

Sustainability Report

| 2025

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Letter to stakeholders



Dear Stakeholders,

It is my pleasure to present SAPA Group's first Sustainability Report, a significant milestone in our journey toward creating long-term sustainable value. This Report reflects our commitment to transparency and accountability, providing insight into how we integrate Environmental, Social and Governance (ESG) considerations into our business strategy and operations.

Since our foundation, SAPA Group has been guided by core values that continue to shape our vision and decision-making: **people, integrity and sustainable mobility**.

People are at the heart of our success. We are committed to fostering a safe, inclusive and rewarding working environment, while ensuring the quality and reliability that our customers expect. Integrity guides our actions and relationships, inspiring a culture based on responsibility, ethics and transparency. Sustainable mobility drives our innovation efforts, encouraging us to develop technologies and solutions that contribute to a more efficient and lower-impact automotive industry.

For more than 30 years, we have operated within the automotive sector, an industry characterized by high standards of quality, safety, reliability and continuous innovation. In this evolving context, we recognize sustainability as a strategic lever for long-term competitiveness and resilience. Responsible resource management, climate change mitigation, energy efficiency, circularity, occupational health and safety, and supply chain sustainability are among the key challenges and opportunities that shape our business environment.

To address these priorities, in 2025 we launched a structured sustainability programme aimed at progressively embedding ESG principles across our business model and value chain.

The main pillars of this journey include:

- **Strengthening sustainability governance** through the establishment of an internal ESG Team, responsible for supporting management in defining sustainability priorities, coordinating ESG initiatives, monitoring performance indicators and fostering a culture of continuous improvement;
- **Maintaining and expanding management system certifications** related to quality, environmental protection, energy performance, occupational health and safety, risk management and customer satisfaction;
- **Advancing our decarbonization pathway** through investments in renewable energy sources, energy-efficiency initiatives and technologies designed to reduce greenhouse gas emissions;
- **Promoting the responsible use of resources** by improving raw material management, minimizing waste generation and implementing circular economy solutions;
- **Creating positive social impact** through the promotion of health and safety, employee development, diversity and inclusion, respect for human dignity and a workplace culture founded on collaboration and mutual respect.

Prepared in accordance with the Global Reporting Initiative (GRI) Standards, this Report represents an important step in our sustainability journey and demonstrates our commitment to balancing industrial growth, technological innovation and responsible business practices.

Looking ahead, we will continue to strengthen our ESG management and reporting systems, advance our decarbonization objectives, improve operational efficiency, promote responsible practices throughout our supply chain and further invest in the development and wellbeing of our people, whose dedication is fundamental to the Group's success.

Finally, I would like to express my sincere gratitude to our employees, customers, suppliers, business partners and local communities for their trust, collaboration and ongoing support. Continuous dialogue with our stakeholders remains essential to building a more resilient, responsible and sustainable future.

*the Chairman,
Rosanna Dora De Lucia*



Methodological Note



This document represents SAPA S.p.A.'s (hereinafter "SAPA" or "the Group") first Sustainability Report and covers the reporting period from 1 January to 31 December 2025 (hereinafter "the Report"). Prepared in line with the principles of transparency and accountability, the Report provides stakeholders with a comprehensive overview of the Group's sustainability journey, illustrating its business model, strategic priorities, governance approach, and economic, environmental and social performance. The Report reflects SAPA's commitment to creating long-term value through responsible business practices, while responding to stakeholder expectations and continuously improving the impacts generated across its operations and value chain.

To enhance the credibility and reliability of the information disclosed, this Sustainability Report has been subjected to independent external assurance. The related assurance statement is included at the end of this Report.

Unless otherwise specified, the data and information presented refer to the 2025 financial year and are reported on a basis consistent with that adopted for the Group's financial reporting. Wherever available and meaningful, comparative information relating to previous reporting periods has been included to support the assessment of performance trends and progress over time.

SAPA is committed to ensuring the accuracy, completeness and reliability of the information disclosed. Accordingly, priority has been given to the use of directly measured and verifiable data. Where estimates have been necessary, these have been developed using the most appropriate methodologies and assumptions available at the reporting date, with the objective of providing a fair and balanced representation of the Group's sustainability performance.

The scope of reporting for economic, environmental and social data and information covers the following Group companies:

Country	Company	Registered office	Plant	Plant Address	Activities
Italia	SAPA S.p.A. ¹	Via del Caravaggio 3, 20144, Milano	Arpaia HQ	Via Appia Est 1, 82011, Arpaia, Benevento	Moulding
			Forchia Painting Plant	Contrada Acquavitale snc, 82011, Forchia, Benevento	Painting
			Gissi Plant	Zona Industriale, 66052, Gissi, Chieti	Moulding
	STA S.r.l.	Via del Caravaggio 3, 20144, Milano	Airasca Painting Plant	Via Torino 58, 10060, Airasca, Torino	Painting
			San Martino Alfieri Plant	Via Vittorio Alfieri 35, 14010, San Martino Alfieri, Asti	Moulding
			Dronero Logistic Hub	Via Cuneo 1/C, 12025, Dronero, Cuneo	Logistics hub
Spagna	Indea Auriense S.A.U.	Polígono Industrial Parque Empresarial de Pereiro de Aguiar, Parcelas 8/9, 32792, Pereiro de Aguiar, Ourense	Ourense Plant	Polígono Industrial Parque Empresarial de Pereiro de Aguiar, Parcelas 8/9, 32792, Pereiro de Aguiar, Ourense	Stamping
			Ourense Tooling Factory	Calle Monfort de Lemos, 10, Parque Tecnológico de Galicia, 32901, San Cibrao das Viñas, Ourense	Mould construction
	Indea Palencia S.A.U.	Calle Tren Shangay (P.Ind. Venta de Baños) s/n Parc., Pc 170-172, 34200, Venta de Baños, Palencia	Palencia Plant	Calle Tren Shangay (P.Ind. Venta de Baños) s/n Parc., Pc 170-172, 34200, Venta de Baños, Palencia	Stamping
Polonia	SAPA Polska Sp. z o.o.	Ul. Narutowicza 53, 41-200, Sosnowiec	Manufacturing plant	Sosnowiec Plant: Ul. Narutowicza 53, 41-200 Sosnowiec	Moulding
Paesi Bassi	Promens Zevenaar B.V.	Einsteinstrasse, 22 Zevenaar 6902PB	Zevenaar Plant	Einsteinstrasse, 22 Zevenaar 6902PB	Moulding
Estonia	Promens Rõngu A.S.	Tartu maakond, Elva vald, Rõngu alevik, Tehase tn 4, 61001	Rõngu Plant	Eesti, Tartu maakond, Elva vald, Rõngu alevik, Tehase tn 4	Stamping
Marocco	INDEA Tanger S.A.R.L.	Zone Franche d'Exportation Ilot, 68 LOT 2, 90100, Tanger	Tanger Plant	Zone Franche d'Exportation de Tanger, ilot n° 68, lot n° 2 90100 Tanger	Moulding and Warehouse

The figures reported in the following Financial Statements relate to the Group, unless otherwise specified.

In accordance with the principle of materiality, the content covered in this report has been defined by the company based on the results of the materiality analysis conducted in the first half of 2026. The analysis enabled the identification of the most significant impacts and issues for the company and its stakeholders.

SAPA's 2025 Sustainability Report was published in June 2026 and is available on the company's website under the 'Sustainability' section. For further information or comments on this document, please send an enquiry to compliance@sapagroup.it.

¹ Following the merger by absorption of Robotec into SAPA S.p.A., which was completed on 29 December 2025, the relevant production facility falls within the reporting scope of SAPA S.p.A. and corresponds to the Gissi Plant.



History

Today, SAPA S.p.A. is an Italian industrial group specialising in injection moulding for the automotive sector, supplying major car manufacturers in Italy and abroad directly and actively contributing to sustainable mobility: an achievement that has its roots in a history dating back several years.

SAPA was in fact founded in the 1970s thanks to the entrepreneurial vision of Angelo Affinita who, drawing on the 'Made in Italy' tradition he had grown up with – his father being a craftsman – was able to profoundly transform the production model, radically changing both his father's work and the future of SAPA: moving from manual production to the perfection of mass production. The shift from artisanal production to the mass production of windows and doors enabled the optimisation of work processes and production.

