structured cycle that will include the 2025 performance assessment, the setting of objectives for the following year, and potential mapping through the Nine-Box. The system ensures traceability, data consistency, and alignment between performance, potential, and strategic planning. More information will be shared in next year's Sustainability Report.

Compensation reviews are conducted annually based on objective criteria. These include performance, hard and soft skills, and responsibility. The aim is to ensure pay equity across similar roles regardless of gender, age, or other personal circumstances.

NUMBER OF EMPLOYEES WITH PERSONAL DEVELOPMENT PLANS

Gender	Job classification	Unit	2023	2024	2025
Women	Blue collar	n.	0	0	0
Women	White collar	n.	0	3	2
Men	Blue collar	n.	0	0	0
Men	White collar	n.	0	2	6

ESRS S1-12 NUMBER OF EMPLOYEES WHO PARTICIPATED IN REGULAR PERFORMANCE REVIEWS

Gender	Job classification	Unit	2023	2024	2025
Women	Blue collar	n.	0	0	0
Women	White collar	n.	0	3	5
Men	Blue collar	n.	0	0	0
Men	White collar	n.	3	22	15

Succession plans, required annually by the FAYAT Group for all front-line positions, identify both a medium-term successor and an emergency replacement. For each identified successor, a mandatory Professional Development Plan is created. Extension of succession plans to the entire company workforce is currently being eva-

luated. **Job rotation** is active as a permanent program. It has had positive impacts on **retention, flexibility** and **talent identification**. In 2025, three Dulevo workers completed a three-month assignment at the Ravo plant in the Netherlands as part of the project **Cleantech Blue Collar Task Force**.

At the conclusion of this experience structured feedback was gathered and shared with the host company in order to support best practices already in the implementation phase. The Connecting Roads platform supports and maps internal mobility paths in synergy with Group HR.

GRI 404-1 NUMBER OF TRAINING HOURS BY COURSE TYPE

Training	Job classification	Unit	2023	2024	2025
Sustainable purchasing	Blue collar	n.	0	0	0
Sustainable purchasing	White collar	n.	0	0	20
Anti-corruption	Blue collar	n.	0	2	0
Anti-corruption	White collar	n.	0	62	0
Cybersecurity	Blue collar	n.	0	0	0
Cybersecurity	White collar	n.	0	0	0
Discrimination/harassment	Blue collar	n.	0	0	0
Discrimination/harassment	White collar	n.	0	0	0
Energy and water/energy savings	Blue collar	n.	0	36	44.50
Energy and water/energy savings	White collar	n.	0	0	381.50
Ethical / Social	Blue collar	n.	0	0	0

Training	Job classification	Unit	2023	2024	2025
Ethical / Social	White collar	n.	0	83.50	0
Quality	Blue collar	n.	0	0	8
Quality	White collar	n.	0	74.50	22
Waste	Blue collar	n.	4	96	2
Waste	White collar	n.	244	12	22
Health and safety (non-mandatory)	Blue collar	n.	88	94	11
Health and safety (non-mandatory)	White collar	n.	96	146	2
Chemicals	Blue collar	n.	36	0	1
Chemicals	White collar	n.	4	0	0
Skills development	Blue collar	n.	0	239	402.50
Skills development	White collar	n.	598	1,167	1,522.80



ESRS S1-12 AVERAGE TRAINING HOURS PER QUALIFICATION

Job classification	Unit	2023	2024	2025
Blue collar	n.	1.12	5.34	12.2
White collar	n.	11.84	17.14	24.6

NUMBER OF HOURS OF SKILLS TRAINING (NOT MANDATORY TRAINING)

	Unit	2023	2024	2025
Dulevo	No. of hours	522	1,406	1,925

NUMBER OF INTERNAL RECRUITMENT CASES

Gender	Job classification	Unit	2023	2024	2025
Women	Blue collar	n.	0	0	0
Women	White collar	n.	0	3	1
Men	Blue collar	n.	0	0	0
Men	White collar	n.	3	2	2

GET IN AND OUT WELL

The onboarding process is formalized in a structured procedure. It starts by HR preparing a schedule of meetings that cover a broad range of topics. These include: company presentation, training on products and the production cycle, sustainability, safety, and behavioral standards.

Each activity is recorded via the **Individual and Group Training Register**, archived on the Ziveri portal, and verified through testing or mentoring.

The first draft of the **Employee Handbook** was laun-

ched in 2025—This is a tool that will clearly and easily gather all useful information for employees. This ranges from corporate values to operating procedures, from welfare to communication channels.

The offboarding process, currently managed informally, is planned for 2026 to ensure continuity of expertise and quality of experience even as employees leave the organization.

The first draft of the Employee Handbook was launched in 2025.

