



CONTROL SYSTEMS



2024

SUSTAINABILITY REPORT

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Letter to Stakeholders

Dear Stakeholders,

the Cofle Group's 2024 Sustainability Report is a document that represents for us not only a reporting milestone, but also an opportunity to share the path we are pursuing with responsibility and attention to the future.

2024 was an important year, during which we continued to invest in strengthening the Group, both in Italy and abroad. We completed the commissioning of the Parent Company's new logistics hub and continued investments in the Turkish subsidiary Cofle TK, with the aim of increasing production capacity and developing new expertise in-house, particularly in the electronics area. At the same time, we continued to work on product innovation, completing the new range of Electronic Parking Brakes, a technology that we believe may represent a concrete growth opportunity in the coming years.

Our commitment to sustainability continues in a concrete manner, through daily choices aimed at reducing environmental impacts, improving process efficiency and making more responsible use of resources. During the year, we recorded positive results in reducing electricity consumption, water withdrawals and overall greenhouse gas emissions, while also continuing to work on material recovery, the use of recycled raw materials and more sustainable packaging solutions.

Alongside environmental aspects, our focus on people remains central.

Cofle has grown over time thanks to the contribution of those who work every day with competence, commitment and a sense of responsibility. For this reason, we continue to invest in safety, training, employee welfare and initiatives that can also have a positive impact on the communities in which we operate. The health prevention activities carried out with LILT, support for local areas and initiatives in favour of parenthood are concrete examples of how we understand our role.

We are aware that the path towards increasingly integrated sustainability requires consistency and method. For this reason, we will continue to progressively expand the scope of ESG reporting, with the aim of representing the Group and its impact in the various countries in which it operates in an increasingly comprehensive manner.

We would like to thank all those who contribute to this journey: our employees, customers, suppliers, partners, shareholders and local communities. The trust and cooperation of each of them are essential to continuing to build a solid, responsible company capable of creating value over time.

Best regards,

Walter e Alessandra Barbieri

THE COFLE GROUP

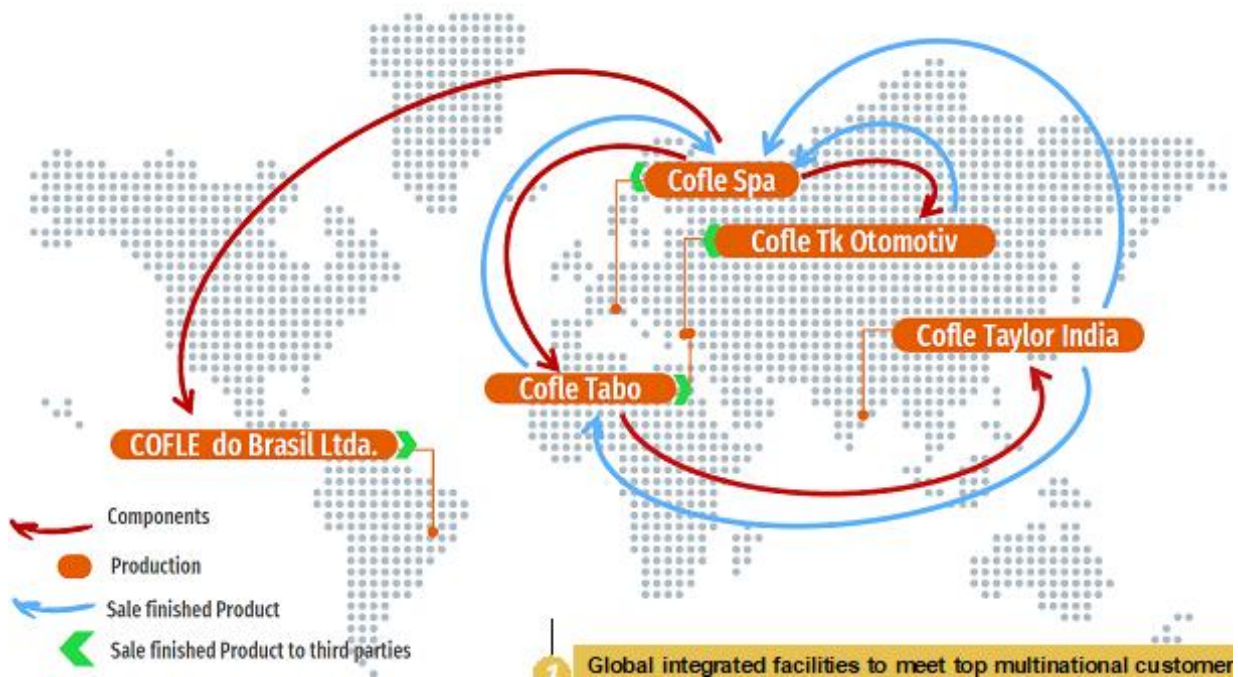
The Group designs, produces and sells worldwide control cables and remote control systems for the off-road vehicle, automotive and automotive after-market sectors. Thanks to its international profile it operates globally.