Angelo Affinita's extraordinary personal, technical and entrepreneurial skills transformed the artisan business into a well-established and growing industrial enterprise, with 20 plants across Italy, Europe, Asia, America and Africa, over 3,400 employees and a turnover of around 700 million.

Today, the company is led by his wife Dora and their three children, Mariangela, Antonio and Giovanni, who are the current members of SAPA's Board of Directors.

Key Facts



3.400+

Employees



11+

Countries where we are present



200mln

Components per year



5

Photovoltaic plants



+1.8mln kWh

Consumed by solar power



32.52%

Renewable electricity consumed in 2025



1974

Simeg Srl

Angelo Affinita starts his entrepreneurial journey establishing Simeg Srl, operating in the galvanic sector

1995

Plast Caudio S.r.l.

Plast Caudio S.r.l. is established, starting after almost 20 years the plastic material molding business. The production is directed to the automotive and household appliances industries

2005

FIAT Supplier

Sapa becomes a TIER1 supplier of FIAT thanks to the acquisition of Lucchesi Srl, a company involved in the plastic moulding

2007

Robotec acquisition

The Group acquires Robotec S.r.l. It is a consolidation process in the automotive field and the plastic moulding industry

2019

FCA Supplier of the Year

SAPA receives FCA's "Supplier of the Year 2018" award, for its proactive pursuit of technological excellence and product cost optimization.

2018

One-Shot® Method

The One-Shot Method is patented worldwide. SAPA acquires Semat Group (plants in Italy and China) and expands in the segment of industrial vehicles and luxury cars. SAPA becomes a supplier for the wider Mobility Sector

2017

Poland & VW

SAPA opens a proper plant in Poland starting direct business with VW Group. In the same year, Sapa acquires 100% of Brigoni S.p.A

2013

Jeep & FCA Group

The Group acquires starts new business with JEEP and former FCA Group

2023

Cavaliere del Lavoro

Rosanna De Lucia, President of SAPA, is awarded the "Cavaliere del Lavoro" title by the President of the Italian Republic, recognizing outstanding merit in industry.

2023

Grupo Hispamoldes

SAPA Group takes a majority stake in Quarza's portfolio company, Grupo Hispamoldes and expands its footprint in Spain and Morocco. A minority shareholder enters into Sapa Group

2024

Netherlands & Truck Industry

Sapa Group finalized the acquisition of a 100% stake in two legal entities (Promens Zevenaar BV - Netherlands, Promens AS - Estonia) specialized in the production of thermoplastic components and interior trim for truck industry

2025

Megatech acquisition

Sapa Group continues its expansion into the plastic components for the mobility sector, acquiring the 100% of Megatech Industries AG, an international automotive supplier specialized in the development and production of interior and exterior plastic components

The values that guide us



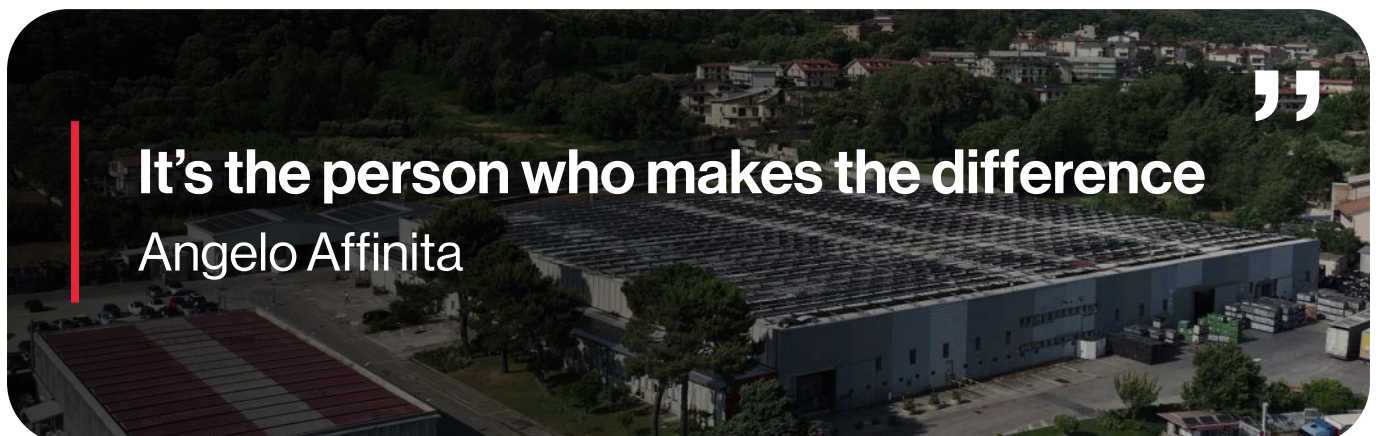
The values that guide the company today are rooted in Angelo Affinita's business model, which views the company's growth as going hand in hand with personal growth. A forward-thinking approach to business.

“
The company is a social asset, not a personal one.”

Angelo, in fact, has always devoted the utmost care and attention to the development, advancement and quality of life of people in the workplace. He has always regarded his role as a director as a service to his staff and to a region all too often plagued by unemployment.

His entrepreneurial success has not changed his way of life: he has always remained simple and down-to-earth. A good, genuine man, supportive of others.

Even today, those values form the foundation for everyone who works at SAPA.



Our mission



SAPA drives solutions for mobility and industry through ownership and proactive leadership. Since 1974, SAPA has been led by the Affinita family: a legacy that reinforces a culture of 'taking responsibility', fosters an entrepreneurial spirit and drives us to deliver innovation, safety and quality in everything we do.



Ownership

accountability and swift decision-making



Imprenditorialità

initiative, pragmatism, vision



Eccellenza operativa

innovation, safety and quality

Our vision

To grow as a global group, acting with responsibility, agility and vision. SAPA evolves beyond traditional boundaries, transforming change into opportunity and creating sustainable, lasting value for customers, people and communities.

We nurture creativity, the human capacity to explore new paths that lead to fresh solutions and achieve our goals through strong relationships, working together effectively.



Global agility

One group, One direction



Creativity

new paths, new solutions



Relationships

effective collaboration,
shared results

Ownership & Proactivity



We take responsibility and act promptly, turning challenges into opportunities.
We foster new solutions through creativity and strong collaboration.

Global Perspective

We act as one, combining global strength with local impact, teamwork and shared ownership



Strive for excellence

We create lasting value through: accountability, trusted partnerships, customer focus and ethical transparency



Growing, together

We grow sustainably, balancing profitability with responsibility for people, safety and the environment by making disciplined choices that safeguard our future



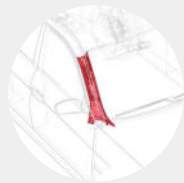
Products



SAPA manufactures plastic components primarily for the automotive sector using injection moulding processes and its proprietary One-Shot® technology. Depending on specific applications and the technical requirements set by customers, the company also uses thermoplastic compounds containing a proportion of recycled material and, for certain applications, materials made entirely from recycled raw materials.

The One-Shot® technology allows functions and components - which in traditional processes would require separate machining and assembly operations - to be integrated into a single production stage, helping to simplify the production process, optimise the use of raw materials and reduce scrap, waste and rework.

One-Shot®
A Pillar bi-color



One-Shot®
Engine Beauty Cover



One-Shot®
C Lower Pillar



One-Shot®
Green Fiber



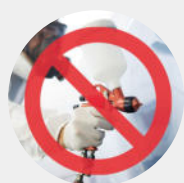
One-Shot®
No Assembly



One-Shot®
No Metal



One-Shot®
Plasting Painting



One-Shot®
Trunk Carpet





A single method encompassing all the stages of traditional automotive component production.

One of SAPA's distinctive features is its in-house research department, 'Innovation Engineering'. This has enabled the company to stand out, but above all to base its work on direct experimentation and discovery.

The main outcome of this approach is the One-Shot® Method: an innovative methodology patented by SAPA for the production of automotive components. The One-Shot® Method is, in fact, the fastest method in the world, capable of guaranteeing the same quality performance whilst reducing costs, making components lighter and increasing productivity.

The One-Shot® Method is the only all-in-one production method that reduces the weight and cost of automotive, truck and agricultural components, ensuring zero scrap with less labour. Thanks to this method and growing investment in research, SAPA has doubled its number of patents, reaching over 30 today.

