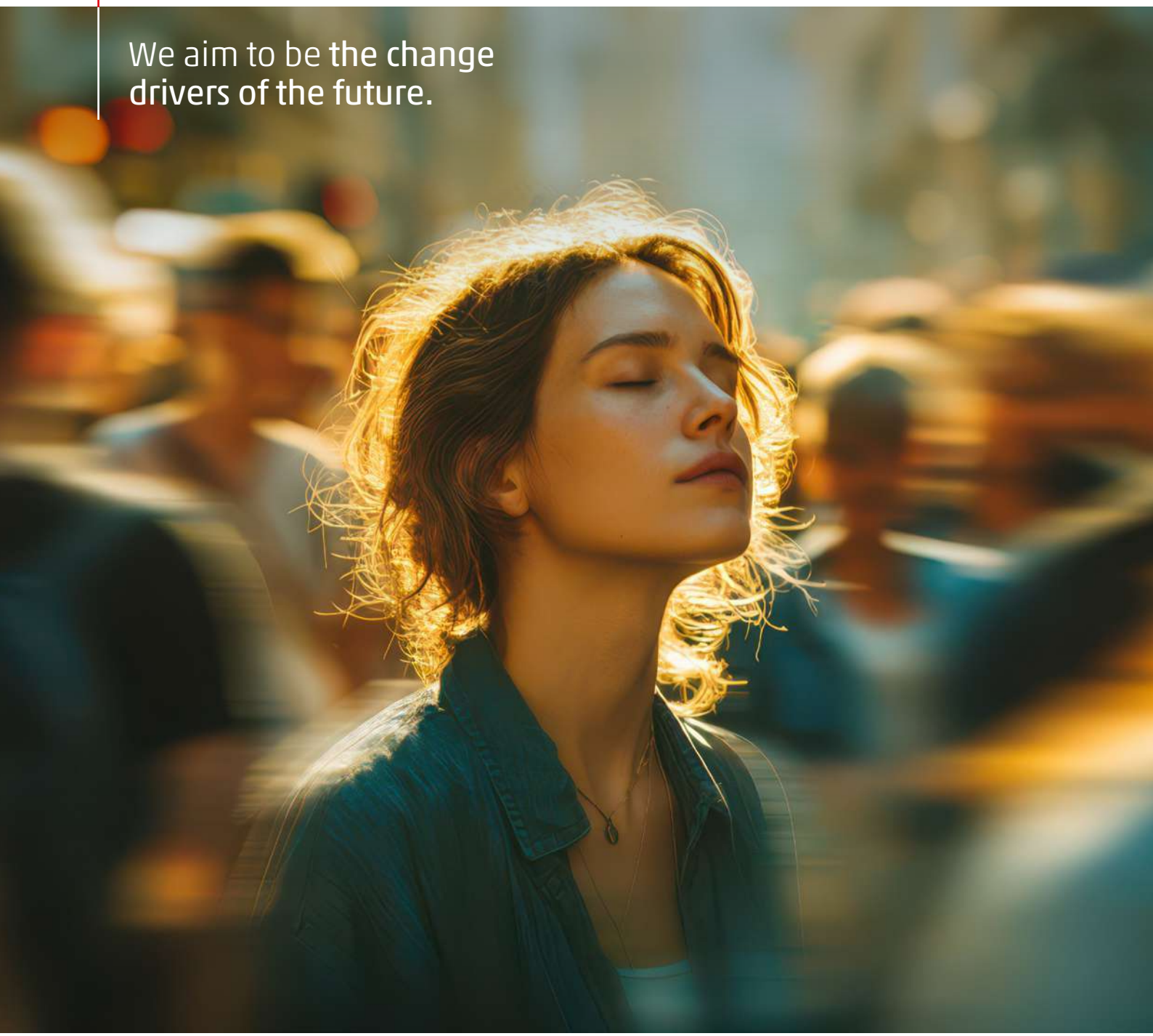
CAMOZZI
GROUP

SUSTAINABILITY REPORT

We aim to be the change drivers of the future.



YEAR 2025

CAMOZZI

GROUP

Sustainability Report 25

We look far ahead with the pragmatism of those who shape the future every day.



FROM OUR ROOTS TO THE PRESENT, THE FOUNDATIONS FOR A SUSTAINABLE FUTURE

The Camozzi Group was founded in 1964 by the Camozzi brothers, who began manufacturing pneumatic components for industrial automation.

p. 10

THE CAMOZZI GROUP TODAY

A winning combination of technology and industrial experience.

p. 12

UNDERTAKING A SUSTAINABLE PATH

For the Camozzi Group, sustainability is a strategic driver of people's well-being, environmental impact reduction, and innovation.

p. 21



THE GROUP'S CERTIFICATIONS

The Camozzi Group's approach to sustainability is strengthened by certifications that ensure transparency, quality, and reliability.

p. 28

HIGHLIGHTS 2025

An overview of the Camozzi Group's key sustainability performance indicators.

p. 29



THE CAMOZZI GROUP'S COMMITMENT TO THE ENVIRONMENT

Over the years, the Group has developed a growing awareness of the environmental impact of its processes and products.

p. 31

WE ARE IMPROVING OUR ENERGY EFFICIENCY AND GHG EMISSIONS

Energy is a strategic priority, supported by consumption monitoring and investments in efficiency and renewable sources to create lasting value.

p. 32

WE DESIGN INNOVATIVE PRODUCTS

Product sustainability drives development and competitiveness, combining innovation and design to reduce environmental impacts.

p. 38



WE EXPLORE NEW MATERIALS

The development of more sustainable materials drives significant research investments, combining high technical performance with reduced environmental impact.

p. 44

WE PURSUE THE IDEA OF A CIRCULAR ECONOMY

Our approach is based on efficiency and circularity, continuous regulatory monitoring, and the pursuit of advanced industrial solutions.

p. 48



SOMMARIO



WE INVEST IN THE PERMANENT TRAINING OF OUR PEOPLE

Investing in people's development is essential to preparing for future challenges.

p. 70

THE CAMOZZI GROUP'S SOCIAL COMMITMENT

Employees, partners, and communities are at the heart of the Group and its success.

p. 53



ECONOMIC VALUE

p. 54

THE COMPANY'S PEOPLE

A dynamic, global organization, with people, companies, and divisions operating worldwide.

p. 56

WE SUPPORT CULTURE, ART, AND TECHNOLOGY

Culture, art, and technology are drivers of growth, innovation, and social value, balancing technological progress with human development.

p. 76



WE PROMOTE SPORT AS A TOOL FOR GROWTH AND INCLUSION

Sport brings people together, breaks down barriers, and creates opportunities for growth among vulnerable groups.

p. 80 p. 82

WE ARE COMMITTED TO IMPROVING PEOPLE'S WELL-BEING AND SAFETY

An ongoing commitment to ensuring occupational health and safety for all employees.

p. 62



CAMOZZI

GROUP

This document was drafted with the contribution and collaboration of all the Camozzi Group offices and thanks to the involvement of some entities in our network with whom we entertain very close relationships and develop new production concepts.

We address this report to all our stakeholders, so that they can learn more about our commitments and activities.

Published by
Camozzi Group

For further information
Camozzi Group
Ph. +39 030 37921
www.camozzigroup.com

Graphic and creative project:
Mix Comunicazione
Concept: **Collectibus**



We are convinced that facing the future means continuing to invest in innovation

The President Speaks



Lodovico Camozzi

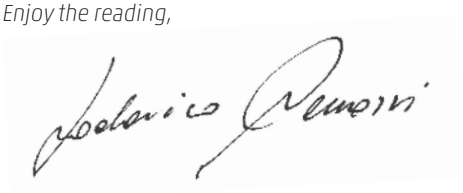
President and Chief Executive Officer

Dear Stakeholders,

this new edition of the Sustainability Report chronicles another year of transformation for the Camozzi Group, driven by the desire to combine innovation, responsibility, and industrial vision. In an increasingly complex economic and social context, we continue to believe that corporate competitiveness should be built using one's ability to generate lasting value for people, communities, and the environment. For the Group, sustainability represents a path of progressive evolution, increasingly integrated into its business activities and processes. This concrete journey, made up of choices, investments, and expertise, aims to develop increasingly efficient solutions and contribute to improving our customers' performance. Our commitment to research and innovation continued in 2025 through collaborations with industrial partners, research centers, and universities. Participation in projects on circular and sustainable manufacturing and open innovation initiatives confirmed the Group's commitment to developing collaborative professional networks capable of connecting industrial expertise and scientific research. Along this path, dialog with the academic world continued to represent an important opportunity for mutual growth and positive cross-fertilization. At the same time, the Group consolidated the path that it had begun in previous years to strengthen the tools for measuring the environmental impacts of its products and processes. The integration of LCA and carbon footprint analyses is gradually taking on a more structured role to consolidate data, expertise, and methodologies and support increasingly informed and responsible industrial decisions.

Alongside environmental and technological aspects, in 2025 the Group continued to focus on people and their quality of life. The collaboration with the ANT Foundation led to a multi-year project dedicated to employee health with the aim of bringing prevention into everyday work. Through awareness-raising activities and screenings directly at the company headquarters, the initiative provided an opportunity for many of our employees to be cared for, listened to, and educated. The path undertaken to date represents an important foundation for us, but we are aware that future challenges will require an ever-increasing capacity for evolution and adaptation. The requirements of European regulations, including the Corporate Sustainability Reporting Directive (CSRD), are driving companies towards increasingly structured and transparent management models. For the Camozzi Group, this means continuing to strengthen processes, tools, and skills, addressing this evolution in practical terms and gradually, in keeping with its industrial culture. We believe that facing the future means continuing to invest in innovation to interpret and translate even the most disruptive technological megatrends, such as Generative AI, into positive and safe solutions to support both people and industrial and manufacturing processes. This means evolving responsibly. And it is precisely in this spirit that we share with you the journey that characterized the Camozzi Group this past year.

Enjoy the reading,



Sustainability Report

Methodological note

This document constitutes the 2025 Sustainability Report of the Camozzi Group, registered address in Milan, prepared on a voluntary basis.
The Group is currently not subject to the sustainability reporting requirements of the CSRD Directive (2022/2464/EU) and Legislative Decree No. 125/2024, which, following the postponement and new size thresholds introduced by the so-called "Omnibus Package," will apply to companies of this size starting in 2027.
In this Report, the Group wishes to disclose its approach to sustainability issues to stakeholders, illustrating the main initiatives undertaken in 2025, as well as environmentally and socially significant innovations that have rendered the Camozzi Group a key player for the future of Industry 5.0.
The data and information reported herein refer to the fiscal year 1 January 2025 - 31 December 2025, in line with the reporting period of the Group's consolidated financial statements.
Furthermore, the comparative data referring to the two previous financial years have been included to allow users to assess how the results achieved have evolved over time. Preparation of the document was based on a reporting process that involved the main organizational areas responsible for the subject matter discussed herein, paying special attention to data accuracy, clarity and verifiability in line with the GRI Standards, which were used as a reporting benchmark. The document was drafted with reference to the GRI Standards ("with reference to").
The paragraph entitled "GRI Content Index" contains the indicators discussed in the document, with information on their position within the Report.
The most relevant and reportable topics and initiatives were identified through a materiality analysis conducted between the end of 2024 and the beginning of 2025, -deemed relevant also for financial year 2025,- adopting for the first time the double materiality methodology promoted at the European level, using a process divided into three main phases:

- **Context analysis and identification of impacts, risks, and opportunities** – based on a broad set of sources, including emerging European regulations in the Group's industry; internal documentation (sustainability reports, management systems, Code of Ethics, etc.); sustainability reports; and an AI platform capable of analyzing over 300 million scientific articles and public databases. This phase resulted in a preliminary list of potential impacts, risks, and opportunities applicable to Camozzi Group companies;
- **Impact, risk, and opportunity assessment** – conducted through thematic workshops with homogeneous working groups, divided into environmental, social, and governance aspects, based on the expertise of the participating company representatives, including the Plant Managers of the Group's various divisions, Human Resources, Supply Chain, Purchasing, Sustainability, and Communications. For the environmental aspect, the work was supported by the technical firm that handles the related requirements for the Group's Italian companies. For each impact, the magnitude, scope, and probability (in the case of potential impacts) were assessed on a scale of 1 to 4. Representatives from the Finance and Legal Affairs offices were involved in the risk and opportunity assessment. The extent and probability of occurrence of each risk/opportunity was assessed on a scale of 1 to 4. Furthermore, the assessments

conducted were shared with two stakeholders from the banking and insurance industries for the purpose of validating the findings;

- **Prioritization of material topics** – the assessment results were aggregated to obtain an integrated view of the Camozzi Group's priority topics. From this perspective, topics associated with at least one impact, risk, or opportunity with a high or very high magnitude were considered material.

The scope of non-financial data corresponds to the scope of the Camozzi Group Consolidated Financial Statements, with the exception of the specific items listed below:

- the indicators concerning waste and materials include the Group's manufacturing companies only, given the non-significance of commercial branches in terms of environmental impact in these areas. In particular, the scope of these indicators includes the following Group companies: Camozzi do Brasil Ltda, Shanghai Camozzi Automation Control Co Ltd, Camozzi Automation GmbH Germania, Camozzi India Private Limited, Camozzi Automation S.p.A., Camozzi Technopolymers S.r.l., Camozzi Automation Sp.zo.o., Camozzi SRB doo., LLC Camozzi, Camozzi Automation Inc, Innse Berardi S.p.A., Ingersoll Machine Tools Inc, Camozzi Advanced Manufacturing S.p.A., Campress S.r.l., Fonderie Mora Gavardo S.r.l., Marzoli India, Marzoli Machines Textile S.r.l., Camozzi Digital & Mechatronics (only indicators relating to materials). Indicators concerning waste were not reported for the manufacturing branch Camozzi Pnevmatika LLC as they were not available at the time of preparation of this document;
- only indicators relating to personnel were reported for Sam Progetti S.r.l., Are S.r.l., Camozzi Research Center S.r.l. and Innse-Berardi Shanghai, given the unavailability of such data at the time of preparing this document and non-significant energy consumption due to the size of these enterprises.

Safety indicators do not show the number of accidents with serious consequences, but the total number of recordable accidents, integrated with the number of days lost due to accidents.

With regard to the presentation of data, the figures reported in this document are rounded to the nearest whole number. Any discrepancies between the sum of individual items and the totals shown are therefore due to rounding; changes and percentage shares are calculated on unrounded figures.

The report was approved by the Board of Directors on October 27, 2026.

You may view and download the Report at:

https://www.camozzigroup.com

For clarifications and more information, please send an email message to
info@camozzi.com

Sustainability Report

FROM OUR ROOTS TO THE PRESENT, THE FOUNDATIONS FOR A SUSTAINABLE FUTURE

The Camozzi Group was born as **a family-run company** in Brescia from the intuition of the three Camozzi brothers (Attilio, Luigi and Geromino), who started up the production of pneumatic components for industrial automation for the first time in 1964. From the very beginning, the company stood out for some fundamental values that would become the cornerstones of the Group's business model: **value of work, appreciation of people, and constant search for technological innovation.** Over the decades, the Group has expanded its business in various sectors, from textile machinery and large-scale machine tools to the advanced engineering of raw material working processes, focusing particularly on innovative technologies and materials for additive manufacturing and on the development of mechatronic solutions for smart manufacturing. **The Group's in-depth knowledge of various production processes constitutes the value added by the Camozzi Group:** it ensures the understanding of new technology developments, market structures, and social environments, thus guiding research and innovation towards new frontiers of productivity and sustainability. The strong drive towards technological innovation which projects the Group companies towards the future of the industrial world is accompanied by the Group's belief that "a company's growth model is sustainable over time when its business objectives are pursued in conjunction with social and ethical objectives" (Code of Ethics of the Camozzi Group). This approach is embodied in the Camozzi Group's Code of Ethics, which guides all its companies' activities towards a harmonized behavioral model based on compliance with the law, loyalty, fairness, and efficiency in internal and external relationships in order to promote opportunities for collaboration, growth, and development for all stakeholders with whom the Group interacts. This combination of dedication, inventiveness, skills and ability to look to the future are the ingredients that have ensured the creation of a now solid Group, oriented towards growth, innovation, and expansion on international markets. Today, in addition to being an Italian multinational leader in the production of innovative components and systems for industrial automation, the Camozzi Group is **among the active players that promote the development**



of Industry 5.0, an industrial model promoted by the European Commission that focuses on worker well-being, environmental sustainability, and the responsible use of resources. It aims for a more resilient, digital, and humane industry, in which technologies such as AI, big data, and additive manufacturing enable increasingly flexible and circular production processes. In this vision, **industry becomes a driver of social progress, contributing to climate neutrality and shared prosperity through a "humanistic" approach to technology, always designed to serve people.**

To strengthen this positioning, the Camozzi Group actively participates in **industry networks and associations**, contributing to the debate on the key issues of industrial innovation and sustainability. These **institutional relationships** not only foster dialog with public and private stakeholders in the production system, but also constitute a **strategic channel for anticipating technological trends**, regulatory developments, and European priorities. Continuous engagement with qualified stakeholders fuels the Group's long-term vision, allowing it to consolidate its leading role in Industry 5.0 and make conscious investment choices. In this context, relationships become a lever for development, contributing to increasing the Group's ability to **spearhead innovation** and translate it into value for industry and society.

The Group is a member of numerous business associations, which include the following:

ASSOLOMBARDA

ASSOCIATO AMAPLAST

ACIMIT ITALIAN TEXTILE MACHINERY

FEDERTEC

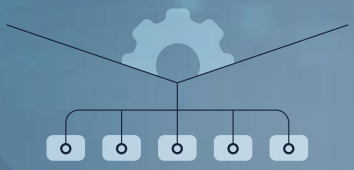
ASSOFOND ASSOCIAZIONE ITALIANA FONDERIE

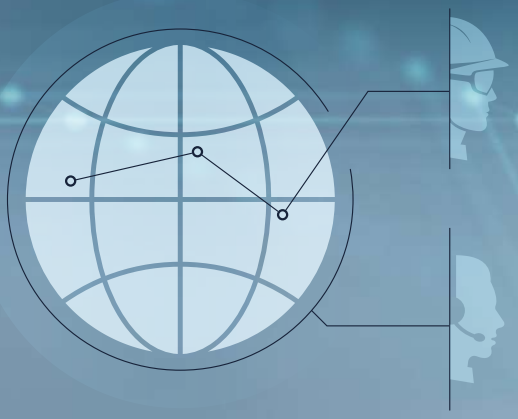
UCIMU

From our roots to the present, the foundations for a sustainable future

THE CAMOZZI GROUP TODAY

11 companies organized into **5** Divisions





25 production sites in Europe, China, India, and the USA

39 subsidiaries and service centers *in over* **80** countries

+3,000 employees
Average value 2025



€538m in revenues in 2025

3% of turnover invested in R&D

21% of sales in Italy

79% exports

Revenues
Divisions

	2024	2025
Automation	72%	71%
Machine Tools	18%	21%
Manufacturing	10%	8%
TOTAL	€592m	€538m

Revenues
Area

	2024	2025
EMEA excluding Italy	51%	51%
America	16%	15%
APAC	14%	13%
Italy	19%	21%

A winning combination of technology and industrial experience

CAMOZZI GROUP

The Group's 5 Divisions:

5 DIVISIONS — 25 PRODUCTION SITES

Automation *Division*	**Camozzi Automation** Industrial Automation Solutions	**Camozzi Technopolymers** Plastic material molding	31 SUBSIDIARIES, 15 PRODUCTION SITES
Digital & Mechatronics *Division*	**Camozzi Digital & Mechatronics** Innovation and IIoT solutions		
Machine Tools *Division*	**Innse-Berardi** Machine tools with hydrostatic and mechanical technology	**Ingersoll Machine Tools** Advanced machine tools with mechanical, 3D printing and composite technologies	4 SUBSIDIARIES, 2 PRODUCTION SITES
Manufacturing *Division*	**Fonderie Mora Gavardo** Cast iron and aluminum fusion	**Camozzi Advanced Manufacturing** Special processing and 3D molding of composite materials	**Campress** Brass molding — 6 PRODUCTION SITES
Textile Machinery *Division*	**Marzoli Machines Textile** Advanced engineering of textile machines		4 SUBSIDIARIES, 2 PRODUCTION SITES

CAMOZZI Research Center

This develops research activities providing continuous innovation for all divisions

The Camozzi Group companies are divided ***into five divisions****, which specialize and are differentiated on a technical and production level. These divisions benefit from financial, commercial, logistics and organizational synergies that guarantee* ***high standards of efficiency*** *in the operational management of their respective activities.*

5
Divisions

11
Companies

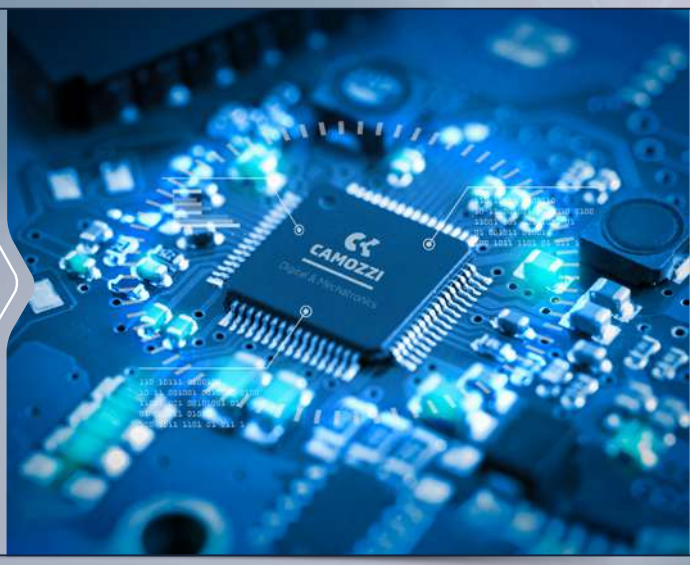
Automation
Division

The Automation division leverages the synergy between **Camozzi Automation** and **Camozzi Technopolymers**, integrating design, engineering, and manufacturing expertise to support customers in developing customized solutions, from the initial idea to product creation. Camozzi Automation designs and manufactures components and systems for motion and fluid control, combining pneumatic, electrical, and proportional technologies to meet the needs of various application sectors. Camozzi Technopolymers specializes in the injection molding of thermoplastic materials, with high production flexibility and advanced expertise in material selection, mold construction, and the production of high-performance technical components.



