



Creating
Sustainable
Value

AKSIA

ΛKΣÌΛ

Contents

5	Our mission: creating Sustainable Value	23	Sustainability of our portfolio companies
6	Who we are	24	Food sector: Valsa Nappi IFEX
9	The team behind our success	36	Industrial sector: Vomm IREX ICAM Kintek
10	Supporting the transition by creating sustainable value	52	Healthcare sector: Primo Caredent Group
17	Sustainability of our portfolio	56	High-end B2B sector: Gommatex
18	Environment	60	Note on methodology
20	Society		
21	Governance		
22	Performance at fund-level		

The gradual and systematic **integration** of ESG criteria at all stages of the investment process enables Aksia to support portfolio companies in their **transition** to innovative business models that generate shared value with stakeholders, maximizing **financial returns and positive impacts** on people and the environment, and managing any negative impacts that business activities may entail.



Risk Management



Accreditation with customers



Impact on productivity



Access to financial resources



Regulatory Compliance

EBITDA

Our mission: creating sustainable value

Why we engage in sustainable investment

Since the foundation of our private equity business in 1997, our goal has remained constant: to create sustainable value for investors and stakeholders. We believe that the integration of environmental, social, and governance (ESG) criteria into our investment strategy is a fundamental component of this mission. ESG integration strengthens our ability to assess risks, enhance long-term value, and support resilient, future-ready businesses.

Over the past few years, we have embedded ESG considerations across every phase of the investment process. This structured and consistent approach enables Aksia to accompany its portfolio companies on a path of transformation—towards business models that are more innovative, responsible, and capable of generating both financial returns and positive impacts on society and the environment, while managing potential negative externalities.

How we effectively create sustainable value

Since 2020, we have built a comprehensive ESG framework that makes this integration both measurable and effective. It is grounded in a strategic ESG Policy that defines our priorities, a governance structure that assigns clear responsibilities within Aksia and across our portfolio companies, and a reporting system that ensures transparency and accountability throughout the investment lifecycle.

In 2023, this framework evolved further. We introduced specific ESG objectives for each portfolio company, which were then translated into concrete action plans. The implementation of these initiatives has already led to meaningful improvements. By 2024, a large majority of portfolio companies had appointed ESG representatives at both board and management levels and adopted a formal Sustainability Policy. Most had also begun using renewable energy sources, launched targeted cybersecurity programs, and introduced welfare initiatives for their employees.

At the management company level, our latest fund, Aksia Capital VI, was classified under Article 8 of the Sustainable Finance Disclosure Regulation (SFDR), reflecting our commitment to promoting environmental and social characteristics. In parallel, we implemented a climate risk assessment model to further enhance the resilience of our investment decisions.

What's next in our journey

In an environment that continues to evolve rapidly, we remain attentive to external factors that may present both risks and opportunities. With a solid strategy now in place and our priorities clearly defined, our focus is firmly on execution. In the year ahead, we will concentrate on delivering the actions outlined in our ESG plans—particularly in the areas of energy management, health and safety, environmental protection, and cybersecurity—ensuring that our portfolio companies are well-positioned to grow sustainably and responsibly.

Nicola Emanuele and Marco Rayneri, Founding Partners
Sara Perillo and Filippo Anichini, Partners

ENVIRONMENT E

90% Invested companies
using renewable energy

53% Average electricity
consumption from
renewable sources

SOCIETY S

2.5k
people People directly
employed by the
portfolio companies

80% Invested companies
with welfare systems

GOVERNANCE G

90% Invested companies with
cybersecurity programs

80% Invested companies
with an ESG Governance
at Board and
organization level

Who we are

Founded in 1997, Aksìa SGR S.p.A. ("Aksìa" or "SGR") is an independent operator active in private equity that invests in Italian small-medium enterprises (SMEs) and

mid-caps companies that operate in "Made-in-Italy" sectors of excellence.

Over its longstanding activity, Aksìa has made more than 60 investments and its

current portfolio includes eleven companies that operate in multiple sectors, managing €600 million through two active funds: Aksìa Capital IV and Aksìa Capital V.



30 years

of private equity



5

Funds



60+

Investments



30+

Add-ons



600M €

asset under
management

Our hystory



RECENT AWARDS

Aksia Group SpA (Aksia II) is established as an investment company

Aksia Capital IV has its final closing with €110m of capital commitments across fund and co-investments

Aksia Capital V holds the first closing of its €275m total commitments

Best PE Team in Italy, Finance Community Award 2021

Best PE Team in Italy, Finance Community Award 2022

2022 PRI Scoring 4/5 star (above peers and industry average results)

Aksia Capital V completes its 10th investment

Aksia integrates the risk assessment model with climate risks

1997

Aksia S.r.l. (Aksia I) starts its private equity business as advisor to Vermeer Equity Partners

2002

2007

Aksia Capital III is established with €147m of commitments from European and U.S. institutional investors

2014

2019

2020

Aksia Board of Directors approves the Responsible Investment Policy

2021

Aksia signs the UN Principles for Responsible Investments

2022

Aksia releases its first Environmental, Social and Governance (ESG) Report

2023

Aksia fosters the ESG Governance and defines its ESG Action Plan

2024

Aksia joins the ESG Data Convergence Initiative (EDCI)

2025

The new fund Aksia Capital VI is classified as Article 8 SFDR

ESG INTEGRATION

Aksia's investment focus across successful industries



*Light Industrial,
Specialty Mechanics
and Industry
Automation*



*Food Manufacturing
& Nutrition*



*High-end B2B niche
products & Services*



*Pharma &
Healthcare*

*As of 30 June 2025

Company Name	Investment date	Stake	Sector
VOMM	2020	Majority	Industrial
IREX	2022	Majority	Industrial
ICAM	2023	Majority	Industrial
Kintek	2023	Majority	Industrial

Company Name	Investment date	Stake	Sector
Valsa	2020	Majority	Food
Nappi	2020	Majority	Food
IFEX	2021	Majority	Food

Company Name	Investment date	Stake	Sector
Gommatex	2022	Majority	Fashion & Luxury

Company Name	Investment date	Stake	Sector
PCG	2019	Majority	Healthcare



The team behind our success

Aksia can boast a team of dedicated and passionate investment professionals with a blend of financial, industrial, and consulting experience, backed up with an extensive knowledge of the sectors of reference and private equity business.



2

Managing
Partners

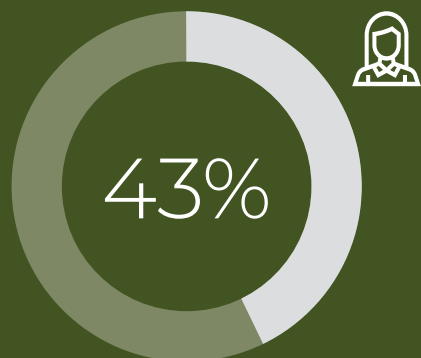
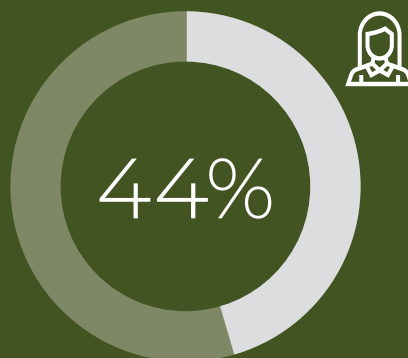
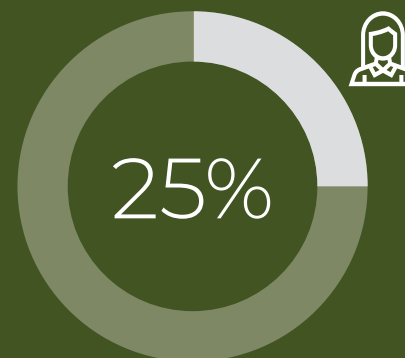
2

Partners
50% women

8

Investments
team members
25% women

6

Administration,
finance & control
team members
83% womenWomen
in the BoDWomen
employeeedWomen in the
Investment Team

Supporting the transition by creating sustainable value

We actively work to guide and support portfolio companies in each stage of the management transformation process, with the goal of increasing competitiveness and sustainability over the long term. We believe that the consideration of Environmental, Social, and Governance (ESG) criteria in investment strategy is crucial to properly assessing the potential risk of our investments and ensuring long-standing value of companies. Indeed, our investment strategy aims to create Sustainable Value by increasing the value of our companies in economic, social, and environmental dimensions over time by adopting responsible finance principles.

01

Platform for growth in the Italian mid-market

We invest in highly successful Italian mid-market companies, with a strong leadership positions in their reference markets and international growth potential, with the capability to become “growth platforms”. We build leading groups through a mix of organic growth and strategic acquisitions to consolidate their respective sectors.

02

A transitional investor

From family business to market leaders: a process of transformation and expansion under the experienced guidance of Aksia is implemented through strategic investments aimed at increasing market share and company's value through organic growth and M&A operations, coupled with a sales strategy focused on exports and internationalisation.

03

Partner for companies

As expert investors, we work in close partnership with family-run companies or led by a small management team, bringing the business expertise needed to manage generational transitions and further growth initiatives. We define development plans with the possibility for former shareholders to remain involved for the following expansion stages.

04

Close collaboration with portfolio companies

We actively participate in the management of our portfolio companies, working closely with top management. From the earliest stages of investment, we establish strong relationships based on mutual trust and shared growth objectives.

05

Advanced management expertise

We support the existing management in implementing the business plan through a consolidated network of highly qualified sector experts. Where necessary, we build-up or reinforce the management team in order to deliver growth, operational and managerial improvements, taking into account shareholders' interests.

06

Investor with the aim of creating sustainable value

Our strategy aims to create sustainable value by improving the economic, social, and environmental performance of our companies over time. Aksia's responsible investment policy defines the main ESG guidelines to be considered during the investment process, an integrated ESG governance model, and a dedicated reporting system. Our goal is to maximize financial returns and positive impacts on people and the environment and to limit the negative impacts that business activities might generate.

A large, white, three-bladed wind turbine stands prominently on a lush green hill. The background features a dramatic sunset or sunrise with warm orange and yellow light filtering through a layer of clouds. In the distance, rolling hills and mountains are visible, some with patches of snow. The overall scene conveys a sense of clean energy and sustainable development.

Creating Sustainable Value

ESG integration in our business model

Aksia is dedicated to incorporating ESG considerations both within its internal structure and its investment strategy. It firmly believes that these aspects must be given due consideration in order to fulfill its mission of facilitating sustainable growth and generating long-term value for its portfolio companies.

Today, the Company has an ESG Framework that is made of the fundamental pillars to make a strategy effective:

.01

INTEGRATED INVESTMENT PROCESS

Evaluation of topics
with material
impacts in every
investment phase

.02

INTEGRATED CORPORATE GOVERNANCE

Board and
Investment Team
accountable for
ESG planning and
execution

.03

INTEGRATED RISK MANAGEMENT SYSTEM

Sustainability risks
monitored at fund
and asset level
during the whole
investment lifecycle