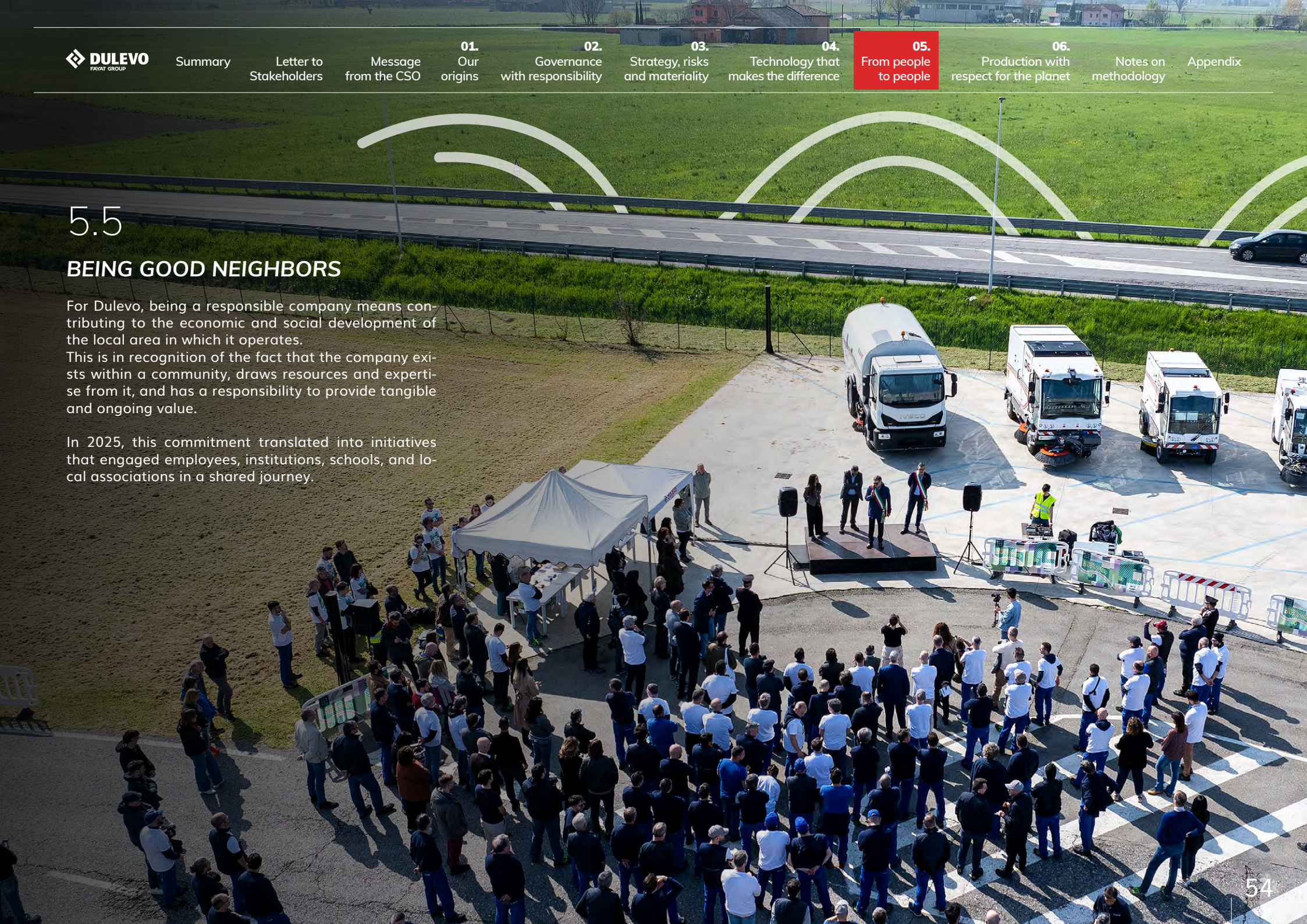
5.5

BEING GOOD NEIGHBORS

For Dulevo, being a responsible company means contributing to the economic and social development of the local area in which it operates.

This is in recognition of the fact that the company exists within a community, draws resources and expertise from it, and has a responsibility to provide tangible and ongoing value.

In 2025, this commitment translated into initiatives that engaged employees, institutions, schools, and local associations in a shared journey.



”

The project created a permanent ecological corridor which contributes to air quality, stormwater management, and the reduction of heatwaves.



THE DULEVO FOREST

In April 2025, the Bosco Dulevo (Dulevo Forest) was completed. It was born from a multi-year collaboration with the Consorzio KilometroverdeParma. With the planting of 1,040 native trees and shrubs in the company-owned green areas, the project created a **permanent ecological corridor** which contributes to air quality, stormwater management, and the reduction of heatwaves. Bosco Dulevo was awarded Programme for the Endorsement of Forest Certification (PEFC). This certifies that it is managed in line with strict social, economic, and environmental standards.

The completion of the forest coincides with a significant collective milestone that involved a large number of businesses and individuals. In December of 2025, the Consorzio KilometroverdeParma reached its goal of planting 100,000 trees by 2025. This success was the result of a collaboration of 130 businesses, associations, and citizens. Dulevo was among the first companies to join this project. Educational programs open to schools and the local community are planned for the future. Our goal is to make the forest a place of encounter, learning, and connection between the company and the surrounding area.



CORPORATE VOLUNTEERING

In 2025, Dulevo launched its first structured corporate volunteering project, involving a pilot group of 50 employees who dedicated 200 hours of paid leave to activities with local third sector organizations. These included Caritas Fidenza, RSA Fontanellato, Croce Rossa, Parma Sostenibile, Fondazione ONLUS Santa Lucia, and Officina FA.CE. Parma. The activities ranged from supporting vulnerable individuals to maintaining green spaces. The response was so positive, both in terms of employee engagement and impact on the organizations involved, that the project is already planned for continuation in future years. Our goal is to extend it to all interested employees.

SOLIDARITY

Dulevo's commitment to solidarity is also expressed through simple yet meaningful initiatives that involve employees across different departments to cooperate in community and charitable activities.

"The cent collection", promoted in conjunction with the Intercal Parma project, allows employees to voluntarily donate small sums to support the free transportation of cancer patients, people with disabilities, and the elderly to healthcare facilities.

Collected plastic bottle caps, from both the company and employees' homes, are delivered to the "Amicizia senza frontiere" association, which then recycles them. The proceeds fund the construction of drinking water wells in Burkina Faso.

"Noi per loro" is a non-profit organization that supports families whose children have cancer. It works in cooperation with the Pediatric Oncohematology department of the Parma Children's Hospital. This is supported through a raffle promoted by the RSU (union of workers), with the company doubling the amount raised.

EDUCATION AND GUIDANCE

Commitment to new generations is a strategic priority for Dulevo. Through the **Open Enterprises program**, promoted by Confindustria (the Italian Industrialists' Confederation), the company has opened its factory doors to students and the public. The purpose is to share our sustainability practices and industrial technical culture.

As a bridge for youth between education and the world of work, we have undertaken the project **"Un'impresa possibile"**, in collaboration with the Maestri del Lavoro of Parma. In this progressive program, middle school classes visited the production departments after simulating the functioning of a company in the classroom.





CULTURE AND SPORT

Dulevo has been a long-time sponsor of the "**Musica in Castello**" cultural festival, which was recently renamed the MIC Festival. This extraordinary festival runs from mid-June to September and encompasses a vast series of events across Emilia-Romagna, Lombardy, Liguria, and Tuscany. This festival benefits our neighboring communities in many ways and on many levels. Over 48 events are held in historic town squares, courtyards, and outdoor locations throughout the area. The range of performances spans cultural, music, and spoken-word events. For the second consecutive year, Dulevo supported and participated in the "Verdi Olympics", a fun, non-conventional sporting event held annually in mid-June. It is held in Busseto (PR), which is the hometown of composer Giuseppe Verdi. Informal teams and company employee teams compete in sports and games. Money is raised for the redevelopment of public spaces and other charitable projects.