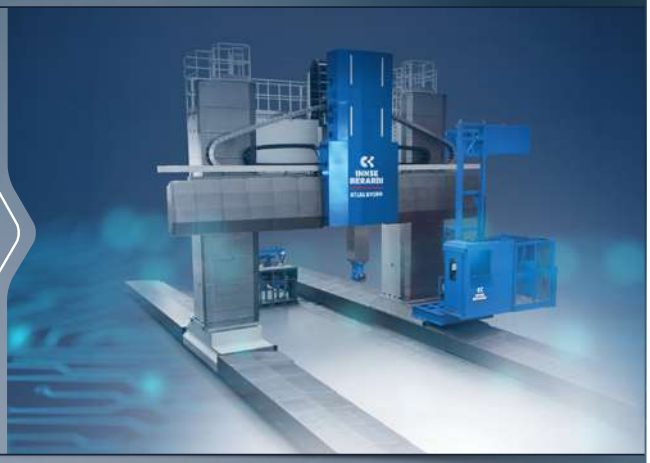
Digital & Mechatronics
Division

The **Digital & Mechatronics** division, which is divided into three Business Units, supports companies in digitalization through customized algorithms and MES systems, software and firmware for condition monitoring, and advanced dashboards. Thanks to its mechatronics expertise, it is able to co-engineer integrated solutions for the development of cyber-physical systems using electronics produced in-house. One business unit is entirely dedicated to developing tools to optimize workflows and manage data using artificial intelligence and machine-learning techniques.



Machine Tools
Division

The **Machine Tools** division operates in the sector of large special machine tools and advanced manufacturing. It comprises **Ingersoll Machine Tools** and **Innse Berardi,** which offer solutions for the heavy machinery, transportation, energy, aviation, and aerospace industries. Innse Berardi specializes in machine tools equipped with digital systems for production monitoring and predictive maintenance. Ingersoll Machine Tools is a center of excellence for the development of fiber deposition platforms and other specialty machines.



Manufacturing
Division

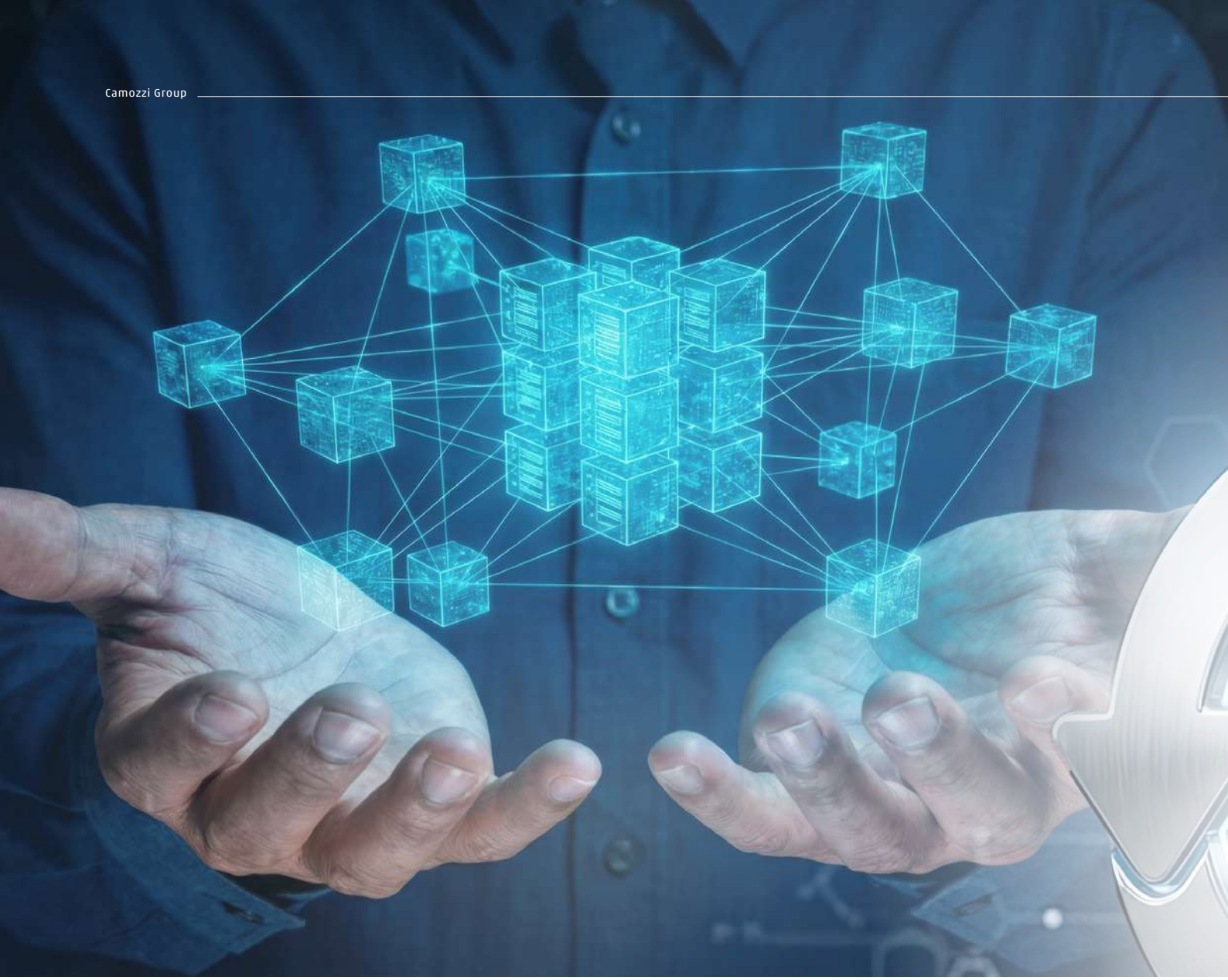
The Manufacturing Division comprises three specialized companies (**Camozzi Advanced Manufacturing, Campress, and Fonderie Mora Gavardo**) and operates as an EPC Contractor, offering support from the initial design stages to raw material processing.
Thanks to internal synergies and advanced technologies such as additive manufacturing, it is able to optimize production, logistics, and management processes. It offers cast iron and aluminum casting, mechanical and special machining, large-scale 3D molding, and brass molding, including for heavy industry.



Textile Machinery
Division

The Textile Machinery division is among the principal European manufacturers of spinning machines. **Marzoli**, a historic textile machinery company, now operates as a textile engineering company, offering complete spinning plants, customized solutions for non-wovens, and supporting textile companies in fiber regeneration and textile waste recovery.
Thanks to synergies with the Group's digital expertise and the use of technologies such as cloud computing, smart sensors, and machine learning, Marzoli develops platforms to optimize and digitize the entire spinning process.





Technological progress, with all its complexities, represents a strategic factor for economic, industrial, and social development. Being part of this change requires vision, expertise, and the ability to transform challenges into opportunities. The Camozzi Group has long embraced this role, setting itself apart as **a highly technologically advanced industrial enterprise.** The Group's companies **develop advanced solutions by integrating industrial expertise and innovative technologies** with the aim of enhancing business performance and generating positive impacts in terms of efficiency, competitiveness, and sustainability. To realize this vision in practical terms, the Group has gradually built **a true ecosystem dedicated to research and innovation:** a network of universities, research centers, institutions, and companies has developed around the **Camozzi Research Center (CRC)**, fostering the sharing of unique expertise at the national and international levels. CRC fosters a dynamic environment where it can accelerate the development of ideas, technologies, and new business models, **in synergy with the Group's five divisions**, which adopt and implement these innovations, adapting them to the specific requirements of their respective business sectors by leveraging industrial expertise that is both advanced and well-established.





Multidisciplinary hub

Established with the aim of coordinating the Group's internal R&D and promoting technological networking, building multiple direct collaborations with academic institutions, centers of excellence, and technology partners. It leverages Group resources and access to funded partnership initiatives to develop a roadmap of high-TRL technologies to serve the Group's factories. The ultimate objective of the CRC is to contribute to defining the manufacturing practices of the future by promoting the development of an advanced factory model capable of meeting the challenges of Industry 5.0, placing the value of people and of the environment at the heart of production processes.



TECHNOLOGY PARTNERS

- Siemens
- Microsoft
- SAP
- ABB
- SECO



UNIVERSITIES

- Politecnico di Milano
- Politecnico di Torino
- Università degli Studi di Brescia
- Scuola Superiore Sant'Anna di Pisa
- Università Cattolica del Sacro Cuore
- Università Federico II di Napoli
- The University of Maine
- Shanghai Institute of Technology



RESEARCH CENTERS

- IIT Istituto Italiano di tecnologia



INSTITUTIONS

- European Union
- MUR Ministry of University and Research
- Lombardy Region

From our roots to the present, the foundations for a sustainable future

GOVERNANCE AT THE CAMOZZI GROUP

The Group's corporate governance model follows the traditional Italian administration and control system.

The **Board of Directors** (BoD) oversees the company's ordinary and extraordinary operations.

The parent company Camozzi Group S.p.A. has adopted an **Organization, Management and Control Policy pursuant to Legislative Decree No. 231/2001** to prevent the commission of crimes and base its activities on the principles of transparency and integrity, as well as to ensure conditions of fairness in the conduct of corporate activities and protect its reputation and that of its stakeholders.

The Supervisory Body (SB) is responsible for supervising the operation, effectiveness, and compliance of the Organization, Management and Control Policy and the company's Code of Ethics and is also in charge of dealing with any whistleblowing reports sent through dedicated channels.

The audit of the company's accounts has been entrusted to an independent third-party company.

Sustainability Governance

The Camozzi Group has had an **ESG Committee** since 2023. It comprises the company's top management representatives and is chaired by the Chief Sustainability Officer (CSO).
The Committee meets regularly to define strategic directions and monitor the progress of environmental, social, and governance projects, ensuring full alignment with the Group's principles and values.



Having a sustainable direction means aligning choices and responsibilities for everyone's future



We have just taken the first steps on a long and challenging road, but the direction is clear and we are determined to follow it to the end.



UNDERTAKING A SUSTAINABLE PATH

For the Camozzi Group, sustainability is a strategic lever that aims to improve people's well-being, reducing its environmental impact and promoting innovative solutions. The company has adopted responsible practices that contribute to the quality of life and create long-term value, not only for the company, but also for employees, customers and the community.



The combination of sustainability and innovation, which has characterized the Group's operations for years, has taken on greater and greater importance over time, becoming an essential part of the corporate identity. Today, these two elements can no longer be considered separately: together, they form the driving force of a growth model focused on shared value.
This awareness has been formalized in the Group's mission statement, vision, and value system, consistently expressing its positioning within an ever-changing competitive landscape.

In this process of constant transformation and improvement, the Group is increasingly seeking to integrate regulatory and market requirements into its strategic approach to sustainability.

For this reason, between the end of 2024 and the beginning of 2025, the Group for the first time adopted the double materiality method promoted at European level, following a process divided into three main phases:

- **Context analysis and identification of impacts, risks and opportunities** - based on a broad set of internal and external sources through which a preliminary list of possible impacts, risks, and opportunities applicable to the Camozzi Group companies was identified;

- **Impact, risk, and opportunity assessment** – conducted through thematic workshops with homogeneous working groups, divided into environmental, social, and governance aspects, based on the expertise of the participating company representatives, who assessed the significance of the impacts, risks, and opportunities identified in the previous phase. Furthermore, the assessments conducted were shared with two stakeholders from the banking and insurance industries for the purpose of validating the findings;

- **prioritization of material topics** – the assessment results were aggregated to obtain an integrated view of the Camozzi Group's priority topics. From this perspective, topics associated with at least one impact, risk, or opportunity with a high or very high relevance were considered material.

Below is a summary of the material topics and their material impacts, risks, and opportunities, which have also been considered material for the 2025 report:

Mission Statement

To be an inspiration for the industry by developing innovative technologies, products and solutions capable of contributing to social and environmental well-being in order to shape the future of the world.

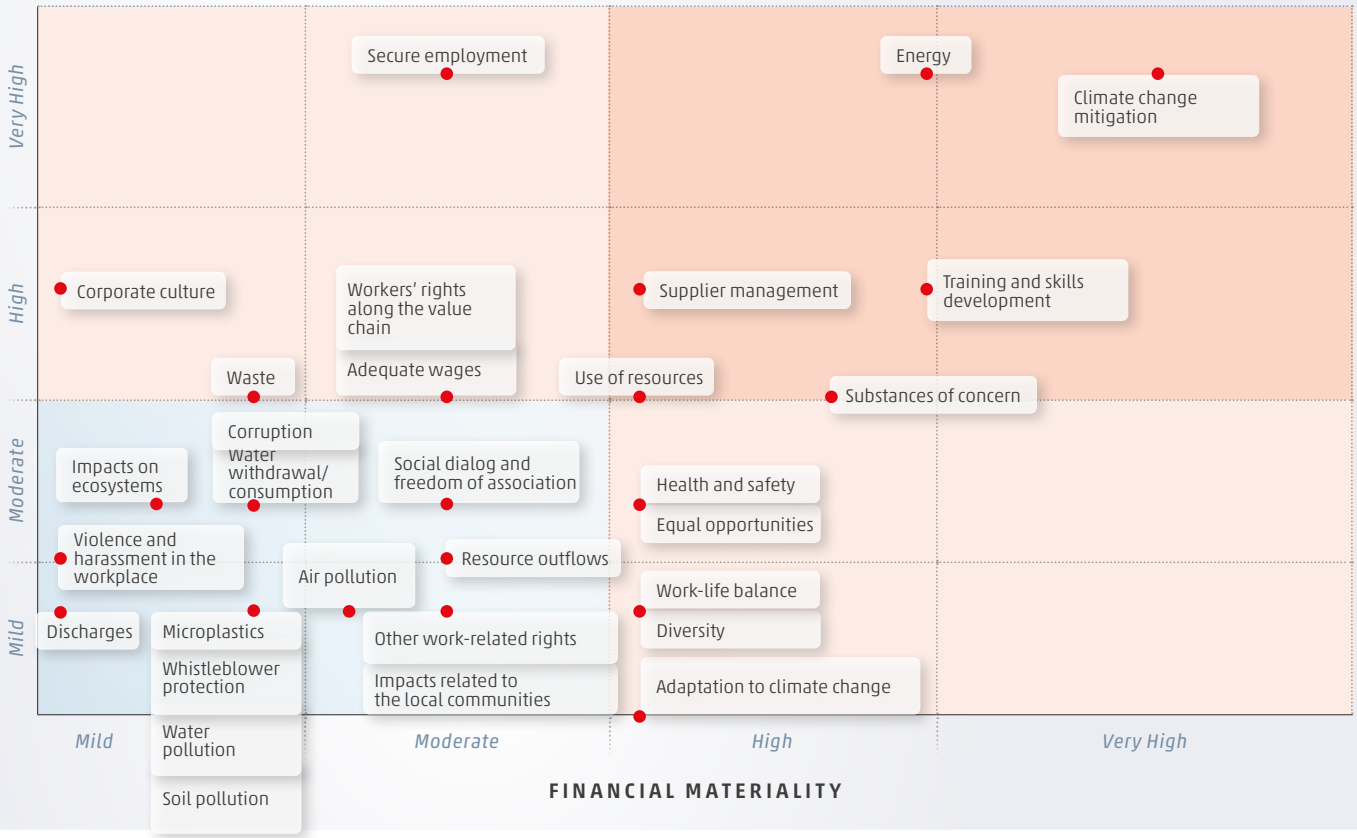
Vision

To be a market-leading technological group, capable of interpreting the megatrends of the future in order to guide customers in the expression of their full industrial potential.

The double materiality matrix

Material both from an impact and financial standpoint

Material from an impact or financial standpoint



Material topics and related material impacts, risks and opportunities - in summary

MATERIAL TOPIC	MATERIALITY LEVEL	TYPE	DESCRIPTION	SUPPLY CHAIN PHASE
Climate change mitigation	Double materiality	Actual negative impact	Contribution to the increase in greenhouse gas concentration in the atmosphere due to business activities	Own operations
		Actual negative impact	Contribution to the increase in greenhouse gas concentration in the atmosphere due to the use of energy-intensive materials	Upstream supply chain
		Risk	Gradual increase in some operating costs due to stricter climate and energy regulations	-
		Risk	Potential difficulties in responding promptly to growing demands for highly advanced products in terms of carbon emissions	-
		Opportunity	Tapping into the growing market for low-emission products	-
Energy	Double materiality	Actual negative impact	Energy consumption	Own operations
		Risk	Energy dependence: rising prices may substantially increase business costs for energy carriers	-
		Opportunity	Reduced fixed energy costs and lower supply risks through investments in renewable energy and energy efficiency	-
Training and skills development	Double materiality	Actual positive impact	Employee professional growth	Own operations
		Opportunity	Business growth and development thanks to highly qualified personnel	-
Substances of concern	Double materiality	Actual negative impact	Use of materials containing lead, falling within the definition of substances of very high concern	Own operations
		Risk	Increasing costs imposed by regulation aimed at reducing impacts related to substances of very high concern, particularly lead	-
Supplier management	Double materiality	Risk	Potential critical issues due to discontinuities in the supply chain in terms of quality and solidity of supply	-
		Potential positive impact	Lower social and environmental impacts of suppliers thanks to purchasing practices that reward more sustainable business management	Upstream supply chain

MATERIAL TOPIC	MATERIALITY LEVEL	TYPE	DESCRIPTION	SUPPLY CHAIN PHASE
Use of resources	Double materiality	Actual negative impact	Environmental impacts associated with the use of non-renewable materials	Own operations
		Risk	Possible supply difficulties and increased operating costs due to the scarcity and strong global demand for raw materials that are becoming scarce	-
		Opportunity	Market opportunity for products with recycled/recovered materials	-
Secure employment	Impact materiality	Actual positive impact	Job stability for workers	Own operations
Workers' rights along the value chain	Impact materiality	Potential negative impact	Potential critical issues related to compliance with working conditions along the value chain, particularly in contexts less accessible to the company's direct control	Upstream supply chain
Adequate wages	Impact materiality	Actual positive impact	Economic stability at all organizational levels	Own operations
Waste	Impact materiality	Actual negative impact	Generation of waste due to production activities	Own operations
Corporate culture	Impact materiality	Potential positive impact	Ethics and fairness in business activities	Own operations
Adaptation to climate change	Financial materiality	Risk	Increase in extreme weather events	-
Health and safety	Financial materiality	Risk	Potential reputation or production implications associated with the occurrence of accidents, even in contexts characterized by high safety standards	-
Equal opportunities, diversity, and work-life balance	Financial materiality	Risk	Potential difficulty in recruiting new talent due to ever-changing work-life expectations, particularly among younger generations	-

The activities carried out for the double materiality analysis allowed the Group to consciously reinterpret its activities, thus gaining a better understanding of their interactions with the context in which the Group operates. **This is a highly valuable analytical exercise**, which has helped guide the Group's strategic priorities.

The future goal is to progressively consolidate the Group's positions in the areas defined by the strategic guidelines, aligning strategies with global sustainability trends with ever greater determination:

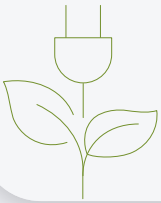
Undertaking a sustainable path

Strategic Guidelines:



The Camozzi Group's commitment to the environment

Energy, innovation, and sustainable materials to reduce impacts and drive the ecological transition.