.04

INTEGRATED REPORTING SYSTEM

Monitoring of ESG
performance using
acknowledged
reporting standards

.05

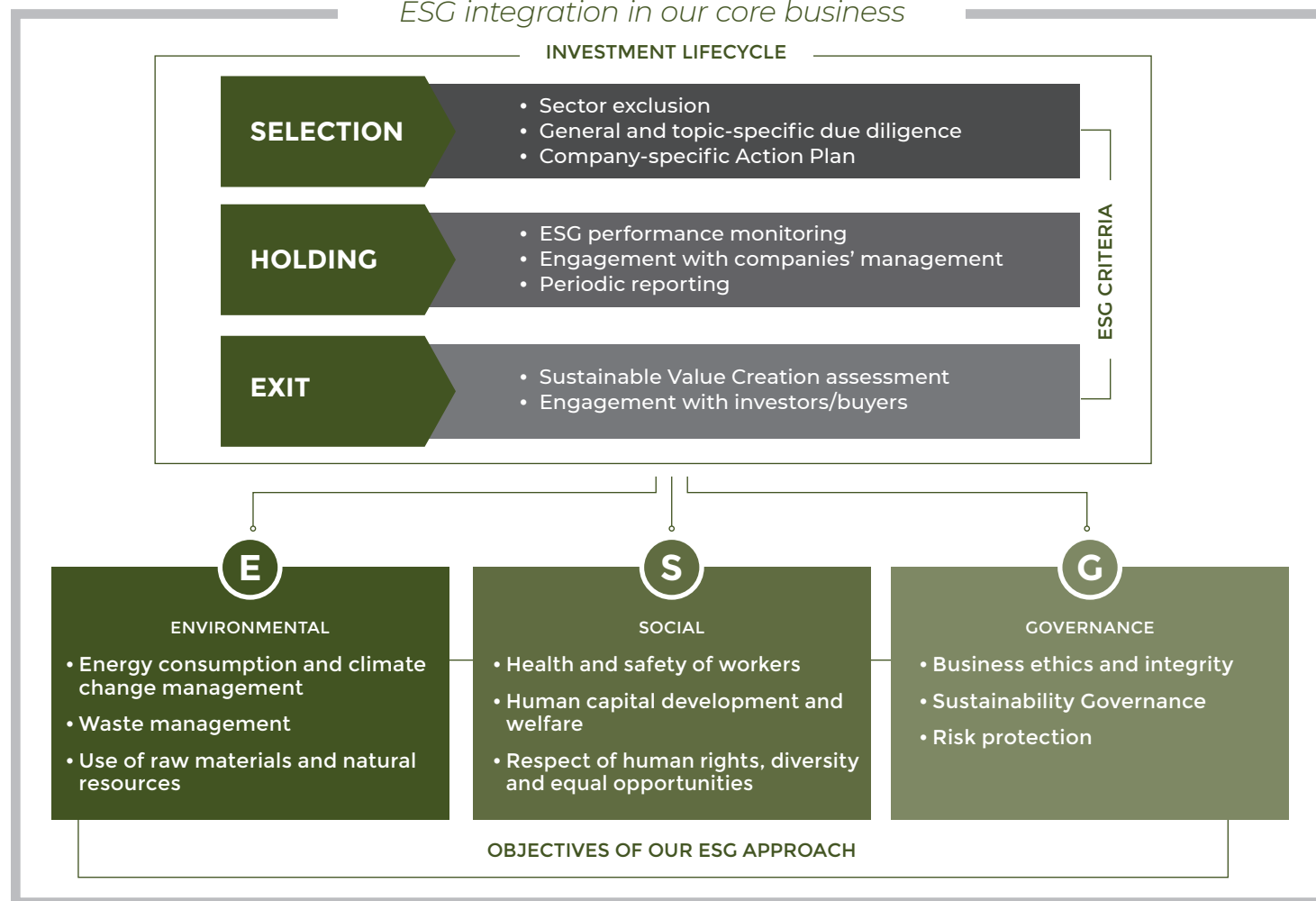
ENGAGEMENT AND NETWORKING

Partnership with
the most important
initiatives in the
private equity sector

Portfolio strategy

Aksia plays its role as a transitional investor also when it comes to sustainability. Aksia has defined a list of topics that may have material impacts on the investee or its stakeholders and therefore may need to be improved during the investment period through dedicated strategies and action plans. These topics are assessed in the pre-investment phase through a due diligence activity, monitored during the holding period and evaluated before the exit to evaluate the effectiveness of the improved actions implemented. Other topics may be monitored and addressed based on the specific business model of the portfolio companies. Finally, in addition, Aksia excludes from the investable universe all companies that operate in sectors that may have particularly significant negative impacts on the environment and society. Those sectors are specified in the Responsible Investment Policy and the Fund Rules document.

ESG integration in our core business



The application of this strategy has been even enforced in the ESG policy of the new fund Aksia Capital VI, that is classified as Article 8 under EU's Sustainable Finance Disclosure Regulation ("SFDR"). It will actively promote a combination of environmental and social characteristics, selecting companies with a real commitment to the transition towards more sustainable business models in terms of climate change mitigation and adaptation, transition to a circular economy and protection of biodiversity and ecosystems, workers' health and safety and human capital development. Soundness of the management structures, employee relations, remuneration of staff and tax compliance will ensure also the good governance practice of the investees.

Governance

Aksia opts for a widespread and fully integrated model of governance of ESG issues. This model entails responsibilities at all levels of the investment management process, from the Board of Directors of the SGR to the management of the portfolio companies.

It should be noted that the previous model was greatly enhanced in the first quarter of 2023, when the Investment Team was strengthened with the appointment of an ESG Director and in 2024, when the ESG-linked MBO for the Investment Team was introduced..

Skills empowerment

Every year all people involved in ESG management (both at the entity and portfolio level) will be involved in training sessions that specifically focus on sustainability issues and are taught by professors and lecturers from leading business schools. Every session is organized to update the management on external dynamics, regulatory news, market's practices and give it notions to manage specific ESG topics. In 2024, the annual training program addressed critical issues including greenwashing, whistleblowing, anti-money laundering practices, climate-related risks, and the evolving ESG regulatory landscape.

ESG Governance in Aksia

Aksia



Portfolio Company



Risk Management

The SGR's risk management and mitigation activities are an integral part of the control system and involve all levels of the corporate organization, including social bodies and key managers.

When implementing portfolio risk assessment models, ESG risks are considered. In this regard, the results of ESG due diligences and periodical assessments feed into the overall fund and single asset risk assessment models adopted by Aksia, which consider exposure, among other risk factors, to sustainability risk.

With regard specifically to climate-related risks, current policies already consider elements that help top management understand whether significant risks are present or are arising within the portfolio; in particular, the presence of physical and transitional risks may come out from the due diligence process and the periodic monitoring of carbon emissions

and regulatory developments. However, Aksia has established a three-year action plan for the progressive improvement of the current risk management model in accordance with the Bank of Italy's Supervisory Expectations on Climate and Environmental Risks, which includes actions to improve the components of the model for assessing these risks, such as competencies, overall strategy and assessment tools. The execution of this plan has brought to training sessions for members of the Board of Directors, the Board of Auditors and the Investment Team of Aksia and the Chief Financial Officers of the portfolio companies, the introduction of the verification on the presence and permanence of ESG competencies in the corporate bodies in the Policy for the Assessment of Knowledge & Competence and the adoption of a new model to assess climate risks.

Membership

Since May 2021, Aksia has been a signatory of the Principles for Responsible Investment of the United Nations ("UNPRI" or "PRI"), the leading initiatives for the financial sector globally. Only two years after the subscription, the PRI has evaluated the application of the six principles by the company with a score of 4 out of 5.

Signatory of:



In addition, Aksia has recently joined Private Equity industry's first-ever ESG data convergence project along with other leading GPs and LPs globally, becoming a committed member of the ESG Data Convergence Initiative (EDCI), an industry-led initiative which aims to streamline the private investment industry's historically fragmented approach to collecting ESG data and to create a critical mass of meaningful, performance-based, comparable ESG data from private companies.

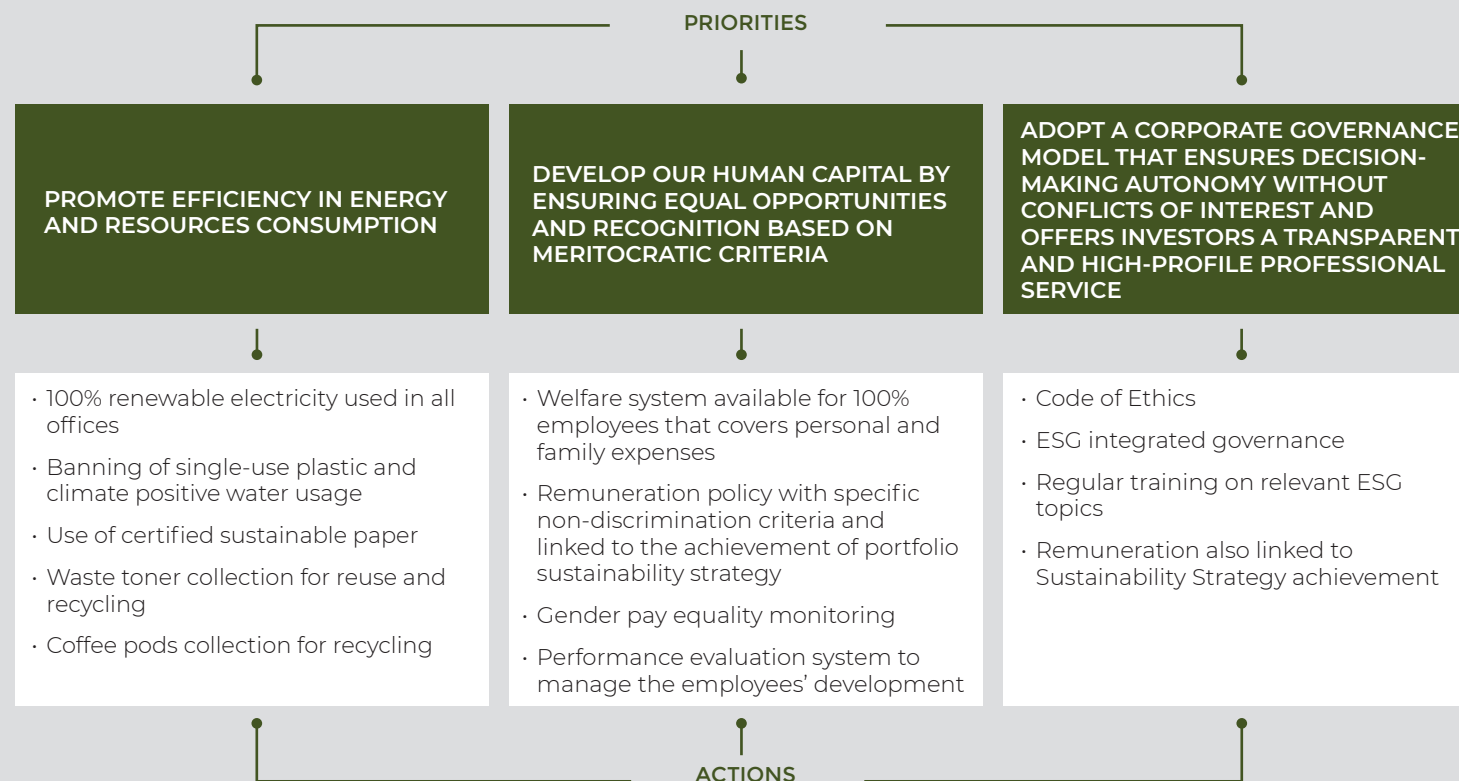
Signatory of:



Finally, it should be noted that Aksia participates at the working groups organized by AIFI, the Italian Association of Private Equity, Venture Capital and Private Debt, to contribute to the development of best practices in the sector and to remain constantly updated on developments in the external environment.

Driving our internal activities

Despite Aksia's small size and the limited direct impact of its business, the Group strongly believes that it is necessary to identify and implement concrete and sustainable actions within its own organization. For this reason, the Group strives to improve every day from an environmental, social and governance point of view.



Aksia, considering the growing attention and importance of an issue such as climate change, continues to measure the GHG emissions related directly to its activities (Scope 1 and Scope 2) and those generated by its business travels (Scope 3 - Category 6).

Category	Unit of measure	2024	2023	2022
Scope 1 ¹ - Company fleet (Gasoline and Diesel)	t CO ₂ e	19.4	17.4	16.1
Scope 2 – Electricity consumption (Market-based)	t CO ₂ e	0.0	2.6	2.9
Scope 3 - Business Travels	t CO ₂ e	22.8	21.1	38.6 ²
Total GHG emission (Market-based)	t CO ₂ e	42.2	41.1	57.6

¹ Fuel consumption to heat/cool Aksia office is considered not material. The company has only one office, which is located in a building managed by a real estate company that adopts its own environmental sustainability policy.

² The figure was restated due to an improved reporting system that collects data directly from airlines.

Sustainability of our portfolio

Aksia monitors and evaluates issues that may represent risks or opportunities in the value creation process of all companies that enter its investment portfolio. These issues are clearly listed in the Responsible Investment Policy and are monitored at least once a year through KPIs that help address sustainability management in the best way possible. Monitoring takes place at two levels: at the fund level and at the portfolio company level. In this chapter you can see the performance of Aksia Capital Fund V as a whole, leaving the analysis of each individual portfolio company to the next chapter.

Looking at the overall sustainability of the portfolio, it is worthwhile to see how portfolio companies are trying to contribute to various United Nations Sustainable Development Goals in two ways: by offering products or services that have a direct impact on these goals, or by changing the characteristics of business processes to make them more environmentally and people friendly.

In the first half of 2023, the strategies of the portfolio companies were boosted defining clear action plans that entailed the implementation of several projects that brought to a sensible improvement of the portfolio KPIs. In the following chapters the strategy and the main performance for each ESG dimension is summarized.

Our sustainability strategy creates shared value through products and processes

Environment

Core business	Water savings technologies	6 CLEAN WATER AND SANITATION
	Chemicals optimization technologies	15 LIFE ON LAND
	Systems for soil and water decontamination	15 LIFE ON LAND
	Systems for bio-fuels production	7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION
	Sustainable textiles	12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Processes	Production of PV energy	7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION
	Purchasing of green energy	7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION
	Circular energy models	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	Circular inflow/outflow models	12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Society

Health services	3 GOOD HEALTH AND WELL-BEING
Food certified for safety and quality	3 GOOD HEALTH AND WELL-BEING
Smart devices for respiratory care	3 GOOD HEALTH AND WELL-BEING
Smart storage systems	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Welfare policies	8 DECENT WORK AND ECONOMIC GROWTH
Health & Safety management	8 DECENT WORK AND ECONOMIC GROWTH

Governance

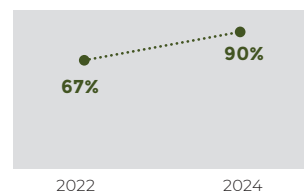
Sustainability Policy	
Sustainability Report	
Cyber resilience programs	

Environment

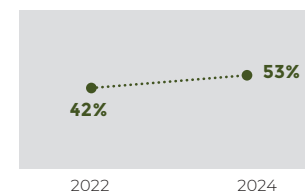
Performance

Looking at the overall portfolio, the implementation of specific actions defined by each company based on the relevance of the environmental topics for the business activities carried out has led to the main following performance.