It has two divisions:

- **Original Equipment (OE)** is the division with which the Group produces a diverse range of highly customised products for customers who will incorporate such components within the products they sell. It produces cables and control systems in the agricultural, earthmoving machinery, commercial vehicles and the premium automotive sectors on a global scale.

- **Independent After Market (IAM)** is the division which manufactures Cofle-branded components such as control cables, brake hoses or EPBs with the same quality as the original for the automotive sector. This line has more than 7000 products, all of which are created and developed on the basis of the expertise acquired from the OE business line.

A WORLDWIDE PRESENCE



The Cofle Group’s Headquarters are located in Trezzo sull’Adda, which is also home to the OE division, while the Independent After Market division is based in Pozzo d’Adda.

In Italy, Cofle has 1 production site, 2 logistics centres, 1 R&D department and 1 engineering centre; in Turkey, it has 3 production sites, 1 logistics centre, 1 R&D department and 1 engineering centre; in France, it has 1 sales office; in Brazil, it has 1 production and logistics site and 1 R&D department; in India, it has 1 production site and 1 R&D department; and in China, it has 1 sales office.

Highlights

ENVIRONMENT



15,4% Power from renewable sources
[2024]



- 14,4% Total energy consumption per euro of value produced
[2024 vs. 2023]



-8,3% Total diesel consumption
[-2.6 tonnes] [2024 vs. 2023]



-15,6% water withdrawals per euro of value produced [2024 vs. 2023]



99,0% Raw materials used - Aluminium and Zamak - from recycling
[2024]



-329,2 tCO2e (-3,8%) total greenhouse gas emissions
[2024 vs. 2023]



-15,2% % indirect greenhouse gas emissions (Scope 2) per euro of value produced



-3,2% % indirect greenhouse gas emissions (Scope 2) per euro of value produced

SOCIAL



99,7% employees hired on open-ended contracts



Suppliers assessed with sustainability criteria
90% of Cofle SpA suppliers have certifications



Annual performance bonus paid to all workers



Projects for territorial sustainability

GOVERNANCE



Quality and environmental management systems in accordance with UNI EN ISO 9001 and 14001 standards



Investment in Research and Development
.8 Patents



Ethics and Transparency
Code of Ethics and adoption of Model 231



Ethics and Transparency
Internal dealing procedure
Insider Register
Procedure for Related Party Transactions

History

60'S

In 1964, Bruno Barbieri founded Cofle, introducing an innovative system for manufacturing and controlling cables for the **Automotive** sector. The first production line was dedicated to **OEM (Original Equipment Manufacturer) cables** for the most important Italian brands.

70'S

The company grew rapidly, moving to its new facility within a few years. The **range of cables and controls** for the automotive sector, as well as **control cables for earth-moving machinery**, was significantly expanded. Cofle began distributing its solutions on a **global scale**.

80'S

The first **in-house production facility** was established for internal cables, coated tubes, **coated cables, and push-pull cables**. This **vertical integration** process allowed Cofle to become a **fully independent manufacturer**.

90'S

These were years of **great success** for the Aftermarket division: its growing reputation allowed Cofle to **open a new logistics center**, with a **4,000 m² warehouse**. Cofle also **expanded internationally**, founding **Tabo in Turkey**, dedicated to manufacturing **Aftermarket** items originally intended for **Middle Eastern and North African markets**.