WE ARE IMPROVING ENERGY EFFICIENCY AND GHG EMISSIONS

Faced with the challenges brought by climate change and the European targets for 2030 and 2050, the Camozzi Group considers reducing its energy footprint a priority. This commitment translates into searching for ***solutions based on renewable sources, efficiency technologies, and digital tools that optimize consumption and reduce CO_2 emissions.***





WE DESIGN INNOVATIVE PRODUCTS

The Camozzi Group focuses on technological innovation and digitalization to develop intelligent, connected solutions that are capable of ***guiding customers toward more efficient production****. The evolution of the Group's product portfolio relies on levers such as lightweight design, remote control, predictive maintenance, and environmental impact assessment through LCA, with the goal of combining high performance with respect for the environment.*





WE EXPLORE SUSTAINABLE MATERIALS

The Camozzi Group invests in research into innovative and sustainable materials, such as polymers from renewable sources, lead-free alloys, and advanced composites. In collaboration with universities and research centers, these solutions have been integrated into products to ***reduce the Group's environmental impact without compromising performance.***

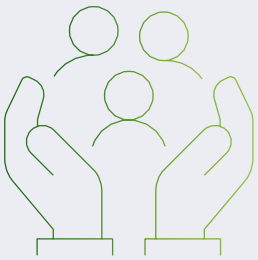




WE PURSUE THE IDEA OF A CIRCULAR ECONOMY

The Camozzi Group actively promotes the transition to an increasingly circular industrial model, adopting an approach geared toward ***reducing resource use, reusing by-products, and recycling materials****. Applying the three Rs—Reduce, Reuse, and Recycle—guides the continuous improvement of production processes and promotes increasingly sustainable practices.*





The Camozzi Group's social commitment

People, culture, and inclusion as pillars for shared and responsible development.



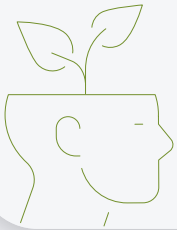
WE ARE COMMITTED TO IMPROVING PEOPLE'S WELL-BEING AND SAFETY

Promoting a widespread culture of safety and adopting high standards for personal protection and accident prevention is an ongoing commitment for the Group. These aspects concern not only the workplace, but also the products and technologies the Group develops. **Making the relationship between man and machine increasingly safe and advanced** *is a key aspect of its research and development.*



WE INVEST IN THE PERMANENT TRAINING OF OUR PEOPLE

The speed with which markets and technologies evolve and transform makes it essential to keep knowledge abreast of change. For this reason, the Camozzi Group offers its people the opportunity to ***build or consolidate a broad set of increasingly advanced skills****, which can become levers of success for both professional and personal challenges.*



WE SUPPORT CULTURE, ART, AND TECHNOLOGY

The Camozzi Group believes that culture, art, and technology are essential pillars for the development and growth of local communities. For this reason, it supports associations, foundations, and institutions committed to protecting and promoting artistic and cultural heritage or facilitating access to technology and STEM subjects, both for young students and for adults and families. The underlying objective is to ***build an open dialog between industry, the local communities, and citizens*** *to provide solid solutions for the new generations.*



WE PROMOTE SPORT AS A TOOL FOR GROWTH AND INCLUSION

The Camozzi Group believes in sport as a lever for education and social inclusion. For this reason, it ***supports local sports associations and initiatives dedicated to encouraging access to sport*** *for young people and people with disabilities, creating concrete opportunities for social interaction, personal growth, and active participation in the community.*

The Group's Certifications and Ratings

The Camozzi Group's commitment to responsible management is reflected in a broad range of certifications and assessments, demonstrating its focus on **product and process quality**, **environmental management**, **occupational health and safety**, and **information security**. In 2025, 19 Group companies held **ISO 9001** certification, while specific industry requirements were covered by **IATF 16949** for the automotive sector, **ISO 13485** for medical devices, and **EN 9100** for aerospace. In environmental management, five companies held ISO 14001 certification. **ISO 45001** occupational health and safety certification covered two companies:

Camozzi Automation, for its Polpenazze production site, and Camozzi Advanced Manufacturing, for the Machining Business Unit in Paitone.
Additional certifications included **ISO 27001** for information security, obtained by Camozzi Group S.p.A., and **ISO 14067** product carbon footprint certification, obtained by Camozzi Technopolymers. The Group's sustainability assessments also included **EcoVadis** ratings for three companies (Camozzi Automation S.p.A., Innse Berardi S.p.A., and Fonderie Mora Gavardo S.r.l. – Cast Iron Foundry Gavardo Business Unit), as well as **ACIMIT** and **Green Label ACIMIT** certifications for Marzoli Machines Textile.

Quality Management Systems

19 certified companies
ISO 9001

- *Camozzi Automation S.p.A.*
- *Camozzi Technopolymers S.r.l.*
- *Innse-Berardi S.p.A.*
- *Ingersoll Machine Tools, Inc.*
- *Campress S.r.l.*
- *Fonderie Mora Gavardo S.r.l.*
- *Camozzi Advanced Manufacturing S.p.A.*
- *Marzoli Machines Textile S.r.l.*
- *Marzoli India*
- *LLC Camozzi*
- *Camozzi India Private Limited*
- *Camozzi Automation AB*
- *Camozzi Automation GmbH [Germany]*
- *Camozzi do Brasil Ltda.*
- *Camozzi Neumatica S.A.*
- *Camozzi Automation Sp. z o.o.*
- *Camozzi SRB d.o.o.*
- *Shanghai Camozzi Automation Control Co, Ltd.*
- *Camozzi Automation Ltd.*

3 certified companies
IATF 16949
(Automotive sector)

- *Camozzi Automation S.p.A.*
- *Fonderie Mora Gavardo S.r.l.*
- *Camozzi India Private Limited*

1 certified company
ISO 13485
(Medical sector)

- *Camozzi Technopolymers S.r.l.*

1 certified company
EN 9100
(Aerospace sector)

- *Camozzi Advanced Manufacturing S.p.A (BU Machining Paitone)*

Environmental Management Systems

5 certified companies
ISO 14001

- *Camozzi Automation S.p.A.*
- *Fonderie Mora Gavardo S.r.l.*
- *Camozzi Advanced Manufacturing S.p.A. (BU Machining Paitone and BU Machining Gorizia)*
- *Marzoli Machines Textile S.r.l.*
- *Shanghai Camozzi Automation Control Co, Ltd.*

Safety Management Systems

2 certified companies
ISO 45001

- *Camozzi Automation S.p.A. (Polpenazze production site)*
- *Camozzi Advanced Manufacturing S.p.A. (BU Machining Paitone)*

1 certified company
ISO 27001

- *Camozzi Group S.p.A.*

Sustainability

3 companies assessed by
ECOVADIS

- *Fonderie Mora Gavardo S.r.l. (BU Cast Iron Foundry Gavardo)*
- *Innse Berardi Spa*
- *Camozzi Automation Spa*

1 certified company
ISO 14067

- *Camozzi Technopolymers S.r.l.*

1 company with a recyclability index
ACIMIT

- *Marzoli Machines Textile S.r.l.*

1 company with a recyclability index
GREEN LABEL ACIMIT

- *Marzoli Machines Textile S.r.l.*

Highlights 2025

CAMOZZI GROUP

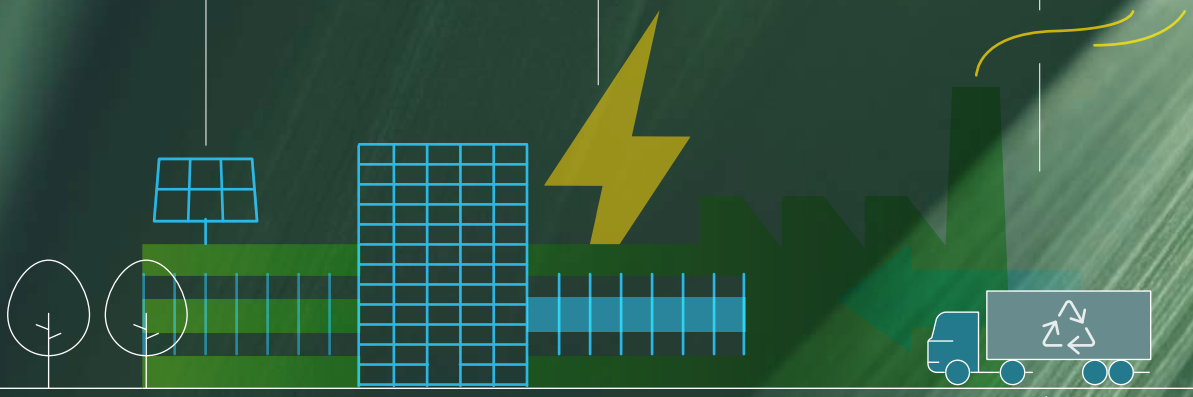
9 MW
of photovoltaic systems at the premises of Italian companies

4,677 MWh
of renewable electricity produced and self-consumed at the Group's premises

98,856 MWh
total energy consumption

24%
from renewable sources

22,528 tCO_2e
of Scope 1 and Scope 2 emissions *(market-based)*



97%
of waste sent for recovery



23%
of employees are women

95%
under permanent employment contracts

6.5
recordable injury rate

8.3 hours
average training hours per capita / year



Every product, process, and choice has an impact on the environment. Our goal is to understand it, measure it, and try to reduce it, step by step.



THE CAMOZZI GROUP'S COMMITMENT TO THE ENVIRONMENT

Over the years, the Group has developed an increasingly profound awareness of the environmental impacts of its production processes and products. For this reason, it is committed to seeking strategic solutions to reduce environmental and economic waste in a win-win approach where improved environmental performance also translates into a competitive advantage.

The Camozzi Group's commitment to the environment

WE ARE IMPROVING OUR ENERGY EFFICIENCY AND GHG EMISSIONS

The Camozzi Group's **Approach**



By operating in highly energy-intensive sectors, the Camozzi Group has always placed great importance on the **efficient and responsible management of energy sources.** Reducing consumption is a key principle of its management processes, not only to contain operating costs but also to limit environmental impacts and contribute to the protection of resources for the benefit of present and future generations.

In this context, the Group has adopted an increasingly structured approach to **continuously improving energy performance and reducing emissions**, recognizing that these aspects simultaneously represent environmental impacts to be mitigated and risk factors to be managed, with potential repercussions on the Group's sound financial management.
Two strategic guidelines are followed at all company plants:

- **Constant pursuit of energy efficiency:** through continuous monitoring of consumption, updating systems with sensors and devices for data management and in-depth analysis, the Group is able to promptly identify critical areas and opportunities for intervention, implementing targeted actions to optimize processes;

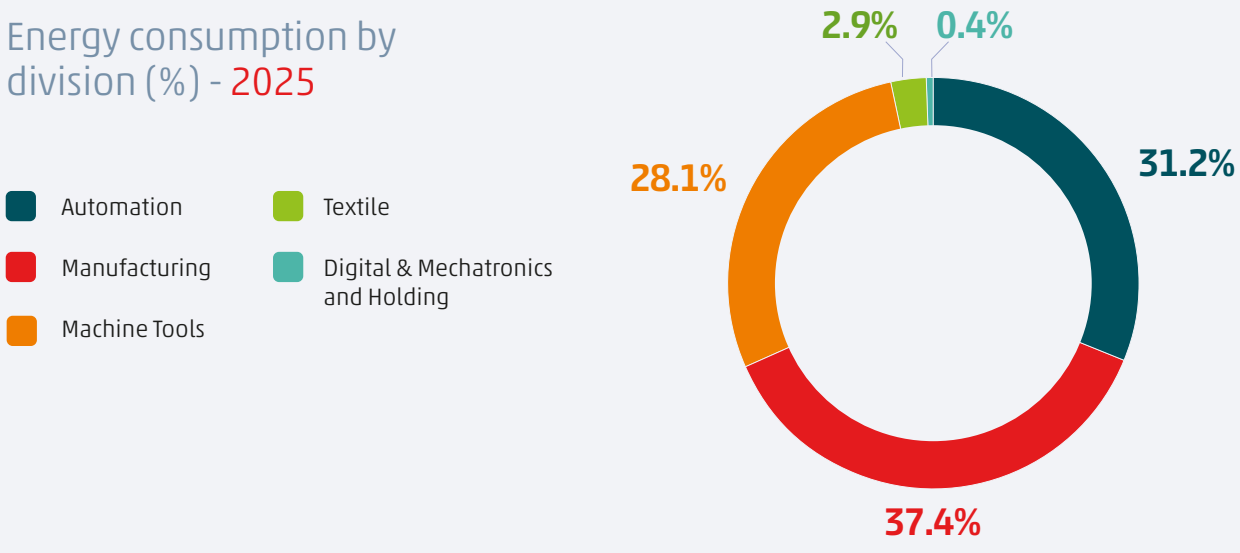
- **Increased energy from renewable sources:** pursued through the installation of company-owned photovoltaic systems and the purchase of Guarantees of Origin. Furthermore, the Group constantly monitors the market to find innovative procurement solutions and opportunities consistent with the operational characteristics of its sites.

In 2025, the overall energy consumption of Camozzi Group companies was **98,856 MWh**, **a 6.5% decrease** compared to the previous year, as a result of various energy-efficiency initiatives, increased self-production, and a slight decline in production volumes.

Group energy consumption (MWh)[1]

	2023	2024	2025
Fuel and combustibles	**35,499**	**36,243**	**35,292**
Natural gas	25,498	26,129	23,770
Diesel oil	4,057	4,375	5,040
Gasoline	5,305	5,063	5,369
LPG	67	55	544
Fuel oil	572	621	570
Purchased electric power	**67,167**	**60,407**	**54,534**
of which, renewable	150	7,601	19,172
District heating	**4,955**	**4,685**	**4,353**
Self-produced electricity from renewable sources	**5,327**	**7,131**	**7,923**
of which, delivered to the grid	1,743	2,696	3,247
Total energy consumption	**114,692**	**105,770**	**98,856**

Energy consumption by division (%) - 2025



[1] For further information on the conversion factors used, please refer to the chapter "Notes on the calculation methodology"



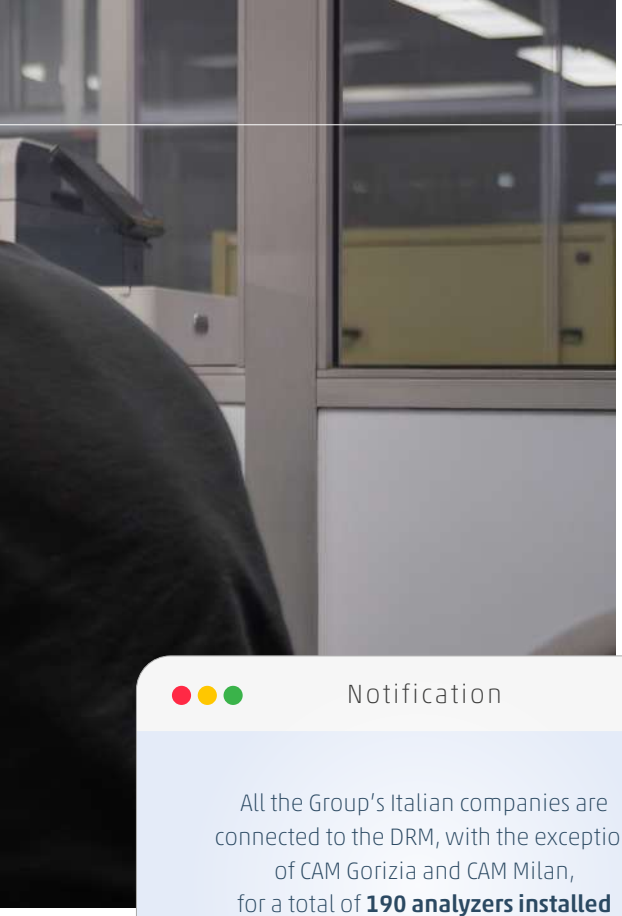
Constant pursuit of energy efficiency

Throughout 2025, the Group continued its journey toward increasingly efficient energy management, reducing consumption and taking structured action against sources of waste.
In 2025, the Group continued its **cross-departmental campaign**, launched in 2024, throughout all Italian plants, **aimed at identifying and correcting compressed air leaks**, a major source of energy inefficiency in production processes. **Site involvement** increased from 50% in 2024 to **90%** in 2025, with the goal of completing the activities at the remaining plants in 2026. The campaign resulted in:

- monitoring critical dispersion points in a timely manner,
- quantifying the volume of dispersed air and the associated energy,
- activating a detailed action plan, including both immediate interventions and more complex and structural operations.

In 2025, priority actions were identified to repair and/or replace certain pneumatic network components, eliminating the identified leaks and avoiding approximately **490** tons of CO_2eq /year.
This comprehensive analysis was also supported by **energy audits** conducted at the Group's energy-intensive sites, periodically identifying additional efficiency measures specific to each plant.

One intervention that significantly contributed to improving energy efficiency was the extensive implementation of the **DRM system** of Digital & Mechatronics within the Group's plants. Through continuous monitoring, this system allowed for the timely identification of anomalies, enabling corrective measures to improve efficiency, such as replacing machinery and optimizing operating cycles.



Notification

All the Group's Italian companies are connected to the DRM, with the exception of CAM Gorizia and CAM Milan, for a total of **190 analyzers installed** on company machinery.

The year 2025 marked a turning point, enabling increasingly accurate and consistent monitoring. For example, at the Villa Carcina and Lumezzane plants of Camozzi Automation, monitoring via the DRM system ensured optimized usage of the compressors; at the Polpenazze site, it enabled the detection of incorrect use of some compressors, resulting in expected energy savings of between 300,000 and 400,000 kWh annually.
Furthermore, the cooling system was revised, effectively implementing free cooling, a system whereby cooler outside air is used to cool the warehouses at night, reducing the need for heat pumps.
This method, already technically available but previously unused, will enable estimated energy savings of between 100,000 and 200,000 kWh annually in 2026.

The success of the installations led to the decision to further grow the system through the development of a new model, the result of a collaboration between Camozzi Digital & Mechatronics and other Group companies. **The platform will enable even more advanced processing of sensor data**, making the energy monitoring system increasingly proactive, enhancing its analytical capabilities, and improving the reliability and accuracy of the data collected. The official launch is scheduled for the second half of 2026.

Continuing along the path undertaken to constantly improve energy efficiency at the Cast Iron Business Unit of Fonderie Mora Gavardo, an investment was made in 2025 to install a new **hydraulic power plant**, featuring advanced technology never before used in the cast iron foundry sector.



Unlike traditional systems in which pumps operate at a constant speed, the new system activates the pumps only when the machine is running, eliminating consumption during downtime and optimizing energy consumption solely for the work required to move the machine.
The system, installed at the end of 2025 and currently operational, will allow the energy efficiency benefits to be fully measured throughout 2026.

Increased energy from renewable sources

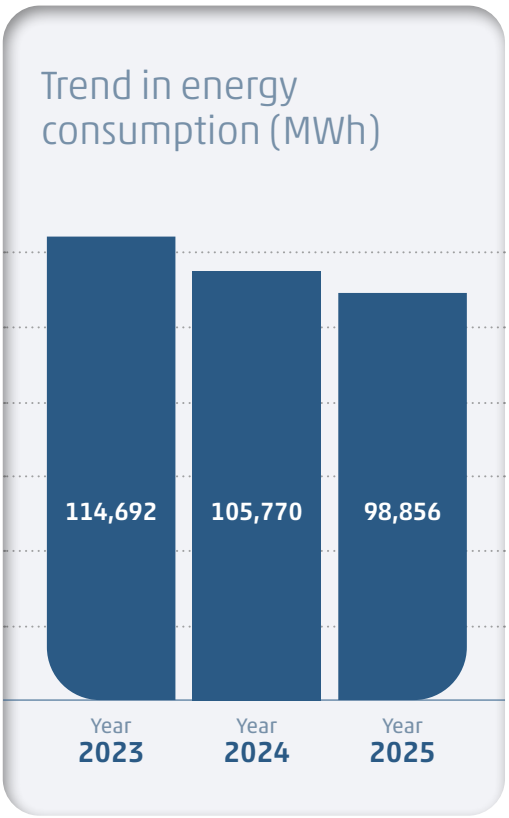
To reduce GHG emissions related to energy consumption, the Group has been investing heavily in producing renewable energy.
Over the years, the presence of **photovoltaic systems** within the Group has grown, precisely for the purpose of strengthening self-production of clean energy. In 2022, systems with a capacity of 3.3 MW were in operation in Italy; between 2023 and 2025, efforts increased, bringing the installed photovoltaic capacity at Italian plants to nearly **9 MW**, approximately 1 MW more than in 2024. Some foreign subsidiaries also have photovoltaic systems for on-site renewable energy generation, particularly at Camozzi Automation's subsidiaries in Germany, the Netherlands, the United States, and Ukraine.



The year 2025 was a particularly active year for the Group, including in the procurement of energy from renewable sources, both through more established market channels, such as **Guarantees of Origin (GO)**, and through participation in the **Energy Release 2.0** mechanism. This GSE instrument advances renewable electricity to energy-intensive companies at a regulated price.