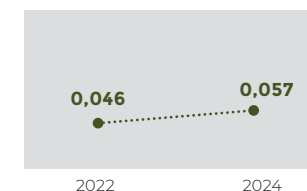
Invested Companies using renewable energy



Portfolio average electricity consumption from renewable sources



Portfolio GHG intensity (Scope 1 and 2 market based per GJ consumed)



Strategy

The strategy followed over the investment lifecycle is directed towards the proper management of three main topics:

- **Energy consumption and climate change management, aiming at implementing solutions to improve energy efficiency and reduce related emissions.**
- **Waste management, promoting the reduction of waste and circular economy.**
- **Natural resources and raw materials consumption, promoting an efficient use of natural resources and guaranteeing the quality of raw materials.**

Case studies



Sustainable materials

As part of a clear differentiation strategy through innovation, the company is undertaking a significant transition journey by transforming its processes, governance, and materials to offer sustainable technical textiles for high-end fashion-particularly leather goods and footwear. These materials combine high performance and reproducibility with a bio-based, solvent-free composition, featuring 60% bio content. The fibers used come from certified organic farming (GOTS) or certified recycled sources (GRS), and exclude highly hazardous chemicals such as DMF (Dimethylformamide).



Grey-to-green transition

Process innovations include water-based coagulation and the use of GOTS and Bluesign certified polyurethanes. Coating and printing employ hydroalcoholic solutions and plant-based derivatives, entirely free of substances like DMF or Toluene. A circular approach integrates photovoltaic systems and regenerative thermal oxidizers, converting the thermal content of organic hydroalcoholic materials into green thermal energy. These innovations result in significant reductions in electricity, methane, and water consumption.

Since the beginning of the investment, the management of the Group has been working to innovate the production process also by fostering energy consumption efficiency and renewable energy usage. In 2024, efforts to optimise energy consumption were intensified. Most of the Group's plants have activated photovoltaic systems and/or purchase electricity certified as renewable. In 2024, the consumption of energy from renewable sources increased by 8% compared to the previous year.

Case studies



Circular energy

The company embraces circular economy principles by having installed a biomass boiler generator, which produces heat by burning biomass and production waste (hazelnuts, walnuts, cherry pits, etc.). This bioenergy source avoids the use of other fossil fuels that have a higher carbon footprint (-96% of CO₂e compared to the natural gas usage scenario – source: DEFRA emission factors, 2024). The energy produced through this circular program accounts for 40% of the total fuel used by the company and contributes to the company's total renewable energy consumption of 50% (note that 100% of the electricity is purchased as certified or self-generated by the photovoltaic system).



Sustainable water

The Group contributes to a sustainable future through efficient and sustainable irrigation solutions that enable responsible water resource management that is essential to preserve the environment and ensure the health of our ecosystems. The companies of Irex play a key role in this context by offering water-saving irrigation technologies that reduce water waste and ensure effective and sustainable irrigation, supporting the sustainable agriculture by helping farmers optimize their water resource usage, and investing in research and development to create increasingly eco-friendly and efficient solutions. It is also worth noting that Scarabelli has been member of the European Irrigation Association working group that has finalized the Position paper "Sustainable Irrigation – Focus on the framework of the EU Taxonomy" that has been officially submitted to the European Commission in order to suggest a robust framework for the identification of economic activities and technical criteria to measure the potential contribution of the irrigation sector to the environmental objectives defined by the EU Taxonomy.



Environmental services

VOMM Turbo Technology can be applied to several processes in the environmental field: drying, concentration, remediation of polluted soils, sterilization of hospital waste, sanitization and stabilization, thermal valorisation, cooking, stripping, anaerobic digestion. Specifically, VOMM has developed and patented an application for the extraction of volatile components from polluted soils, like hydrocarbon-polluted soils, soils polluted by solvents, dioxin/PCB polluted soils. Another application is the recovery of materials and energy from the different matrices processed in a circular economy logic: organic wastes, organic mud, urban wastes. Finally, anaerobic digestion is a process that completes VOMM's design and plant proposal, through which the organic fraction of municipal solid waste is treated. The typical layout envisages the production of biomethane from the biogas produced and the self-production of the electrical energy required by the plant through a cogenerator powered by mains methane. The thermal energy required by the thermal systems derives largely from the recovery of the energy in the flue gas and cooling water circuit of the cogenerator.

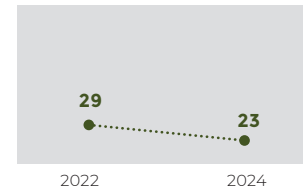


Society

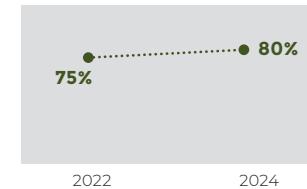
Performance

The overall portfolio performances shows that the companies are continuing to care about their human capital, recording good performance in all the strategic areas defined in the Fund sustainability strategy

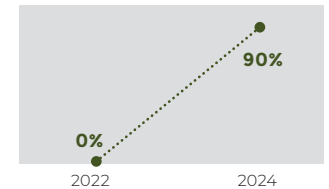
Portfolio Injury Frequency Rate (per 1,000 FTEs)



Invested Companies that have introduced welfare programs



Invested Companies that have started a cybersecurity programs



Strategy

The strategy followed over the investment lifecycle is directed towards the proper management of three main topics:

- **Workers' health and safety, making safe the working environment and fostering the employees' culture of health and safety.**
- **Human capital development and welfare, fostering and strengthening employees' skills and ensuring the workers wellbeing.**
- **Respect of human rights, providing people with equal opportunities in managing their professional development and remuneration and promoting an anti-discrimination policy.**

Case studies



People development

People are the most important asset in PCG's business model. Since 2021, the company has had a comprehensive people management system focused on skills development and welfare. Specifically, Group employees can access a welfare plan, choosing to allocate a portion of their gross pay to the purchase of a range of services aimed at enhancing their own or their family members' well-being - such as school reimbursements, travel, training courses, sports and wellness, and insurance plans. In addition, dentists working within the network have access to courses and Master Classes fully funded by Group companies. In addition to more general updates intended for all dentists, there are individual and specific courses for the adoption of the latest technologies, such as the intraoral scanner, and for hands-on learning in the profession, intended for new graduates.



Innovation for smart industry

Intelligent, flexible and modular automatic solutions for storage, distribution and sales of goods are a key enabler for the establishment of a smarter and cleaner industry. ICAM's warehousing products enable customers to save space and automate high-risk tasks with tangible benefits on people and the environment, particularly by reducing energy consumption and related atmospheric emissions and avoiding workplace



accidents. To realize such products, the company constantly invests in research and training: with more than 20 FTEs employed in R&D and a continuous training on various topics such as digital, engineering, and management, ICAM continually powers the innovation process that has resulted in three patented products to date. Finally, various partnerships with universities and research centres support the development of increasingly innovative products.

Governance

Strategy

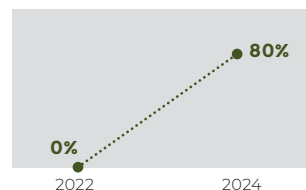
The strategy followed over the investment lifecycle is directed towards the proper management of three main topics:

- **Ethics and business integrity, ensuring compliance with law and regulations (including anti-corruption) and building the cybersecurity resilience.**
- **Sustainability governance, strengthening the company's corporate governance with an effective oversight and management of ESG topics.**
- **Risk protection, managing risks and opportunities in the supply chain and promoting the culture of sustainability in the value chain where relevant in the company's business model.**

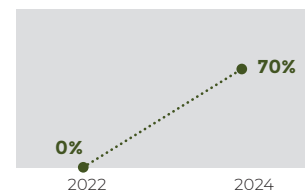
Performance

Looking at the Governance area, portfolio companies have taken the most significant step in the past 24 months. The main reason for this progress is a clear vision of top management on the importance of having an organizational structure with specific roles dedicated to implementing the sustainability strategy.

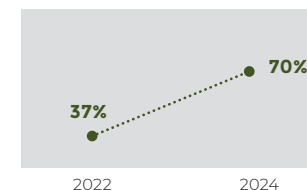
Invested Companies that have appointed an ESG Director and an ESG Manager



Invested Companies that have adopted a Sustainability Policy



Invested Companies that have adopted an Organisational Model



Case studies

ITALIAN
FOOD
EXCELLENCE



Suppliers Code of Conduct

In addition to the Sustainability Policy (formally adopted in early 2024), the Group's has recently adopted a Code of Conduct that defines the guidelines adopted to promote the principles of sustainable development to its suppliers and activate preferential channels towards those who adopt sustainable and transparent practices. Suppliers are required to comply with all the principles contained in the Code, report any non-compliance with the provisions and share the Code with their employees and suppliers. These principles relate to consumer protection, human rights, workforce management, environment and business ethics.

KINTEK
READY, ALWAYS.

ESG Governance

Immediately after the investment closed, the Company initiated a redesign of its governance while also paying attention to building a proper ESG management organization. During the year, a plan was developed to establish the group's overall strategy. First, the CEO and CFO were appointed responsible for establishing, implementing, and monitoring a strategy; as a first step, they proposed a Sustainability Policy that was approved by the Board of Directors in May 2024, clearly defining key strategic themes and related



goals, some of which were included in the management compensation scheme for 2024 and 2025. At the same time, the implementation of the strategy was initiated: the group companies adopted an organization and control model in line with Regulation 231/01, a whistleblowing system was established to enable stakeholders to report alleged violations of laws and internal procedures, and a cyber risk assessment was carried out to assess the company's security.

Performance at fund-level³

GOVERNANCE		KPI	unit	2024	2023	2022
Business ethics and integrity	Invested Companies that have adopted an Organisational Model	%		70%	70%	37%
	Invested Companies that have adopted a Whistleblowing system	%		70%	70%	37%
Sustainability governance	Invested Companies that have appointed an ESG Director (member of the Board of Directors)	%		80%	80%	0%
	Invested Companies that have appointed an ESG Manager	%		80%	80%	12%
	Invested Companies that have adopted a Sustainability Policy approved by the BoD	%		70%	60%	0%
Cybersecurity	Invested Companies that have started a cybersecurity programs	%		90%	40%	0%
ENVIRONMENT		KPI	unit	2024	2023	2022
Energy consumption and climate change management	Invested Companies that have used renewable energy (voluntarily purchased or auto produced)	%		90%	80%	67%
	Average electricity consumption from renewable sources	%		53%	46%	42%
	Average GHG emissions (Scope 1 and Scope 2 market-based)	t CO ₂ e/company		2,820	2,063	2,520
	GHG emissions (Scope 1 and Scope 2 market based) per GJ consumed - excluding refrigerants	t CO ₂ e/ GJ		0.057	0.062	0.046
	Fund carbon intensity (Scope 1 and Scope 2 market-based)	kg CO ₂ e/hour worked		6.69	5.31	4.64
Waste management	Fund waste intensity (excluding waste for reuse/recycling/recovery)	kg/hour worked		0.926	0.401	0.490
	Invested Companies that have started re-use, recycling and other circular initiatives	%		50%	50%	50%
Use of raw materials and natural resources	Fund water intensity	mc/hour worked		0.069	0.062	0.073
SOCIETY		KPI	unit	2024	2023	2022
Health & Safety	Injury frequency rate	n. of injuries per 1,000 FTEs		23.37	20.83	29.07
Human capital development and welfare	Invested Companies that have introduced welfare programs	%		80%	80%	75%
Respect of human rights, diversity, and equal opportunities	Companies with women in the Board of Directors	%		67%	60%	62%

³The reporting boundary includes data from the portfolio companies held by the Aksia Capital V fund as of 31 December 2024, unless the KPI refers to 'Invested Companies', in which case it includes all companies invested in by the fund to date.

Sustainability of our portfolio companies



page. 24

FOOD
SECTOR:

VALSA | NAPPI | IFEX



page. 36

INDUSTRIAL
SECTOR:

VOMM | IREX | ICAM | KINTEK



page. 52

HEALTHCARE
SECTOR:

PRIMO CAREDENT GROUP



page. 56

HIGH-END B2B
SECTOR:

GOMMATEX

FOOD SECTOR
VALSA



Valsa is a group of well-established companies that are active in the production of frozen, chilled and ambient pizza, focaccia, pinsa and snacks. The product's high quality together with a significant focus on innovation and technology led to a solid market positioning. The company has a strong international footprint and sells products both with its own brand and under private label agreements. Group's companies (Valpizza, LaPizza+, Megic Pizza, C&D and Menchetti Food⁵) are recognized as a highly reliable supplier and collaborates with the most important players in the food sector.