TERRITORIAL NETWORKS

In 2025, Dulevo joined the **Welldone Network**. This is a business network founded in Parma with the aim of improving the quality of life of workers and the community through an integrated and shared wellbeing system. The network is divided by topic into working groups: Health and Wellbeing, Family and Caregivers, Diversity & Inclusion, Work and Training, and Local Area. The goals of these working groups are to foster collaboration between companies, share best practices, and strengthen the local economic and social fabric.



06

Production with respect for the planet

Environmental protection is a Dulevo core value and responsibility. It is measured in consumption, emissions, and daily operational decisions. This section describes its commitments and results in energy and climate, pollution, water, waste, and biodiversity. These are in line with the **FAYAT NOW** decarbonization strategy and the European ESRS reporting standards.

6.1

CONSUME LESS, EMIT LESS

Energy management and the reduction of greenhouse gas emissions are two closely related priorities for Dulevo. Consuming energy more efficiently directly reduces emissions. This chapter describes the actions taken in both areas, consistent with the FAYAT NOW decarbonization strategy, which aims to reduce greenhouse gas emissions by 30% by 2030 compared to 2022.

THE ENERGY TRANSITION

The most significant project in recent years is the installation of a 950 kWp photovoltaic system on the roof of the Fontanellato production buildings. Completion was planned for the end of 2025, with commissioning scheduled for March 2026. As of the writing of this Report in 2026, it proceeded on schedule.

With full integration into the company grid, the system covers approximately 60% of the plant's total energy needs, significantly reducing grid dependence and the carbon footprint of production activities. It is complemented by a Power Quality system which is described below under Monitor to improve. For the remaining portion, the introduction of a structured policy for purchasing energy certified from renewable sources through Guarantees of Origin is being evaluated, with the goal of achieving a predominantly green supply in the medium term.



60%
of the plant's
total energy needs

MONITOR TO IMPROVE

In 2025, the company began implementing its new **Power Quality System**, an advanced system for real-time measurement and analysis of electricity consumption. Sensors and detection devices installed at the main collection points enable consumption monitoring by area. These include: warehouses, offices, production facilities, and cafeterias.

In the coming years, monitoring will be extended to the production lines and prototyping departments, with the aim of identifying further areas for efficiency. The system is integrated with dedicated software that allows for monthly consumption monitoring, the detection of

anomalies, the definition of corrective actions, and support for energy audits.

EFFICIENCY ACTIONS

Beginning in 2025, alongside infrastructure investments, Dulevo has implemented a series of operational measures to reduce daily energy consumption. For example, the compressed air system is often responsible for significant unproductive consumption.

A preventative maintenance program has been implemented in order to mitigate this. This program includes periodic inspections, identification of critical points, and

monitoring of results over time.

The company maintains an updated inventory of equipment installed in its departments, along with their nominal consumption figures, which allows for targeted replacement with more efficient technologies.

The adoption of smart working has made it possible to close offices on Fridays. This has resulted in a measurable reduction in consumption related to air conditioning, lighting, and workstations.

A new measure was also introduced in 2025, **an energy awareness path** for new hires. This is a program that gives practical advice on turning off lights, using equipment correctly, and avoiding waste in everyday work.

ESRS E1-7 ENERGY CONSUMPTION FROM NATURAL GAS

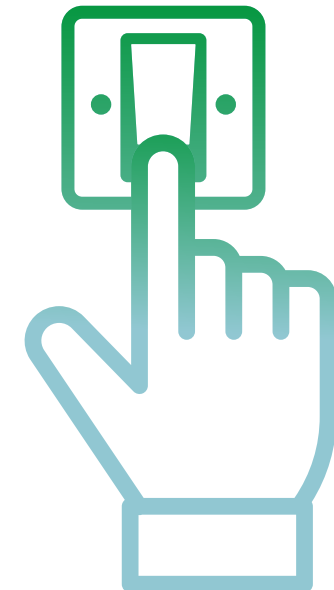
	Unit	2023	2024	2025
Dulevo	MWh	1,886.7	2,033.31	2,231.33

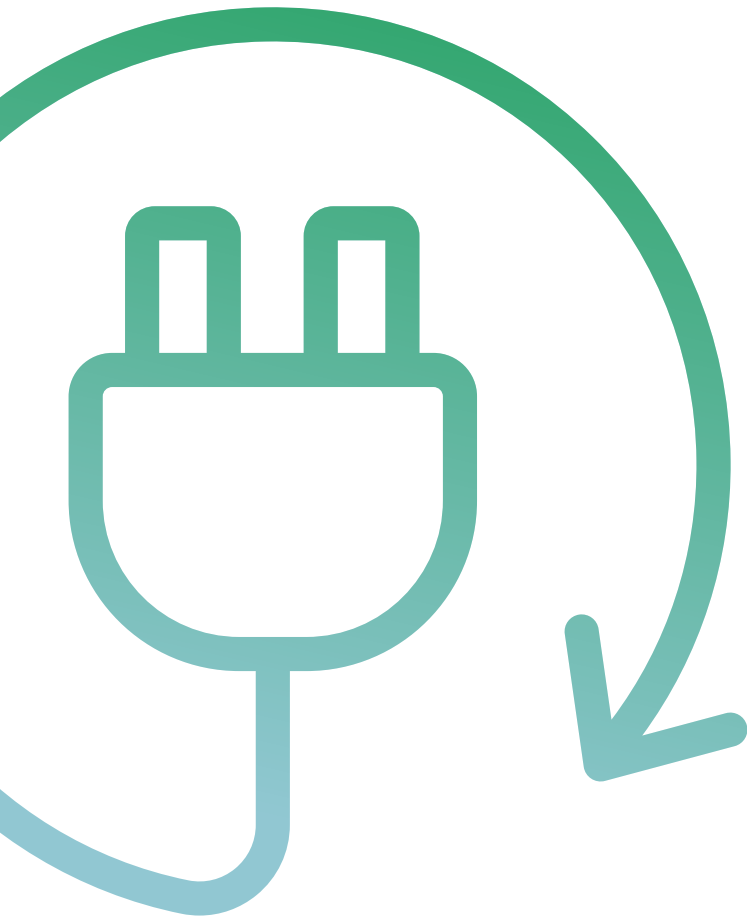
ESRS E1-7 TOTAL NON-RENEWABLE ELECTRICITY CONSUMPTION

	Unit	2023	2024	2025
Dulevo	MWh	645.39	659.55	781.45

ESRS E1-7 ENERGY CONSUMPTION FROM FOSSIL FUELS

	Unit	2023	2024	2025
Dulevo	liter	82,000	92,000	105,000





GREENHOUSE GAS EMISSIONS

Dulevo measures and reports its greenhouse gas emissions according to the GHG Protocol, distinguishing between direct emissions (Scope 1), indirect emissions from energy consumption (Scope 2), and other indirect emissions along the value chain (Scope 3). The updated quantitative data are shown in the tables below.