This process has received numerous accolades that underscore the uniqueness of a company such as SAPA within the automotive sector:

- Innovation Award 2017 - SAPA was honoured alongside Ford at the SPE Automotive TPO Conference 2017 in Detroit with the prestigious Innovation Award
- FCA – Qualities Continuous Improvement – In 2015, SAPA received the FCA Continuous Improvement Award
- Elite – SAPA is part of Borsa Italiana's ELITE project, in partnership with the London Stock Exchange Group Academy
- World Class Manufacturing – SAPA has chosen to adopt the WCM (World Class Manufacturing) standards

Certifications and quality



For our Group, quality is a strategic element closely linked to sustainability, competitiveness and customer satisfaction. Through the maintenance and continuous improvement of our management systems certified to the **ISO 9001** and **IATF 16949** standards, we systematically oversee our production and management processes, ensuring product conformity, the prevention of non-conformities and compliance with the specific requirements of the automotive sector.

In this context, our specialisation in One-Shot® processes reinforces the adoption of a management system that is fully aligned with these requirements.

Below are the certifications held by SAPA:

ISO 9001:2015

ISO 14001:2015

ISO 45001:2023

TISAX

ISO 50001:2018

VDA 6.3

ANFIA Association

IATF 16949 Certification

IATF 16949:2016 certification attests to the compliance of a Quality Management System specific to the automotive sector, ensuring continuous improvement, defect prevention and waste reduction within the supply chain.

IATF 16949 is an international standard developed by the International Automotive Task Force (IATF) in collaboration with ISO, which sets out the requirements for a Quality Management System (QMS) for companies that manufacture components, parts or provide services for the automotive industry, and is a prerequisite for supplying OEM (Original Equipment Manufacturer) customers.

Through this certification, the company demonstrates compliance with globally recognised standards, thereby increasing trust amongst manufacturers, suppliers and end customers.

SAPA is a member of ANFIA – the National Association of the Automotive Industry Supply Chain. This partnership enables a guarantee of high-quality standards, assured by an audit carried out by a highly professional and competent third-party body and a continuous and ongoing skills development guaranteed by SAPA. This has enabled the Group's plants to employ highly qualified and certified staff; in fact, every plant has at least one ANFIA-qualified person.

WCM

SAPA has chosen to adopt the WCM – World Class Manufacturing – standards, which represent a further pillar of assurance for quality – not only of products – as well as for the elimination of waste, the optimisation of efficiency and the continuous improvement of its business processes.

Continuous improvement requires the active involvement of everyone in the organisation. For this reason, the Group promotes a widespread culture of quality, based on empowering staff, continuous training and the sharing of best practice.

Sapa's sustainability journey



Materiality analysis

This Sustainability Report is structured around material issues, with a particular focus on the concept of impact and risk analysis. As defined by the GRI Standards, material issues are those that represent the organisation's most significant economic, environmental and social impacts, including effects on human rights. During 2025, the company carried out its first materiality analysis in accordance with the requirements set out in the relevant international standards (GRI 3, 2021 edition).

The materiality analysis was carried out in four stages.

01

Understanding and analysing the organisation's context

SAPA carried out an in-depth analysis of the context in which it operates, focusing on the activities it undertakes (business model, types of services offered, markets served), the commercial relationships in which it is involved (customers, suppliers), trends in the context relating to ESG issues (social, environmental and economic issues), and the main internal and external stakeholders.

02

Identification of potential and actual impacts

Based on the findings of the context analysis, SAPA identified the key ESG issues of interest to stakeholders, as well as the company's main impacts – current and potential, positive and negative – on the economy, the environment and people, including those relating to human rights. Each impact identified was linked to one or more relevant issues.

03

Assessment of the significance of impacts

The link between the relevant issues and the impact the company has on them was subject to an internal assessment by management. Engagement took place through the completion of an assessment questionnaire, in which the identified stakeholder groups (management and employees) were asked to assign each impact a priority for action by the company: from 1 ('Not very relevant') to 4 ('Very relevant').

04

Prioritisation of impacts

The assessment of the impacts enabled each one to be prioritised according to importance, ranking them from most to least significant. Subsequently, the owners assessed and approved the impacts themselves and, consequently, the material issues on which the reporting focused.

Finally, a reporting threshold of 4 was defined; impacts scoring above this threshold were considered material for reporting purposes and were therefore included within the scope of this document.



The list of impacts and the most relevant issues for SAPA is set out below:

Impacts 2025	Material issue	ESG Dimension	Impact	Status	Score	SDGs
Reduction in Greenhouse Gas emissions through the use of energy from renewable sources	Climate change mitigation	Environment	Positive	Actual	5	 
Improvement in the management and control of domestic and industrial discharges through authorisations, monitoring and periodic inspections	Water discharges	Environment	Positive	Actual	5	
Reduction in production waste through circular economy projects	Waste	Environment	Positive	Actual	5	
Guaranteeing stable and decent work for the Group's employees	Secure employment	Social	Positive	Effective	5	
Improved employee wellbeing through the introduction of welfare measures and specific initiatives aimed at ensuring a healthy work-life balance	Work-life balance	Social	Positive	Actual	5	
Conducting a regular internal climate survey aimed at identifying employees' concerns, needs and issues	Work-life balance	Social	Positive	Effective	5	
Protection of customers and end consumers through the application of rules and procedures that guarantee product safety and maintain high standards of quality and reliability	Health and safety	Social	Positive	Effective	5	
High corporate reliability, as the Group complies with the technical specifications of the IATF and ISO/TS 16949 industry standards	Corporate culture	Governance	Positive	Effective	5	
Increase in greenhouse gas emissions (direct and indirect) linked to increased production activities	Climate change mitigation	Environment	Negative	Actual	4.5	
Reduction in energy consumption through process optimisation and improved equipment efficiency	Energy	Environment	Positive	Potential	4.5	 
Emissions into the atmosphere resulting from specific production stages and/or production facilities	Air pollution	Environment	Negative	Actual	4.5	
Reduction in the use of virgin raw materials thanks to the increased use of recycled plastic	Resource inputs, including resource use	Environment	Positive	Actual	4.5	

Impacts 2025	Material issue	ESG Dimension	Impact	Status	Score	SDGs
Maintaining high standards of health and safety for employees through continuous monitoring of accidents, training and prevention activities	Health and safety	Social	Positive	Actual	4.5	
Protection of employees' privacy through the adoption of internal data protection systems and the proper management of any data breaches	Confidentiality	Governance	Positive	Effective	4.5	
A concrete commitment to creating an ethical working environment, centred on fairness and the protection of human rights, with a view to promoting employee satisfaction, freedom of expression, representation	Ethics and integrity	Governance	Positive	Effective	4.5	
Potential contamination of soil and wastewater due to accidental chemical spills	Soil pollution	Environment	Negative	Potential	4	
Improved water use efficiency through the promotion and implementation of responsible management practices	Water abstraction	Environment	Positive	Actual	4	
Potential impact on local species and ecosystems arising from the company's activities	Factors directly contributing to biodiversity loss	Environment	Negative	Potential	4	
Reduction in the use of virgin raw materials throughout the supply chain, thanks to suppliers' use of recycled plastic or circular economy processes	Resource inputs, including resource use	Environment	Positive	Actual	4	
Employee dissatisfaction due to the lack of a structured training programme aimed at developing and enhancing soft skills	Training and skills development	Social	Negative	Actual	4	
Employee dissatisfaction caused by a failure to implement specific measures to address issues of diversity, inclusion and gender equality within the organisation	Diversity	Social	Negative	Actual	4	
Adoption of a supplier code of conduct that enables the application of the company's principles and values throughout the supply chain	Supply chain	Governance	Positive	Actual	4	 
Lack of a structured approach to ESG management of suppliers due to the absence of a responsible procurement system through which to assess and select suppliers according to sustainability criteria	Supply chain	Governance	Negative	Actual	4	 
Potential generation of microplastics during the processing or handling of plastics	Microplastics	Environment	Negative	Potential	3.5	 
Existence of a reporting mechanism that guarantees the protection of whistleblowers	Protection of whistleblowers	Governance	Positive	Effective	3.5	

Governance, ethics and integrity

Governance structure and composition

From the very beginning, SAPA has made continuity and stability the cornerstones of its growth, values that are reflected in the current composition of the Board of Directors. Indeed, SAPA, which is approximately 83% owned by AD Holding S.P.A., is aware that it operates in a complex and sensitive sector and must successfully address the challenges posed by growth; it has therefore adopted a governance structure that ensures the best balance between effectiveness and efficiency on the one hand, and robust processes and controls on the other.