Industry
Food - Frozen, chilled and ambient pizza, focaccia, pinsa and snacks



Operations
Italy



Employees
422

- Production of PV energy
- Purchasing of green energy



- Circular inflow/outflow models



ESG Management

The Group has a robust framework to manage sustainability since 2023. The Board of Directors has appointed the CEO as responsible for the definition and oversight of that strategy and the Head of Operations as responsible for the strategy execution and monitoring and has approved a Group Sustainability Policy that cover the most relevant topics grouped into four areas: satisfying consumers with safe, quality products; protecting the environment; creating human capital; adopting good governance models.



Nonetheless, the Group has significantly improved its sustainability management system in 2024. At governance level, other companies have adopted a Code of Ethics and an Organization and Management Model (pursuant to Legislative Decree 231/01): today, all the companies are equipped with procedures to prevent accident that may affect – among others – environment, human rights, health and safety. At the same time, those companies have a whistleblowing system to easily report alleged violations of laws and internal procedures and at the same time analyse them and find the right improvement actions. In addition, an annual variable compensation policy linked to the achievement of objectives consistent with the Group Sustainability Policy has been defined the Board of Directors and assigned to the CEO and other top managers.

The Group's products embody exceptional quality and safety standards. In fact, several certifications are in place regarding both management systems and products: BRC and IFS food safety certifications, organic product certifications, ISO 9001 quality certification, ISO 22000 food safety certification and ISO 22005 traceability system certification.

Furthermore, the Group's companies show a longstanding commitment to reducing energy consumption and emissions. In 2024, 50% of the Group companies used renewable energy, either voluntarily purchased as backed by Guarantees of Origin (GoO) certificates or self-produced.

Finally, the Group also considers cybersecurity a key determinant of business continuity: after a first assessment in 2023, an action plan has been identified also following the prescriptions of NIS 2 Directive and specific projects have started to be implemented.

A Sustainability Policy that clarifies the Group strategic goals: satisfying consumers with safe, quality products; protecting the environment; creating human capital; adopting good governance models

Strong focus on food safety and quality, having processes and products certified in line with the most important schemes at international level: BRC, IFS, organic product, ISO 22000 and ISO 22005

Grey-to-green transformation as lever for innovation: >39% of electricity demand is met by renewable energy.

Key Performance Indicators

STRATEGY & GOVERNANCE		KPI	unit	2024	2023	2022
Governance	Organisational Model	description	Yes	Yes	Yes	
	Whistleblowing system	description	Yes	Yes	No	
	ESG Director (member of the Board of Directors) appointed by the BoD	description	Yes	Yes	No	
	ESG Manager appointed by the BoD	description	Yes	Yes	No	
Policy	Sustainability Policy approved by the BoD	description	Yes	Yes	No	
Cybersecurity	Specific projects	description	Yes	Yes	No	
	Incidents of data leakage, theft or loss	n.	0	0	0	
	Incidents of personally identifiable information leakage, theft or loss	n.	0	0	0	
ENVIRONMENT ⁴		KPI	unit	2024	2023	2022
Biodiversity	Operational sites located within or adjacent to protected areas that are affected	description	No	No	No	
Total energy consumption	Total energy consumed	GJ	106,178	81,202	78,722	
	Energy consumption intensity	GJ/hour worked	0.167	0.144	0.197	
	Electricity consumed purchased/self-generated from renewable sources	%	39%	51%	53%	
	- purchased as renewable (covered by GoOs)	%	38%	50%	52%	
	- self-generated from renewable sources	%	1%	1%	1%	
	Total energy consumed from renewable sources	%	25%	31%	31%	
Emissions	Total GHG emissions (Scope 1 and Scope 2 market-based)	t CO ₂ e	11,196	6,117 ⁵	7,173	
	Carbon intensity (Scope 1 excluding refrigerants and Scope 2 market-based)	t CO ₂ e/GJ	0.067	0.057	0.060	
Waste	Re-use, recycling and other circular initiatives	description	Yes	Yes	n.a.	
	Waste intensity (excluding waste for reuse/recycling/recovery)	kg/hour worked	0.247	0.710	n.a.	
Water	Water intensity	mc/hour worked	0.104	0.110	0.150	

⁴ Increase in absolute values are mainly due to the inclusion of Menchetti Food S.r.l.

⁵ Decrease mainly due to lower refrigerant gas leakage.

SOCIETY	KPI	unit	2024	2023	2022
Employees	Employees	Headcount	422	308	238
	Women employed	%	40%	49%	47%
	Female executives and managers	%	0%	0%	0%
	Fatalitiess due to work-related injuries and diseases	n.	0	0	0
	Injury frequency rate	n. of injuries per 1,000 FTEs	37.45	24.76	37.81
	Injury severity rate	days of absence from work per injury occurred	22.60	24.07	n.a.
	Occupational disease severity rate	days of absence from work per case of disease	0	83	n.a.
Other workers	Fatalities due to work-related injuries and diseases	n.	0	0	n.a.
	Injury frequency rate	n. of injuries per 1,000 FTEs	6.51	0.00	n.a.
	Injury severity rate	days of absence from work per injury occurred	32.66	0.00	n.a.
Welfare	Employees covered by collective bargaining	%	86%	77%	n.a.
	Hours of training per employee	h/employee	11.09	6.54	6.45

FOOD SECTOR NAPPI



Nappi 1911, with headquarter in San Gennaro Vesuviano (Napoli), is a leading Italian company in the production of ingredients and semi-finished products for artisanal gelato and ice cream, pastry and general sweets industry. The company also produces Amarena-cherries, candied and dried fruit. Leveraging on the long-lasting relationship with important food multinationals, Nappi serves its customers in over 70 countries worldwide together with the recently developed retail channels.



Industry
**Food - Ingredients
for ice-cream and pastry**



Operations
Italy



Employees
185

- Production of PV energy
- Purchasing of green energy



- Circular inflow/outflow models
- Circular energy models



ESG Management

The company's products reflect high standards of quality and safety, supported by a comprehensive set of certifications. These include BRC and IFS certifications for product safety. In addition, the company has obtained ISO 14001 certification for its environmental management system, confirming its structured approach to sustainability.

As part of its decarbonization strategy, the company is actively working to reduce greenhouse gas emissions linked to production. In 2024, it began sourcing electricity exclusively from renewable sources, certified through Guarantees of Origin (GoO). The company also generates renewable energy on-site thanks to a photovoltaic system and has improved energy efficiency by replacing conventional lighting with LED fixtures, resulting in annual electricity savings.

Aligned with circular economy principles, the company has installed a biomass boiler generator that produces heat by burning biomass and production scraps such as hazelnut shells, walnut shells, and cherry pits. This approach reduces waste while contributing to sustainable energy use.

Environmental responsibility also extends to water management. To reduce water consumption, the company has installed cooling towers at its production site to enable the recovery and recycling of water used in industrial processes.

Finally, the company is developing a project to upgrade its wastewater treatment plant, with the goal of enhancing the circularity of its business model. The new system under evaluation would allow the storage of sewage sludge for biogas production.

The biogas generated could then be reused within the production cycle, advancing the transition from traditional to green energy sources and further lowering the company's carbon footprint.



Strong focus on food safety, quality and environmental safeguard, having processes and products certified in line with the most important schemes at international level: BRC, IFS, ISO 9001 and ISO 14001

Grey-to-green transformation as lever for innovation: 100% of electricity demand is met by renewable energy, also due to the biomass plant that uses production waste

Diversity as fundamental assets, with 48% of female employees

Key Performance Indicators

STRATEGY & GOVERNANCE		KPI	unit	2024	2023	2022
Governance	Organisational Model	description	No	No	No	
	Whistleblowing system	description	No	No	No	
	ESG Director (member of the Board of Directors) appointed by the BoD	description	No	No	No	
	ESG Manager appointed by the BoD	description	No	No	No	
Policy	Sustainability Policy approved by the BoD	description	No	No	No	
Cybersecurity	Specific projects	description	Yes	No	No	
	Incidents of data leakage, theft or loss	n.	0	0	0	
	Incidents of personally identifiable information leakage, theft or loss	n.	0	0	0	
ENVIRONMENT ⁶		KPI	unit	2024	2023	2022
Biodiversity	Operational sites located within or adjacent to protected areas that are affected	description	No	No	No	
Energy	Total energy consumed	GJ	60,330	65,823 ⁷	48,703	
	Energy consumption intensity	GJ/hour worked	0.152	0.200	0.180	
	Electricity consumed purchased/self-generated from renewable sources	%	100%	57%	67%	
	- purchased as renewable (covered by GoOs)	%	87%	31%	24%	
	- self-generated from renewable sources	%	13%	26%	43%	
	Total energy consumption from renewable sources ⁸	%	53%	16%	18%	
Emissions	Total GHG emissions (Scope 1 and Scope 2 market-based)	t CO ₂ e	1,710	3,760	2,450	
	Carbon intensity (Scope 1 excluding refrigerants and Scope 2 market-based)	t CO ₂ e/CJ	0.028	0.057	0.052	
Waste	Re-use, recycling and other circular initiatives	description	Yes	Yes	n.a.	
	Waste intensity (excluding waste for reuse/recycling/recovery)	kg/hour worked	4.864 ⁹	0.340	n.a.	

⁶ Water consumption calculation methodology is under review. The data will be available starting from the next reporting year.

⁷ The increase in energy consumption is mainly due to new machinery installed during the year.

⁸ The figure includes also energy produced by the biomass plant.

⁹ The comparison between 2024 and 2023 performance is not meaningful due to extraordinary activities.

SOCIETY	KPI	unit	2024	2023	2022
Employee	Employees	Headcount	185	240	163
	Women employed	%	48%	55%	46%
	Female executives and managers	%	0%	0%	25%
	Fatalitiess due to work-related injuries and diseases	n.	0	0	0
	Injury frequency rate	n. of injuries per 1,000 FTEs	40.35	0	1.48
	Injury severity rate	days of absence from work per injury occurred	15.00	0	n.a.
	Occupational disease severity rate	days of absence from work per case of disease	0.00	0	n.a.
Other workers	Fatalities due to work-related injuries and diseases	n.	0	0	n.a.
	Injury frequency rate	n. of injuries per 1,000 FTEs	0.00	0.00	n.a.
	Injury severity rate	days of absence from work per injury occurred	0.00	0.00	n.a.
Welfare	Employees covered by collective bargaining	%	100%	100%	n.a.
	Hours of training per employee	h/employee	10.29	11.77	1.34

FOOD SECTOR
IFEX Group



ITALIAN FOOD EXCELLENCE

The Italian Food Excellence Group has a unique international positioning thanks to the reputation of its brands. The Group was created from the aggregation of four companies specialized in the production of high-end gnocchi and other regional specialties such as spätzle, production of fresh plain and stuffed pasta, , premium gastronomic products and ready meals ¹⁰.

Today, the Groups accounts for 8 production plants, including one in the United States, as well as a strong international presence.



Industry
Food - gnocchi, fresh pasta, pesto and sauces, ready meals



Operations
Italy, US¹⁰



Employees
407

- Production of PV energy
- Purchasing of green energy



- Circular inflow/outflow models



¹⁰ BCG's production plant located in the US is not included in the perimeter of the ESG data.

ESG Management

In 2023 and early 2024, the Company made significant strides in enhancing its sustainability management system. At the governance level, all Group companies have adopted a Code of Ethics and an Organization and Management Model (pursuant to Legislative Decree 231/01), including procedures designed to prevent incidents that could impact sustainability—specifically in the areas of environmental protection, human rights, and health and safety.

At the same time, stakeholder engagement has been reinforced through the implementation of a whistleblowing system, which allows for the prompt and secure reporting of alleged violations of laws and internal procedures. This tool also supports the structured analysis of cases and the identification of appropriate corrective actions.

A key development also involved formalizing the Company's sustainability strategy. The Board of Directors appointed the CEO as the person responsible for defining and overseeing the strategy, while a manager was designated to ensure its execution and monitoring. As a next step, the firm adopted a Sustainability Policy structured around four key pillars: satisfying consumers with safe, quality

products; protecting the environment; creating human capital; adopting good governance models. In addition, a Supplier Code of Conduct was adopted in 2024 in order to define social and environmental criteria that have to be considered in the suppliers qualification process.

The Group's commitment to product quality and safety is reflected in its wide range of certifications for both management systems and products. These include BRC certifications, IFS certifications, ISO 22000 certification for food safety, and organic product certifications.

In addition, several Group companies have long been engaged in reducing energy consumption and emissions, installing photovoltaic systems at their production sites, allowing to self-consume renewable electricity and sourcing its electricity from renewable sources, certified through Guarantees of Origin (GoO).