Alongside its emissions reduction efforts, Dulevo has chosen to invest in a tangible form of environmental indemnification: the Dulevo Forest. It was created in collaboration with the Consorzio KilometroverdeParma. An extraordinary project, it involved the planting of

1,040 native trees and shrubs on company-owned land, contributing to the absorption of CO₂ and improving air quality in the surrounding area.

The project is described in detail in Chapter 5.5.

ESRS E1-8 SCOPE 1 GHG EMISSIONS

KPI	Unit	2023	2024	2025
Value	tCO ₂ e	555.2	745.7	746.6

ESRS E1-8 SCOPE 2 GHG EMISSIONS

KPI	Unit	2023	2024	2025
Value	tCO ₂ e	160.3	166.7	195.4

ESRS E1-8 SCOPE 3 GHG EMISSIONS

KPI	Unit	2023	2024	2025
Value	tCO ₂ e	155,647.3	156,989.00	155,772.20

6.2

PROTECT AIR, WATER AND SOIL

Dulevo's production activities generate atmospheric emissions, use chemicals, and produce industrial wastewater. Managing these impacts in a structured and transparent manner is a company responsibility. These impacts are overseen through Dulevo's UNI ISO 14001-certified environmental management system, continuous monitoring of pollutants, and a set of operational measures that were further strengthened in 2025.

ATMOSPHERIC EMISSIONS

Gas emissions from the Fontanellato plant are regularly monitored and have shown a positive trend in recent years. Specifically, nitrogen oxide (NOx) emissions decreased by 66% between 2022 and 2024. Sulfur oxide (SOx) emissions dropped dramatically over the same period. These outcomes were the result of ongoing technical and management interventions, such as scheduled plant maintenance, optimization of production processes, and the adoption of less impactful solutions.

The goal for the coming years is to consolidate these results and continue monitoring the most critical pollutants for air quality, particularly PM10.

The painting process uses chemicals whose overall emissions impact is greatly limited thanks to the filtration and control systems in place. It involves only small components with a light finishing phase.

The paint booth is equipped with a regularly updated

management log, which tracks paint product usage and consumption, maintenance, and filter replacements. This ensures ongoing regulatory compliance. A complete update of the chemical risk assessment associated with this process was planned this year for 2026, with an analysis that will include potential emissions, waste management, and the identification of lower-impact alternatives where possible. As of the writing of this Report, it had been completed

Furthermore, it is planned that in 2026 that the methane-powered pressure washer will be replaced with a new, lower-emissions device, with the aim of reducing direct emissions and improving the energy efficiency of the washing process.

Nitrogen oxide (NOx) emissions decreased by 66% between 2022 and 2024. Sulfur oxide (SOx) emissions dropped dramatically over the same period.

Continuous monitoring of pollutants, and a set of operational measures that were further strengthened in 2025.



Management of fluorinated gases

Fluorinated gases (F-gases) are among the most impactful in terms of climate-altering potential. They are monitored through an updated inventory of all equipment containing them.

In 2025, a specific training session was conducted for testing area operators. The aim was to ensure the correct introduction of gases into systems, reduce the risk of accidental leaks, and ensure compliance with EU Regulation 517/2014. Scheduled periodic checks allow for the timely detection of any leaks and planning of repairs or replacement with fluorinated-gas-free systems.

Water and soil protection

The prevention of accidental spills is an operational priority that Dulevo further strengthened in 2025. The number of spill prevention kits distributed throughout operational areas has been increased, spill management procedures have been revised, and critical areas for their safety have been identified. Staff has been trained in the management of yard stormwater and the correct procedures for responding to contamination. The aim is to protect the water channeled to the drainage networks and prevent soil pollution. Industrial discharge control activities are carried out in compliance with current permits and are periodically monitored through analyses compliant with applicable environmental regulations.

The prevention of accidental spills is an operational priority that Dulevo further strengthened in 2025.



ESRS E2-5 TOTAL SVHC SUBSTANCES USED

KPI	Unit	2023	2024	2025
Value	Kg	1	1	1

NUMBER OF ACCIDENTAL POLLUTION EVENTS

KPI	Unit	2023	2024	2025
Value	n.	0	0	0

OIL ACCIDENTALLY SPILLED

KPI	Unit	2023	2024	2025
Value	Kg	0	0	0

CHEMICAL SUBSTANCES SPILLED

KPI	Unit	2023	2024	2025
Value	Kg	0	0	0

6.3

CONSUME ONLY WHAT YOU NEED

Dulevo is not a water-intensive company. Consumption is limited to specific production phases. This does not diminish the company's responsibility to manage its water resources efficiently. At Dulevo, water is monitored, withdrawals are tracked, and recovery actions are planned over the medium term.

HOW WATER IS USED

The water used at the Fontanellato plant comes from two separate sources. The aqueduct supplies water for activities requiring high quality standards, such as component washing, testing, and leak testing of tanks and manufactured equipment. In 2025, a project was launched to construct a well dedicated to irrigating the green areas and the Dulevo Forest. The goal was achieving complete water autonomy for irrigation purposes and reducing water withdrawals from the aqueduct.



THE PEAK OF 2025

In 2025, water consumption temporarily increased between April and August due to the need to irrigate the forest and newly planted trees before the well was activated. This was a non-structural peak, linked to a transitional phase. As of the writing of this report in 2026, the irrigation well has been completed. With the commissioning of the well and the start-up of the process water recovery systems, the company expects a significant reduction in water withdrawals from the aqueduct network starting in 2026.