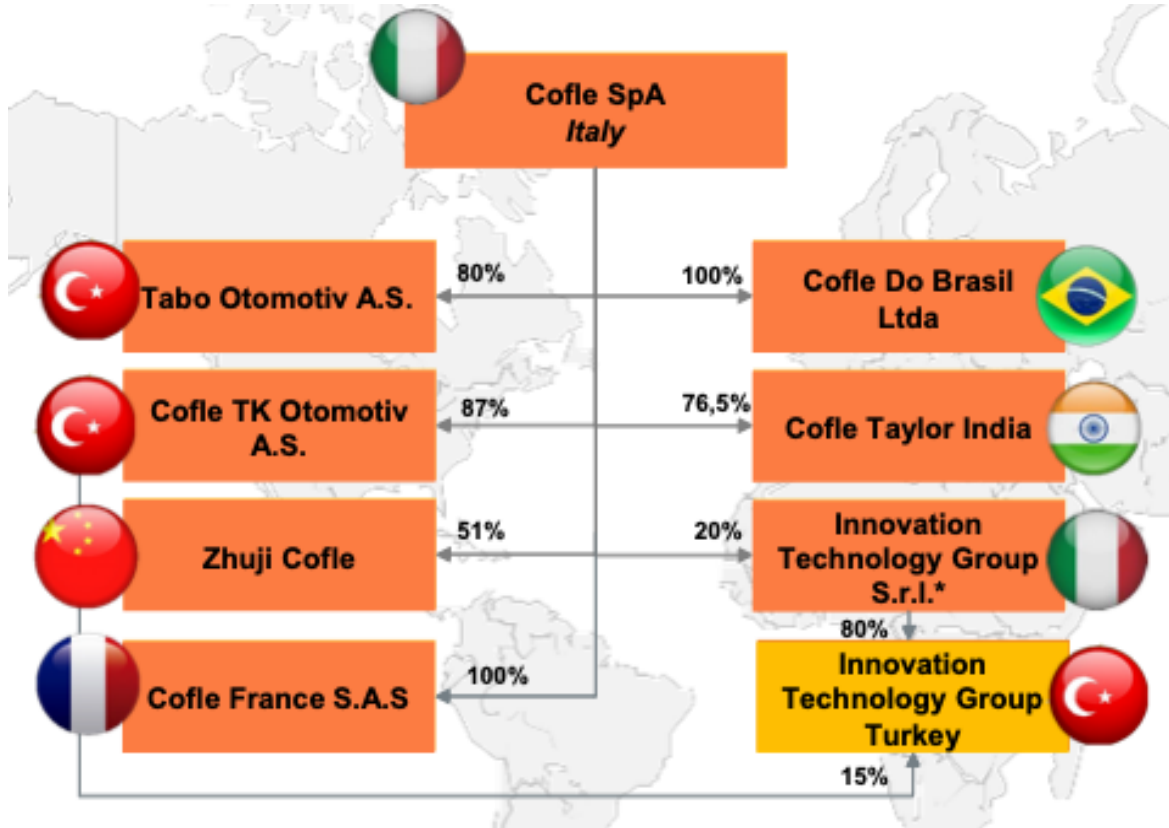
2000'S

The company experienced strong growth in **international expansion**. Soon after, **Cofle DE and Cofle TK** were founded in Turkey, followed by **Cofle China**. In the following years, **Cofle do Brasil** was established, starting production in **2016**, and **Cofle Taylor India**, inaugurated in **2019**.

TODAY

Cofle is a **global group** present in **6 countries**, with **6 production sites, logistics centers, R&D departments, and engineering facilities** with over **400 employees**. The **Aftermarket catalog** offers more than **6,000 solutions**, all developed based on OEM **know-how** and in compliance with **OEM technical specifications**.

Group's structure



THE PARENT COMPANY

COFLE S.P.A.



Cofle S.p.A. was established in 1964. Its first production line focused on the production of original equipment (OE) cables for major Italian brands. In the 1970s, the company moved from an artisanal level of production to a more industrial scale. In the 1980s, Cofle established its headquarters in Trezzo sull'Adda, acquiring the current facility which, through the creation of a vertical production system, enabled it to become an "all in-house" company. During these years, the company began manufacturing cables for the Independent After Market business line which, in the 1990s, led to the construction of a warehouse in Pozzo d'Adda dedicated to the customisation and distribution of After Market products. The 1990s marked the beginning of the company's internationalisation process through direct sales on foreign markets. In the 2000s, expansion abroad led to the creation of the Group, through the establishment of, or majority investments in, companies located in several countries around the world.

GROUP COMPANIES

TABO OTOMOTIV A.S.



Tabo Otomotiv Makina Sanayi ve Ticaret A.Ş. was set up in 1996 and is based in Istanbul. This company contributes significantly to the turnover of the AM division and has a warehouse covering a total area of approximately 4,000 square metres with a production capacity of about 3 million units.

COFLE TK OTOMOTIV A.S.



Cofle TK Otomotiv Kontrol Sistemleri Sanayi A.Ş. was established in 2010 and is based in Istanbul. This company contributes significantly to the turnover of the OE division and has two warehouses covering a total area of approximately 4,900 square metres, with a production capacity of about 2.25 million units.

COFLE DO BRASIL LTDA



Cofle Industria e Comercio do Brasil Ltda was established in 2016 and is based in Sete Lagoas. This company operates mainly through the OE division and has a warehouse of approximately 2,000 square metres, with a production capacity of about 0.45 million units.