Such companies have committed to building new renewable generation capacity in subsequent years, including through third parties, whose power will be at least double the volume of energy received. Some of the Group's Italian companies participated in the tender, obtaining an advance of **over 13,000 MWh of renewable energy per year** for the three-year period 2025-2027. Thanks to this procurement strategy, which combines self-generation from photovoltaic sources and renewable energy purchasing instruments, the Group's Italian companies achieved a 52% share of electricity from renewable sources.

This achievement was accompanied, during 2025, by the launch of **Battery Energy Storage Systems** (BESS) at several Italian plants. Their implementation, between 2025 and 2026, was necessary to support production sites that operate on a continuous basis. BESS systems allow the storage of self-generated renewable energy, making it available when renewable generation is not active, thus ensuring the plants' operational continuity. The energy benefits will begin to be visible during 2026. Looking ahead, after evaluating the performance of these pilot installations, the Group plans to extend the adoption of this technology to additional sites to maximize the efficiency of using self-generated energy. The initiatives described above resulted in a reduction not only in energy consumption but, more importantly, in CO_2 emissions associated with the Group's operations.





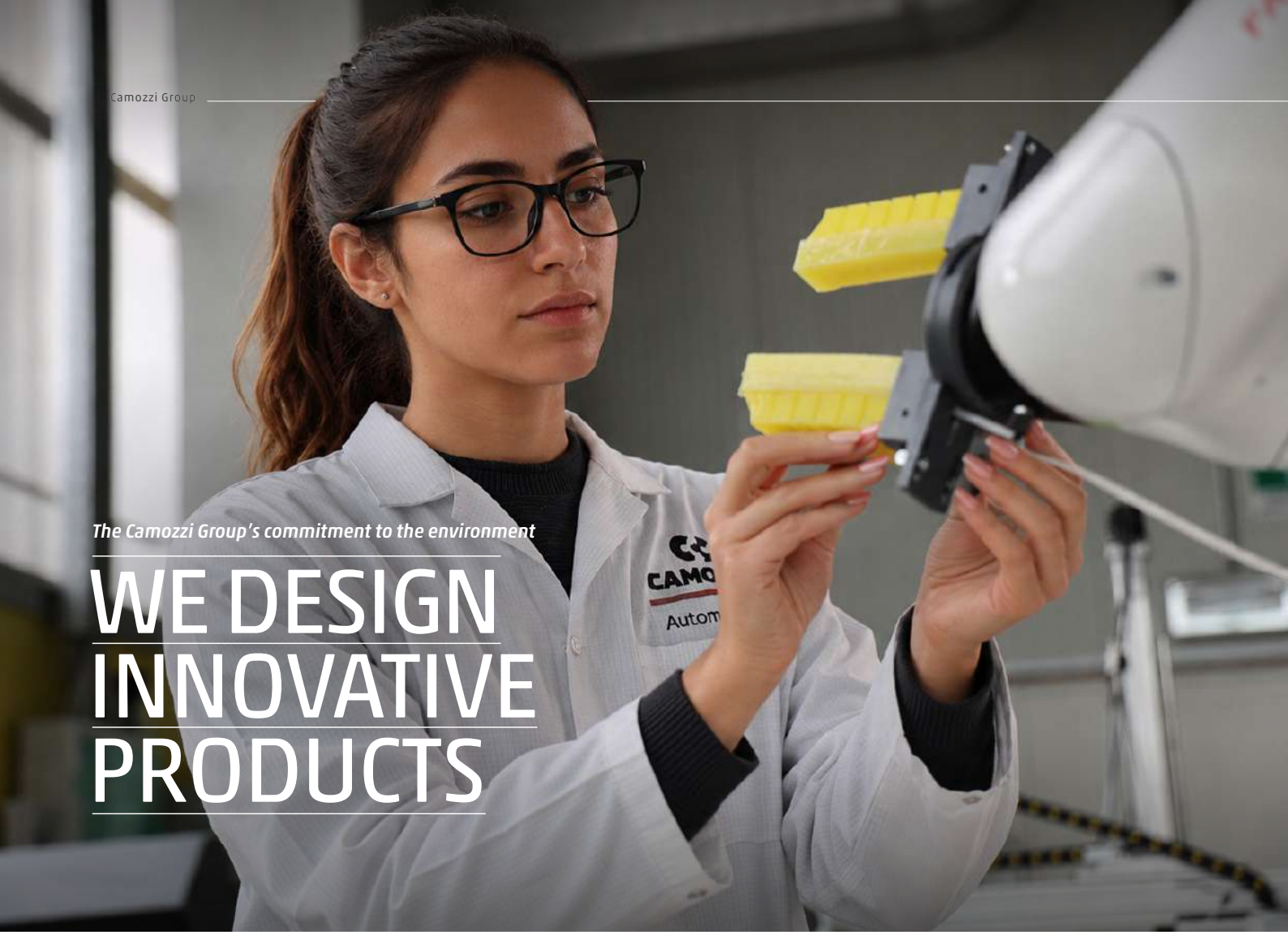
Total emissions (tCO_2e)[2]

	u.m.	2023	2024	2025
Scope 1	tCO_2e	**8,283**	**8,168**	**7,370**
Scope 2 - location-based	tCO_2e	**23,128**	**19,128**	**15,279**
Scope 2 - market-based	tCO_2e	*n.a.*	*26,023*	**15,158**
Total Scope 1 and 2 emissions (*location-based*)	**tCO_2e**	**31,412**	**27,296**	**22,649**
Total Scope 1 and 2 emissions (*market-based*)	**tCO_2e**	*n.a.*	**34,190**	**22,528**

Overall, Scope 1 and Scope 2 GHG emissions decreased by 17% compared to 2024 according to the location-based approach, which calculates emissions associated with electricity consumption using average national emission factors. The most significant results, however, emerge when considering the market-based approach, which reflects the Group's energy procurement choices. Thanks to the purchase of certified electricity from renewable sources and self-production of energy, the Camozzi Group achieved a **40% share of renewable energy**[3] of its total electricity consumption.

This progress contributed to a **42% reduction in Scope 2 emissions and a 34% reduction in overall Scope 1 and 2 emissions** (calculated using the market-based approach) compared to the previous year.

[2] For further information on the calculation method used, please refer to the chapter "Notes on the calculation methodology"
[3] This figure was calculated by including all the Group's companies globally. Considering only Italy, the share of renewable energy rises to 52% - see the section "Increase in energy from renewable sources."

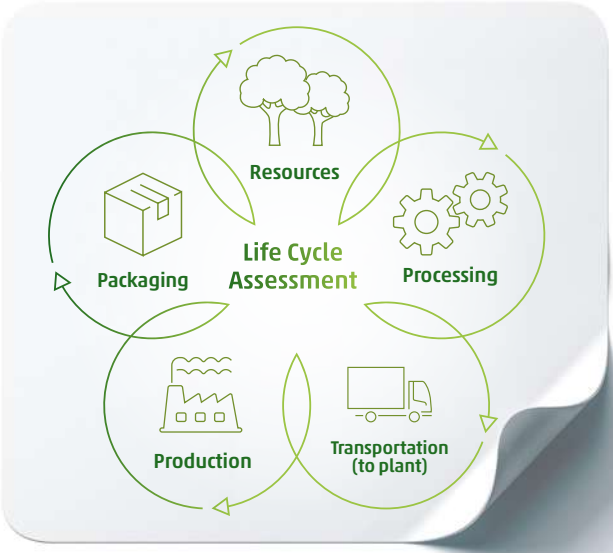


The Camozzi Group's commitment to the environment

WE DESIGN INNOVATIVE PRODUCTS

The Camozzi Group's **Approach**

For the Camozzi Group, attention to the environmental sustainability of its products represents a strategic lever for development and competitiveness. Technological innovation, digitalization, and advanced design come together to combine high operational performance with reduced impacts throughout the product's entire life cycle. To this end, the Group is **increasingly integrating the LCA (Life Cycle Assessment) methodology** in the assessment of the environmental performance of its products, while continuing and strengthening **established partnerships with universities, research institutes, institutions, and other companies** through joint projects aimed at developing increasingly sustainable, intelligent, and connected solutions.



Measuring impact to guide decisions: measuring the Group's carbon footprint

In 2025, the Camozzi Group **consolidated and expanded the LCA and product carbon footprint analysis process initiated in previous years**, strengthening its role as a key tool for **product design**.

This approach was launched in 2022 when the Cast Iron Business Unit of Fonderie Mora Gavardo applied the LCA methodology to iron castings, obtaining the **"Made Green in Italy"** certification in 2025, a voluntary scheme based on the **European PEF (Product Environmental Footprint) methodology**, verified by a third-party body.

MORA Foundry

MADE GREEN IN ITALY

Since then, this system has been progressively extended to other Group companies: in 2024, **Camozzi Advanced Manufacturing** began an LCA analysis of its **mechanical manufacturing processes**; **Camozzi Technopolymers** developed a model for **calculating the carbon footprint** of a new family of fiber optic connectors, certified by DNV according to the **ISO 14067** standard.
Having consolidated these foundations, in 2025, the Group took a further step forward: **Camozzi Automation** developed a **structured internal system for calculating product carbon footprints**, specifically for fittings, enabling the measurement of environmental impacts during the design phase, thus supporting more informed decisions throughout the component's life cycle.
The initiative was accompanied by a **training program for technical and sales teams**, aiming to embed skills and measurement tools from the early stages of development.
The methodology will be applied to **priority product families**, including cylinders and valves, marking a transition from pilot projects to an increasingly systematic and scalable model, capable of proactively meeting our customers' growing demands. Finally, as part of its **research activities, Camozzi Advanced Manufacturing (CAM) - *Additive & Composite*** applied the **LCA methodology to the study of polymer recycling processes**, with the aim of assessing their environmental and economic impacts. The analysis focused on the recycling process, quantifying the benefits in terms of reducing the carbon footprint of the resulting material. The outcome showed significant improvements both in environmental terms with a reduction in CO_2 emissions, and in financial terms, thus enhancing a circular economy project launched over the previous two years.



The LCA and product carbon footprint analysis process has been consolidated and expanded

Open Innovation and partnerships as a strategic lever for developing innovative products

In 2024, the Group began introducing a key concept into its innovation strategy: **research sustainability**. The goal is to activate a virtuous cycle in which projects developed in the Joint Labs and other R&D facilities not only generate knowledge, but also progressively contribute to supporting innovation. The ambition is for a portion of the findings to be translated into products that can expand the Group's product range, generating business value and fueling research activities. For years, the Group has consistently invested approximately **3% of its consolidated revenues** in research and development and intends to strengthen a model that, while maintaining a long-term vision, makes the entire innovation ecosystem more robust, autonomous, and impact-oriented.

Partnership activities continued throughout 2025. Specifically, regarding the development of products aimed at reducing environmental impacts, the Camozzi Group is active in several spokes of the **MICS (Made in Italy Circolare e Sostenibile, Circular and Sustainable Made-in-Italy Products)** call for proposals. This partnership, funded by the Ministry of Education, Universities and Research (MIUR), aims to develop Made in Italy design and production that should be circular, self-sufficient, self-regenerating, and reliable.

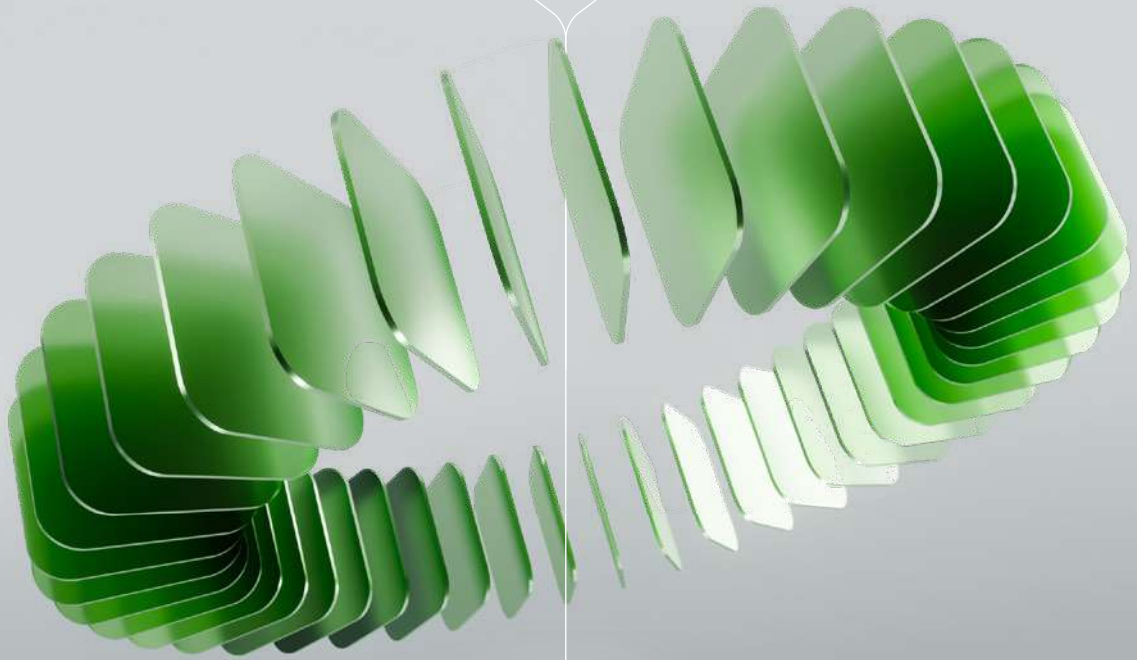


Spoke 4
Green and soft robotics

The Group is working on the development of soft gripping actuators designed to handle delicate objects without damaging them. These are particularly in demand in the food and pharmaceutical sectors, where the handled products can be fragile and delicate. In this sense, soft robotics are designed to help **reduce waste in industrial processes.** Various trials were completed in 2025, leading to the development of **practical demonstrators of both soft robotics** and **seventh-axis handling technologies**, an additional linear axis that extends the range of these robots, improving their flexibility and operational capacity.

Spoke 6
In situ monitoring of additive printing

The Group is exploring in situ monitoring of large-scale additive manufacturing, an advanced technology that ensures **real-time monitoring of the extrusion point using multi-source thermal imaging**. This approach ensures the automatic correction of process parameters, guaranteeing proper adhesion between layers and avoiding structural defects. Since any undetected errors may result in wasted time, energy, and material, in situ monitoring improves technical performance and contributes to waste reduction and to the energy efficiency of the process.



MICS
Made in Italy
Circolare e Sostenibile

The MICS partnership ended in April 2026.

In 2025, the Group continued its partnerships in open innovation projects developed in collaboration with numerous organizations. ***These include:***

Project ROTOH

ROTOH *Project, a partnership involving universities and companies with the aim of developing* ***enabling technologies for hydrogen storage*** *in the automotive industry.*

While there are no immediate applications in this field, the Group is interested in ***focusing on strategic areas of innovation, anticipating emerging trends and acquiring transferable skills****, including for existing products. This approach will allow the Group to improve the performance and reliability of current solutions, proactively addressing increasingly complex technological challenges.*



Project AMOS

AMOS (Additive Manufacturing for Optical Spacecraft) *Project, in collaboration with partners such as Officina Stellare and the University of Padua, and the companies INNSE Berardi, CRC, and CAM, contributing to the development of* ***automated additive manufacturing processes*** *for the creation of miniaturized satellites for space observation, which are currently produced with a high level of manual labor.*



The goal is to make production more efficient, reducing time, errors, and waste, and studying ***new geometries and design solutions*** *for precision aerospace applications.*

Project

Collaborations with Universities for Innovation

*The Group's research activities are part of a **structured collaboration with numerous universities**, in the belief that the relationship between academia and industry must represent an ongoing dialog in which industrial challenges fuel university research and academic findings are applied to corporate processes and products in practice. Over the course of 2025, this approach resulted in **12 theses** in collaboration with **Politecnico di Milano** (Polytechnic University of Milan) and the **University of Brescia**, in which students and researchers worked side by side with internal teams on advanced engineering topics.*

Key areas of development included:

- *Advanced sensors and artificial vision*
- *Predictive maintenance*
- *Advanced robotics and innovative manufacturing*
- *Component optimization and industrial design*
- *Digitalization and artificial intelligence*





The Camozzi Group's commitment to the environment

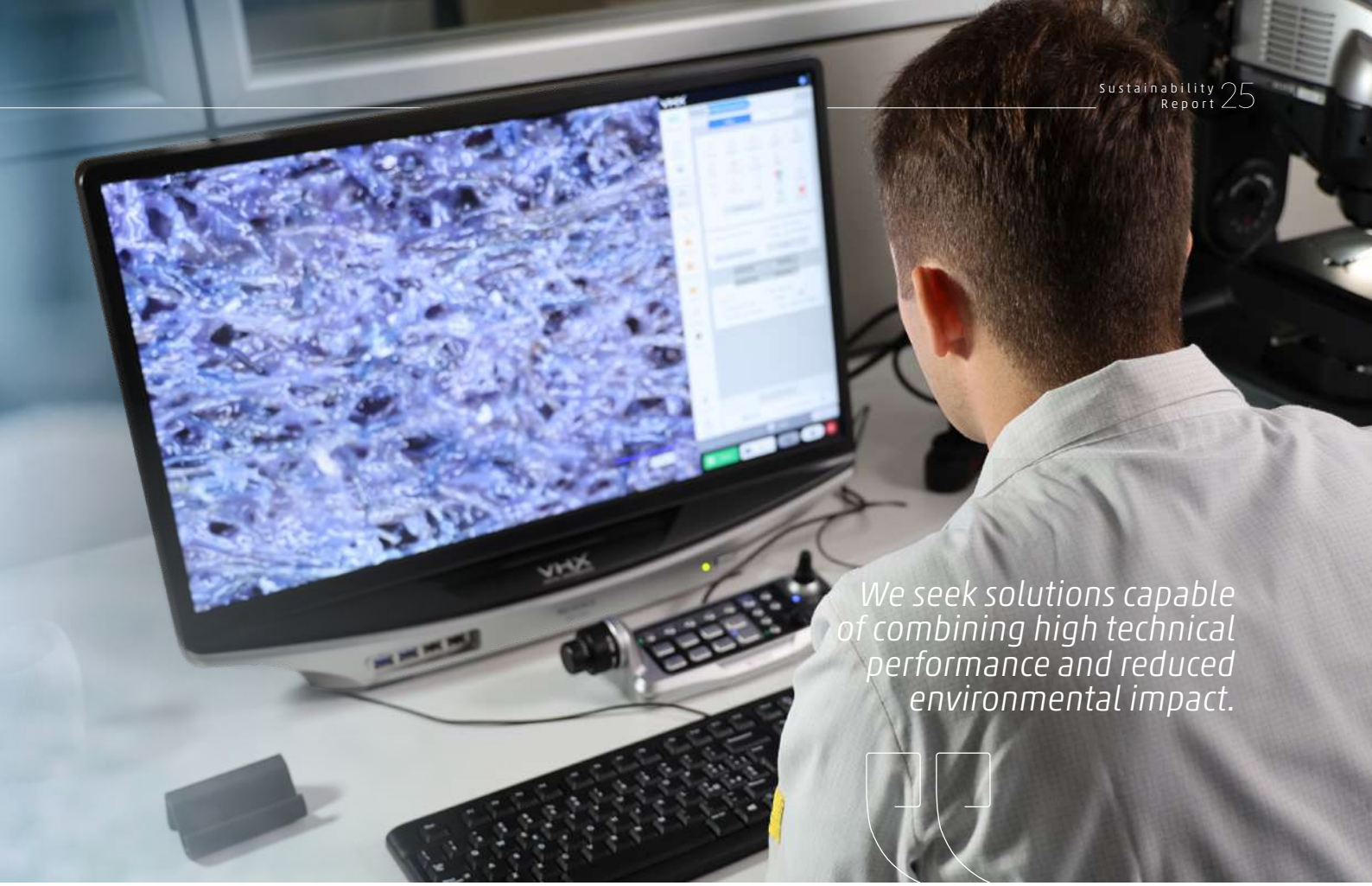
WE EXPLORE NEW MATERIALS

The Camozzi Group's **Approach**

The exploration and development of **new materials** is a strategic pillar for the Camozzi Group, which actively invests in research into solutions that combine **high technical performance with reduced environmental impact.** Attention is focused on two fronts: first, the use of **metal alloys with low heavy metal content** for the production of metal components; and second, research into **plastic materials from renewable sources** for polymeric components.

Through consolidated collaborations with universities and research centers, the Group works on the integration of **innovative formulations** capable of diversifying supplies and improving the environmental performance of the materials used and at the same time guaranteeing the performance required by the most demanding industrial applications.

In line with this strategic line, the organizational change that witnessed **Camozzi Advanced Manufacturing, BU Additive & Composite,** merge into the **Camozzi Research Center (CRC)** in 2025 further strengthened the Group's approach to the development of innovative materials. Thanks to this integration, the Group's **additive manufacturing testing activities, fiber deposition automation, materials characterization expertise, and robotics and mechatronics vertical** were consolidated under a single governance structure. In this context, the in-house materials characterization laboratory, equipped for microstructural, thermal, and thermo-mechanical analyses (microscopy, DSC, TMA,



DMA), was completed and made fully operational during the year.