Finally, the Group continues to pursue circular economy practices wherever feasible, like collecting organic by-products—mainly potato scraps from gnocchi production—and sending them to a biogas plant for energy recovery.



A Sustainability Policy that clarifies the Group strategic goals and a Supplier Code of Conduct that integrates sustainability evaluation in the procurement process.

Strong focus on food safety and quality, having processes and products certified in line with the most important schemes at international level: BRC, IFS, ISO 22000 and UNI 11020:02

45% of electricity demand is met by renewable energy, thanks to solar energy and certified purchased energy

Key Performance Indicators

STRATEGY & GOVERNANCE		KPI	unit	2024	2023	2022
Governance	Organisational Model	description	Yes	Yes	No	
	Whistleblowing system	description	Yes	Yes	No	
	ESG Director (member of the Board of Directors) appointed by the BoD	description	Yes	Yes	No	
	ESG Manager appointed by the BoD	description	Yes	Yes	Yes	
Policy	Sustainability Policy approved by the BoD	description	Yes	Yes	No	
Cybersecurity	Specific projects	description	Yes	Yes	No	
	Incidents of data leakage, theft or loss	n.	0	0	0	
	Incidents of personally identifiable information leakage, theft or loss	n.	0	0	0	
ENVIRONMENT ¹¹		KPI	unit	2024	2023	2022
Biodiversity	Operational sites located within or adjacent to protected areas that are affected	description	No	No	No	
Total energy consumption	Total energy consumed	GJ	113,661	93,960	103,360	
	Energy consumption intensity	GJ/hour worked	0.193	0.161	0.178	
	Electricity consumed purchased/self-generated from renewable source	%	45%	54%	60%	
	- purchased as renewable (covered by GoOs)	%	42%	52%	58%	
	- self-generated from renewable sources	%	3%	3%	2%	
	Total energy consumed from renewable sources	%	16%	19%	20%	
Emissions	Total GHG emissions (Scope 1 and Scope 2 market-based)	t CO ₂ e	7,129	6,039	6,204	
	Carbon intensity (Scope 1 excluding refrigerants and Scope 2 market-based)	t CO ₂ e/CJ	0.059	0.064	0.051	
Waste	Re-use, recycling and other circular initiatives	description	Yes	Yes	n.a.	
	Waste intensity (excluding waste for reuse/recycling/recovery)	kg/hour worked	1.429	0.670	n.a.	
Water	Water intensity	mc/hour worked	0.316	0.270	0.30	

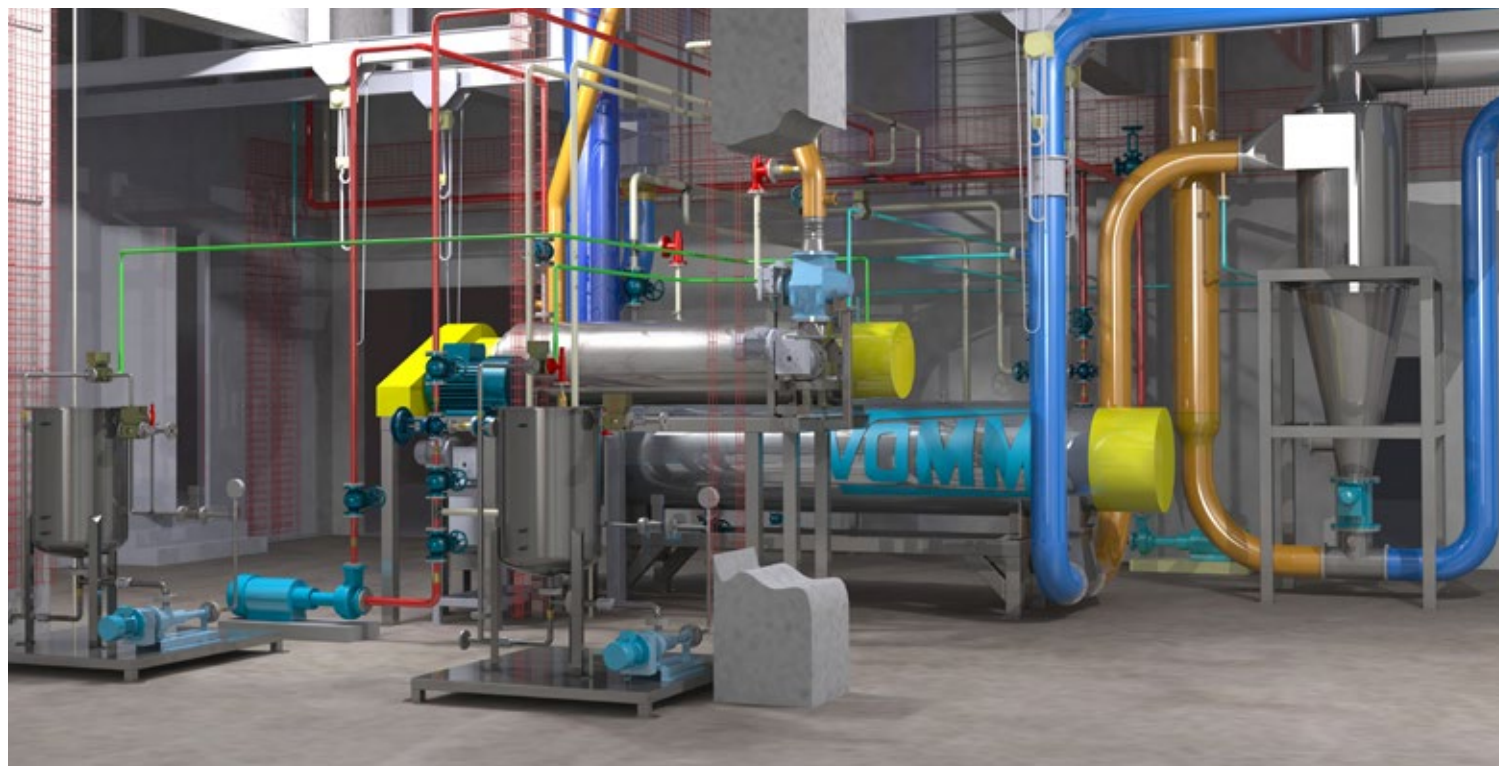
¹¹ Increase in absolute values are mainly due to the inclusion of Savi Alimentari S.r.l.

SOCIETY	KPI	unit	2024	2023	2022
Employee	Employees	Headcount	407	347	363
	Women employed	%	39%	33%	35%
	Female executives and managers	%	9%	6%	10%
	Fatalitiess due to work-related injuries and diseases	n.	0	0	0
	Injury frequency rate	n. of injuries per 1,000 FTEs	50.20	46.63	44.07
	Injury severity rate	days of absence from work per injury occurred	13.20	13.99	n.a.
	Occupational disease severity rate	days of absence from work per case of disease	0.00	0	n.a.
Other workers	Fatalities due to work-related injuries and diseases	n.	0	0	n.a.
	Injury frequency rate	n. of injuries per 1,000 FTEs	28.99	0.00	n.a.
	Injury severity rate	days of absence from work per injury occurred	56.13	0.00	n.a.
Welfare	Employees covered by collective bargaining	%	100%	100%	n.a.
	Hours of training per employee	h/employee	6.84	11.43	24.29

INDUSTRIAL SECTOR VOMM



Founded in 1968 in Milan VOMM Impianti e Processi designs and produces plants for continuous industrial processes in the environmental, pharma-chemical and agri-food sectors. VOMM operates through the Turbo Technology, an owned and patented technology for heat treatments that creates a high turbulence thin film of material by means of a turbine rotating inside a horizontal cylindrical stator. This technology can be applied to drying, cooking and mixing processes and differentiates VOMM in its reference markets.



Industry
Industrial - Continuous plants for industrial processes



Operations
Italy



Employees
120

• Systems for soil and water decontamination



• Circular inflow/outflow models



• Systems for bio-fuels production



ESG Management

At the governance level, the company has implemented a Code of Ethics and an Organization and Management Model (pursuant to Legislative Decree 231/01) aimed at preventing incidents that could affect, among other things, the environment, human rights, and health and safety. In support of transparency and accountability, a whistleblowing system has been established to allow for the easy reporting of suspected violations of laws and internal procedures. This system also enables structured analysis and the identification of corrective actions.

A key development also involved the Group's sustainability strategy. The Board of Directors entrusted the CEO with responsibility for defining and overseeing the strategy, while a manager was appointed to ensure its implementation and monitoring. The next planned step is the adoption of a Group Sustainability Policy, which will outline the most material sustainability topics for the company.

VOMM has developed and patented applications that significantly contribute to environmental preservation. Their Turbo Technology enables the extraction of contaminants from polluted soils, effectively remediating areas affected by hydrocarbons, solvents, and dioxins/PCBs. Additionally, VOMM's Turbo Technology contributes to a more circular industry ecosystem. Specifically, the technology consists of a turbine where an input material (either raw material or waste from

other industrial processes) is transformed into a thin material, thanks to the high speed created by the rotation of the turbine. Depending on the applications, the final output can be used as a component for another production line or to feed waste-to-energy plants and processes. Their anaerobic digestion technology further enhances waste management by treating the organic fraction of municipal solid waste, reducing landfill dependency and generating renewable energy.



Beyond product innovation, VOMM is also committed to improving sustainability within its own operations. The company holds certifications for its management systems in quality (ISO 9001:2015), environment (ISO 14001), health and safety (ISO 45000), as well as the SOA certification.



Innovation enabling sustainability is at the core of the company's strategy

The applications of Turbo Technology have allowed to develop **300 international patents** and help clients to align with **European Taxonomy of sustainable activities**

Quality, environment and health & safety systems certified in compliance with ISO schemes

Key Performance Indicators

STRATEGY & GOVERNANCE		KPI	unit	2024	2023	2022
Governance	Organisational Model	description		Yes	Yes	Yes
	Whistleblowing system	description		Yes	Yes	No
	ESG Director (member of the Board of Directors) appointed by the BoD	description		Yes	Yes	No
	ESG Manager appointed by the BoD	description		Yes	Yes	No
Policy	Sustainability Policy approved by the BoD	description		No	No	No
Cybersecurity	Specific projects	description		Yes	No	No
	Incidents of data leakage, theft or loss	n.		0	0	0
	Incidents of personally identifiable information leakage, theft or loss	n.		0	0	0
ENVIRONMENT ¹²		KPI	unit	2024	2023	2022
Biodiversity	Operational sites located within or adjacent to protected areas that are affected	description		No	No	No
Total energy consumption	Total energy consumed	GJ		4,892	5,799	6,276
	Energy consumption intensity	GJ/hour worked		0.023	0.023	0.025
	Electricity consumed purchased/self-generated from renewable sources	%		0%	0%	0%
	- purchased as renewable (covered by GoOs)	%		0%	0%	0%
	- self-generated from renewable sources	%		0%	0%	0%
	Total energy consumption from renewable sources	%		0%	0%	0%
Emissions	Total GHG emissions (Scope 1 and Scope 2 market-based)	t CO ₂ e		366	435	525
	Carbon intensity (Scope 1 excluding refrigerants and Scope 2 market-based)	t CO ₂ e/GJ		0.075	0.075	0.075
Waste	Re-use, recycling and other circular initiatives	description		No	No	n.a.
	Waste intensity (excluding waste for reuse/recycling/recovery)	kg/hour worked		0.040	0.170	n.a.

¹² Water intensity is not material for the company's business model.

SOCIETY	KPI	unit	2024	2023	2022
Employee	Employees	Headcount	120	147	136
	Women employed	%	12%	10%	18%
	Female executives and managers	%	5%	4%	25%
	Fatalitiess due to work-related injuries and diseases	n.	0	0	0
	Injury frequency rate	n. of injuries per 1,000 FTEs	8.70	36.23	22.05
	Injury severity rate	days of absence from work per injury occurred	80.00	39.80	n.a.
	Occupational disease severity rate	days of absence from work per case of disease	0.00	0	n.a.
Other workers	Fatalities due to work-related injuries and diseases	n.	0	n.a.	n.a.
	Injury frequency rate	n. of injuries per 1,000 FTEs	0.00	n.a.	n.a.
	Injury severity rate	days of absence from work per injury occurred	0.00	n.a.	n.a.
Welfare	Employees covered by collective bargaining	%	100%	100%	n.a.
	Hours of training per employee	h/employee	5.43	3.68	4.85

INDUSTRIAL SECTOR IREX Group



The company is recognized in the market as a well-known provider of turnkey irrigation solutions for the agricultural and ornamental sectors, designed in line with customer needs at the highest standards of engineering. Thanks to the aggregation of Scarabelli Irrigazione, Giunti, Europlast, Acquafer and Samcla, as of today IREX Group has integrated its business starting from the design and production of irrigation components to the installation of large irrigation project.



Industry
Industrial - Irrigation



Operations
Italy, Spain, France



Employees
210

• Water savings technologies



• Chemicals optimization technologies



• Production of PV energy



ESG Management

IREX contributes significantly to sustainable agriculture by providing advanced water-saving irrigation technologies, including precision irrigation systems and smart water meters. These innovations help farmers optimize water and fertilizer use.