COFLE TAYLOR INDIA



Cofle Taylor India Control Cables & Systems Private Ltd was established in 2018 through a joint venture and is based in Chennai. This company primarily provides manufacturing support for the Group's Independent After Market division. In 2023, the subsidiary began its first direct deliveries to domestic OE customers.

ZHUJI COFLE



Zhuji Cofle Mechanical Control Systems Company Ltd was established in 2006 through a joint venture and is based in Zhejiang. This company acts mainly as a representative office for the Group's OE division.

COFLE FRANCE



Cofle France S.A.S. was established in the second half of 2022 in order to acquire market shares in the French, Spanish, Portuguese and Benelux markets for both the AM and OE divisions.

Associates

INNOVATION TECHNOLOGY GROUP S.R.L.



In 2019, the Group acquired 20% of the innovative start-up I.T.G. S.r.l., an engineering company specialising in the development of new product and process ideas and solutions that anticipate new technological trends for the automotive and farm equipment sector.

INNOVATION TECHNOLOGY GROUP TURKEY



Set up in the second half of 2022 as part of a joint venture between I.T.G. S.r.l., Cofle Tk and local management, I.T.G. Turkey designs innovative solutions for the off-road vehicle sector in Turkey.

MAIN EVENTS OF 2024

2024 was characterised by major investments by the Group, in particular by the Parent Company and the Turkish subsidiary Cofle TK.

The Parent Company completed the installation of machinery and equipment within the property investment acquired in the previous financial year and began commissioning the new logistics hub.

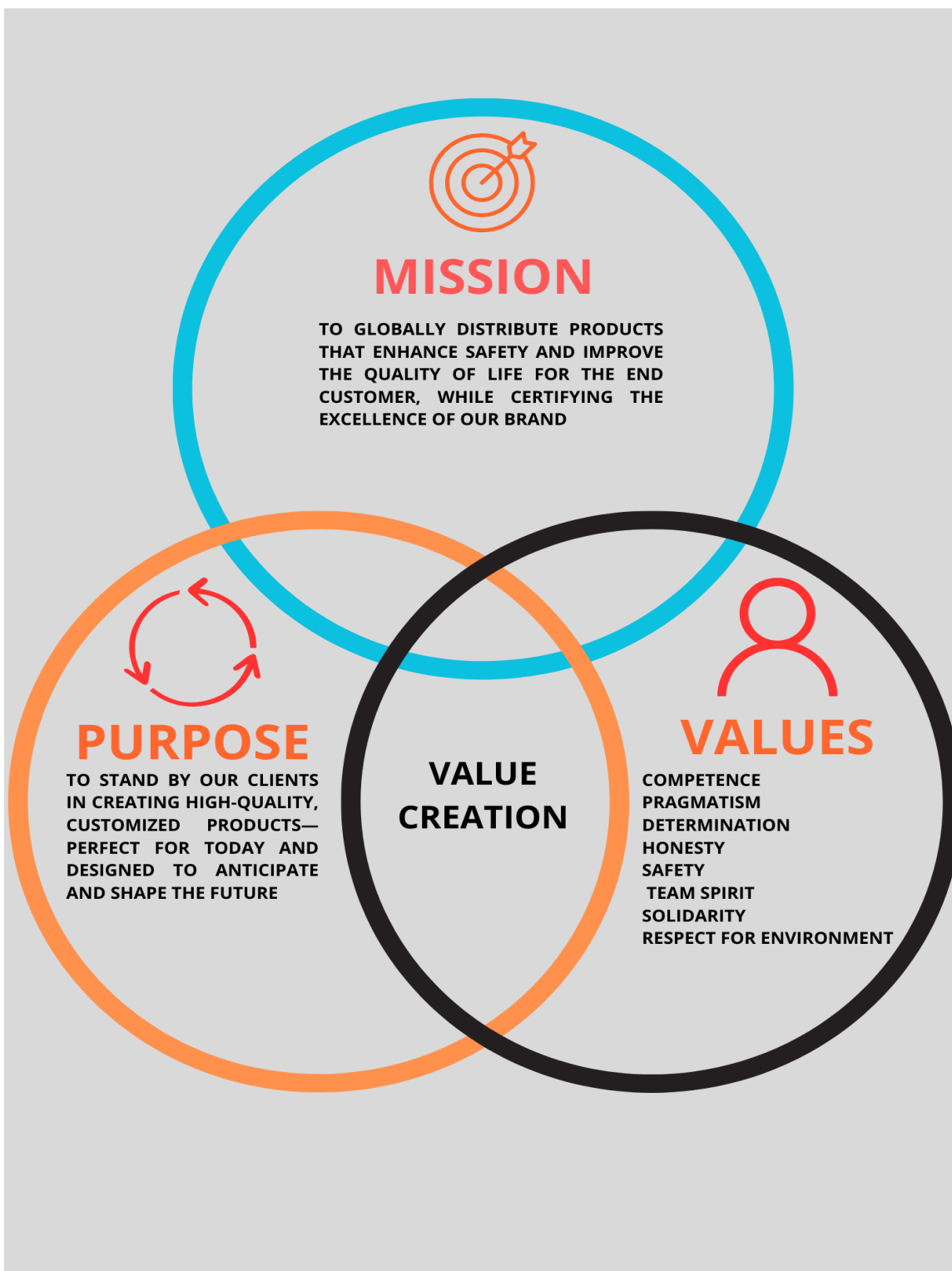
The subsidiary Cofle TK, instead, stood out for its investments in machinery and plants designed to increase production capacity, as well as for investments in the strategic electronics production department, with the aim of producing electronic boards and various sensors in-house.