SAPA S.P.A.'s governance structure comprises a Board of Directors (BoD) consisting of five directors and a Board of Statutory Auditors comprising five members, of whom three are standing members and two are alternate members.

The companies comprising the Group have governance structures appropriate to their respective sizes and business models.

Organisational, Management and Control Model

The Organisational, Management and Control Model pursuant to Legislative Decree 231/2001 ("Model 231") is a key component of SAPA's corporate governance framework. Adopted in line with Italian legislation introducing the administrative liability of legal entities, the Model is designed to prevent the commission of the offences set out in the decree, whilst strengthening control mechanisms and promoting a corporate culture based on ethics, transparency and integrity.

SAPA's Model 231, developed with due regard to the Group's organisational and operational characteristics, constitutes a structured set of rules, procedures and internal controls designed to oversee the most sensitive business processes. It helps to raise awareness of risks and guide the conduct of employees, managers and collaborators, fostering management practices consistent with the principles of legality and accountability.

In this context, the Code of Ethics is an essential element of the system, serving as a reference for standards of conduct and shared objectives designed to safeguard the interests of the company, its employees and all stakeholders.



The effectiveness and up-to-date nature of the Model are ensured by a process of continuous monitoring, which allows it to be adapted to regulatory and organisational developments. A key role is played by the Supervisory Body, which is responsible for verifying the proper functioning of and compliance with the Model. Through monitoring activities and the analysis of any reports received, the Supervisory Body identifies potential areas for improvement and contributes to strengthening the prevention system, ensuring the consistency and effectiveness of the Group's governance framework over time.

The Code of Ethics

SAPA Group operates with integrity, consistency and trust to guarantee its customers a useful and reliable service, aimed at continuous and global growth, increasingly geared towards meeting market needs.

SAPA Group recognises its corporate spirit as one of the key factors in its success and, in line with this vision, has adopted a Code of Ethics as a formal document that reflects continuity with the founder's values. These principles serve as a shared guide not only within the organisation, but also in relations with all stakeholders and business partners.

The Group's activities are based on a system of values that integrates economic, social and environmental responsibility, guiding business decisions towards sustainable models. In this context, SAPA promotes a culture characterised by transparency, integrity and respect for the individual, assigning a central role to human resources in long-term growth and development. Particular attention is paid to the quality of the working environment, which must be safe, inclusive and respectful of individual dignity. The company guarantees equal opportunities and combats all forms of discrimination or inappropriate behaviour, whilst committing itself to compliance with current legislation and key international standards.

The protection of workers' health and safety is considered an essential element, supported by prevention, training and continuous improvement initiatives.

This ethical commitment extends throughout the entire value chain: suppliers and partners are engaged on the basis of criteria which, in addition to economic and quality aspects, also take social and environmental performance into account.



At the same time, SAPA promotes a responsible approach to the management of its production activities, with the aim of reducing environmental impacts and progressively improving its performance.

To complement this system, the governance model is supported by control and transparency mechanisms, including dedicated reporting channels, which enable any critical issues to be raised securely.

Within this framework, the Code of Ethics remains a guiding principle for directing behaviour and decisions towards solid and sustainable growth over time.

Whistleblowing mechanism

SAPA Group has adopted a whistleblowing system designed to ensure transparency, integrity and adherence to ethical principles in the conduct of its business.

In line with the provisions of the Code of Ethics, the anti-corruption policies and the organisational model pursuant to Legislative Decree 231/01, the Group promotes an environment in which all stakeholders can report, safely and responsibly, conduct that does not comply with laws, regulations or corporate values. To this end, SAPA has drawn up a specific policy governing the handling of reports, ensuring dedicated, confidential and independent channels that are accessible to internal and external stakeholders, such as employees, contractors, suppliers, customers and other third parties.

Reports may concern unlawful conduct, irregularities or breaches – including potential ones – that could cause harm to the Group, its employees or, more generally, the wider community. The system is designed to protect the common interest and encourage the timely identification of critical issues, thereby helping to strengthen internal controls and risk management processes. SAPA guarantees the utmost confidentiality regarding the identity of the whistleblower and the information provided, in accordance with applicable legal provisions. The identity of the whistleblower will not be disclosed without their consent, except where this is expressly required by current legislation.

The Group adopts a zero-tolerance policy towards any form of retaliation, discrimination or penalisation against anyone who makes a report in good faith or cooperates with investigations.



In this way, SAPA promotes a corporate culture based on responsibility, ethics and trust, encouraging the active and informed participation of all stakeholders. The whistleblowing system is therefore a fundamental tool for ensuring regulatory compliance, preventing misconduct and supporting a robust and sustainable governance model in the long term.

Sapa's Cybersecurity and Privacy

The SAPA Group has strengthened its information security management system in line with the requirements of the TISAX® (Trusted Information Security Assessment Exchange) standard, which is internationally recognised within the automotive sector. The adoption of the TISAX framework has enabled the company to structure its processes for protecting sensitive data, including that relating to confidential customer information and security management throughout the supply chain.

Through regular risk assessments, the implementation of technical and organisational controls, and dedicated staff training, the company ensures high levels of reliability, integrity and availability of information. This commitment contributes to regulatory and contractual compliance and, at the same time, represents a key element of the sustainability strategy, promoting transparency, trust and resilience amongst stakeholders.

Through the publication of its 'Information Security Policy', the Sapa Group declares its commitment to:



- Protect the information of all stakeholders from any threats (organisational or technological, internal or external, accidental or intentional)
- Protect information through the implementation of control measures and a continuous risk assessment process
- Protect information assets based on the sensitivity of the information, its availability and safeguarding against unauthorised access or modification
- Deploy appropriate resources to ensure the confidentiality, integrity and availability of information

The company ensures compliance with applicable regulatory and contractual requirements and periodically monitors the system's performance in order to identify any critical issues and ensure continuous improvement over time.



Collaboration with suppliers

Responsible supply chain management is a central element of the company's sustainability strategy, particularly in a complex and regulated sector such as the automotive industry, characterised by multi-tier supply chains, stringent technical requirements and the growing expectations of OEM customers.

To this end, the SAPA Group has adopted a Supplier Code of Conduct, extending its commitment to Corporate Social Responsibility to the supply chain as well.

The aim is to promote a responsible approach throughout the entire supply chain, requiring its suppliers to adhere to ethical, social and environmental principles in line with the company's values, specifically:

- Human Rights and Working Conditions
- Health and Safety
- Business Ethics
- Environment
- Supplier Management

SAPA regards the adoption of the Supplier Code of Conduct as an essential element in building and maintaining collaborative relationships with its partners. In particular, SAPA requires the rejection of practices such as child labour and forced labour, and all forms of discrimination or harassment, whilst promoting inclusion, equal opportunities and freedom of association. .

This commitment also extends to the prevention of corruption, data protection and transparency in operations, as well as compliance with competition regulations and the management of conflicts of interest. On the environmental front, SAPA encourages its partners to improve their performance through the efficient use of resources, the reduction of emissions, sustainable waste management and the protection of biodiversity.

The Code serves as a tool for fostering a shared culture of sustainability, actively involving the supply chain and promoting continuous improvement in practices, with the aim of generating long-term value for all stakeholders.



The Group also adopts a risk-based approach to supplier management, with the aim of focusing ESG qualification, monitoring and audit activities on those suppliers of greatest strategic importance (economic volume, product complexity, impact on the end customer, etc.).

As of 2025, sustainability audits had been carried out on a total of 10% of selected suppliers deemed to be of strategic importance to the Group.

With this approach, sustainability is therefore integrated into the qualification process not as a separate element, but as part of the broader supplier management system, alongside quality, business continuity, regulatory compliance and commercial reliability.



Employment and Well-being

As at 31 December 2025, the Group's total workforce stood at 1,839 people, of whom 590 were women and 1,249 were men.

At the Italian sites, the National Collective Labour Agreement (CCNL) for the Rubber, Plastics, Industry and Metalworking sectors applies, covering 42 per cent of the total workforce.