DISCHARGES AND PREVENTION

Wastewater is managed through two separate authorized points: one in the civil sewer system and one in surface water. Both are subject to periodic analytical checks. Process and yard water is treated in a dedicated system before release. Over the three-year period, no incidents or exceedances of regulatory limits have occurred.

RECOVERY AND REUSE PROJECTS

Dulevo is evaluating a project for the recovery and recycling of wash water. It is currently in the study and technical definition phase. Once operational, the system will reduce water withdrawals from the aqueduct, reduce discharges, and increase the circularity of internal water processes. The installation of a reverse osmosis system to recycle test water and the implementation of an internal water assessment to map all water uses and identify further savings opportunities are also being evaluated.

ESRS E3-4 TOTAL WATER WITHDRAWAL

KPI	Unit	2023	2024	2025
Value	m³	5,000	6,409	13,791

ESRS E3-4 TOTAL WATER DISCHARGE

KPI	Unit	2023	2024	2025
Value	m³	5,000	3,700	3,700

ESRS E3-4 TOTAL WATER CONSUMPTION

KPI	Unit	2023	2024	2025
Value	m³	0	2,709	10,091

WATER TAKEN FROM THE AQUEDUCT

KPI	Unit	2023	2024	2025
Value	m³	5,000	6,409	10,879

WATER WITHDRAWN FROM A WELL

KPI	Unit	2023	2024	2025
Value	m³	0	0	2,912

6.4

LESS WASTE, MORE VALUE

Waste management at Dulevo follows the European waste hierarchy: prevent waste first, reuse where possible, recycle what can be recovered, and dispose of only what cannot be otherwise managed. In 2025, this approach translated into a series of interventions that significantly strengthened the management system, increasing the share of waste sent for recovery and improving the traceability of waste flows.



Prevent waste first, reuse where possible, recycle what can be recovered, and dispose of only what cannot be otherwise managed.



A MORE STRUCTURED SYSTEM

In 2025, a new corporate layout dedicated to waste management was designed, with the goal of streamlining internal flows. This new layout defined clear pathways for collection, temporary storage, and disposal, and improved the safety of storage areas.

At the same time, a process of evaluation and selection of new disposal and recovery companies was completed, favoring operators with high recovery rates, complete traceability, and environmental certifications. This has allowed us to significantly increase the share of waste sent for recovery compared to that destined for disposal.

THE MAIN FRACTIONS

The waste generated by the plant comes primarily from production and maintenance activities. These include mechanical processing, painting, packaging, and components.

Hazardous waste, consists primarily of waste paints and varnishes, used oils and their packaging, and contaminated absorbent materials. It is subject to enhanced traceability through loading and unloading registers, identification forms, and annual reports. Quantities are kept to a minimum and managed with specific procedures.



ESRS E5-5 WASTE DIVERTED TO RECYCLING, BY WASTE TYPE

Waste type	NSMA waste	Unit	2023	2024	2025
Non-hazardous waste	Other recovery operations	Kg	132,663	144,075	163,807
Non-hazardous waste	Preparation for reuse	Kg	0	0	0
Non-hazardous waste	Recycling	Kg	92,390	95,260	97,230
Hazardous waste	Other recovery operations	Kg	6,245	7,960	13,677
Hazardous waste	Preparation for reuse	Kg	0	0	0
Hazardous waste	Recycling	Kg	0	0	0

Circular economy initiatives

In 2025, several projects launched the previous year were operational. The recovery of used PPE—gloves and shoe soles—in collaboration with specialized suppliers transforms them into secondary raw materials such as rubber shavings. The recovery of plastic caps collected in the departments is donated to associations for social and environmental purposes. The valorization of metal fractions—particularly iron from production activities—generates economic value through the sale of the material and contributes to the principles of the circular economy.

With regard to plastics, targeted interventions have been launched to improve the management of PET, mixed packaging, and industrial plastic films. Dedicated containers have been installed in production areas and collection points have been reorganized to improve collection quality and reduce contamination. The management of spray cans is also under review. They are classified as hazardous waste when containing residues. Storage areas are being redesigned, approved containers introduced, and new operating instructions provided for operators.

ESRS E5-5 WASTE DIRECTED TO DISPOSAL, BY WASTE TYPE

Waste type	Waste disposed	Unit	2023	2024	2025
Non-hazardous waste	Other recovery operations	Kg	24,820	47,860	48,920
Non-hazardous waste	Dump	Kg	0	0	0
Non-hazardous waste	Disposal without energy recovery	Kg	0	0	0
Hazardous waste	Other recovery operations	Kg	400	170	150
Hazardous waste	Dump	Kg	0	0	0
Hazardous waste	Disposal without energy recovery	Kg	0	0	0