This **laboratory ensures a deeper understanding of the intrinsic properties of the materials** used, enhancing their performance, and identifying potential modifications for eco-design and circularity.

Internalizing these activities has ensured greater data control, faster validation times, protection of company know-how, and more effective integration with dedicated LCA studies.

Purchased materials

	u.m.	2023	2024	2025
Metals and alloys	ton	20,633	18,235	15,756
Auxiliary materials for production	ton	6,508	4,849	237
Finished and semi-finished products	ton	4,652	4,355	1,570
Plastic and rubber	ton	1,212	1,084	4,439
Paper, cardboard, and wood	ton	1,951	1,336	1,335
Chemical products and other materials	ton	1,625	1,396	13
Total	**ton**	**36,581**	**31,256**	**23,350**

The reduction in purchased materials that occurred in 2025 was mainly due to the contraction in production volumes recorded during the year and the closure of a plant within Fonderie Mora Gavardo.
The main materials purchased comprise metal alloys, especially brass and aluminum, and ferrous materials, including steel and cast iron. **Seventy-two percent of the brass and aluminum purchased by Group companies was recycled**. Overall, **the brass purchased annually represents approximately one-third of the Group's annual processing**. Under agreements with specialized suppliers, a large part of brass scraps were recovered as by-products, i.e. as goods, not waste, thus ensuring



a preferred recovery and direct reuse cycle as raw materials.
The brass shavings or bars are sorted, centrifuged, stored in silos, and then handed over to manufacturers for processing to be remelted into bars ready for processing.
The cycle ends with their return to the Group's production process.
The Group is committed to **continuously improving the recovery rate of its scrap**.
The actions implemented include improving the separation rate between different materials and alloy types, increasing the cleanliness of metal scrap through more effective centrifuge processes and removal of oils and emulsions, and introducing pre-treatment activities aimed at improving the quality of the shavings prior to recovery.
Over time, these actions have allowed the Group to increase the quantity of brass recovered from the waste being disposed of and to improve the quality of the recycled material, reaching **a recovery percentage exceeding 90%**.
The rest of the materials purchased by the Camozzi Group companies include various auxiliary production





materials, such as oils and lubricants in particular, used mainly in the Automation division's processes for the removal of shavings, and foundry sand, used only by the Manufacturing division for the preparation of molding shapes. Purchased finished and semi-finished products mainly include mechanical components and electrical and electronic components and constitute key elements of the products of some of Group's divisions. Paper and wood are mainly used for packaging and **25% of paper purchased** by the Group **is recycled or FSC-certified**, which dropped compared to 2024. Finally, other purchased materials include chemical products, such as resins, glues, varnishes and thinners.



In 2025, the Camozzi Group resolutely continued its transition to the use of **aluminum alloys free of heavy metals,** particularly lead. The full deployment of **new machinery and dedicated tools** further increased the use of **lead-free alloys** in Italian companies, from 92% in 2024 to **98.5% in 2025**. At the same time, the company is also active in the **brass** sector, collaborating with trade associations. This sector is currently in a **transition phase**, seeking solutions to **eliminate lead** from this alloy without compromising the levels of **recyclability** that currently characterize the brass life cycle.

Despite a general slowdown by European institutions due to the technical complexity and environmental and economic trade-offs associated with lead replacement, the Group maintains a proactive approach, continuing to **invest in new machinery and process testing** to evaluate the feasibility of processing with lead-free brass in practical terms. Research and testing with dedicated tools, developed in collaboration with raw material and tool suppliers, continued in 2025. Further confirming this focus, the newly purchased machinery have now been set up for lead-free processing.

A commitment to new materials designed to reduce the Group's environmental impact also characterizes the approach of **Camozzi Technopolymers**.

In 2025, the company implemented a strategy that it had launched the previous year, bringing to market its **FTTH (Fiber-to-the-Home)** connectors, the V4000 PLUS LE series, made in Europe with bio-circular raw materials and for which a **carbon footprint calculation model** was developed, certified by DNV in compliance with the ISO 14067 standard. These initiatives are part of a clear long-term strategic trajectory: the goal is to establish these products as key growth drivers for the Group by 2028, progressively increasing their weight in the overall business through targeted commercial actions to encourage their adoption on the market.

The Camozzi Group's commitment to the environment

WE PURSUE THE IDEA OF A CIRCULAR ECONOMY

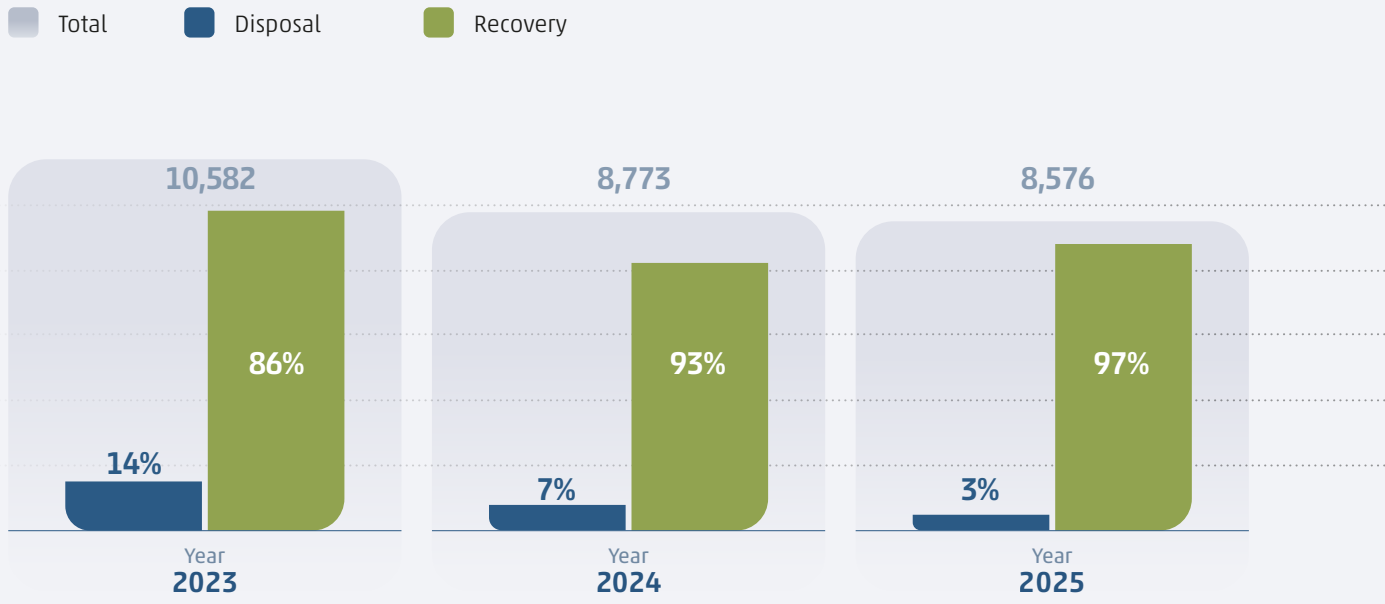


The Camozzi Group's **Approach**

Minimizing waste, both in environmental and in economic terms, is a strategic priority for the Camozzi Group, pursued through **careful waste management**. The approach adopted is grounded in the **principles of efficiency and circularity** and is based on the ongoing analysis of relevant regulations and their updates and, where possible, the active search for cutting-edge industrial solutions. The adoption of environmental management systems helps Group companies **identify, monitor, and manage the most significant environmental aspects in a structured manner**.

The Group's goal is to **gradually extend the certification to other production facilities**, thus ensuring effective environmental management validated by an independent third-party body. The next step, scheduled for 2026, concerns the achievement of ISO 14001 certification by Camozzi Technopolymers and Campress.

Total waste produced by destination (tons)

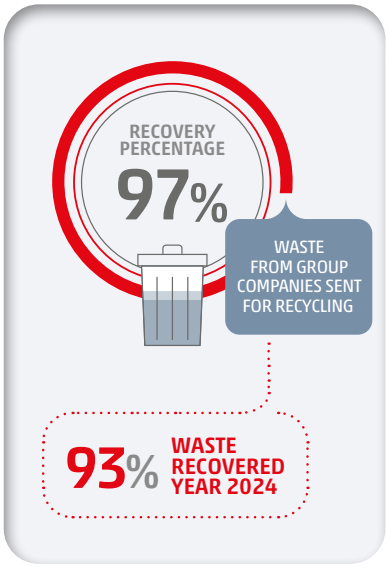


Hazardous waste

	u.m.	2023	2024	2025
Disposal	ton	116	169	97
Recovery	ton	413	291	406
Total	**ton**	**529**	**461**	**503**

Non-hazardous waste

	u.m.	2023	2024	2025
Disposal	ton	1,352	460	151
Recovery	ton	8,701	7,852	7,921
Total	**ton**	**10,053**	**8,312**	**8,073**



In 2025, the Camozzi Group's manufacturing companies generated a total of approximately **8,576 metric tons of waste**, a 2% decrease compared to 2024, 6% of which was classified as hazardous.

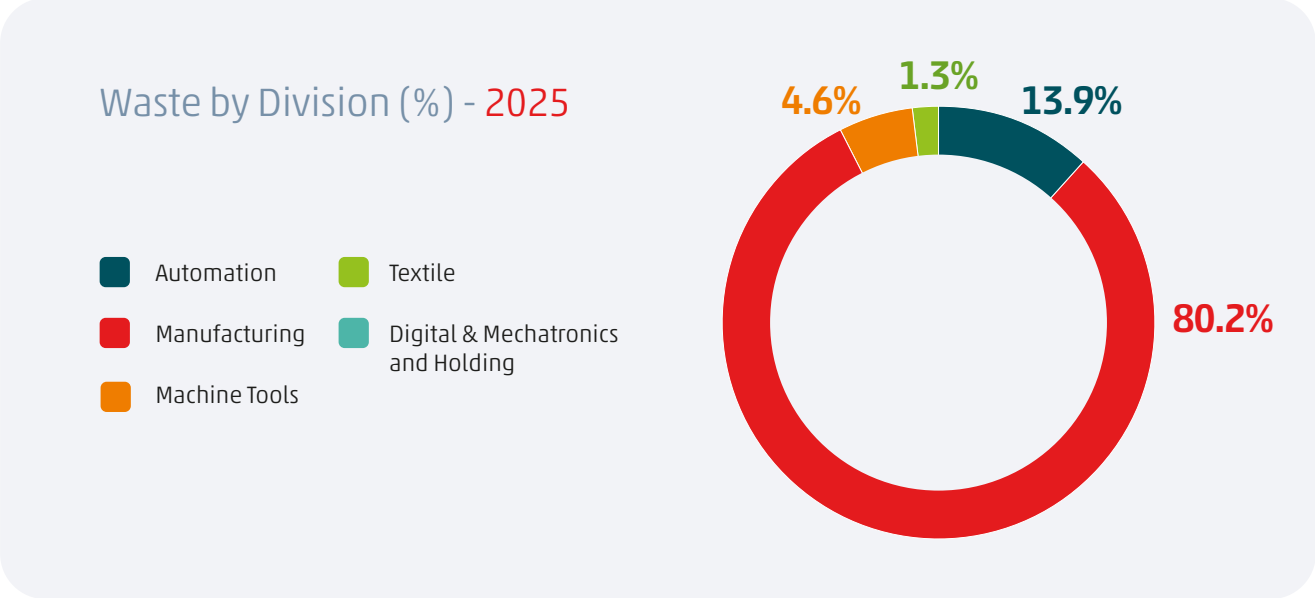
The Group's companies continued to identify solutions to increase the percentage of **waste sent for recovery**, reaching **97%** in 2025, up from 93% the previous year.

In this regard, it should be emphasized that, as shown in the table below, **steel and aluminum scraps** are sold to third parties as waste and are processed and recycled, allowing these materials to be used again in other industrial sectors.

Mechanical processing waste sent for recycling

	u.m.	2023	2024	2025
Aluminum	ton	7.0	3.7	15.4
Steel	ton	12.2	7.5	6.8
Other	ton	2.5	0.1	-
Total	**ton**	**21.7**	**11.2**	**22.2**

Waste management is a particularly important aspect, especially for the Manufacturing division, where approximately 80% of the waste produced by the Group is generated.



In addition to the usual careful management of industrial waste, throughout the year the Group focused on finding **solutions capable of increasing the quantity of recovered materials**.
In particular, in 2025, CAM - Additive Manufacturing Division continued the **innovative buy-back project for products sold**, which entails repurchasing equipment sold to customers once its use has terminated, returning the products to a pellet state once again and reintroducing them into the production process.

The Cast Iron BU continued its collaboration with **Sfridoo**, an Italian startup active in the circular economy, to transform waste materials into **marketable resources.**

Innse Berardi also continued to participate in the European **REUSE 2030** project, funded by the Interreg Central Europe program, aiming to **promote good circular economy practices in the mechanical engineering sector** by finding new waste reduction solutions, developing dedicated digital tools, and creating European networks for sharing best practices. Furthermore, the Camozzi Automation Lumezzane plant, a previously non-functioning **water evaporation system was restored** in 2025 with the goal of reducing waste (sludge) production and recovering water for the washing of floors and parts starting in 2026.

Marzoli

Innovation in the regeneration of textile fibers

*In 2025, **Marzoli** continued its **fabric regeneration** activities, with a particular focus on high-end applications. Using its **proprietary REFIBER technology**, various types of fibers were tested, including cashmere, cotton, wool, and silk, with the aim of evaluating their potential in recycling and regeneration processes.*
*The tests enabled the creation of yarns wholly obtained from recycled fibers, while maintaining characteristics and performance comparable to those of virgin fibers in the main textile processes. These activities extended to the production of finished garments, demonstrating the industrial applicability and the aesthetic and functional qualities of wholly-recycled yarns in practice. This technology ensures **significant improvements in material quality** thanks to a longer average fiber length and a reduction in the short fiber content of up to 40% compared to traditional processes. The resulting fibers can be blended or used pure; in the latter case, the dyeing process may be eliminated, with advantages in terms of both product performance and reduced environmental impact.*



*This is a high-potential area in which the Camozzi Group is investing significantly in terms of **research and development** with the aim of creating solutions that combine technological efficiency and attention to material quality.*

The initiatives promoted by the Group reflect the desire to overcome the logic of waste, using each material as a high-potential circular resource.



Behind every great innovation are people who bring talent and passion to everything they do every day.



THE CAMOZZI GROUP'S SOCIAL COMMITMENT

People, whether employees, business partners, members of the communities rooted in the local territories where the Group is present, are the soul of the Camozzi Group and the key to its success. The strategic management of human resources within the Camozzi Group is based on the awareness that the company's success is the result of the commitment and contribution of all the people who are part of it.



The Camozzi Group's social commitment

ECONOMIC VALUE

Value generated and distributed

The Camozzi Group proved to be a sound and reliable enterprise even during 2025. With over 60 years of experience behind it, the Group continued to **generate economic value for itself and its stakeholders**. Even in a more challenging market environment, the Group confirmed its ability to generate and redistribute value, allocating **over 86% of the economic value generated to its stakeholders**, demonstrating its commitment to solid and lasting development.

538,710,000 €

Economic value **generated** by Camozzi in 2025

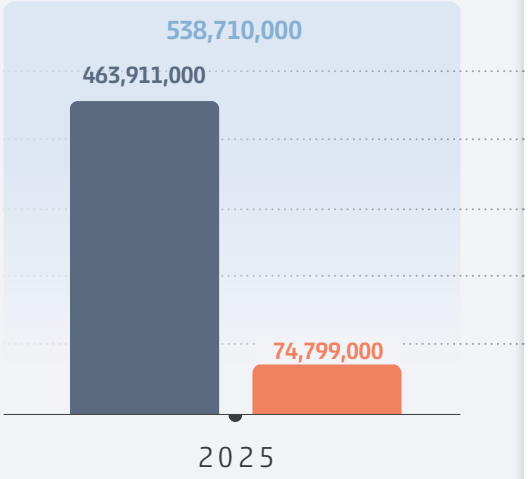
which includes:

2025

86%

REDISTRIBUTED TO VARIOUS STAKEHOLDERS

Economic value generated in 2025 (€)



In particular, **we distributed**:

To our **suppliers**

306,535,000 €

through the purchase of raw materials, components and services that allowed the Group to carry out various activities during the year

To our **employees**

142,281,000 €

by paying out wages and contributions in exchange for their work

To the **community**

569,000 €

Ascribable to sponsorships of various kinds and donations

To **capital providers**

560,000 €

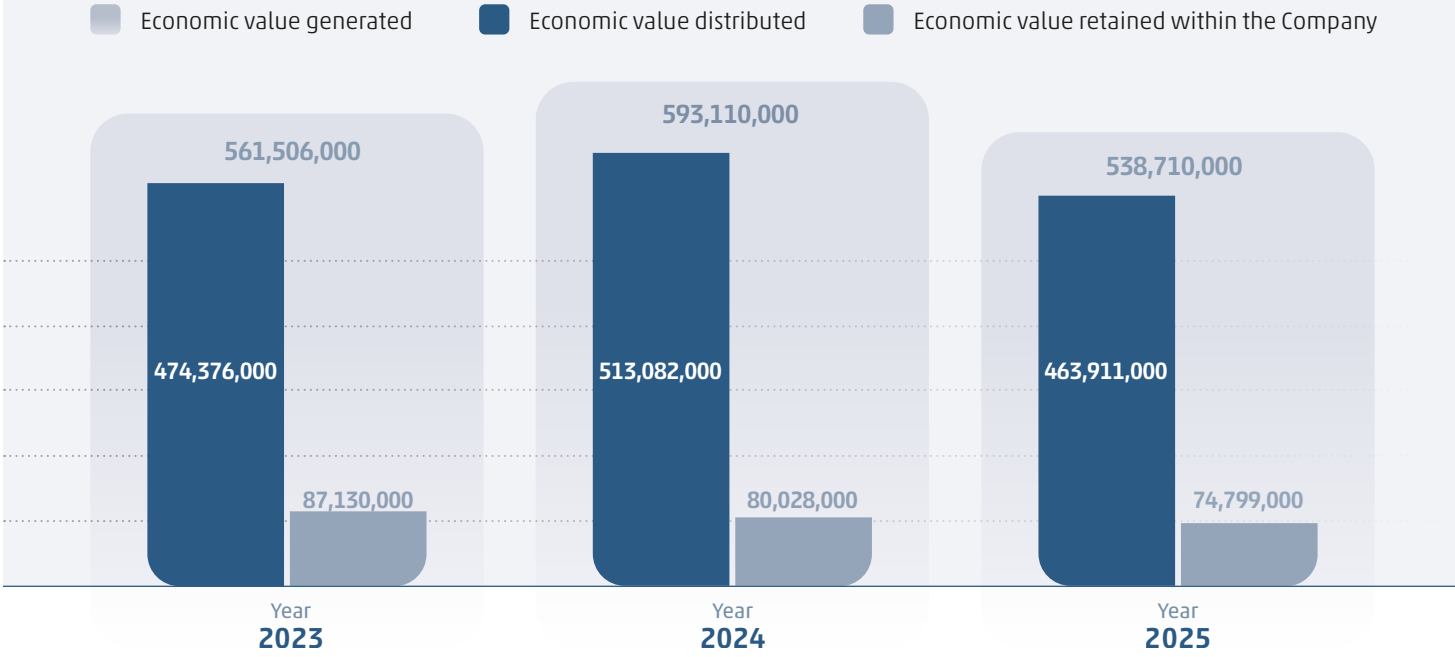
Ascribable to interest expense and other financial charges

To the **Public Administration**

13,966,000 €

By paying taxes and other management fees

Economic value generated and distributed by Camozzi in the three-year period[4]



The economic value retained within the company in 2025 was **€74,799,000**, i.e. nearly 14% aimed at investments for business development and growth purposes, also ensuring financial soundness to the various stakeholders with whom the Group engages.

[4] Data refer to the Consolidated Financial Statements of the Camozzi Group



The Camozzi Group's social commitment

THE COMPANY'S PEOPLE

The Camozzi Group is a complex and dynamic organization, comprised of people, companies, and divisions spread across the globe in vastly different contexts. Precisely because of this diversity, the Group has not adopted a single, centralized people management model, but rather promotes a shared approach, based on compliance with applicable international, national, and collective bargaining regulations, and on several shared principles: **employee well-being, skills development, and mutual respect.** Within this framework, the individual Group companies maintain their autonomy in developing initiatives for their employees, tailored to the specific features of each enterprise, with the aim of promptly meeting local needs.

Total number of employees by division 31/ 12

	2023	2024	2025
Automation	2,450	2,439	2,549
Machine Tools	324	288	274
Manufacturing	297	302	267
Textile	208	204	185
Digital & Mechatronics, Holding and CRC	50	57	62
Grand Total	**3,329**	**3,290**	**3,337**

The Camozzi Group operates with its own production sites and branches in Asia, America, and Europe, with a greater concentration in this area where 50% of its staff are employed.