The table below shows the Group's workforce broken down by gender (2025):

Company	Women	Men	Total	% of women out of total workforce
SAPA Gissi (Ex Robotec)	20	51	71	28%
STA S.r.l.	136	199	335	41%
SAPA S.p.A.	53	323	376	14%
Indea Auriense	18	64	82	22%
Indea Palencia	50	56	106	47%
Indea Tangeri	30	52	82	37%
Promens Rõngu	87	103	190	46%
SAPA Polska	126	154	280	45%
Promens Zevenaar	70	247	317	22%
Total	590	1249	1839	32%

The breakdown of employees by gender and category, and the percentage of women in each company within the reporting scope, is set out below:



Company	White-collar women	White-collar men	Female blue-collar workers	Male blue-collar workers	% Women ¹
SAPA Gissi (Ex Robotec)	0	7	20	44	28%
STA S.r.l.	19	34	117	165	41%
SAPA S.p.A.	30	77	23	246	14%
Indea Auriense	6	15	12	49	22%
Indea Palencia	9	12	41	44	47%
Indea Tangeri	8	7	22	45	37%
Promens Rõngu	14	9	73	94	46%
SAPA Polska	29	35	97	119	45%
Promens Zevenaar	5	17	65	230	22%

In the next page the table shows the proportion of female managers relative to the total number of managerial positions in the following companies.

¹ White- and blue-collar women as a proportion of the total workforce.

The following table shows the proportion of female managers relative to the total number of managerial positions in the following companies:



Company	No. of female managers	Total number of managers	% of female managers
SAPA Gissi (Ex Robotec)	0	0	0.0%
STA S.r.l.	0	6	0%
SAPA S.p.A.	5	31	16.1%
INDEA	10	28	35.7%
Promens Zevenaar	0	24	0.0%
Promens Rõngu	11	20	55.0%
SAPA Polska	5	15	33%
Total	31	124	25.0%

The proportion of women in managerial roles varies between 0% and 45% across the Group's various companies, highlighting an uneven distribution of gender representation in senior positions.

This variation reflects the specific organisational and size-related characteristics of the individual companies and represents an area of focus within the Group's initiative to promote diversity and equal opportunities.



The SAPA Group recognises the importance of monitoring the Gender Pay Gap indicator as a means of strengthening a fair, inclusive and merit-based corporate culture.

Indeed, as part of its commitment to equity and inclusion, and in line with the principles set out in **Directive (EU) 2023/970 on pay transparency** – which aims to reinforce the principle of equal pay through greater transparency and monitoring tools – and in light of the ongoing process of transposing Legislative Decree No. 96 of 7 May 2026 into Italian law, the company is embarking on a process of adaptation.

La misurazione e rendicontazione di questo indicatore rispondono a una crescente esigenza di trasparenza verso gli stakeholder, nonché all'impegno del Gruppo nel promuovere pari opportunità e contrastare eventuali disparità strutturali.

Il Gender Pay Gap rappresenta la differenza tra la retribuzione media percepita da uomini e donne all'interno di un'organizzazione e costituisce un indicatore rilevante per valutare il grado di equità e inclusione nei processi di gestione delle risorse umane.

Ai fini del presente bilancio, il gender pay gap è stato calcolato confrontando la retribuzione media del personale femminile rispetto a quella del personale maschile, con riferimento al perimetro oggetto di analisi, utilizzando la seguente formula:

$$\text{Gender Pay Gap (\%)} = \frac{\text{Average male salary} - \text{Average female salary}}{\text{Average male salary}} \times 100$$

The figures are therefore expressed as percentages and determined using a methodology consistent across the Group's various entities.

The table below presents a breakdown of the results for each company included in the scope of the analysis, allowing for a comparative assessment of any differences between different organisational contexts.

Gender Pay Gap



It should also be noted that the available data relate exclusively to employees classified as “Middle Management”¹

Country	Company	Gender Pay Gap	No. monthly payments	Remuneration components
Italia	SAPA Gissi (ex Robotech)	-	13	Gross annual salary
	STA S.r.l.	-	13	Gross annual salary
	SAPA S.p.A.	5%	13	Gross annual salary
Spagna	Indea Auriense S.A.U.	-2.99%	14	Gross annual salary
	Indea Palencia	6.88%	14	Gross annual salary
Marocco	Indea Tangeri	-4.41%	12	Net annual salary
Paesi Bassi	Promens Zevenaar	-	-	-
Estonia	Promens Rõngu	37.21%	12	Gross annual salary
Polonia	SAPA Polska	22.59%	12	Gross annual salary

In detail, the situation varies across the Group's different companies, with gender pay gap figures varying significantly depending on the geographical context and the composition of the managerial workforce.

¹ “Middle Management” refers to the intermediate management layer situated between senior management and operational staff. These are employees with a formal position in the organisational chart who translate the strategies of the top management into concrete actions, coordinate and supervise operational teams, and monitor performance, results and processes. Excluded from the analysis are executives, top-level management and operational staff. (In Italy: ‘impiegati’ and ‘quadri’; in Spain: ‘Grupo profesional 6’; in Estonia: ‘white collars Liik 1’; for Morocco, the Netherlands and Poland, the first lines of management within the plant, reporting to the plant manager, were taken into account).

There is a high degree of pay equity in some organisations, such as SAPA S.p.A., where the pay gap stands at 5 per cent, Indea Palencia at 6.88 per cent, and Indea Auriense and Indea Tanger, which show negative figures (–2.99 per cent and –4.41 per cent respectively), indicating that the average pay for women is slightly higher than that for men within the scope of the analysis.



These findings reflect the absence of any imbalance and suggest an overall balanced management of remuneration policies for the managerial level analysed.

Conversely, more significant discrepancies emerge in some companies, as in the case of Promens Rõngu, where the pay gap reaches 37.21%. In these cases, the figure is mainly influenced by the uneven distribution of men and women across different roles and levels of responsibility, a phenomenon typical of industrial contexts characterised by limited female representation in senior positions.

With regard to SAPA S.p.A. – Gissi (Ex Robotec), STA S.r.l. and Promens Zevenaar B.V., it should be noted that it was not possible to calculate the indicator as there are no female employees within the scope under consideration (framework agreement).

Health and Safety

The Group counts the protection of workers' health and safety amongst its core values, ensuring a safe, healthy and dignified working environment at all sites, both administrative and production-related.

SAPA is firmly committed to ensuring the highest standards of health and safety across all its operations, with particular attention to its production divisions, where greater operational complexity entails higher exposure to risks.

In line with its strategic objectives, the Group adopts a proactive approach aimed at identifying, mitigating and preventing risks, tailoring its response to the specific characteristics of local contexts. Risk assessments are carried out and managed at the level of each individual entity, in order to ensure effective management of the various risk profiles present globally.

This commitment is reflected in the adoption of systems based on the legislation in force in the countries where the Group operates and, where applicable, on international standards such as ISO 45001, supplemented by specific tools and solutions to meet the operational needs of individual sites.



In this context, training and awareness programmes are promoted for all staff, including induction programmes, specific training on job-related risks, and initiatives dedicated to emergency management and first aid.

The continuous assessment and monitoring of risks are central elements of the approach adopted, as is the clear definition of roles and responsibilities at all organisational levels.

The active involvement of workers, the promotion of a strong safety culture and collaboration between the various company departments are key factors in ensuring safe working conditions and preventing accidents and injuries, thereby contributing to people's well-being and the overall sustainability of the Group's activities.

Health and Safety Management at Local Level – Best Practices

INDEA Group (Indea Auriense S.A.U., Indea Palencia, INDEA Tanger S.A.R.L.)

The INDEA Group manages occupational health and safety through a standardised system, based on procedures shared across the various companies.

All Group companies adopt the “Investigación de accidentes y siniestralidad” procedure for managing accidents and incidents, which enables the recording of events resulting in both lost-time and non-lost-time absences. This information is collated in databases that allow for detailed analysis, thereby supporting the identification of the main causes and the implementation of targeted corrective measures

The system is based on the process of risk identification and assessment, governed by the ‘Risk Assessment’ procedure, which defines the methodology, analysis criteria and procedures for updating assessments. These activities are supported by operational tools that enable risks to be mapped and the necessary preventive actions to be planned.

Risk assessments and the related preventive measures are developed by qualified technicians and approved by management, following consultation with the Health and Safety Committee.



Training is a key element: each year, a specific training plan is drawn up for each company. These activities are carried out with the support of an external Prevention Service, helping to foster a culture of safety at all organisational levels.