TOTAL HAZARDOUS WASTE

KPI	Unit	2023	2024	2025
Value	Kg	6,645	8,130	15,547

TOTAL NON-HAZARDOUS WASTE

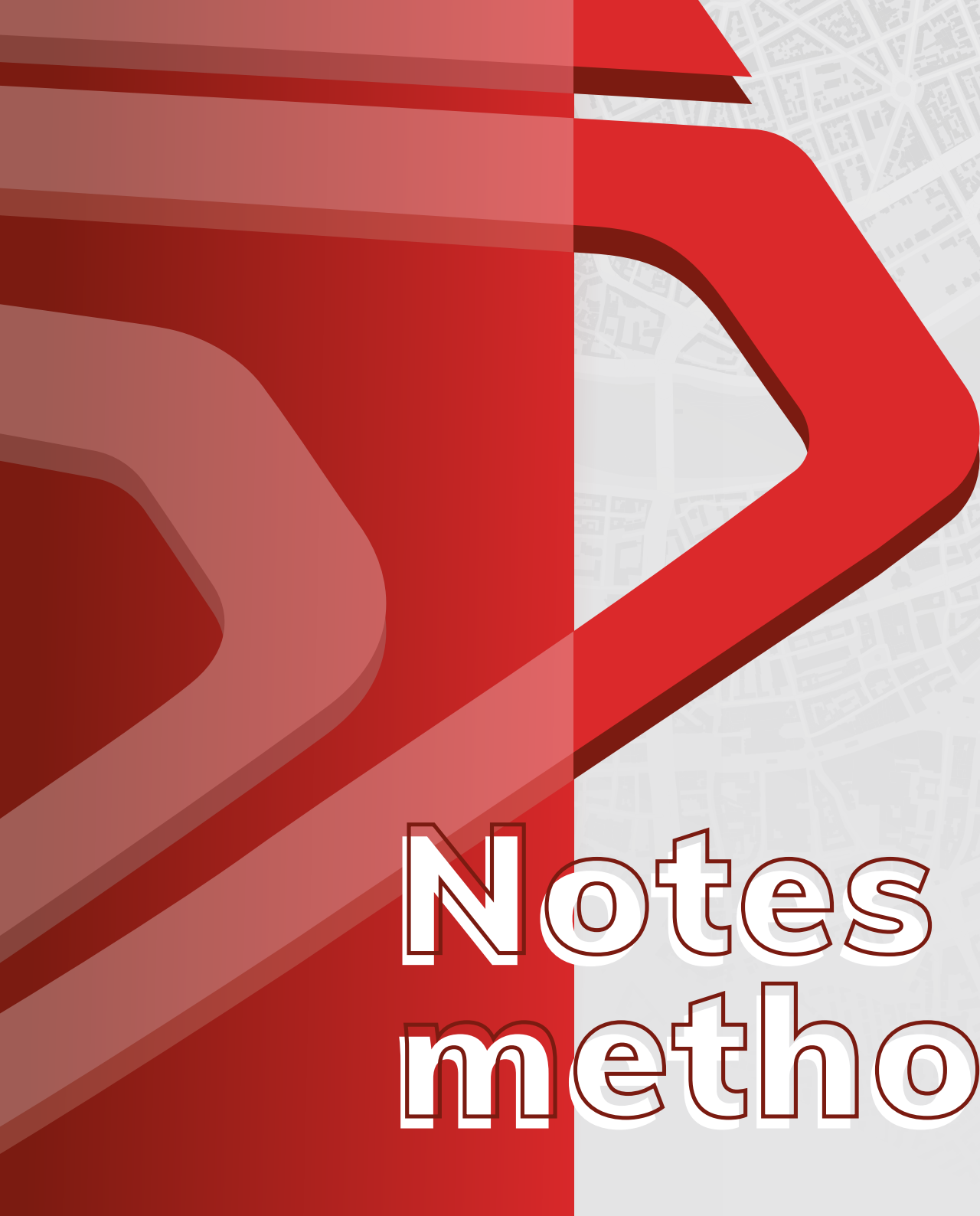
KPI	Unit	2023	2024	2025
Value	Kg	293,750	287,025	315,110

THE TRAINING

In June 2025, a training course was held for team leaders and operational staff on proper waste management. Topics covered included CER classification, source separation, temporary storage procedures, hazardous waste management, and document traceability.

The program was integrated into the onboarding procedures for new hires, ensuring widespread and ongoing awareness.





Notes on methodology

A. BASIS FOR PREPARATION

A.1. Reporting scope

The reporting perimeter is Dulevo International S.p.A. The production activities reported in this financial year refer to the Fontanellato (Parma) plant; the indicator tables in the Report identify the reporting unit as "Dulevo Parma".

Value chain coverage extends upstream to Tier 1 suppliers; subsequent levels of the supply chain are not covered. Downstream, the dealer network (including the Diamond Dealer Program, Chapter 4) currently has a predominantly commercial nature, with partial and unsystematic customer engagement on ESG issues (partial ESG training). Therefore, it does not fall within the reporting scope in the strict sense, but constitutes a value chain engagement activity described for narrative purposes in the Report.

A.2 Declaration of conformity

This Report is prepared on a voluntary basis, following an ESRS-aligned approach (aligned with the European Sustainability Reporting Standards, EFRAG Draft November 2025), supplemented with specific GRI Disclosures in cases where the ESRS do not cover information deemed relevant to stakeholders. The Report does not constitute a declaration of full compliance with the ESRS for CSRD purposes.

A.3 Relief and applied options

Since the Report is not a declaration of full compliance with the ESRS for CSRD purposes (see A.2), the phase-in regime referred to in ESRS 1 par. 125 (Block B) is not applicable in the form of the CSRD transitional regime.

B. PHASING-IN

Not applicable based on the current state of available information.

C. PERIOD, TIME HORIZONS AND COMPARATIVE INFORMATION

Reporting period: FY 2025 (comparatives available for the three-year period 2023-2025 for most reported KPIs).

Base year for targets: There are no quantitative targets explicitly associated with a base year in the Report.

The Group adopts the standard time horizons set out in ESRS 1, paragraph 80: short-term, within 1 year of the reporting period; medium-term, 1 to 5 years; and long-term, over 5 years. No deviations from the predefined time horizons are reported.

D. METHODOLOGICAL INFORMATION BY METRIC

The Report does not include the information required by paragraph 49 (calculation formula, input parameters, data sources, estimation methodology) near the metrics. Below is the status for the main metrics, distinguishing what is verifiable from the text and what is missing.

D.1. S1 — Workforce

The turnover rate and injury rate are calculated according to the formulas provided by the ESRS Application Requirements:

- Turnover rate (AR 11): ratio between workers who left (through voluntary resignation, dismissal, retirement or death) and the average headcount for the period.
- Recordable injury rate (AR 25): ratio of number of cases to total hours worked by the workforce, multiplied by 1,000,000.
- The headcount is calculated at the end of the reporting period (December 31).

D.2. E1 — GHG and energy

Dulevo measures and reports its greenhouse gas emissions according to the GHG Protocol, distinguishing between direct emissions (Scope 1), indirect emissions from energy consumption (Scope 2) and other indirect emissions along the value chain (Scope 3)" (Chap. 6.1).

Scope 1: Direct emissions are calculated using emission factors from the UK Government GHG Conversion Factors for Company Reporting database, 2025 edition.

Scope 2: Indirect emissions from energy consumption are calculated using the location-based method, using the emission factors from the AIB (Association of Issuing Bodies) database — European Residual Mix, Italy, 2025 edition. Please note that the Report only provides location-based data: a market-based value (based on contractual instruments such as Guarantees of Origin or PPAs) is not available.

The organizational boundary for reporting Scope 1 and 2 emissions coincides with the reporting perimeter declared in Section A.1 (Fontanellato — Dulevo Parma plant); since there are no affiliated or minority-owned companies within this perimeter, the financial/operational control criterion referred to in ESRS 1 AR 19 does not generate consolidation differences with respect to the declared perimeter.