In terms of the Group's primary environmental effects resulting from its operations, energy consumption stands out as the most significant factor. The companies have been committed to implementing energy efficiency measures to reduce total energy consumption and the related greenhouse gas emissions. Europlast and Scarabelli have endowed its factory roof of a photovoltaic system, for the auto-production of electricity.

For what concerns certifications, both Europlast and Scarabelli are UNI EN ISO 9001 certified, confirming their continuous focus on quality.

In the mid 2025, the Board of Directors has appointed the CEO as responsible for the definition and oversight of that strategy and the CFO as responsible for the strategy execution and monitoring.

Finally, a big contribution has been made by Scarabelli to the sustainability improvement of the industry, joining the European Irrigation Association working group that has finalized the Position paper "Sustainable Irrigation – Focus on the framework of the EU Taxonomy", officially submitted to the European Commission in order to suggest a robust framework for the identification of economic activities and technical criteria to measure the potential contribution of the irrigation sector to the environmental objectives defined by the EU Taxonomy.



A vertically integrated group that offers solutions to **water conservation**

Strong focus on **quality**, having processes certified in line with the and products certified in line with the most important scheme at international level: ISO 9001

Renewable energy production, energy efficiency programmes and water reutilization are the factual solutions adopted by the Group's companies to make the business processes meeting the safeguard of the environment

Key Performance Indicators

STRATEGY & GOVERNANCE		KPI	unit	2024	2023	2022
Governance	Organisational Model	description	No	No	No	
	Whistleblowing system	description	No	No	No	
	ESG Director (member of the Board of Directors) appointed by the BoD	description	No	No	No	
	ESG Manager appointed by the BoD	description	No	No	No	
Policy	Sustainability Policy approved by the BoD	description	No	No	No	
Cybersecurity	Specific projects	description	No	No	No	
	Incidents of data leakage, theft or loss	n.	0	0	0	
	Incidents of personally identifiable information leakage, theft or loss	n.	0	0	0	
ENVIRONMENT ¹³		KPI	unit	2024	2023	2022
Biodiversity	Operational sites located within or adjacent to protected areas that are affected	description	No	No	No	
Total energy consumption	Total energy consumed	GJ	37,604	18,662	18,535	
	Energy consumption intensity	GJ/hour worked	0.140	0.072	0.092	
	Electricity consumed purchased/self-generated from renewable sources	%	21%	27%	27%	
	- purchased as renewable (covered by GoOs)	%	19%	26%	26%	
	- self-generated from renewable sources	%	2%	1%	1%	
	Total energy consumption from renewable sources	%	13%	15%	15%	
Emissions	Total GHG emissions (Scope 1 and Scope 2 market-based)	t CO ₂ e	3,056	1,364	1,521	
	Carbon intensity (Scope 1 excluding refrigerants and Scope 2 market-based)	t CO ₂ e/GJ	0.081	0.073	0.082	
Waste	Re-use, recycling and other circular initiatives	description	No	No	No	
	Waste intensity (excluding waste for reuse/recycling/recovery)	kg/hour worked	0.981	0.570	n.a.	

¹³ TIncrease in absolute values are mainly due to the inclusion of Acquafert S.p.A. Water intensity is not material for the company's business model.

SOCIETY	KPI	unit	2024	2023	2022
Employee	Employees	Headcount	210	137	113
	Women employed	%	22%	15%	15%
	Female executives and managers	%	0%	0%	0%
	Fatalitiess due to work-related injuries and diseases	n.	0	0	0
	Injury frequency rate	n. of injuries per 1,000 FTEs	36.25	8.10	44.24
	Injury severity rate	days of absence from work per injury occurred	25.05	17.00	n.a.
	Occupational disease severity rate	days of absence from work per case of disease	0.00	0.00	n.a.
Other workers	Fatalities due to work-related injuries and diseases	n.	0	n.a.	n.a.
	Injury frequency rate	n. of injuries per 1,000 FTEs	0.00	n.a.	n.a.
	Injury severity rate	days of absence from work per injury occurred	0.00	n.a.	n.a.
Welfare	Employees covered by collective bargaining	%	100%	100%	n.a.
	Hours of training per employee	h/employee	4.35	2.55	5.58

INDUSTRIAL SECTOR

ICAM



ICAM

INTELLIGENT SPACE SOLUTIONS

ICAM designs and manufactures automated storage with a focus on multi-column vertical lift modules which stand out for their design and technological innovation. The Company has a unique business model characterized by a smart design of storage solutions (e.g., modularity) and no over-engineering and an industrial footprint with high level of automation.



Industry
Industrial - Automated storage and retrieval systems



Operations
Italy



Employees
119

• Smart storage systems



• Production of PV energy



• Welfare policy



ESG Management

It is the core business itself that makes ICAM a firm that can contribute to a sustainable ecosystem: automatic warehousing products enable the establishment of a smarter and cleaner industry with tangible benefits on productiveness, workers' safety and the environment. Research and development investments are made internally and externally: 20 FTEs are employed in R&D and various partnerships with universities and research centres fuel the innovation process of the company.

A key asset in the innovation process is human capital, and the company always cares about the welfare of employees. The two main initiatives in this area are training programs and a welfare system that contributes to their personal and family needs.

Looking at the general framework for ESG management, the company has a Code of Ethics and an Organization and Management Model (pursuant to Legislative Decree 231/01) to prevent accident that may affect – among others – environment, human rights, health and safety along with a whistleblowing system that enforces the dialogue with stakeholders that now can easily report alleged violations of laws and internal procedures related to sustainability topics, at the same time allowing the company to analyse them and find the right improvement actions. The Board of Directors has adopted a Sustainability Policy that set the strategic lines on the

most relevant topics: smart technology; planet; people; governance. To oversight and implement this strategy the Board has appointed the CEO as director responsible for the definition and oversight of that strategy and a manager as ESG Manager responsible for the strategy execution and monitoring

Environmentally, the company is committed to reducing greenhouse gas emissions from its production through self-generation of renewable energy. Two photovoltaic power plants with a total capacity of 570 Kw are in operation on the company's facilities, allowing it to use 67% of electricity as renewable. Notably, an ISO 14001 certification is in place for the environmental management system adopted by the company.

Finally, the Group also considers cybersecurity a key determinant of business continuity: after a first assessment in 2023, an action plan has been identified also following the prescriptions of NIS 2 Directive and specific projects have started to be implemented.



Smart technology enabling sustainability is at the core of the company's business model

A Sustainability Policy that clarifies the Group strategic goals: smart technology; planet; people; governance

Strong focus on innovation: 20 people employed in R&D activities, 3 patents registered, awarded as "Star of the South 2024" for its investments and financial results

Grey-to-green transition towards renewable energy consumption (67% of electricity consumption from renewable sources)

Key Performance Indicators

STRATEGY & GOVERNANCE		KPI	unit	2024	2023	2022 ¹⁴
Governance	Organisational Model	description		Yes	Yes	Yes
	Whistleblowing system	description		Yes	Yes	No
	ESG Director (member of the Board of Directors) appointed by the BoD	description		Yes	Yes	No
	ESG Manager appointed by the BoD	description		Yes	Yes	No
Policy	Sustainability Policy approved by the BoD	description		Yes	Yes	No
Cybersecurity	Specific projects	description		Yes	No	No
	Incidents of data leakage, theft or loss	n.		0	0	n.a.
	Incidents of personally identifiable information leakage, theft or loss	n.		0	0	n.a.
ENVIRONMENT ¹⁵		KPI	unit	2024	2023	2022
Biodiversity	Operational sites located within or adjacent to protected areas that are affected	description		No	No	No
Total energy consumption	Total energy consumed	GJ		4,542	4,922	n.a.
	Energy consumption intensity	GJ/hour worked		0.023	0.026	n.a.
	Electricity consumed purchased/self-generated from renewable sources	%		67%	71%	n.a.
	- purchased as renewable (covered by GoOs)	%		20%	28%	n.a.
	- self-generated from renewable sources	%		47%	43%	n.a.
	Total energy consumption from renewable sources	%		26%	25%	n.a.
Emissions	Total GHG emissions (Scope 1 and Scope 2 market-based)	t CO ₂ e		239	250	n.a.
	Carbon intensity (Scope 1 excluding refrigerants and Scope 2 market-based)	t CO ₂ e/GJ		0.053	0.051	n.a.
Waste	Re-use, recycling and other circular initiatives	description		No	No	n.a.
	Waste intensity (excluding waste for reuse/recycling/recovery)	kg/hour worked		0.128	0.150	n.a.

¹⁴ The company was invested in the second half of 2023, and it was not possible to calculate all 2022 data consistently.

¹⁵ Water intensity is not material for the company's business model.

SOCIETY	KPI	unit	2023	2022
Employee	Employees	Headcount	119	113
	Women employed	%	21%	19%
	Female executives and managers	%	8%	0%
	Fatalitiess due to work-related injuries and diseases	n.	0	0
	Injury frequency rate	n. of injuries per 1,000 FTEs	8.59	0.00
	Injury severity rate	days of absence from work per injury occurred	11.00	0
	Occupational disease severity rate	days of absence from work per case of disease	0.00	0
Other workers	Fatalities due to work-related injuries and diseases	n.	0	0
	Injury frequency rate	n. of injuries per 1,000 FTEs	0.00	0.00
	Injury severity rate	days of absence from work per injury occurred	0.00	0.00
Welfare	Employees covered by collective bargaining	%	100%	100%
	Hours of training per employee	h/employee	18,39	9.44

INDUSTRIAL SECTOR
KINTEK



Founded in 1989 and based in Mappano (Turin), Kintek is active in the design, production and distribution of precision mechanical engineering components, such as toolholders, chucks, clamps and other accessories. Today, Kintek is a group made of four companies that operate in Italy (Kintek S.p.A., Gait S.r.l. and Mictu S.r.l.) and Hungary (Kintek Tooling K.ft.) and serve more than 1,700 customers spread across almost all geographic areas, ranging from distributors to OEM tool and machine tool manufacturers, operating in different end markets (general mechanics, mechatronics, medical, aeronautics, agriculture).



Industry
Industrial - Precision machinery



Operations
Italy, Hungary



Employees
97

• Production of PV energy



• Circular inflow/outflow models



ESG Management

The Group has significantly improved its sustainability management system in 2023 after the acquisition by Aksia Capital V. Firstly, a Code of Ethics and an Organization and Management Model (pursuant to Legislative Decree 231/01) to prevent accident that may affect – among others – environment, human rights, health and safety has been adopted along with a whistleblowing system that enforces the dialogue with stakeholders that now can easily report alleged violations of laws and internal procedures related to sustainability topics, at the same time allowing the company to analyse them and find the right improvement actions. Another very important action was addressed to the sustainability strategy. The Board of Directors has adopted a Sustainability Policy that set the strategic lines on the most relevant topics: quality and innovation; protecting the environment; creating human capital; adopting good governance models. To oversight and implement this strategy the Board has appointed the CEO as director responsible for the definition and oversight of that strategy and the CFO as ESG Manager responsible for the strategy.

A key pillar of the company's sustainability is the transition towards a low-impact production. In 2023, the company has voluntarily performed an energy audit with the support of expert consultants that has highlighted the improvement areas in terms of energy efficiency and decarbonisation and has led to the definition of actions on

processes, machinery and energy sources. Looking at this plan, the installation of a new photovoltaic plan was considerable: at the end of the year, two out of three Group's operations consume renewable energy that is auto produced.

In 2024, the Group consumed 32% of electricity as produced from renewable sources.



A Sustainability Policy that clarifies the Group strategic goals: quality and innovation; protecting the environment; creating human capital; adopting good governance models

Grey-to-green transition towards renewable energy consumption: the action plan defined with external experts considers interventions on processes, machinery and energy sources

2/3 of Group's operations consume renewable energy that is auto produced from solar panels

Key Performance Indicators

STRATEGY & GOVERNANCE		KPI	unit	2024	2023	2022 ¹⁶
Governance	Organisational Model	description	Yes	Yes	No	
	Whistleblowing system	description	Yes	Yes	No	
	ESG Director (member of the Board of Directors) appointed by the BoD	description	Yes	Yes	No	
	ESG Manager appointed by the BoD	description	Yes	Yes	No	
Policy	Sustainability Policy approved by the BoD	description	Yes	Yes	No	
Cybersecurity	Specific projects	description	Yes	Yes	No	
	Incidents of data leakage, theft or loss	n.	0	0	n.a.	
	Incidents of personally identifiable information leakage, theft or loss	n.	0	0	n.a.	
ENVIRONMENT		KPI	unit	2024	2023	2022
Biodiversity	Operational sites located within or adjacent to protected areas that are affected	description	No	No	No	
Total energy consumption	Total energy consumed	GJ	5,718	5,670	n.a.	
	Energy consumption intensity	GJ/hour worked	0.035	0.036	n.a.	
	Electricity consumed purchased/self-generated from renewable sources	%	32%	24%	n.a.	
	- purchased as renewable (covered by GoOs)	%	25%	17%	n.a.	
	- self-generated from renewable sources	%	8%	7%	n.a.	
	Total energy consumption from renewable sources	%	19%	17%	n.a.	
Emissions	Total GHG emissions (Scope 1 and Scope 2 market-based)	t CO ₂ e	407	449	n.a.	
	Carbon intensity (Scope 1 excluding refrigerants and Scope 2 market-based)	t CO ₂ e/GJ	0.071	0.079	n.a.	
Waste	Re-use, recycling and other circular initiatives	Description	Yes	Yes	n.a.	
	Waste intensity (excluding waste for reuse/recycling/recovery)	kg/hour worked	0.244	0.980	n.a.	
Water	Water intensity	mc/hour worked	0.010	0.010	n.a.	