From an organisational perspective, the Group identifies roles and responsibilities in the field of prevention, such as the Prevention Manager and designated workers, who are tasked with coordinating activities and liaising with the external Prevention Service.

Finally, the Group complements its prevention activities with performance monitoring, through the analysis of accidents, frequency and severity indices, and lost working days.

Promens Rõngu AS

The health and safety management system adopted by Promens Rõngu combines digital tools, a clear definition of roles and, in particular, the involvement of employees.

In fact, employees can report accidents, near misses and hazardous situations via the PETKA system, which is accessible both via computers and touchscreens located at workstations. The system enables risks to be classified and those responsible to be identified, allowing for the prompt handling of reports and the implementation of targeted corrective actions.

Social commitment and the Angelo Affinita Foundation



The Angelo Affinita ETS Foundation was established in 2010 with the aim of upholding the human and spiritual legacy of Angelo Affinita, an entrepreneur and philanthropist, and continuing his work to promote within contemporary society the ethical principles and virtues that inspired his life.

The Foundation's mission is based on a new culture of giving, which places the individual at the centre and provides all the tools necessary to foster personal and social independence. It operates in the field of support for young people and children from disadvantaged backgrounds, with the aim of fostering their personal and educational development through the provision of scholarships, as well as promoting vocational training to facilitate their entry into the world of work; but also to promote and stimulate the intellectual potential of these beneficiaries by awarding prizes to projects that stand out for their innovation and technical-industrial development.

The Angelo Affinita Foundation has for years supported and implemented projects with a broad social impact. In particular, in recent years it has devoted most of its resources to the operational implementation of projects, thus evolving from a purely grant-awarding body to a hybrid organisation (both grant-awarding and operational).

The Foundation's projects



Family Centre

Airola, Cervino, Santa Maria a Vico (2020 – ongoing)

The Family Centre is a place offering a listening ear, a warm welcome and expert guidance for local families who turn to the Foundation in search of support. The helpdesks – legal, psychological and specialist medical – serve as permanent points of contact, able to direct families and individuals towards practical solutions. They are free of charge and operate as part of a network with local organisations, also taking a preventative approach.

As part of the project, a marquee was purchased to host educational activities for children and teenagers in the municipality of Cervino. Furthermore, a new Family Centre has been launched in Arienzo which, as well as supporting young people through psycho-educational activities, aims to become a fully-fledged training centre for young NEETs.

Objectives

- To identify situations of parental and educational vulnerability in order to prevent the emergence of potential problems;

To safeguard the dignity of the human being in their entirety, by offering a tailored programme based on their individual needs;

To support the family unit in achieving a sense of balance

Impact

30 people using the counselling service

300 children at the educational support service

12 prevention sessions

1 marquee made available for social activities

1 social centre refurbished

650 people use the service each month

142 people use the service occasionally

9500 parcels distributed



Casapane

Santa Maria a Vico (2018 – ongoing)

Casapane is a social enterprise that embodies opportunity, renewal and community. It is a symbolic place of integration, hospitality and sharing: a workshop where everyone can feel at home, whether they work there or simply visit. Founded with the aim of revitalising the local area, it has already trained and helped several young people into employment, offering them new prospects in life. Casapane offers cuisine that showcases local produce, with every dish prepared entirely by hand in its own kitchens: from breakfast to dinner, each dish reflects the freshness and authenticity of the local area. It is not just a restaurant, but also a space open to the community, where events, meetings and cultural festivals are organised, strengthening the sense of belonging and promoting the value of culture.

Objectives

To create jobs and boost the local economy by offering training and work placement programmes;

To promote local produce, fostering a culture of quality and the region's food and wine traditions;

To build a meeting place, a space where young people can come together and take part in social and cultural activities.

Impact

15 people trained and placed in employment

2 training courses delivered

Scholarships for study abroad programmes with Intercultura

Benevento (2023 – ongoing)

The Angelo Affinita Foundation has entered into a partnership with the Intercultura Foundation to promote student mobility in the Caudina Valley, establishing a scholarship for a deserving student from the local area. The initiative forms part of the programme run by Intercultura, a non-profit voluntary organisation that offers study abroad programmes for secondary school pupils, ranging in duration from two months to a full academic year.

Through these programmes, third- and fourth-year secondary school pupils have the opportunity to undertake an educational experience abroad, partly funded by scholarships. Every year, more than 1,800 young people broaden their cultural horizons thanks to these experiences in other countries, whilst hundreds of foreign students choose Italy to immerse themselves in our culture, attending our schools and living with Italian host families.

Objectives

• to make society more open, tolerant and inclusive

To foster a culture of dialogue and intercultural exchange

To encourage the development of global skills

Impact

4 scholarships awarded

Casa do Menor

Brazil (2020 – ongoing)

Father Renato Chiera, a missionary in Brazil, founded Casa do Menor, a network of centres dedicated to the rehabilitation of young people in situations of severe social vulnerability, including orphans and street children involved in substance abuse and crime. One of the centres has been named 'Casa Angelo' in memory of Angelo Affinita. The young people taken in are placed on programmes that include vocational training, leisure and recreational activities, educational support, addiction recovery programmes, sport and cultural activities.

Working alongside them is a stable network of educators, psychologists, social workers and foster families who support them on a daily basis through their rehabilitation and social reintegration. Thanks to this commitment, many young people have been able to escape a fate of marginalisation, finding new prospects in life.

Obiettivi

To reintegrate young people into educational pathways and combat early school leaving by offering support;

To facilitate family reunification by providing families with psychological support, meetings and home visits;

To promote health and independence by addressing mental and physical wellbeing and offering vocational training programmes.

Impatto

1617 children and young people involved

57 staff members trained

2 buildings renovated

2 Vehicles purchased



Fondazione Angelo Affinita

Learn more on the website fondazioneangeloaffinita.org >

Commitment to the environment



For SAPA, environmental protection is an integral part of its responsible growth model and an area in which the Group is committed to promoting continuous improvement, in line with its industrial vision, its focus on innovation and its commitment to generating long-term value. In a context characterised by growing attention to environmental impacts throughout the value chain, SAPA focuses its activities on the responsible management of resources, the prevention of environmental impacts and the development of increasingly efficient production solutions.

To support this approach, the Group's implemented an Environmental Management System, with the aim of systematically overseeing the environmental aspects associated with its activities, identifying the related impacts, monitoring the main risk factors and identifying opportunities for improvement. Within this framework, several of the Group's sites – Arpaia, Forchia, San Martino, Gissi, Indea Auriense and Palencia – have achieved ISO 14001 certification, demonstrating the Group's commitment to adopting internationally recognised standards. This is complemented by a focus on energy management, underpinned by ISO 50001 certification for the Arpaia plant.

SAPA's approach to environmental management focuses in particular on the issues considered most relevant to the Group, including greenhouse gas emissions, waste management, the prevention of soil contamination risks and the efficient use of energy.

Over time, SAPA has launched a range of initiatives aimed at promoting an increasingly virtuous approach to managing its environmental impacts. These include energy efficiency measures, projects dedicated to the recovery and reuse of waste materials, as well as programmes to develop the capacity for self-generation from renewable sources. In particular, the investment programme in photovoltaic systems forms part of a broader strategy to reduce energy consumption and progressively integrate sources with a lower environmental impact.

The Group's environmental commitment is also reflected in its search for solutions that promote greater material circularity and the continuous evolution of production processes.



With this in mind, SAPA promotes initiatives focused on the use of recycled raw materials, the regeneration and internal reuse of waste where technically feasible, the testing of alternative processes capable of reducing the use of harmful substances, and the improvement of packaging management.

Product innovation also plays a central role, developed both through in-house research and development projects and through collaborations with customers, with the aim of combining industrial performance, competitiveness and a reduction in environmental impact throughout the life cycle of the solutions offered.

Energy management

SAPA pays particular attention to energy management, recognising its importance both from an operational perspective and in relation to the path towards progressively reducing environmental impacts. In a production context where energy consumption is closely linked to moulding and painting processes, as well as to plant utilities, the Group promotes an approach focused on monitoring consumption and identifying opportunities for improvement across its various plants.

At the Group's Italian plants, the main energy consumption is closely linked to the characteristics of the production processes and plant utilities. At stamping sites, such as San Martino Alfieri, stamping presses, drying ovens and the cooling and air-conditioning systems serving the production lines are of particular significance; at painting sites, such as Airasca, consumption is mainly associated with drying ovens and compressed air systems. More generally, electricity is the primary energy source used in production processes, whilst in some cases other energy sources are also utilised for specific utilities or auxiliary services.