Scope 3

The calculation of Scope 3 emissions was carried out in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (WRI/WBCSD, 2011), using carbon accounting software as operational support [for example: dedicated SaaS platform / Excel tool structured according to the Scope 3 Evaluator of the GHG Protocol], which allowed for the structured collection of activity data, the application of emission factors, and the aggregation of results by category.

For each category, the methodological approach most consistent with the availability and quality of the data was adopted (hierarchy: primary data → activity-based with specific factor → spend-based).

Cat.	Description (GHG Protocol)	Approach adopted	Activity data source	Database/Emission Factor
1	Purchased goods and services	Spend-based	Supplier accounting by product category	ecoinvent; DEFRA 2024
2	Capital goods	Spend-based	Balance sheet CAPEX, separate from OPEX	ecoinvent
3	Energy activities not included in Scope 1/2 (WTT, T&D losses)	Activity-based	Energy consumption (kWh, fuel litres) already used for Scope ½	DEFRA 2024 (WTT factors); AIB/Terna for IT grid factors
4	Upstream transport and distribution	Activity-based (ton-km), where available; spend-based for the remaining share	Supplier/carrier logistics data; transport invoices	GLEC Framework; ecoinvent
5	Waste generated in operations	Activity-based	Waste quantity by CER code and treatment method (MUD)	DEFRA 2024 (waste factors); ISPRA for the IT context
6	Business trips	Activity-based (km, nights at hotel)	Travel agency data / travel management system	DEFRA 2024; ecoinvent (hotel stay)
7	Employee home-work commutes	Activity-based (survey) o average-data	Employee mobility questionnaire; average distance per office	DEFRA 2024
8	Upstream leased assets	Activity-based / spend-based (if not included in Scope 1/2)	Active leasing contracts	ecoinvent / DEFRA
9	Downstream transport and distribution	Activity-based where available; spend-based where available	Outbound logistics data	GLEC Framework; ecoinvent

Cat.	Description (GHG Protocol)	Approach adopted	Activity data source	Database/Emission Factor
10	Processing of products sold	Activity-based (if relevant to the industry)	Process data at third-party workers	ecoinvent (by process)
11	Use of products sold	Activity-based with use scenario assumptions (simplified LCA)	Product data sheet, estimated useful life	IEA (electricity grid factors by use phase); declared assumptions
12	End of life of products sold	Average-data / Simplified LCA	Hypotheses on disposal mix (recycling/landfill/incineration)	ecoinvent; ISPRA (mix IT)
13	Downstream leasing assets	Activity-based / spend-based	Passive leasing contracts	ecoinvent / DEFRA
14	Franchising	Activity-based (where relevant)	Consumption data for franchise outlets	Local factors by country
15	Investments	PCAF Methodology (Partnership for Carbon Accounting Financials)	Investment portfolio/holdings	PCAF database; ecoinvent for underlying activities

D.3. E2 — Pollution

The values of air pollutants reported in the Appendix (VOC, NO_x, PM₁₀, SO_x, TOC) are expressed in kg.
The total SVHC substance used is expressed in kg.

D.4. E3 — Water

Consumption reported in m³ (total withdrawal, total discharge, net consumption) with distinction between aqueduct and well sources starting from 2025. The topic of Water was not found to be material in the DMA 2025 (see Chapter 3.2) and is reported on a voluntary basis, pursuant to ESRs 1 par. 108–109 (voluntary additional information). The Fontanellato (Parma) plant is not located in an area subject to water stress, based on the WRI Aqueduct Water Risk Atlas tool.

D5. E5 — Waste

Data by type of operation (recovery, recycling, disposal) and by hazard, expressed in kg. The classification by nomenclature (European List of Waste / CER) is the methodological reference for classifying the reported data.

E. STANDARD-SPECIFIC METHODOLOGIES

The specific methodologies for E1, E2, E3, and E5 are given in Section D above. For G1, the definitions of conviction, sanction, and fine are those set out in the ESRS G1 Application Requirements (AR 5–6):

- Conviction: A final decision by a criminal court, entered in the criminal record.
- Sanction: A final decision by an administrative or regulatory authority.
- Pecuniary penalty: mandatory monetary penalty paid to the treasury, recognized in the financial statements in the reference period