Geographical breakdown in 2025



America 7%

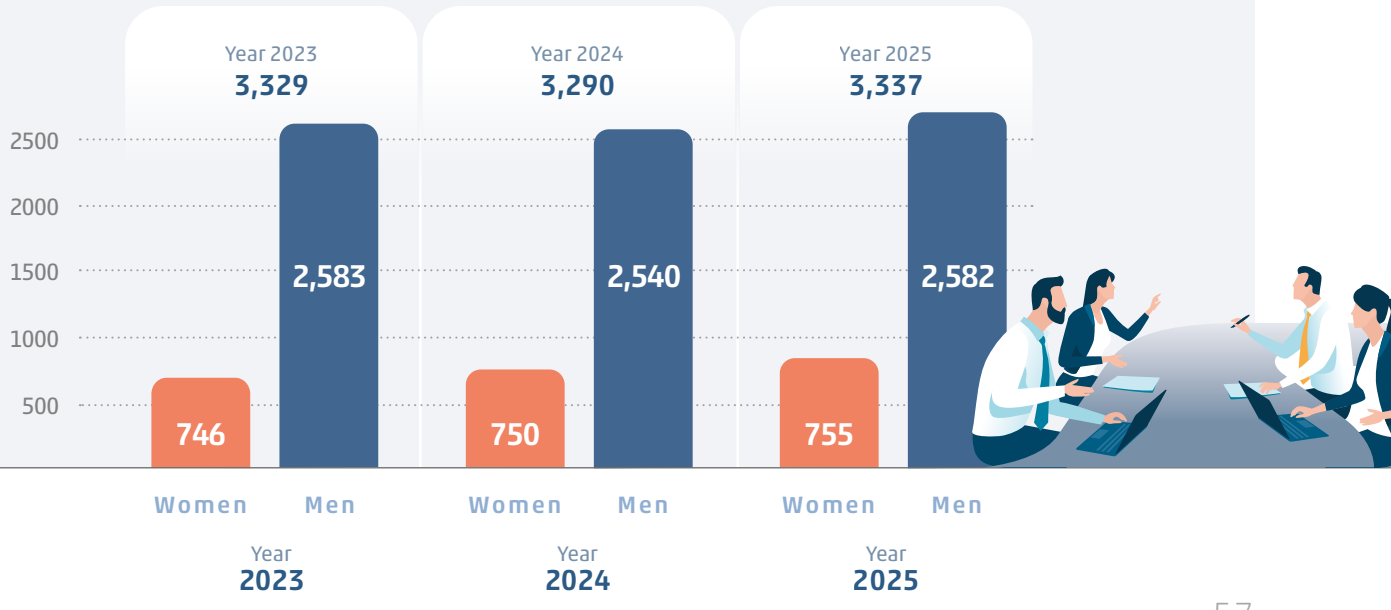
Asia 43%

Europe 50%

	2023		2024		2025	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
America	246	49	213	50	198	47
Asia	974	353	992	359	1,066	370
Europe	1,363	344	1,335	341	1,318	338

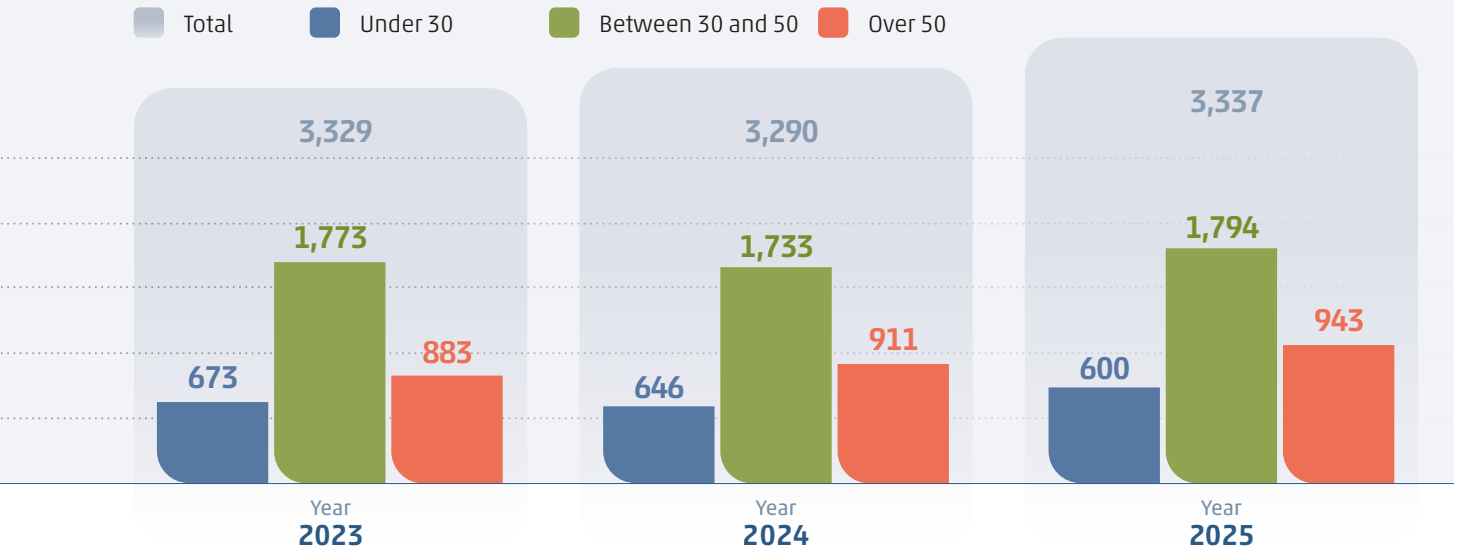
In 2025, the Camozzi Group's number of employees was virtually unchanged from the previous year. The percentage of women working for the company, representing **23%** of total employees in 2025, remained steady.

Total number of employees by gender



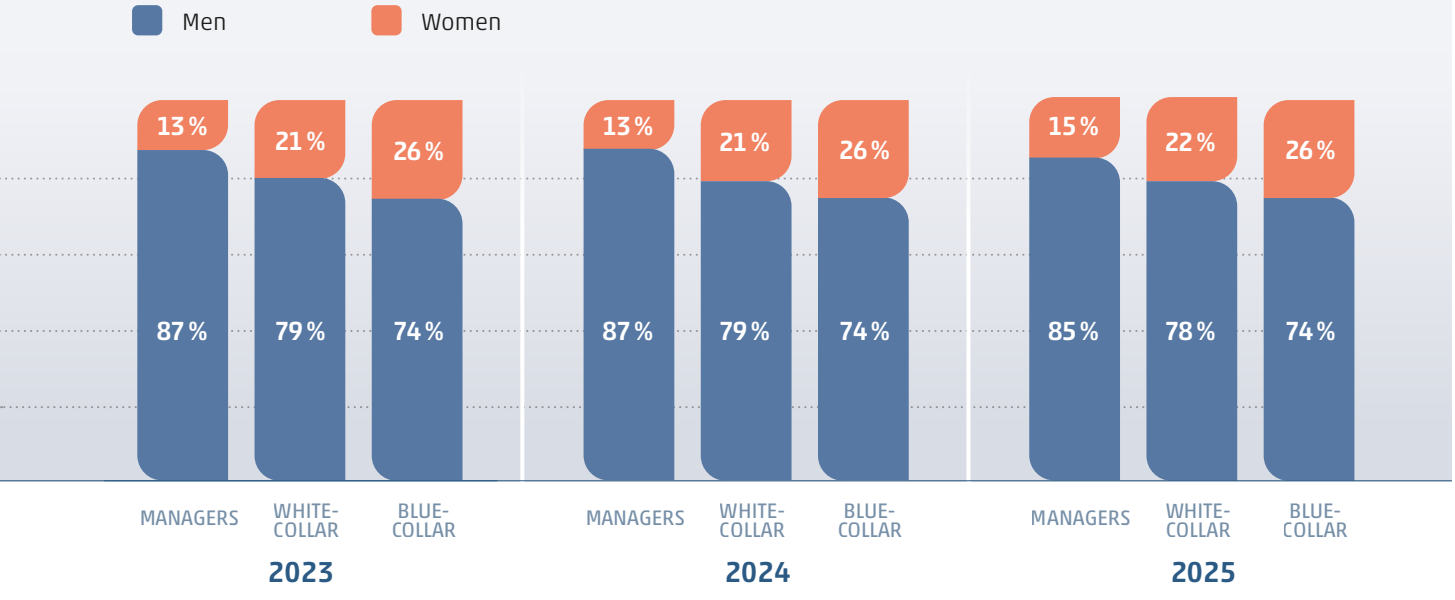
In 2025, 72% of the people in the Camozzi Group were under 50 years old, indicating a relatively young corporate population. Specifically, 54% were between 30 and 50 years old.

Total number of employees by age



Since the Camozzi Group is a group of industrial companies, 48% of its employees are classified as blue-collar workers. 37% of all personnel carry out clerical tasks (white-collar workers) and nearly 14% hold managerial and executive positions (managers and executives). Within the Group, **the female presence represented 22%** among employees, reaching nearly 26% among blue-collar workers and recording 15% among management personnel.

Employees by category and gender (%)

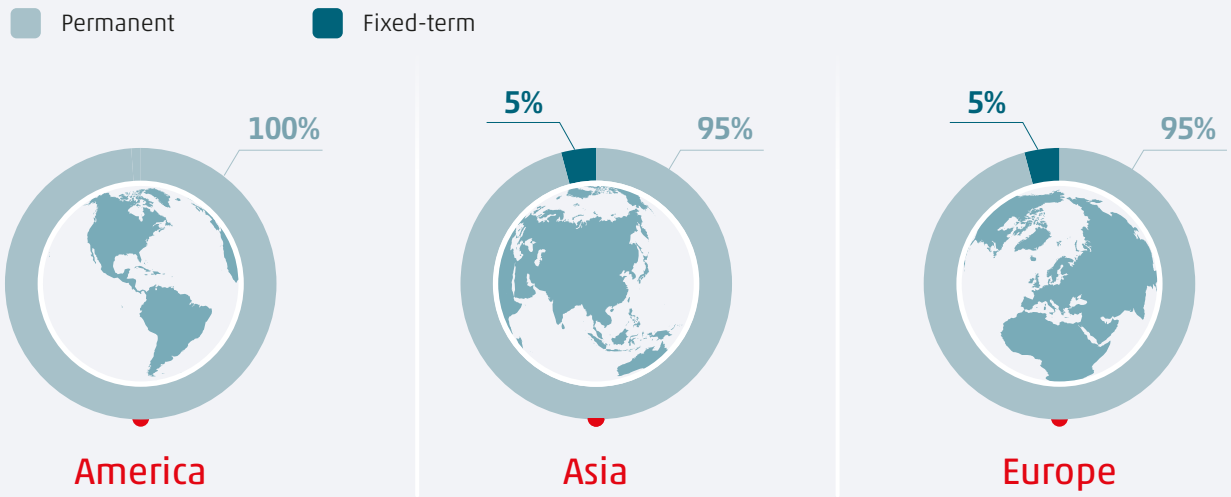


In terms of employment relationships, **open-ended contractual forms** were preferred, as they are capable of providing stability to the workers' personal and professional life, as well as to the Group's business. This is why permanent employment contracts are the majority of existing contracts.

Employees by contract type and gender (number)

	2023		2024		2025	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Employees under fixed-term employment contracts	141	37	137	32	121	33
Total	178		169		154	
Employees under permanent employment contracts	2,442	709	2,403	718	2,461	722
Total	3,151		3,121		3,183	

Employees by contract type and geographical area in 2025 (%)



In 2025, permanent contracts remained unchanged in percentage terms compared to 2024, overall representing **95%** of the total.

Employees by contract type and gender (%)

	2023		2024		2025	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Fixed-term contract	5%	5%	5%	4%	5%	4%
Permanent contract	95%	95%	95%	96%	95%	96%



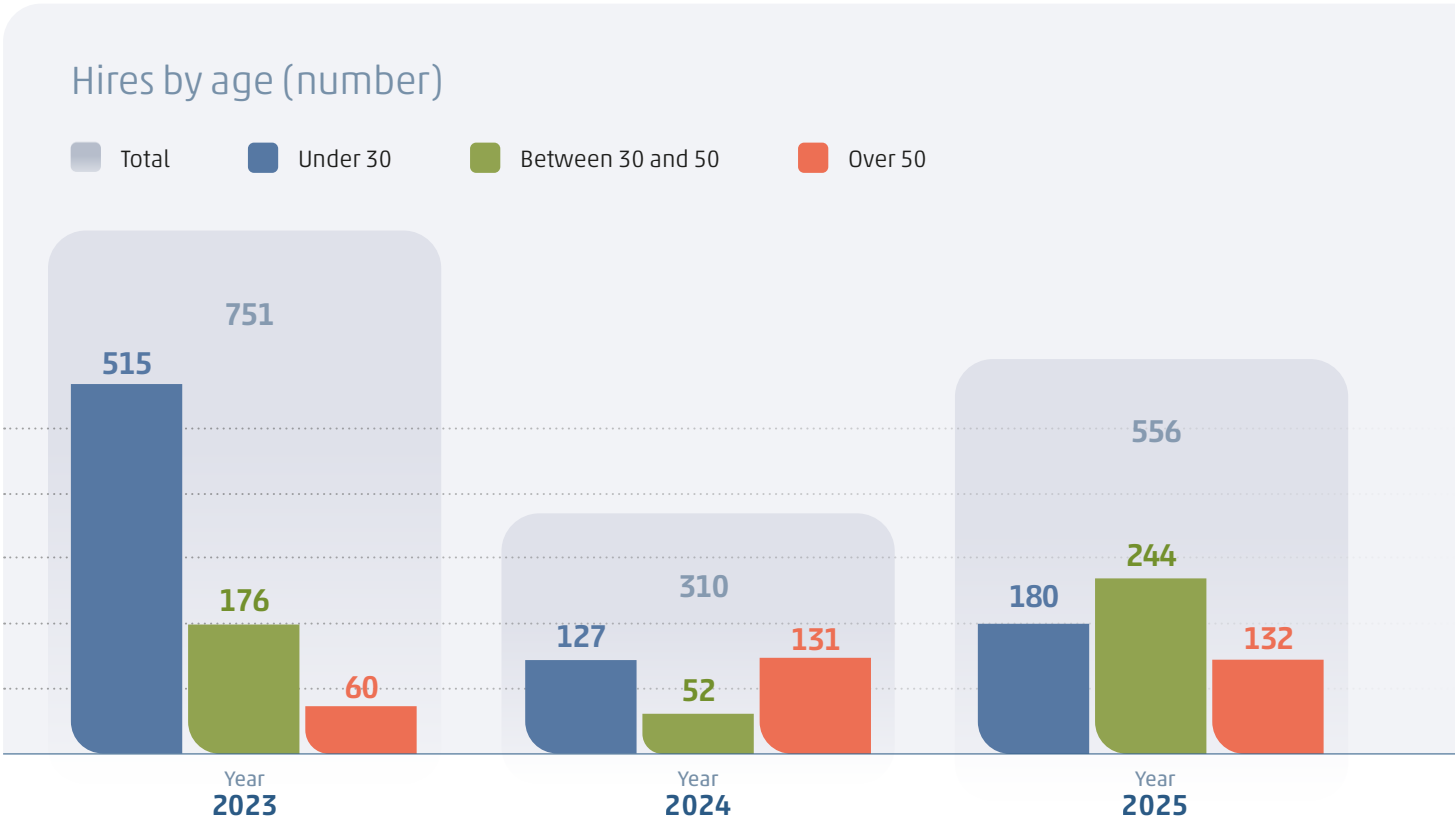
Hires and terminations

The Camozzi Group is committed to ensuring equal opportunities during the hiring phase, evaluating candidates based on the correspondence of their skills with the job profile being sought. In 2025, 556 new employees in total were hired in the Group's companies, 22% of whom were women.

Hires and terminations by gender (number)

	2023		2024		2025	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Total hires	**575**	**176**	**241**	**69**	**435**	**121**
Total terminations	**515**	**87**	**282**	**61**	**372**	**118**

In 2025, hiring focused primarily on people aged between 30 and 50, who represented 44% of total hires.



Hiring and turnover rates[5]

Turnover rate	2023	2024	2025
Men	2.4%	-1.6%	2.5%
Women	13.6%	1.1%	0.4%
Total	**4.7%**	**-1%**	**2%**

Termination rate	2023	2024	2025
Men	20.6%	10.9%	14.6%
Women	13.3%	8.2%	15.7%
Total	**19.1%**	**10.3%**	**14.9%**

Hiring rate	2023	2024	2025
Men	23%	9.3%	17.1%
Women	26.9%	9.2%	16.1%
Total	**23.8%**	**9.3%**	**16.9%**

In 2025, higher hiring and termination rates were recorded compared to the previous year, indicating higher staff dynamism compared to the previous year.

[5] See the section "Notes on the calculation method" for the calculation method used.

The Camozzi Group's social commitment

WE ARE COMMITTED TO IMPROVING PEOPLE'S WELL-BEING AND SAFETY

The Camozzi Group has always been dedicated to promoting a work environment that guarantees the health and safety of all its staff and of the people involved in its activities.



Safety within the Group's companies

Strict compliance with regulations on the prevention and protection of occupational health and safety is guaranteed within the Group companies both in Italy and abroad in order to reduce accidents and occupational diseases. During 2025, accidents recorded within the Group increased, returning to 2023 levels following 2024, which had witnessed a significant reduction in the number of workplace accidents. While counter to the results achieved in the previous two years, this trend confirms how workplace safety should remain an area of constant attention and can never be considered a goal that has been definitively achieved.

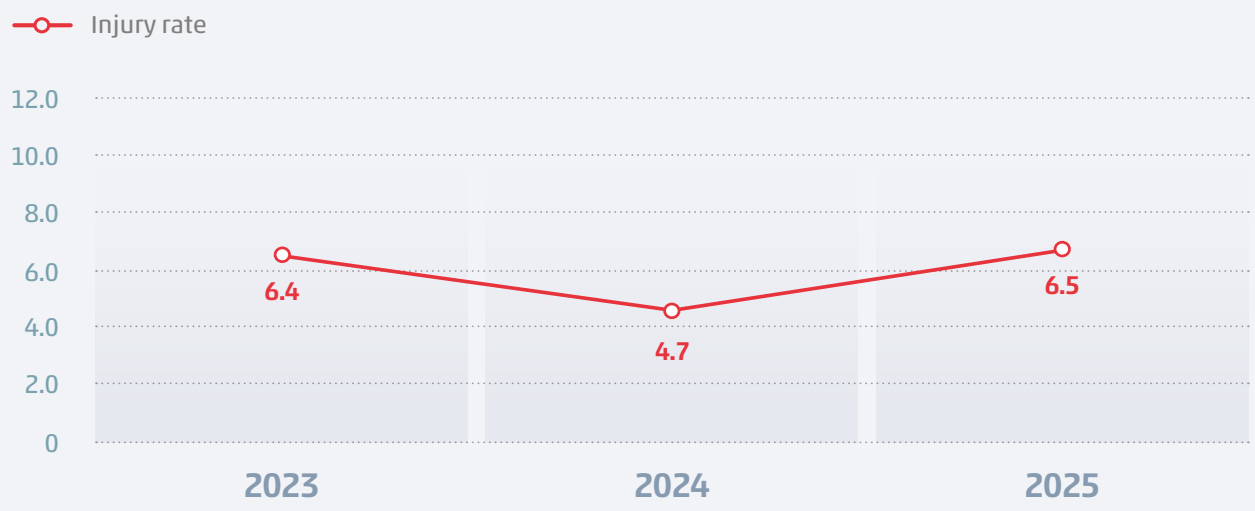
Injuries, deaths and days lost due to work-related injuries related to employees

	2023	2024	2025
Number of recordable accidents	**37**	**28**	**39**
Number of deaths	**0**	**0**	**0**
Days lost due to injuries	**365**	**436**	**741**

Total number of hours worked by employees by division

	2023	2024	2025
Automation	4,189,199	4,360,628	4,606,675
Machine Tools	631,627	576,593	524,823
Manufacturing	419,203	467,385	400,673
Textile	421,634	409,648	377,460
Digital & Mechatronics, Holding and CRC	86,441	100,198	102,037
Grand Total	**5,784,104**	**5,914,451**	**6,011,668**

Injury rate[6]

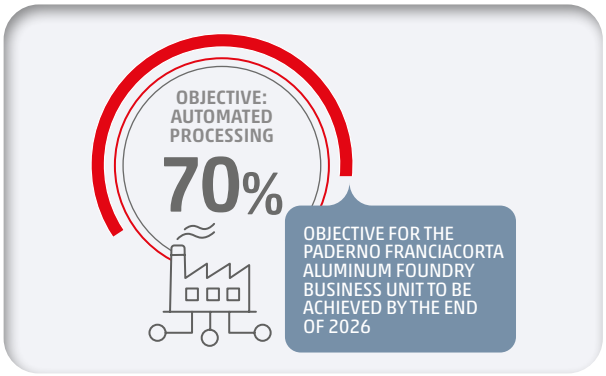


The deterioration reported above represents a further incentive for the Group to intensify its prevention efforts. For this reason, the Group intends to continue extending **ISO 45001 certification** to other production sites, believing that a certified management system is a key tool for more effective prevention and safety management.