At the Italian sites, various efficiency-enhancing initiatives have been planned and launched, aimed at progressively improving the energy performance of the plants and processes.



These include, for example, the replacement of cooling chillers with more energy-efficient models, the introduction or planning of dedicated monitoring systems, the optimised management of process temperatures, and the replacement of lighting with LED technology. For some Italian sites, the energy procurement strategy is complemented by initiatives aimed at the progressive expansion of renewable energy sources and the purchase of In particular, the Italian plants at Arpaia HQ, Forchia Varnishing Plant and Gissi – (Ex Robotec) are equipped with photovoltaic systems with capacities of 1368.03 kWp, 300 kWp and 471.34 kWp respectively; For these sites, an agreement is also in place with the supplier to cover, via Guarantees of Origin, a proportion of annual electricity consumption amounting to 35%, 35% and 40% respectively. In addition to these, there are Guarantees of Origin issued by the GSE under the Energy Release mechanism, enabling SAPA SpA to achieve 90.69% coverage from renewable electricity and Sta Srl to achieve 93.29%.

At the Group's Spanish sites, energy consumption is mainly linked to the moulding and assembly of plastic components and, where applicable, to painting processes. In particular, at Indea Auriense S.A.U., energy is primarily used for injection moulding machines, raw material drying systems, plant equipment and lighting; the most energy-intensive systems are the injection moulding machines and the drying plant. At Indea Palencia, electricity powers all processes across the site, whilst pneumatic and hydraulic power are used in injection moulding, assembly and mould maintenance processes.

At the Indea Auriense S.A.U. site, there are monitoring systems comprising five data collection points for consumption data, alongside a programme of improvement that has already led to the implementation of a number of energy-saving and efficiency initiatives, whilst further measures are still underway or planned. The site also has a photovoltaic system from with a capacity of 330 kWp, with 100% of the energy produced being used during production. The Indea Palencia plant also has a 330 kWp photovoltaic system, which helps to reduce the amount of electricity purchased from the grid.

Key energy efficiency initiatives at these sites include: retrofitting lighting with LED technology, the installation of insulating covers on injection moulding machines, and a pilot project relating to injector drives, which has yielded positive results in terms of energy savings.

At the Dutch site of Promens Zevenaar B.V., where 28 machines are used for the injection moulding and assembly of components for the automotive sector, operational energy management is the responsibility of the Facility Manager.



The site monitors gas, water and electricity consumption. Electricity consumption is monitored at 15-minute intervals, supporting a structured approach to energy performance monitoring. As its electricity consumption exceeds 1,000,000 kWh, the site is also subject to specific regulatory obligations regarding energy efficiency, in accordance with the European Energy Efficiency Directive (EED) and Dutch national energy-saving legislation. These obligations include carrying out a comprehensive energy audit every four years, reporting periodically on the energy-saving measures adopted and implementing measures with a payback period of less than five years, as well as adopting a systematic approach to energy management through an energy management system.

In terms of energy consumption, the plant's most energy-intensive systems are the moulding machines, which by far account for the site's largest share of energy use. There are currently no on-site energy generation facilities at this site, nor is energy sourced from renewable sources. In terms of improvements, the site has planned to replace the existing boilers, currently considered inefficient, with a project that may be accompanied by a gradual switch to electric boilers, with the aim of reducing and, over time, phasing out the use of gas. This is complemented by an extensive programme to replace lighting with LED technology and the implementation of the aforementioned energy management system, as the main drivers of the plant's energy efficiency programme.

At the Estonian site of Promens Rõngu A.S., energy management involves several business functions and is based on a structured monitoring of consumption and operational responsibilities. Data on electricity consumption is recorded in a dedicated KPI registry, whilst fuel and LPG consumption is monitored via dedicated Excel databases; the relevant financial data is also archived in the financial system based on purchase invoices. The site has set a specific target for electricity consumption of a maximum of 1,800 kWh per tonne of processed material, which remains unchanged for 2026, and also prioritises the selection of new equipment that is more energy-efficient, all other selection criteria being equal. Promens Rõngu A.S. is subject to specific regulatory obligations regarding energy management.

In terms of consumption, the site's energy profile is heavily reliant on electricity, which accounts for the largest share of total energy consumption.



In particular, the main sources of electricity consumption are the injection moulding machines and the dryers. As regards thermal energy, consumption is mainly associated with the heating system and the radiators in the ventilation system, whilst the site's heating is generated by an LPG-fired furnace .

Key energy efficiency initiatives planned for the coming years include the completion, in 2026, of the replacement of fluorescent lighting with LED technology; the gradual conversion of transport and lifting equipment to battery-powered alternatives; and the project planned for 2026 to improve the cooling system through the installation of new technologies. It should also be noted that the replacement of heating oil with LPG, which began in 2021, has contributed to the site's energy efficiency improvements. At the same time, in 2025 the site recorded a 75% reduction in diesel consumption and a 24% reduction in petrol consumption compared with 2020, confirming the efficiency improvements undertaken.

Quantitative data

With regard to the 2025 financial year, the quantitative energy reporting includes consumption of purchased electricity, consumption resulting from fuels used for production, heating or service purposes and, where applicable, contributions attributable to self-generation from photovoltaic systems and to the supply of electricity covered by Guarantees of Origin. The data were collected on the basis of documentation available at site level, including supply documents, invoices, internal records and other supporting documentation, and are summarised in the tables below. In 2025, the use of renewable energy procurement instruments and the presence of self-generation facilities varied across the Group's companies. In particular, the purchase of electricity covered by Guarantees of Origin following an agreement with the supplier applies to the Italian sites of Arpaia HQ and Forchia Painting Plant, accounting for 35% of their respective annual electricity requirements, and the Gissi – (Ex Robotec) site, accounting for 40%; figures which reach 90.96% for SAPA SpA and 93.29% for STA Srl thanks to Guarantees of Origin issued under the Energy Release mechanism.



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With regard to self-generation, photovoltaic systems are in place at Arpaia HQ, Forchia Painting Plant, Gissi (Ex Robotec), Ourense Plant and Palencia Plant.



In terms of the energy carriers reported, purchased electricity represents the predominant component of the Group's consumption, in line with the nature of the production processes and plant utilities; alongside this, depending on the specific characteristics of each site, there are additional energy sources falling within the Scope 1 reporting scope, including petrol, diesel, natural gas, LPG and propane.

Energy consumed within the organisation GRI Ref. 302-1	U.M.	2025
Consumption from non-renewable energy sources of which:	GJ	412.819,85
• Electricity purchased ⁴	GJ	138.563,36
• Petrol ⁵	GJ	824,90
• Diesel ⁴	GJ	2.935,05
• Natural gas ⁴	GJ	8.803,55
• LPG ⁴	GJ	261.667,53
• Propane ⁴	GJ	25,47
Consumption from renewable energy sources of which:	GJ	66.782,48
• Energia Elettrica acquistata ³	GJ	60.152,40
• Energia Elettrica da fotovoltaico ³	GJ	6.630,08
Energia Totale Consumata	GJ	479.602,32

Table 07: Energy consumed within the organisation

⁴ Electricity consumption, expressed in kWh, was converted to GJ using the conversion factor 0.0036 GJ/kWh

⁵ The conversion of energy consumption to GJ was carried out using the lower calorific values (LCV) and fuel densities set out in the UK Department for Environment, Food & Rural Affairs (DEFRA) document, 2026 Government GHG Conversion Factors for Company Reporting. Specifically, the factors relating to Natural Gas, Diesel (mineral blend), Petrol (mineral blend) and Propane were used. The density of LPG, however, was obtained from the product's SSD specifications.



2025	
Electricity purchased from the grid [kWh]	55.198.822,00
• of which renewable [kWh]	16.709.000,00
Electricity self-consumed from photovoltaic systems [kWh]	1.841.688,00
Total electricity consumed [kWh]	57.040.510,00
Ratio of total renewable electricity to total electricity consumed [%]	32,52%

Table 08: Percentage of renewable electricity out of total electricity consumed, 2025

Emissions

Scope 1 and 2

The SAPA Group's greenhouse gas (GHG) emissions are categorised in accordance with the guidelines set out in the 'GHG Protocol Corporate Accounting and Reporting Standard', which distinguishes between direct (Scope 1) and indirect (Scope 2) emissions.