¹⁶The company was invested in the second half of 2023, and it was not possible to calculate all 2022 data consistently.

SOCIETY	KPI	unit	2024	2023	2022
Employee	Employees	Headcount	97	94	97
	Women employed	%	18%	15%	n.a.
	Female executives and managers	%	38%	29%	n.a.
	Fatalitiess due to work-related injuries and diseases	n.	0	0	n.a.
	Injury frequency rate	n. of injuries per 1,000 FTEs	21.31	0	n.a.
	Injury severity rate	days of absence from work per injury occurred	1.00	0	n.a.
	Occupational disease severity rate	days of absence from work per case of disease	0.00	0	n.a.
Other workers	Fatalities due to work-related injuries and diseases	n.	0	0	n.a.
	Injury frequency rate	n. of injuries per 1,000 FTEs	0.00	0.00	n.a.
	Injury severity rate	days of absence from work per injury occurred	0.00	0.00	n.a.
Welfare	Employees covered by collective bargaining	%	55%	53%	n.a.
	Hours of training per employee	h/employee	1.52	1.84	n.a.

HEALTHCARE SECTOR
PRIMO CARECENT GROUP



PCG is a leading Italian Group active in the Dental Clinics and Polyclinics market, created by the union of Primo Group, Caredent, Oasi Medica and Etica Dentale to bring together a wide range of services, a greater territorial presence – and complementary competences. The Group is characterized by high quality standards, clear high-end positioning among the Italian dental chains, high street locations and operational efficiency based on internal laboratory and technology integration.



Industry
**Healthcare – dental clinics
and polyclinics**



Operations
Italy



Employees
916

• Health services



• Purchasing of green energy



• Welfare policy



ESG Management

In 2023, the Group made substantial progress in strengthening its sustainability management system. Building on previously established tools such as the Code of Ethics and the Organization and Management Model (pursuant to Legislative Decree 231/01) – aimed at preventing incidents that could impact the environment, human rights, and health and safety – the Group took further steps to reinforce stakeholder engagement. A whistleblowing system was introduced, enabling stakeholders to report alleged violations of laws and internal procedures related to these key sustainability areas. This tool also facilitates proper analysis and the identification of appropriate corrective actions.

Significant attention was also given to the Group's sustainability strategy. The Board of Directors appointed a dedicated Director responsible for defining and overseeing the strategy, as well as a Manager tasked with its implementation and monitoring. Subsequently, the Group adopted a Sustainability Policy structured around four priority areas: offering innovative and quality care; protecting the environment; creating human capital; adopting good governance models.

In terms of innovation, a notable step is the launch of Primo Lab. This facility ensures speed and quality in the production and delivery of products, especially in response to patient emergencies. Technicians receive ongoing training from specialists



and use advanced technologies such as milling machines, 3D printers, and CAD/CAM systems, improving the design and manufacturing of dental devices. This enables the production of precise devices in reduced time. Primo Lab also supports dentists during intraoral scanning to ensure efficiency and accuracy.

Human capital remains a fundamental asset for Primo Caredent Group. Dedicated procedures govern the selection and recruitment of employees, dentists, and healthcare professionals, while ongoing training and a structured welfare system help nurture this capital. Diversity is also a strategic value: 80% of employees and 67% of executives and middle managers are women.

Lastly, almost all of PCG's energy demand is currently met through electricity. As part of its green transition, in 2024 the Group started purchasing 100% renewable electricity.

A Sustainability Policy that clarifies the Group strategic goals: offering innovative and quality care, protecting the environment, creating human capital and adopting good governance models

Innovation and customer care at the centre of business model: Primo Lab, a laboratory used to design and manufacture dental devices precisely and just in time and 10 people dedicated to R&D

Grey-to-green transition towards renewable energy consumption (70% of electricity consumption from renewable sources)

Key Performance Indicators

STRATEGY & GOVERNANCE		KPI	unit	2024	2023	2022
Governance	Organisational Model	description	Yes	Yes	Yes	
	Whistleblowing system	description	Yes	Yes	No	
	ESG Director (member of the Board of Directors) appointed by the BoD	description	Yes	Yes	No	
	ESG Manager appointed by the BoD	description	Yes	Yes	No	
Policy	Sustainability Policy approved by the BoD	description	Yes	Yes	No	
Cybersecurity	Specific projects	description	Yes	No	No	
	Incidents of data leakage, theft or loss	n.	0	0	0	
	Incidents of personally identifiable information leakage, theft or loss	n.	0	0	0	
ENVIRONMENT ¹⁷		KPI	unit	2024	2023	2022
Biodiversity	Operational sites located within or adjacent to protected areas that are affected	description	No	No	No	
Total energy consumption	Total energy consumed	GJ	20,341	19,197	17,840	
	Energy consumption intensity	GJ/hour worked	0.016	0.013	0.010	
	Electricity consumed purchased/self-generated from renewable sources	%	71%	7%	7%	
	- purchased as renewable (covered by GoOs)	%	71%	7%	7%	
	- self-generated from renewable sources	%	0%	0%	0%	
	Total energy consumption from renewable sources	%	49%	6%	6%	
Emissions	Total GHG emissions (Scope 1 and Scope 2 market-based)	t CO ₂ e	897	1,877	1,410	
	Carbon intensity (Scope 1 excluding refrigerants and Scope 2 market-based)	t CO ₂ e/GJ	0.044	0.098	0.084	
Waste	Re-use, recycling and other circular initiatives	description	No	No	n.a.	
	Waste intensity (excluding waste for reuse/recycling/recovery)	kg/hour worked	0.021	0.030	n.a.	

¹⁷ Water intensity is not material for the company's business model.

SOCIETY	KPI	unit	2024	2023	2022
Employees	Employees	Headcount	916	989	928
	Women employed	%	80%	79%	81%
	Female executives and managers	%	60%	67%	57%
	Fatalitiess due to occupational accidents and diseases	n.	0	0	0
	Injury frequency rate	n. of injuries per 1,000 FTEs	3.44	n.a. ¹⁸	n.a.
	Injury severity rate	days of absence from work per injury occurred	5.50	3.70	n.a.
	Occupational disease severity rate	days of absence from work per case of disease	0.00	0	n.a.
Other workers	Fatalities due to work-related injuries and diseases	n.	0	n.a.	n.a.
	Injury frequency rate	n. of injuries per 1,000 FTEs	0.00	n.a.	n.a.
	Injury severity rate	days of absence from work per injury occurred	0.00	n.a.	n.a.
Welfare	Employees covered by collective bargaining	%	100%	100%	n.a.
	Hours of training per employee	h/employee	6.44	9.66	n.a. ¹⁹

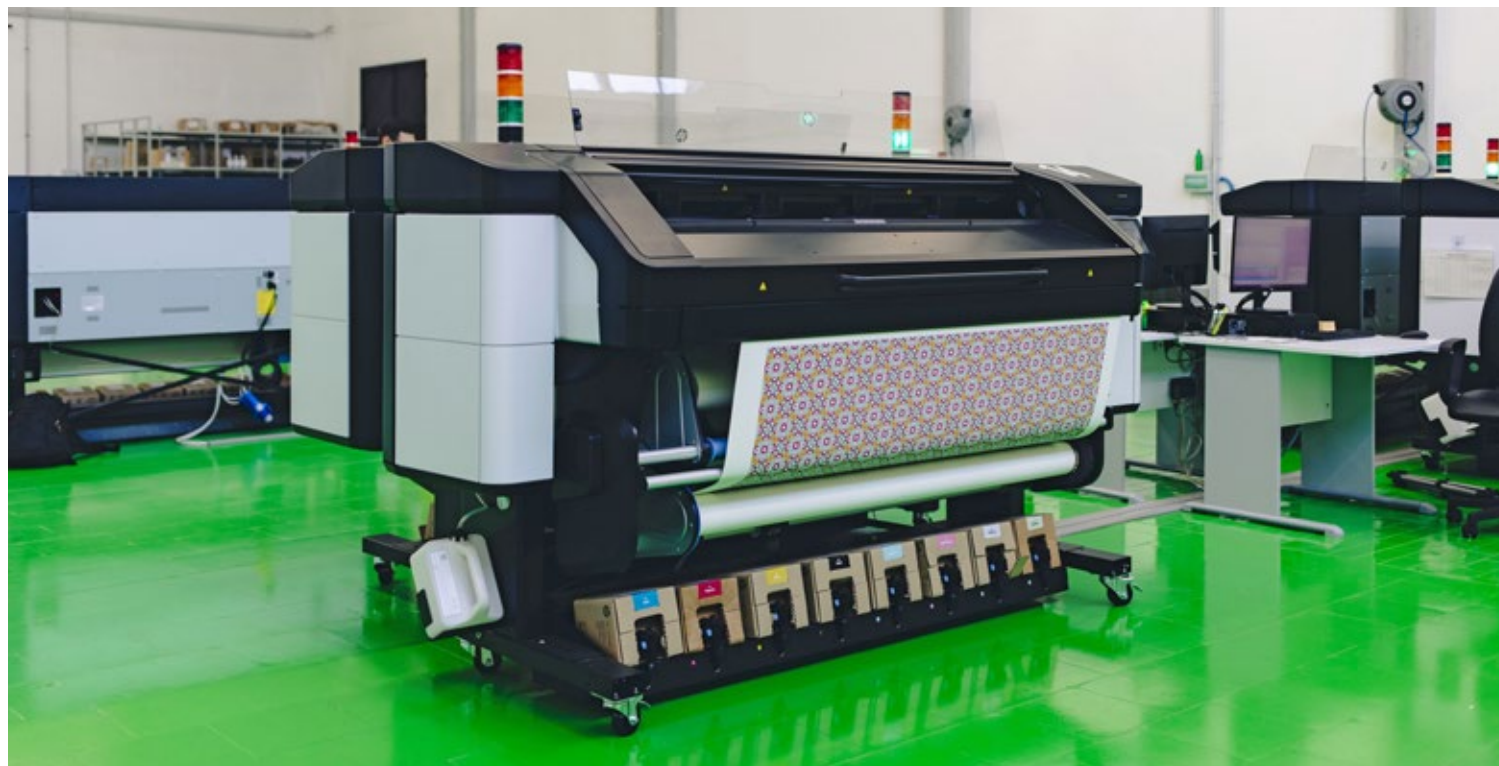
¹⁸ The comparison of 2022 and 2023 performance is not meaningful due to the change in methodology calculation.

¹⁹ The data restatement was needed due to the emergence of inconsistencies in the calculation methodology.

HIGH-END B2B SECTOR COMMATEX



Commatex Spalmati has been actively engaged in the B2B production of quality fabrics for prominent High-End Luxury brands since 1960. Specializing in crafting coagulated, coated, and jacquard fabrics from raw polyurethane-based materials, the company primarily serves the leather goods, footwear, and apparel sectors. Commatex Spalmati stands out for its dedicated focus on sustainability, as exemplified by the Akkadueo® brand, making a distinctive mark in the industry.



Industry
**Fashion & Luxury – Textiles
Manufacturing**



Operations
Italy



Employees
47

- Sustainable Textiles
- Circular inflow/outflow models
- Circular energy models



- Production of PV energy
- Purchasing of green energy



ESG Management

Sustainability is integrated in the core business of the Company. For several years, the company has pursued a differentiation strategy through innovation, embarking on a significant transition journey. It has profoundly transformed its processes, governance, and use of materials with the goal of offering a sustainable alternative in the technical textiles sector for high-end fashion—particularly in leather goods and footwear.