[6] See the section "Notes on the calculation method" for the calculation method used.

In 2025, this process, already underway in previous years, led to certification at two additional plants: Camozzi Automation in Villa Carcina and Camozzi Advanced Manufacturing in Paitone. The Group aims to extend the standard to a large portion of its plants by 2027, accelerating the adoption of certified systems to ensure increasingly accurate workplace safety monitoring.

Alongside regulatory compliance and the adoption of safety management systems, the Group invests in innovation to prevent risks and reduce operator exposure to strenuous tasks. In particular, the Group's various companies are working to further automate their production facilities in order to improve operator safety. Over the years, at the Camozzi Automation plants in Villa Carcina and Polpenazze, **several systems, including test benches, have been automated**, **eliminating manual handling and repetitive tasks**.
Robotic solutions and more ergonomic workstations have been introduced, improving operator well-being.
At the Campress plant, **an automated system for moving materials between departments has been implemented**, integrating self-driving **vehicles** with georeferencing and internal route tracking to reduce the risk of forklift-related accidents. Furthermore, **functional safety** has been increased thanks to on-board **LIDAR technology**, a remote sensing system that allows distances to be measured with high precision using laser light pulses.
In 2025, the Aluminum Foundry BU in Paderno Franciacorta implemented a progressive automation plan for riser removal process, with the goal of achieving 70% automated processing by the end of 2026, reducing operator exposure to higher-risk activities.
At the same time, ergonomic analysis continued according to the NIOSH methodology, an international approach for assessing risk related to posture and load handling, with a focus on the





sandblasting phase. Redesigning the height and placement of supports improved working postures and the physical sustainability of daily activities. The Group's approach to continuous improvement in health and safety is also based on increasing the active involvement of employees.

With this in mind, the Group's companies have been working year after year to strengthen awareness-raising and internal communication initiatives with the goal of fostering an increasingly deep-rooted and shared culture of safety at all organizational levels.
For example, in the Aluminum Foundry BU of Fonderie Mora Gavardo, workers can enter suggestions in a dedicated board useful for integrating or modifying practices related to their protection, thus making it possible to identify critical points more precisely and opportunities for action.

The Group various companies have activated specific programs to increase people's well-being.





In 2025, the **near-miss** reporting procedure was strengthened at the Camozzi Automation plants in Lumezzane and Villa Carcina, directly involving workers in reporting potentially dangerous situations and strengthening their sense of individual responsibility in ensuring daily safety.



Camozzi Group and the ANT Foundation: A valuable partnership for health promotion and prevention

The collaboration between the ANT Foundation and the Camozzi Group began in June 2025 with the goal of developing a **structured, multi-year project** focused on **employee well-being and health**. The partnership stems from the Group's awareness of its role as an active promoter of **prevention** in the workplace, understood as a **priority** for people's quality of life.

The activities were preceded by an **educational webinar** involving over 300 participants from the Italian corporate workforce. This event served a dual purpose: on the one hand, to **present the ANT Foundation** and its work in the region, and on the other, to **raise awareness of the importance of prevention**, thus representing a key step in building awareness and encouraging participation in subsequent initiatives of the traveling campaign. The project took shape with the presence of a **mobile clinic** at the various company offices.
The first cycle of activities, between the end of 2025 and the beginning of 2026, focused on **women's health: fifty-three women** between the ages of 24 and 45 received **breast cancer** screenings in view of integrating them with the National Health Service's screening programs. **The initiative will continue in 2026** with new campaigns on the prevention of melanoma and thyroid cancer, consolidating a commitment designed to gradually expand to an ever-increasing number of beneficiaries.

A word from the President of the ANT Foundation Ms. Raffaella Pannuti



Raffaella Pannuti

President of the ANT Foundation

WHAT IS ANT'S MISSION?

*The ANT Foundation has been committed to **fighting cancer** for nearly fifty years, adopting an approach that places **people and their dignity at the center**, according to the principle of "**eubiosia**." This means caring for life in every phase and building a system that truly addresses people's needs. In this context, **prevention** is a fundamental tool: it is not only a benefit for the individual, but a **value for the entire community**.*

WHAT ARE THE POSITIVE IMPACTS OF THE COLLABORATION BETWEEN ANT AND THE CAMOZZI GROUP?

*Today, more than ever, a **shared commitment** is needed, in which companies, citizens, and organizations should collaborate to **strengthen the welfare system**. In this regard, companies could play a decisive role by bringing **prevention into the workplace**. Thanks to this project, the Camozzi Group contributes to generating an **impact that goes beyond a single action**: it allows for the early detection of situations requiring attention and the **optimization of public health care system resources**, making them available for the **benefit of the entire community**.*



*Employee participation almost entirely met the company's target, confirming that initiatives like this one address **real and often unexpressed health care needs.** The female workers involved were able to access cancer screenings quickly, without the waiting times associated with the standard process. This result demonstrates the value of a **proficient partnership between industry and the voluntary sector**: the company's ability to bring prevention to the workplace, and ANT's expertise in transforming every **visit** into **a moment of awareness and care**.*



Promoting well-being even where it is most urgent: Supporting Take Care Kids

In 2025, the Camozzi Group confirmed its commitment to the well-being of people beyond its borders, supporting the association ***Take Care Kids****, which protects mothers and children in Thailand from situations of violence, abuse, and serious vulnerability. In 2025, the fundraising campaign to purchase a new facility, launched in 2024, led to the construction of a home capable of accommodating a larger number of mothers and children. The Group's support allowed the project to continue and expand its initiatives for the most vulnerable, including new actions to support terminally ill patients, with the goal of offering everyone protection, dignity, and new life opportunities.*



Innovative solutions for industrial automation safety

The Camozzi Group is committed to finding innovative solutions capable of promoting a production model that places human needs and interests at the center of processes, striving to adapt technology to the needs and diversity of workers. This means actively involving workers in the design and implementation of new industrial technologies, relieving them of repetitive and/or dangerous tasks, while ensuring that fundamental rights, such as the right to privacy, autonomy and dignity, are respected. The Camozzi Group is therefore active in advanced research and, in the area of industrial health and safety, it is involved in **Spoke 8 of MICS – Made in Italy Circolare e Sostenibile (Circular and Sustainable Made-in-Italy Products).**



Spoke 8

Human-robot cooperation
Ergonomics of production processes



This Spoke focuses on **human-robot cooperation** and the **ergonomics of production processes**. The goal is to explore new technological frontiers that may improve the physical and cognitive well-being of workers through the intelligent integration of robotics, sensors, and digital solutions in industrial environments.
As part of this project, field studies were initiated within various production facilities, sensorizing certain workstations to analyze the physical and mental load of workers involved in repetitive or complex tasks. Research activities were conducted in collaboration with the **University of Padua and the University of Turin** and resulted in digital models of the human-machine-workstation system through which ergonomic solutions and layouts that improve workplace well-being can be studied. These experiments, conducted in real-world settings, have significantly contributed to national applied research and strengthened the Group's ability to develop increasingly **human and intelligent** production technologies.



The Camozzi Group's social commitment

WE INVEST IN THE PERMANENT TRAINING OF OUR PEOPLE

In an ever-changing environment, investing in people development is a fundamental element to be prepared for the challenges of the future.

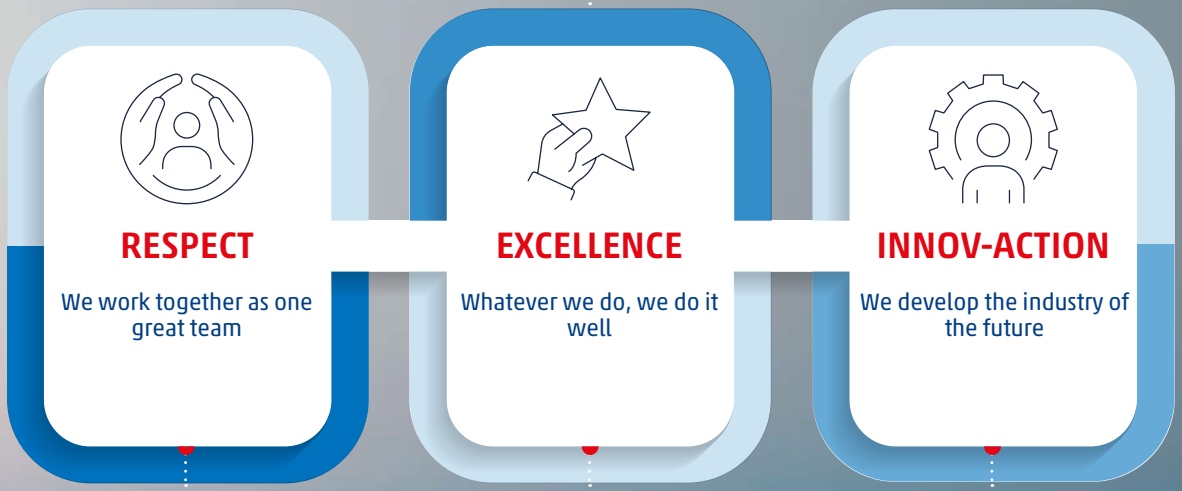
As technologies advance and industrial models evolve, professionals are required to possess increasingly specialized and cross-cultural skills. With this in mind, the Group promotes targeted and flexible training programs that can adapt to different operational needs.

Since 2024, the Camozzi Group has codified and disseminated its shared values, the founding principles that globally guide the way we work and interact within the company.

> *Every new skill is a step forward for people and for the entire Group*

While 2024 was the year in which the values took shape, 2025 was the year in which they came to life within the organization, in a process of increasing integration of this renewed corporate culture.

The Camozzi Group's **Values**



We work collaboratively with all our colleagues, in compliance with regulations and respecting company principles, to ensure a solid and integral company.

We strive for excellence in everything we do, to continually improve the satisfaction of our customers, colleagues, and all our stakeholders.

We are curious by nature, passionate about 360° innovation, and we embrace change with a positive, open, and constructive approach.

In Italy, these values also form the basis of the **performance evaluation system**: corporate values are translated into specific behaviors and integrated into the employee assessment process.

The performance evaluation process

1	2	3	4	5
Goal setting	Goal sharing meeting	Mid-Year review	End-of-year evaluation: forms are filled out	Evaluation interview

All employees at Italian companies are evaluated through an appraisal system that considers not only the results achieved, but also the employees' behaviors aligned with corporate values.

The core values—**respect, excellence, and innovation**—are broken down into observable behaviors and key competencies, which form the basis for evaluating each employee, regardless of their role.

For managers, the evaluation includes three additional specific factors: people management, organization and planning, and innovation orientation. The system aims to promote **ongoing and constructive dialog** between managers and employees, providing clarity on expectations, growth, and results.

The reference model for performance evaluation



Evaluation is not just a formality, but a tool that **values individual contributions** and helps build a culture of continuous improvement, where values become a concrete guide to daily behavior.

Finally, on the Camozzi LINK e-learning platform, available courses are matched to key competencies related to the Group's values, offering **a structured training catalog consistent with the evaluation model.**

This allows managers and employees to be directed toward the most appropriate paths to fill any gaps identified during the assessment, strengthening the link between individual growth, expected behaviors, and corporate culture.

The Technical Academy, an internal initiative created to enhance and disseminate technical expertise within the Group, continued its path of growth in 2025.
The program promotes the sharing of skills across divisions, leveraging internal knowledge and enriching it with contributions from third-party experts, including professional trainers and university professors.
In 2025, training content focused on automatic controls and project management, continuing the work that had begun the previous year.

The **Camozzi LINK e-learning platform** remains a key tool in the Camozzi Group's training model, offering employees a wide range



of technical, language, and soft skills development courses.

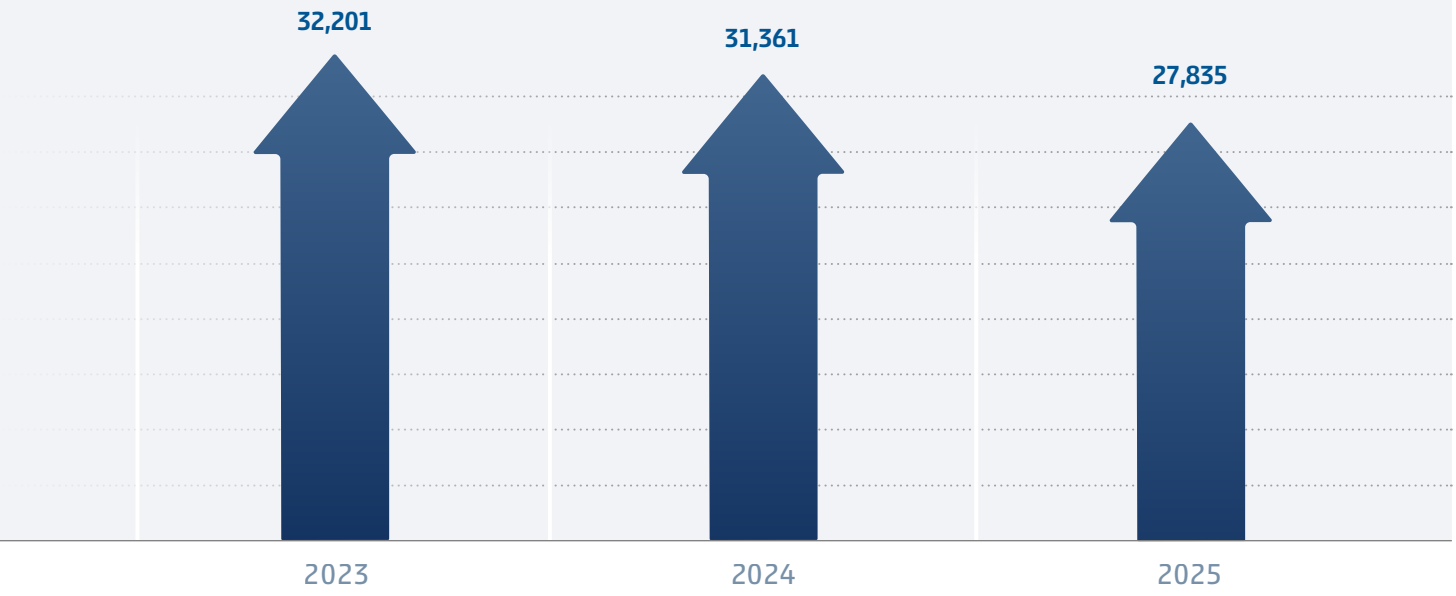
Through the platform, every employee has access to a wide range of training options, including courses assigned by their managers and content they can freely explore based on their interests and growth goals. In 2025, the platform was further expanded to the Group's foreign subsidiaries, with the aim of making digital training a tool increasingly shared globally.

The platform is available **24 hours a day** and provides **access to the employees' family members**, opening up the development of new skills to a wider spectrum of users, who in 2025 numbered approximately **1,300 among employees and their family members**.



In 2025, the Camozzi Group provided a total of over 27,800 hours of training, corresponding to an average of 8.3 hours per capita, an 11% decrease compared to the previous year.
The decline was more pronounced among women, with an average reduction of 15% per capita, while a countertrend was observed among blue-collar workers, with average training hours increasing by 13%.

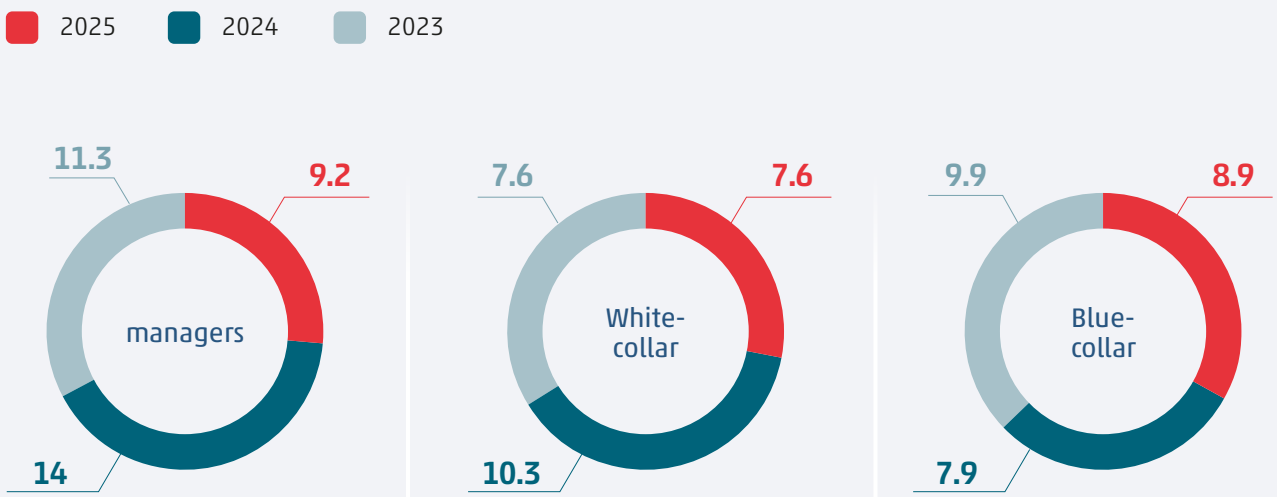
Total training hours



Average training hours per capita

	2023	2024	2025
Average training hours per capita	**9.7**	**9.5**	**8.3**
Average training hours per capita - women	8.4	5.8	5
Average training hours per capita - men	10.1	10.6	9.3

Training hours per capita by category



Regarding talent attraction, in 2025 the Camozzi Group continued to invest in the search for new talent to develop within its companies, participating in some of the most relevant events in the technical and engineering world. These included **Convivium**, the STEM event promoted by Ingegneria Italia aiming to bring together young technical professionals and manufacturing companies, and **Domani Lavoro**, a joint career day organized by the University of Brescia, the Catholic University of Brescia, and the ITS Machina Lonati. The Group also participated in the **Open Day** of the ITS Academy Lombardia Meccatronica and the **Job Day** of the Castelli Institute, occasions where company representatives shared with students the skills most sought after in the industry today.
These events are much more than a recruiting channel: they represent an important **employer branding** opportunity, where the Group shares its values, vision, and operating methods, building an authentic reputation over time.

With the same objective, a visit to the Automation plant in Polpenazze was organized for **40 students** from the mechatronics program of the Cerebotani Institute, offering them the opportunity to see the knowledge acquired during the training course applied in the field.

Lastly, in 2025 the Group joined the **project "The Cube - Chasing Upskills Building Experience,"** funded by the PNRR and promoted by the L. Cerebotani Institute of Higher Education, aiming to create an advanced teaching and laboratory environment dedicated to robotics, automation, rapid prototyping, mechatronics, and vision systems. The industrial partners involved supported the institute in selecting equipment and developing the curriculum, with the goal of creating innovative training programs that are as aligned as possible with the needs of the workforce. The activation of this new immersive, open, and modular space will open up new opportunities for collaboration and experimentation on real-world projects for students, faculty, researchers, and professionals.



The Camozzi Group's social commitment

WE SUPPORT CULTURE, ART, AND TECHNOLOGY

Photo: ©Fondazione Brescia Musei

The Camozzi Group supports culture, art, and technology as fundamental drivers for inspiring personal and collective growth, stimulating innovation, and generating value in the communities where it operates. For this reason, it supports organizations and associations active in these fields, in the belief that technological progress must go hand in hand with human and social development. Through these collaborations, the Group intends to contribute to initiatives that generate **educational and training impact**, while strengthening the link between industry and society.

A collaboration for scientific citizenship

In 2025, the Camozzi Group renewed its collaboration with the **Leonardo da Vinci National Museum of Science and Technology in Milan**, strengthening a partnership born out of a shared commitment to promoting scientific culture and innovation as drivers for sustainable, inclusive, and accessible development. The Group recognizes the importance of technical and scientific dissemination in fostering dialog between businesses, research, and civil society, supporting initiatives that inspire new generations, **enhance the work of researchers, and encourage interest in STEM disciplines**. Thanks to this collaboration, Group employees and their families were also able to visit the Museum and participate in workshops. This initiative reinforced the company's commitment to making technology accessible to the community and sharing it with them.

In conversation with Fiorenzo Galli General Director of the Leonardo da Vinci National Museum of Science and Technology



HOW WOULD YOU PRESENT THE MUSEUM AND THE MISSION THAT GUIDES ITS ACTIVITIES?