Scope 1 emissions include those generated by sources owned or controlled by the organisation, such as fuel consumption for company vehicles and heating, whilst Scope 2 emissions arise from the purchase of electricity, heating, cooling or steam used in business operations.

As regards Scope 2 emissions, there are two calculation approaches: location-based and market-based.

Location-based Scope 2 refers to emissions arising from purchased electricity, calculated on the basis of the average carbon intensity of the electricity grids to which the organisation is connected.

This method takes into account the mix of energy sources (renewable and non-renewable) that supply the grid at a local level.



Market-based Scope 2, on the other hand, calculates emissions based on the contractual choices made by the organisation, such as the purchase of energy from renewable sources, certified via Guarantees of Origin (GO), or other forms of specific agreements with energy suppliers.

In the case of the SAPA Group, Scope 1 emissions stem mainly from three sources: fuel consumption by company vehicles (including petrol, diesel and LPG vehicles), the use of natural gas and LPG for office heating, and fugitive emissions resulting from refrigerant gas leaks in air-conditioning equipment. Scope 2 emissions, on the other hand, are directly associated with electricity consumption, which powers production operations.

To calculate direct Scope 1 emissions, the emission factors published in the document *2026 Government Greenhouse Gas Conversion Factors for Company Reporting*, produced by the UK Department for Environment, Food & Rural Affairs (DEFRA), and the UNEP report, 2022 (*Report on refrigeration, air conditioning and heat pumps*), were used for the GWP of the refrigerant R449A.

To calculate indirect emissions from electricity consumption (Scope 2), the location-based approach was developed using the national emission factors published by the Association of Issuing Bodies (AIB) in the document *European Residual Mixes and European Attribute Mixes* – Results of the Calculation of Residual Mixes for the Calendar Year 2025, adopting the Supplier Mix values available for the countries in question. The market-based approach, on the other hand, was calculated using the corresponding Residual Mix factors published by the same source.

For the site located in Morocco, for which neither AIB factors nor the relevant Supplier Mix or Residual Mix were available, the emission factor associated with the 'market for electricity, medium voltage' process in the Ecoinvent v3.12 database was used for both the location-based and market-based calculations; this was selected as a consistent and representative secondary source of the available national electricity mix.

Scope 1 emissions amount to 2,059.81 tCO₂e and account for 11.51% of total Scope 1 and 2 emissions (location-based). Scope 2 emissions calculated using the location-based method amount to 16,719.42 tCO₂e, whilst those calculated using the market-based method amount to 14,978.59 tCO₂e.



Scope 1 ⁶ , and 2 GHG emissions GRI 305-1/2	U.M.	2025
Total GHG emissions (Scope 1, Scope 2) market-based	tCO ₂ e	17.038,40
Total GHG emissions (Scope 1, Scope 2) by location	tCO ₂ e	18.779,23
Direct GHG emissions (Scope 1)	tCO ₂ e	2.059,81
Indirect GHG emissions from energy consumption (Scope 2) – market-based	tCO ₂ e	14.978,59
Indirect GHG emissions from energy consumption (Scope 2) – location-based	tCO ₂ e	16.719,42

Table 09: SAPA Group's Scope 1 and 2 GHG emissions

Materials and the circular economy

SAPA develops solutions designed to integrate sustainability and industrial innovation through research and development, experimentation with new formulations, and collaboration with customers and partners. The main materials used in the Group's production processes are thermoplastic compounds based on polypropylene (PP), polyamide (PA), PC/ABS and, to a lesser extent, other engineering plastics, sometimes reinforced with mineral fillers or glass fibres to meet specific mechanical, thermal and dimensional requirements. These materials are used primarily in injection moulding processes, whilst in the plants dedicated to painting, primers, coloured bases, clear coats and related auxiliary products are used, depending on the aesthetic and performance characteristics required.

SAPA uses recycled materials in its production processes where this is compatible with the specific applications, the product's technical requirements and customer specifications. Consequently, certain polypropylene-based thermoplastic compounds containing a proportion of recycled material are used, and, in specific cases, materials produced entirely from recycled raw materials.

⁶ The reported Scope 1 emissions do not include the Ourence Tooling Factory due to a lack of primary data.

The One-Shot® technology employed by SAPA enables functions and components to be integrated in a single production stage which, in traditional processes, would require multiple machining steps and subsequent assembly operations. This approach reduces the number of components, simplifies the production process and minimises overall material consumption.



The high level of automation in One-Shot® technology also helps to reduce production variability and operational errors, with potential benefits in terms of minimising scrap, rework, intermediate handling and auxiliary materials.

Waste

SAPA manages the waste generated by its production activities through internal procedures and by handing it over to authorised operators.

At Group level, the waste produced mainly stems from the production process and primarily comprises packaging, plastic materials and processing scraps, scrap metal and other waste associated with operational activities; hazardous waste, on the other hand, is mainly linked to the use of oils, solvents, paints, filter materials and contaminated packaging or materials

At the Italian sites, waste management is organised through dedicated procedures, which involve identifying the waste streams produced and handing them over to authorised operators. At the Arpaia and Forchia sites, the process is managed in accordance with ISO 14001 procedures and via RENTRI, with monthly monitoring of quantities. Where possible, the management prioritises recovery over disposal; at the San Martino Alfieri and Airasca sites, the internal reuse of plastic waste through grinding is also carried out, where technically feasible.

At the Group's Spanish sites, waste management is carried out in a similar manner through internal procedures and handover to authorised operators. At Indea Auriense, waste streams are collected in labelled containers and monitored using monthly indicators; at Indea Palencia, hazardous waste is collected within six months of storage, whilst other industrial waste is managed according to operational needs. At these sites too, where possible, waste is sent for recovery or recycling, and certain materials, including non-conforming parts, may be shredded and reused internally as raw materials.

At the Dutch site of Promens Zevenaar B.V., the main waste stream consists of scrap from injection moulding. Some of this scrap is reginded and reused internally or, alternatively, sent for recycling by external operators. The other waste streams are also predominantly sent for recycling, leaving only a residual non-recyclable fraction. Whilst the latter are sent for incineration, certain liquid streams are treated by separation and subsequent oil recovery.



At the Estonian site of Promens Rõngu A.S., waste management is governed by an internal procedure that defines responsibilities, as well as methods for the collection, storage and recording of waste.

The site monitors production waste on a daily and weekly basis and implements improvement measures in the event of high levels. A plastic recovery system is also in operation, involving the grinding of defective parts and their subsequent internal reuse.

Water

In managing water resources, SAPA adopts an approach focused on monitoring water usage associated with its various production and ancillary activities, in line with the Group's Environmental Management System. Water management is tailored to the actual uses at the Group's various sites. Generally speaking, water is used primarily for domestic and sanitary purposes and, at some plants, to support production processes, in particular for cooling moulds.

At our Italian sites, water management is integrated into the environmental procedures in place and, for the Arpaia and Forchia plants, into the ISO 14001-certified system. In addition to domestic and sanitary uses, water is used in certain production processes, in particular for the closed-loop cooling of moulds at Arpaia and San Martino Alfieri, and to support activities related to purification or painting at the Forchia and Airasca sites. Discharges are managed in accordance with current authorisations and, where required, are subject to periodic wastewater monitoring.

At the Spanish sites too, water is used primarily for domestic purposes and cooling activities. At Indea Auriense, consumption is monitored through monthly indicators, and management includes checks on discharges and preventive measures against the risk of Legionella; water resulting from plant cleaning activities is collected and managed as hazardous waste. At Indea Palencia, although there is no specific procedure for monitoring consumption, an annual analysis of wastewater is carried out.

At the Dutch site of Promens Zevenaar B.V., water use is limited to sanitary and service purposes and does not directly involve the production process.



Rainwater and sanitary effluent are discharged into the sewerage system, whilst water from cleaning operations is treated using an oil/water separator before discharge.

Finally, at the Estonian site of Promens Rõngu A.S., water is used both for domestic and sanitary purposes and for cooling moulding equipment via a recirculation system.

Water is sourced from an on-site well, which undergoes regular water quality checks, and water consumption management is supported by measures such as the reuse of cooling water, leak monitoring and the installation of dual-flush toilets.