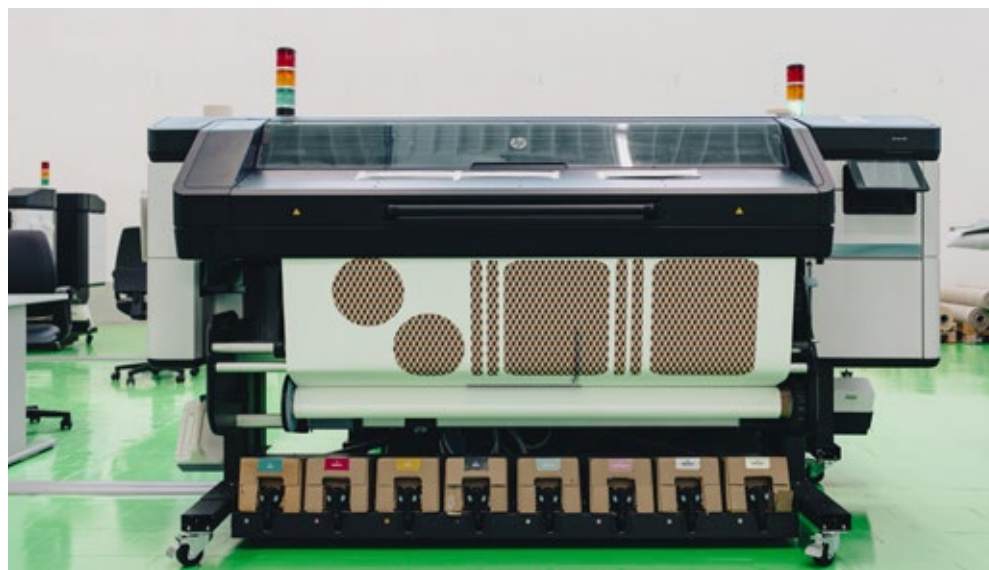
Today, Gommatex can produce fabrics that combine high performance and reproducibility with being **bio-based** and **solvent-free**. The bio-based content of these products reaches up to 60%, marking a significant shift for the market.

These fabrics are made using fibers from Global Organic Textile Standard (GOTS)-certified organic farming or Global Recycled Standard (GRS)-certified recycled fibers and do not use highly hazardous chemicals such as DMF (Dimethylformamide).

Moreover, the sustainability of the final product also relies on process innovations: coagulation takes place in water and is carried out exclusively with water-based polyurethanes certified by GOTS and Bluesign. In the coating and printing phases, polyurethane products derived from hydroalcoholic solutions and plant-based sources are used, all completely free of hazardous substances like DMF or Toluene.

The company has further enhanced the sustainability of its processes from a circular economy perspective, using self-produced electricity from a photovoltaic system and thermal energy recovered via a regenerative thermal oxidizer. This system transforms the thermal content of the hydroalcoholic (organic) compounds used in production into “green” thermal energy, which is then reused within the process itself. These innovations have led to a reduction in electricity, methane, and water consumption by 50% to 90%, with a positive impact both on the environment and on the company's energy costs.

Such a complex transformation process requires time and the right human resources. However, two fundamental success factors are the commitment of the ownership and the establishment of dedicated governance. It is no coincidence that Gommatex has set up an ESG Committee—including the CEO, the Head of Production, and the CFO—which is directly involved in promoting and coordinating the company's sustainability strategy.



Green innovation enabling sustainability is at the core of the company's strategy

Recycled and bio-based materials that respect international certification schemes such as GOTS (Global Organic Textile Standard) and GRS (Global Recycle Standard)

100% of electricity demand is met by renewable energy, produced by the photovoltaic plant and sourced from external providers



Key Performance Indicators

STRATEGY & GOVERNANCE		KPI	unit	2024	2023	2022
Governance	Organisational Model	description	No	No	No	
	Whistleblowing system	description	No	No	No	
	ESG Director (member of the Board of Directors) appointed by the BoD	description	Yes	Yes	No	
	ESG Manager appointed by the BoD	description	Yes	Yes	No	
Policy	Sustainability Policy approved by the BoD	description	Yes	No	No	
Cybersecurity	Specific projects	description	Yes	No	No	
	Incidents of data leakage, theft or loss	n.	0	0	0	
	Incidents of personally identifiable information leakage, theft or loss	n.	0	0	0	
ENVIRONMENT		KPI	unit	2024	2023	2022
Biodiversity	Operational sites located within or adjacent to protected areas that are affected	description	No	No	No	
Total energy consumption	Total energy consumed	GJ	12,463	10,732	n.a. ²⁰	
	Energy consumption intensity	GJ/hour worked	0.164	0.145	n.a. ²⁰	
	Electricity consumed purchased/self-generated from renewable sources	%	100%	100%	100%	
	- purchased as renewable (covered by GoOs)	%	68%	67%	66%	
	- self-generated from renewable sources	%	32%	33%	34%	
	Total energy consumption from renewable sources	%	46%	46%	n.a. ²⁰	
Emissions	Total GHG emissions (Scope 1 and Scope 2 market-based)	t CO ₂ e	381	330	n.a. ²⁰	
	Carbon intensity (Scope 1 excluding refrigerants and Scope 2 market-based)	t CO ₂ e/GJ	0.031	0.031	n.a. ²⁰	
Waste	Re-use, recycling and other circular initiatives	Description	Yes	Yes	n.a.	
	Waste intensity (excluding waste for reuse/recycling/recovery)	kg/hour worked	2.933	3.560	4.060	
Water	Water intensity	mc/hour worked	0.032	0.230	n.a.	

²⁰ The comparison of 2022 and 2023 performance is not meaningful due to the change in calculation methodology that occurred during the year.

SOCIETY	KPI	unit	2024	2023	2022
Employee	Employees	Headcount	47	47	37
	Women employed	%	23%	26%	19%
	Female executives and managers	%	0%	0%	0%
	Fatalitiess due to work-related injuries and diseases	n.	0	0	0
	Injury frequency rate	n. of injuries per 1,000 FTEs	21.73	22.22	81.08
	Injury severity rate	days of absence from work per injury occurred	14.00	4.00	n.a.
	Occupational disease severity rate	days of absence from work per case of disease	0.00	0	n.a.
Other workers	Fatalities due to work-related injuries and diseases	n.	0	0	n.a.
	Injury frequency rate	n. of injuries per 1,000 FTEs	0.00	0.00	n.a.
	Injury severity rate	days of absence from work per injury occurred	0.00	0.00	n.a.
Welfare	Employees covered by collective bargaining	%	100%	100%	n.a.
	Hours of training per employee	h/employee	7.00	12.18	19.60

Note on methodology

The primary objective of this ESG Report is to provide disclosure on Aksia and its portfolio companies' performance and key actions concerning Environmental, Social, and Governance (ESG) matters over the past years. Therefore, the Reporting boundary includes, besides Askia SGR, the data of the portfolio companies that are in Aksia Capital V fund on 31st December 2024 ("Portfolio Companies"). Moreover, some portfolio-level KPIs are related to the company invested by the fund over its

entire life ("Invested Companies") to fairly represent the sustainability management of the fund. Investments of the Aksia Capital IV fund are excluded due to the ongoing exit process they are currently in.

The process of gathering data and information to prepare the present ESG report has been coordinated and managed by Aksia ESG working group, with the collaboration of the staff of each portfolio company.

The ESG Key Performance Indicators (KPIs) presented in this report are aligned with Aksia's Responsible Investment Policy, wherein the SGR has identified the primary ESG themes considered in its investment strategy. The ESG KPIs reported in the document are derived from the most acknowledged standard for the private market sector: the European Sustainable Finance Disclosure Regulation (SFDR), the ESG Data Convergence Initiative (EDCI) and the Investeurope reporting framework.

KPI glossary and Calculation methodologies

STRATEGY & GOVERNANCE	KPI	UNIT	DEFINITION
Governance	Organisational Model	description	The company has formally adopted an Organisational Model pursuant to Italian Legislative Decree 231/2001 including a code of ethics, procedures and Supervisory Body.
	Whistleblowing system	description	The company has formally adopted a Whistleblowing system pursuant to Legislative Decree 10/2023.
	ESG Director (member of the Board of Directors) appointed by the BoD	description	The Company has formally appointed a member of the Board of Directors that defines and oversees the Sustainability Strategy.
	ESG Manager appointed by the BoD	description	The Company has formally appointed a manager that execute the Sustainability Strategy.
Policy	Sustainability Policy approved by the BoD	description	The company has formally adopted a document that set the Sustainability Strategy including objectives, roles and responsibilities and transparency commitment.
Cybersecurity	Incidents of data leakage, theft or loss	n.	Number of episodes of leakage, theft or loss of any data.
	Incidents of personally identifiable information leakage, theft or loss	n.	Number of episodes of leakage, theft or loss of personally identifiable information.

ENVIRONMENT	KPI	UNIT	DEFINITION
Biodiversity	Operational sites located within or adjacent to biodiversity-sensitive areas that are affected by company's activities	description	The company has operational sites in "Biodiversity-sensitive areas" as defined as protected areas of the Natura 2000 network, UNESCO World Heritage Sites and Key Biodiversity Areas ("KBAs"), and other protected areas, as listed in Annex II, Appendix D of Commission Delegated Regulation (EU) 2021/2139.
Energy	Total energy consumed	GJ	Sum of the direct and indirect energy used by the Company (e.g. fuels, electricity) measured in Giga Joule.
	Energy consumption intensity	GJ/hour worked	Total energy consumed over total hours worked by the company's employees, measured in Giga Joule.
	Electricity consumption from renewable sources	%	Electricity generated from renewable sources (internally or externally) consumed over the total electricity consumption.
	- of which purchases of certified renewable energy (covered by GoOs)	%	Electricity generated from renewable sources (externally, i.e. purchased from a supplier) consumed over the total electricity consumption.
	- of which self-generated from renewable sources	%	Electricity generated from renewable sources (internally, i.e. produced with proprietary plants) consumed over the total electricity consumption.
	Total energy consumption from renewable sources	%	Direct and indirect energy (i.e. electricity or heat) generated from renewable sources (internally or externally) consumed over the total energy consumed.
Emissions	Total GHG emissions (Scope 1 and Scope 2 market-based)	t CO ₂ e	Greenhouse gases produced by the production of the total energy consumed.
			Scope 1: direct GHG emissions that occur from sources that are owned or controlled by the company, for example, emissions from combustion in owned or controlled boilers, furnaces, vehicles, etc. As for GHG Protocol, direct emissions from the combustion of biomass shall are not included in scope 1 but reported separately.
			Scope 2: indirect GHG emissions from the generation of purchased electricity consumed by the company. In this report, the "market-based" method is used to show how each company is committed in seeking clean energy. A "market-based" method quantify scope 2 GHG emissions based on GHG emissions emitted by the generators from which the reporter contractually purchases electricity.
	Carbon intensity (Scope 1 excluding refrigerants and Scope 2 market-based)	kg CO ₂ e/GJ	Direct and indirect greenhouse gases generated by the total energy consumed.
	Scope 3 GHG emissions	t CO ₂ e	Scope 3: Other indirect GHG emissions that are a consequence of the activities of the company but occur from sources not owned or controlled by the company. In this report, it is considered only the Category 6 of the GHG Protocol ("Business Travel").
Waste	Waste intensity (excluding waste for reuse/recycling/recovery)	kg/hour worked	Waste sent to re-use, recycling and other recovery over total hours worked by the company's employees.
Water	Water intensity	mc/hour worked	Water consumed over total hours worked by the company's employees.

SOCIETY	KPI	UNIT	DEFINITION
Workforce	Employees	Headcount	People working in the company under an employment contract.
	Women employed	%	Female employees over total employees.
Employee health and safety	Cases of occupational diseases	n.	Illness resulting in death, days away from work, work restriction or transfer to another job, medical treatment beyond first aid or loss of consciousness, or serious illness diagnosed by a physician or other licensed health professional.
	Work-related injuries	n.	Work-related injuries that result in death, days away from work, work restriction or transfer to another job, medical treatment beyond first aid or loss of consciousness, or involves a significant injury diagnosed by a physician or other licensed health professional.
	Fatalitiess due to work-related injuries and diseases	n.	Work-related injuries and diseases that result in death.
	Injury frequency rate	n. of injuries per 200,000 hours worked	Work-related injuries that occur every 200.000 hours worked.
	Injury severity rate	days of absence from work per injury occurred	Average of days of absence from work per injury occurred.
	Occupational disease severity rate	days of absence from work per case of disease	Average of days of absence from work per diseases occurred.
Welfare	Employees covered by collective bargaining	%	Employees covered by a collective bargaining agreement over total employees.
	Hours of training per employee	h/employee	Total hours of training (mandatory and non-mandatory) over total employees.
Board of Directors	Women in the Board	%	Female board member over total number of board members.
SUPPLY CHAIN	KPI	UNIT	DEFINITION
External workers health & safety	Fatalitiess due to work-related injuries and diseases	n.	Work-related injuries and diseases of individual workers who provide services to the enterprise ("self-employed") or persons provided by enterprises primarily engaged in "employment activities" (i.e., temporary agencies) that result in death.
	Injury frequency rate	n. of accidents per 200,000 hours worked	Work-related injuries that occur every 200.000 hours worked to individual workers who provide services to the enterprise ("self-employed") or persons provided by enterprises primarily engaged in "employment activities" (i.e., temporary agencies).

Creating Sustainable Value



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