F. ESRS CONTENT INDEX (IRO-2)

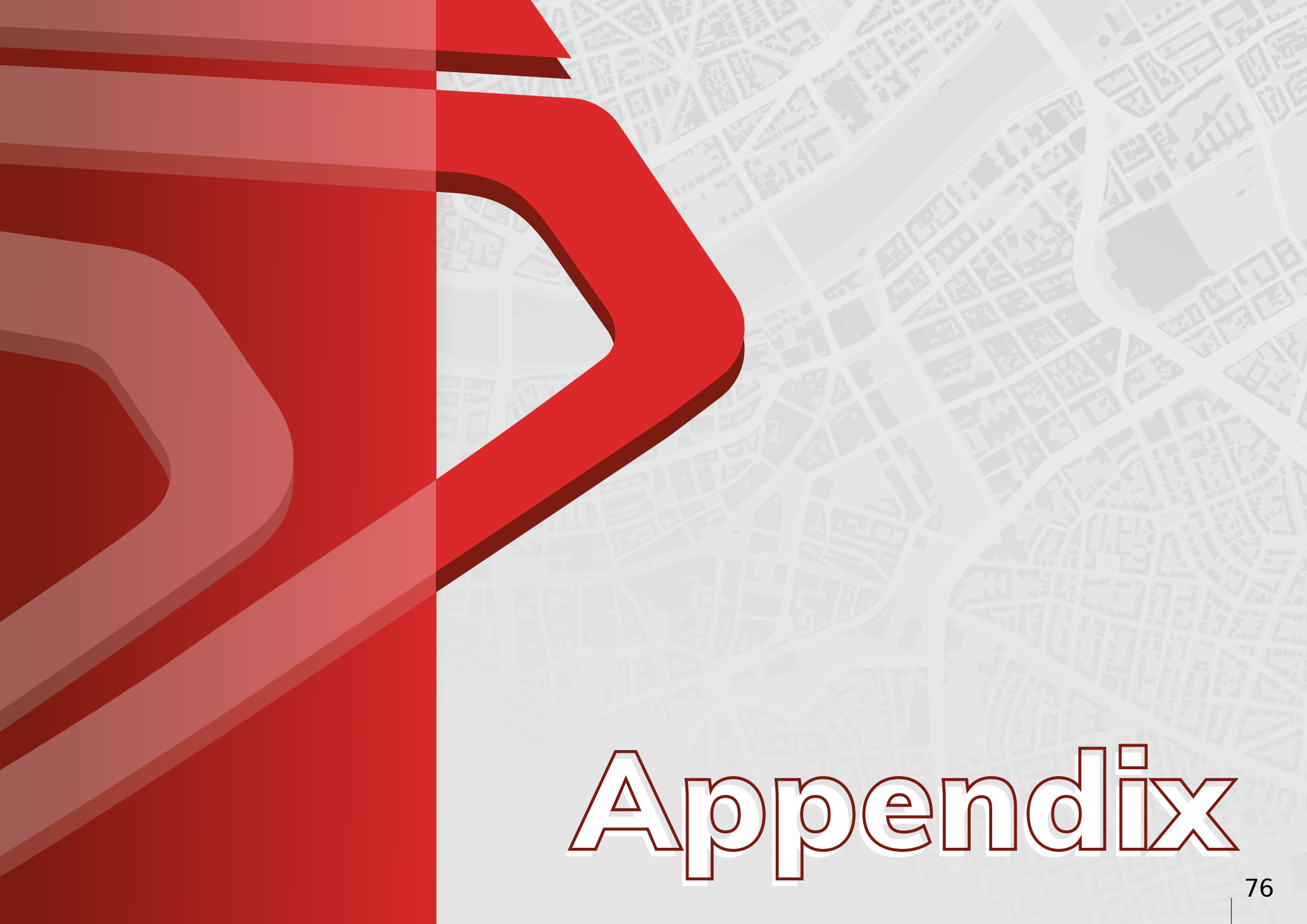
DR Code	Title / Theme	Obligation	Applicability	Page/Section Report Dulevo
ESRS 2 GOV-1/2/3/4	Governance	Obligatory	Material	Cap. 2
ESRS 2 SBM-1/2/3	Strategy and business model	Obligatory	Material	Cap. 1, 3, 4
ESRS 2 IRO-1/IRO-2	DMA Process and Results	Obligatory	Material	Cap. 3.1–3.3
ESRS E1	Climate change	Material (priority theme)	Material	Cap. 6.1

Codice DR	Titolo / Tema	Obbligo	Applicabilità	Pagina/Sez. Report Dulevo
ESRS E2	Pollution	Volunteer (par. 108-109)	Non-material — reported on a voluntary basis	Chapter 6.2 + Appendix
ESRS E3	Water	Volunteer (par. 108-109)	Non-material — reported on a voluntary basis	Cap. 6.3
ESRS E5	Waste and the circular economy	Material (via 'Resource Inflows')	Material	Cap. 6.4
ESRS S1	Own workforce	Material (priority theme)	Material	Cap. 5.1–5.4
ESRS S4	Consumer safety	Material (to be monitored)	Material	Not accounted for
ESRS G1	Business Conduct / Corporate Culture	Material (priority theme)	Material	Cap. 2.2

G. RECOMMENDED BEST PRACTICES

The Report is not subject to any external assurance process (neither limited nor reasonable assurance).

The Report was formally approved by the Board of Directors on 07/15/2026.

The background of the slide is a light gray aerial map of a city grid. On the left side, there is a large, abstract red graphic consisting of several overlapping, rounded rectangular shapes that create a sense of depth and movement. The word "Appendix" is written in a large, white, sans-serif font with a thin red outline, positioned in the lower right quadrant of the slide.

Appendix

ESRS S1-7 (27b) TOTAL EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS

	Unit	2023	2024	2025
Dulevo	n.	192	208	214

ESRS S1-7 (27c) TOTAL EMPLOYEES COVERED BY WORKER REPRESENTATIVES

	Unit	2023	2024	2025
Dulevo	n.	192	208	214

NUMBER OF WHISTLEBLOWING REPORTS

	Unit	2023	2024	2025
Dulevo	n.	0	0	1

GRI 205-2 NUMBER OF EMPLOYEES TRAINED ON ANTI-CORRUPTION

Job qualification	Unit	2023	2024	2025
Dulevo – Blue collar	n.	110	118	0
Dulevo – White collar	n.	80	87	0

ESRS E1-5 (37c) TOTAL RENEWABLE ELECTRICITY CONSUMPTION

KPI	Unit	2023	2024	2025
Value	MWh	0	0	0

ESRS E2-4 AIR POLLUTION

Air pollutants	Unit	2023	2024	2025
COV	Kg	56.21	36.58	32.95
NOX	Kg	25.92	34.5	34.5
PM10	Kg	710	930	900
SOX	Kg	583.2	766.8	786.24
TOC	Kg	32.62	21.22	19.11

ESRS E2-4 SOIL POLLUTION

Soil pollution	Unit	2023	2024	2025
Polycyclic aromatic compounds (PAHs)	Kg	0	0	0
Mineral hydrocarbons (oil, fuels)	Kg	0	0	0
Heavy metals (lead, cadmium, mercury, arsenic, chromium, copper, nickel, zinc)	Kg	0	0	0
Persistent pesticides and plant protection products	Kg	0	0	0
Chlorinated Organic Substances	Kg	0	0	0

ESRS E2-4 WATER POLLUTION

Water pollutants	Unit	2023	2024	2025
Ammoniacal nitrogen	Kg	0.05	0.05	2
BOD5	Kg	N/A	N/A	N/A
COD	Kg	11	11	15
Oils ETC (total hydrocarbons)	Kg	26	0.19	0.5
PH 25 °	Kg	7.3	7.3	7.37
Suspended solids	Kg	14	12	1
Total surfactants	Kg	0.26	0.5	0.2

ESRS E2-5 TOTAL SVHC SUBSTANCES USED

KPI	Unit	2023	2024	2025
Value	Kg	1	1	1

NUMBER OF ACCIDENTAL POLLUTION EVENTS

KPI	Unit	2023	2024	2025
Value	n.	0	0	0

OIL ACCIDENTALLY SPILLED

KPI	Unit	2023	2024	2025
Value	Kg	0	0	0

CHEMICALS SUBSTANCES SPILLED

KPI	Unit	2023	2024	2025
Value	Kg	0	0	0



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