We are much more than an exhibition space: we are a cultural enterprise whose mission is to provide citizens, especially the younger generations, with the tools to understand science and technology as an integral part of life. We do this through our collections, the 14 hands-on educational workshops that annually welcome over 4,200 school groups, from preschool to university, and a network of collaborations with the world's leading science museums. In the 1950s, our founder defined it as ***"the museum of the world's evolution"****: a vision that resonates with renewed effectiveness today.*

HOW DOES THE COLLABORATION WITH THE CAMOZZI GROUP TAKE PLACE, AND WHAT BENEFITS DOES IT GENERATE FOR BOTH ORGANIZATIONS? *There is a profound affinity between our respective vocations: the Camozzi Group thrives on innovation and applied research, and the Museum exists precisely to ensure that culture reaches citizens of all ages. Through its participation in the* ***Mission Partnership*** *program, Camozzi supports the Museum's daily operations, from educational workshops to the care of its historical and archival heritage. The Group, in turn, benefits from a context with a high cultural value in which to showcase its commitment to research and innovation, reaching a broad and diverse audience.*

A concrete example of this is our participation in ***Open Night****, our annual event during the European Research Night, where thousands of visitors meet directly with people who engage in research every day: Camozzi Group researchers were at the forefront, making the connection between industrial innovation and shared scientific culture tangible. This is the progress we are interested in: not just innovating, but ensuring that those innovations become everyone's heritage.*



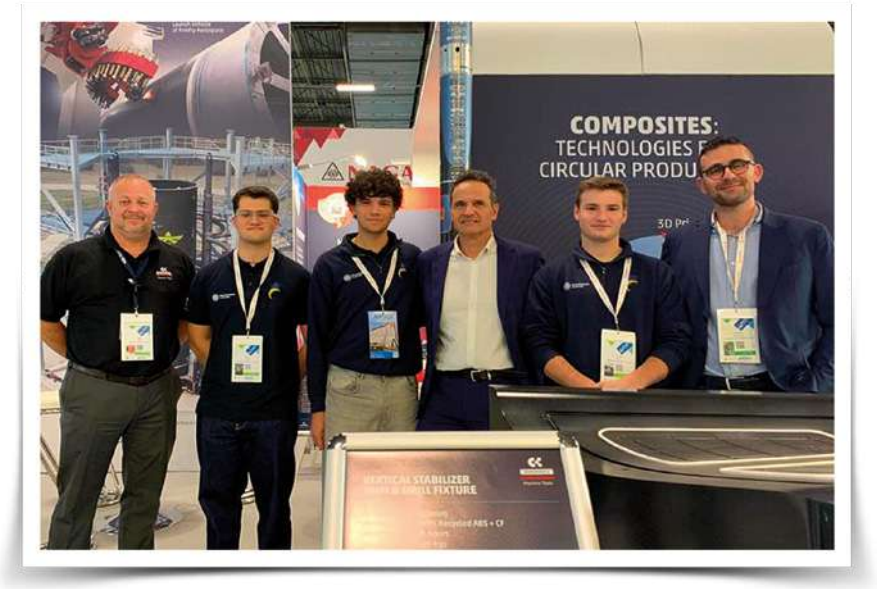


Photo: ©Fondazione Brescia Musei

In 2025, the Camozzi Group renewed a four-year partnership with the ***Brescia Museums Foundation*** *to become part of the network of supporters of the city's museum system. The partnership stems from the belief that supporting culture represents an investment in the social and civic fabric of the region in which the Group operates. The collaboration, which will see operational activities expand in 2026, brought Group employees and their families closer to the city's cultural heritage through a single, integrated ticket at discounted rates and the opportunity to use the museum spaces for institutional events.*

Over the course of the year, the Camozzi Group renewed its commitment to culture, including through support provided to two important organizations operating in the Brescia area. ***The San Benedetto Foundation****, a leading institution for cultural, civic, and professional development, promotes meetings, courses, and educational programs aimed primarily at young people, fostering open dialog on current issues and individual responsibility. Its activities also include initiatives for the creation of jobs and development of new entrepreneurial ideas, particularly for those entering the workforce. Likewise, the Group's support for the* ***Diocesan Museum of Brescia*** *reflects its commitment to protecting and enhancing the city's artistic and spiritual heritage. The museum, home to works of art of historical and cultural value, is also an active center for dissemination through temporary exhibitions, educational workshops, and projects with schools.*





Over the years, the Group has consolidated a strong relationship with the academic world, promoting numerous theses and curricular internships in collaboration with the ***University of Brescia*** *and the* ***University of Bergamo****, as well as joint labs with Politecnico di Milano and the IIT in Genoa. These programs involved students and recent graduates in technical and scientific fields of growing strategic importance for the Group, including* ***structural simulation*** *(FEM analysis of pneumatic and electromechanical components, reliability and durability testing),* ***computational fluid dynamics*** *(CFD applied to valves, fittings, and actuation systems), and* ***Artificial Intelligence and Digital Engineering*** *applications (predictive models, digital twins, industrial data analysis, and algorithms for advanced maintenance). These collaborations represent an important channel for two-way technology transfer, allowing the Group to access cutting-edge academic expertise and offering young people a real-world application context in which to develop their careers. The company extended its commitment to education and training to support student associations, offering discussion, expertise, and support activities provided by its technicians. Among these, the collaboration with* ***Skyward Experimental Rocketry*** *stands out. This is a student association at Politecnico di Milano engaged in the design, construction, and launch of sounding rockets as part of the European EuRoC competition, competing against universities across Europe.*
The collaboration, born from contact between Skyward and Camozzi Advanced Manufacturing, resulted in technical support for the production of rocket components and the coaching of young designers on the part of the Group's engineers. The project is an important testing ground for advanced technological expertise, where engineering, innovation, and performance research are integrated in a real-world application context.
The partnership is currently in the process of being renewed for 2026, with an expansion of the scope of collaboration to include the integration of Camozzi Automation components into the rocket's pneumatic and electric actuation systems.

In 2025, the Group also participated in a traveling workshop organized by ***Institut auf dem Rosenberg****, a prestigious Swiss international college designed to incubate entrepreneurial talent and dedicated to discovering Italian manufacturing excellence. One of the stops on the program saw the students visit one of the Group's facilities, where they discussed future technological challenges.*
This informal initiative, however, was significant as a bridge between the industrial world and the younger generations, consistent with the Group's commitment to fostering interest in technical and scientific disciplines.

The Camozzi Group's social commitment

WE PROMOTE SPORT AS A TOOL FOR GROWTH AND INCLUSION





The Camozzi Group promotes sport as a powerful tool for growth, inclusion, and social awareness. Sport has the ability to unite people, demonstrating that physical and cultural limitations can be overcome and offering new opportunities for growth, especially for the most vulnerable. This commitment translates into support for organizations in the Brescia area that promote Paralympic sport with professionalism, passion, and strong social impact.
Among these, the long-standing partnerships with Active Sport and Icaro Sport stand out.
These are two organizations that have long firmly believed that sport is a key element in addressing change, social reintegration, and rehabilitation—both physical and otherwise.

For over fifteen years, **Active Sport** has been a leading organization in the national Paralympic sports scene. Founded and managed by people with physical disabilities, the association promotes inclusion by offering those with acquired or congenital disabilities (women, men, youth, and children) the opportunity to explore and practice sport free of charge, whether recreationally or competitively. Activities focus on two Paralympic

disciplines: **handcycling** and **wheelchair tennis.** Today, Active Sport has approximately 70 athletes, many of whom have achieved significant results at the national, international, and world levels.
The year 2025 was a year of significant achievements for the association's athletes, especially in handcycling. Leonessa athletes participated in the Paracycling World Championships, international and national competitions, and the club team championship, winning world, national, regional, and provincial titles.
The **eleventh edition** of the international wheelchair tennis tournament, **Camozzi Open – Memorial Cav. Attilio Camozzi**, also took place during the year. It involved over thirty top 100-world ranking athletes from over nineteen countries globally.
The mission of Active Sport, however, extends far beyond athletic achievements.
The association is engaged year-round in various **educational**, **social**, and **awareness-raising projects** within **primary and secondary schools**, through wheelchair physical education classes and road safety meetings, supported by firsthand accounts from Active Sport staff. In the 2024/2025 school year, **over 1,400 students** from schools in the provinces of Brescia and Cremona were reached. The ambitious Sport Therapy project, in collaboration with the specialized neurological rehabilitation unit at **Domus Salutis** in Brescia, also continued. It allowed patients to experience Paralympic sports activities during their hospital stay, promoting physical and emotional recovery. Another significant initiative was the **peer-to-peer counseling service**, designed by Active Sport's management to support those facing the complex process of adapting to a disability through discussions with those who have experienced it firsthand. The Camozzi Group has also been supporting the **Icaro Sport** Association for many years, an association that promotes **wheelchair basketball and mini-basketball**, participating in the national Serie B championship and thus giving people with disabilities a further option to choose between various sports disciplines. The association involved approximately 80 athletes and 50 volunteers in its activities, including school programs.



The Camozzi Group has always been proud to support sport, promoting the values of teamwork and collaboration.


10

At the same time, the Group also supported the **MITE Project**, an initiative launched in 1998 that promotes the **inclusion of visually impaired and blind people in the world of motorsport**.
The project offered the opportunity to participate as navigators in national and international rally races and regularity competitions, competing in the overall rankings without distinction from other teams.

Thanks to the use of the road book in Braille or in enlarged format, participants played a fully active role, helping to overcome cultural barriers and demonstrating how sport can be a space for authentic and inclusive participation.
The associations supported by the Camozzi Group not only compete and promote active citizenship, but also become true incubators of solidarity where sport and social interaction create bonds and break down barriers.

Sponsorship of **FC Lumezzane**



The Camozzi Group is the main partner of Football Club Lumezzane, continuously supporting its activities and growth.
In addition to its senior men's and women's teams, the club has a vast youth sector comprising 22 teams and actively involving a large number of boys and girls of various ages from across the province of Brescia.
Through this commitment, the Camozzi Group reaffirms the value placed on sport as an educational and social tool, capable of fostering individual development and strengthening bonds with the local community from an early age. In addition to the sporting achievements obtained over time by its senior men's and women's teams, Football Club Lumezzane also plays a social role within the local community by organizing numerous charitable initiatives, which take shape through the socio-cultural project ***"Noi Ci Teniamo"****.*
The Camozzi Group directly sponsors this program through the ***Camozzi LINK*** *platform, offering all members and their families the opportunity to access free, qualified training programs aimed at developing personal skills and learning languages.*



Sustainability Report

Notes on the calculation method

The criteria used in calculating some of the indicators included in this Sustainability Report are shown below. Some data have been restated with respect to the previous document in light of a refinement in the calculation methodology and in the scope of data collection.

ENERGY CONSUMPTION

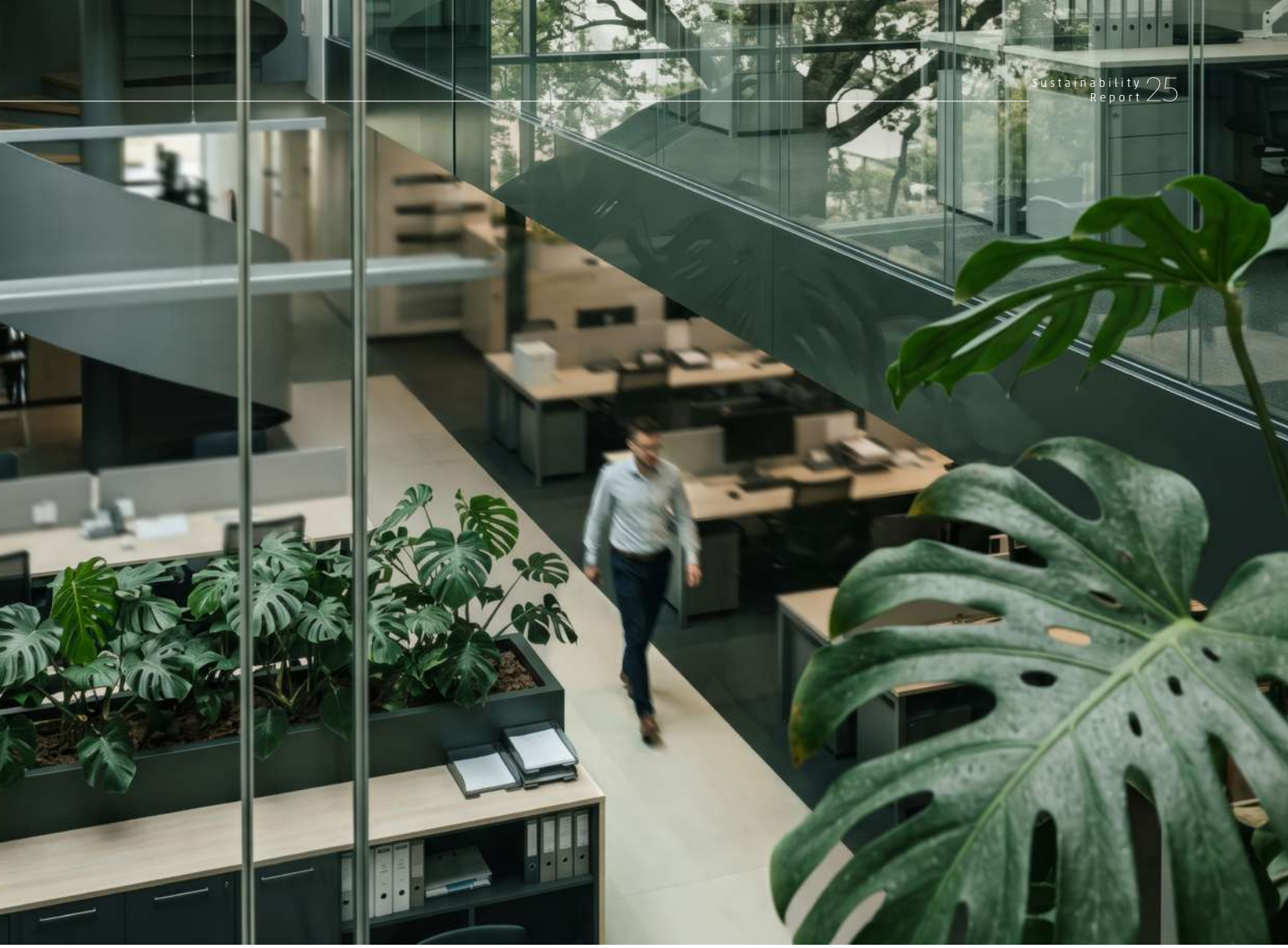
The Camozzi Group's energy consumption was calculated in terms of megawatts per hour (MWh) using the UK DESNZ (Department for Energy, Security & Net Zero) "UK Government GHG Conversion Factors for Company Reporting" as a source for the conversion factors for the years 2023, 2024 and 2025.

GHG EMISSIONS

Greenhouse gas emissions were calculated according to the principles of the GHG Protocol, using the consolidation approach under operational control. Self-produced energy through photovoltaic systems was not included in the calculation of emissions as it was considered to produce zero greenhouse gas emissions. **Scope 1 direct emissions**: with regard to the consumption of natural gas, petrol, diesel, LPG and fuel oil, the emission factors listed in the "UK Government GHG Conversion Factors for Company Reporting" of the UK DESNZ (Department for Energy, Security & Net Zero) were used for the years 2023, 2024 and 2025. Tons of carbon dioxide equivalent (tCO2eq) were considered in line with the sources of emission factors used.

Scope 2 indirect emissions: associated with electricity consumption purchased by the Group. The calculation was performed applying the *location-based* methodology for the entire three-year reference period, using specific emission factors for each country in which the Group operates, according to the following sources:

- **Non-EU countries**: emission factors taken from the tables published by Terna in the "International Comparisons" section, the data for which are in turn provided by Enerdata. For 2025, the most recent factors available, relating to 2024, were used.
- **European countries**: emission factors relating to the "Production Mix" published in the annual report "European Residual Mix" by AIB (Association of Issuing Bodies), for the years 2022, 2023 and 2024. For 2025, the most recent factors available, relating to 2024, were used.
- **District heating**: emission factors taken from the document "UK Government GHG Conversion Factors for Company Reporting", published by DESNZ (Department for Energy Security & Net Zero), for the years 2023, 2024 and 2025.



Starting from 2024, and for the years 2024 and 2025, the *market-based* methodology has also been applied. In the absence of energy purchases from certified renewable sources, the following emission factors were used:

- **European countries**: factors relating to the "Residual Mix" published in the annual AIB report "European Residual Mix" for the years 2022, 2023 and 2024.
- **Non-EU countries and district heating**: the same emission factors used for the location-based methodology, reported above, were used.

INJURY RATES

The injury rate was calculated as the ratio between the total number of injuries and the total number of hours worked, multiplied by 1,000,000;

TURNOVER RATE

The turnover rate was calculated as the delta between the percentage of hirings and terminations in the reference year in relation to the workforce at the beginning of the year (corresponding to the workforce at 31 December the previous year). The hiring rate was calculated as the percentage of hirings in the reference year in relation to the workforce at the beginning of the year (corresponding to the workforce at 31 December the previous year). The termination rate was calculated as the percentage of terminations in the reference year in relation to the workforce at the beginning of the year (corresponding to the workforce at 31 December the previous year).

GRI CONTENT INDEX

GRI STANDARD		ASSOCIATED MATERIAL TOPIC	REFERENCES IN THE REPORT - NOTES	p.
GRI 2: GENERAL INFORMATION				
REPORTING PRACTICE				
2 – 1	Organizational details		The Camozzi Group today; A winning combination of technology and industrial experience	p.12-17
2 – 2	Entities included in the organization's sustainability reporting		Methodological note	p. 8-9
2 – 3	Reporting period, frequency and contact point		Methodological note	p. 8-9
2 – 4	Review of information		Methodological note	p. 8-9
ACTIVITIES AND WORKERS				
2 – 7	Employees	Secure employment	People within the company *The types of full-time/part-time contracts by gender and geographical area were not reported*	p. 56-59
STRATEGY, POLICIES AND PRACTICES				
2 – 28	Membership in associations		From our roots to the present, the foundations for a sustainable future	p. 10-11
GRI 3: MATERIAL TOPIC				
3 – 1	Process to determine material topics		Taking a sustainable path; Methodological note	p. 21-25; p. 8-9
3 – 2	List of material topics		Taking a sustainable path; Methodological note	p. 21-25; p. 8-9
GRI 200: BUSINESS PERFORMANCE				
BUSINESS PERFORMANCE				
201 – 1	Direct economic value generated and distributed		Economic value	p. 54-55

GRI STANDARD	ASSOCIATED MATERIAL TOPIC	REFERENCES IN THE REPORT - NOTES	p.
GRI 300: ENVIRONMENTAL PERFORMANCE			
TANGIBLE			
301 – 1 Materials used by weight or volume	Substances of concern; Use of resources	We Explore New Materials	p. 44-47
ENERGY			
302 – 1 Energy consumption within the organization	Energy	We are improving energy efficiency and ghg emissions	p. 32-37
EMISSIONS			
305 – 1 Direct greenhouse gas (GHG) emissions (Scope 1)	Climate change mitigation	We are improving energy efficiency and ghg emissions	p. 32-37
305 – 2 Indirect greenhouse gas (GHG) emissions due to energy consumption (Scope 2)	Climate change mitigation	We are improving energy efficiency and ghg emissions	p. 32-37
WASTE			
306 – 2 Management of significant waste-related impacts	Waste	We pursue the idea of a circular economy	p.48-51
306 – 3 Waste generated	Waste	We pursue the idea of a circular economy	p.48-51
306 – 4 Waste diverted from disposal	Waste	We pursue the idea of a circular economy	p.48-51
306 – 5 Waste sent for disposal	Waste	We pursue the idea of a circular economy	p.48-51

GRI CONTENT INDEX

GRI STANDARD	ASSOCIATED MATERIAL TOPIC	REFERENCES IN THE REPORT - NOTES	p.
GRI 400: SOCIAL PERFORMANCE			
EMPLOYMENT			
401 – 1 New employee hires and employee turnover		Hires and terminations	p. 60-61
OCCUPATIONAL HEALTH AND SAFETY			
403 – 9 Accidents in the workplace	Health and safety	We are committed to improving people's well-being and safety	p. 62-67
TRAINING AND EDUCATION			
404 – 1 Average training hours per employee per year	Training and skills development	We invest in the permanent training of our people	p. 70-75
404 – 2 Programs for upgrading employee skills and transition assistance	Training and skills development	We invest in the permanent training of our people	p. 70-75
DIVERSITY AND EQUAL OPPORTUNITIES			
405 – 1 Diversity of governance bodies and employees	Equal opportunities, diversity, and work-life balance	The Company's People	p. 56-59

CAMOZZI
GROUP

camozzigroup.com

MIX COMUNICAZIONE - MI

Contacts

Camozzi Group S.p.A.
Società Unipersonale

REGISTERED OFFICE
Via R. Rubattino 81
20134 Milan Italy
ph. +39 02 21711751

OPERATIONAL HEADQUARTERS
Via Eritrea, 20/I
25126 Brescia Italy
Ph. +39 030 37921
info@camozzi.com

10/2026