In 2024, the Group also continued to invest in advanced technologies in order to offer cutting-edge solutions to its customers: in the second half of the financial year, the Parent Company completed the new range of electric parking brakes, known as Electronic Parking Brakes (EPB), an advanced technology applied to many car models with different engine sizes, capable of replacing the traditional cable-operated mechanical parking brake.

This new technology represented a response to the needs of an evolving market and strengthened the Group's competitive position: the global EPB market offers significant potential that the Group intends to capture, in order to ensure substantial revenue growth for this division over the next five years.

Furthermore, again in the second half of the financial year, the Parent Company signed a framework agreement with a global leader in the supply of advanced products, technologies and services for agriculture and construction, for the supply of components for agricultural machinery and tractors. The product was adapted to the customer's specific requirements, with technical improvements and changes to production methods in order to ensure superior performance and greater reliability. The value of the order is estimated at over €1.5 million for the three-year period 2024–2026.

VISION E MISSION



BUSINESS MODEL

Cofle's business model is based on the integration of technological innovation, product quality and sustainability along the entire value chain.

Through a global and integrated industrial and commercial presence — with plants in Italy, Turkey, India, Brazil and France — the Group ensures proximity to customers, operational flexibility and service continuity, operating according to the **local-for-local principle**, which reduces logistical complexity and environmental impacts.

The production model, based on **All-In-House** Production, makes it possible to maintain full control over the design, production and testing phases, ensuring high standards of quality, traceability and reliability. This vertical integration represents one of Cofle's main competitive advantages, together with its ability to develop advanced mechatronic and electronic solutions for the **OEM** (Original Equipment) and **IAM** (Independent Aftermarket) markets.

Innovation is a pillar of the business model: the Research & Development centres in Italy and Turkey, with over 28 dedicated professionals and 12 patents registered over the last five years, develop technologies oriented towards digitalisation, automation and precision farming, anticipating global trends in mobility and agritech.

INPUT	KEY ACTIVITIES	OUTPUT	VALUE CREATION
Human capital technical and managerial skills of over 500 people, distributed between Italy, Turkey, India, Brazil and France.	Design and development control systems and control cables for the agricultural, industrial and automotive sectors.	Products & Solutions mechatronic systems and control cables for OEMs and IAMs, made entirely in-house.	Customer satisfaction and retention thanks to quality, reliability and innovation.
Intellectual capital 12 patents, technical know-how, digitization of processes.	Technological innovation oriented towards sustainability (electrification, automation, precision farming).	New technologies and advanced components for mobility and sustainable agriculture.	Sustainable growth in international markets and strengthening competitive positioning.
Relational capital consolidated relationships with the main international OEMs and distributors.	Responsible management of the supply chain , based on environmental, ethical and social criteria.	Qualified suppliers and monitored through self-assessments and periodic audits	Transparent and sustainable value chain , which integrates principles of ethics and responsibility.
Natural capital energy, raw materials and environmental resources.	Energy efficiency and reduction of emissions, with photovoltaic systems, certifications and sustainable packaging.	Reduced consumption and emissions Scope 1-2-3	Lower environmental impact and contribution to the objectives of ecological transition.
Financial capital economic resources and investments in innovation and international development.	Industrial investments in new plants, automation and digitalization.	Growth in revenues and production efficiency.	Sustainable economic value creation for stakeholders, employees and the territory.

At the same time, Cofle promotes an approach to sustainability that is integrated into decision-making processes and stakeholder relations: from responsible supplier selection to the protection of workers, through to the reduction of direct and indirect environmental impacts.

The customer is at the centre of the model: Cofle builds long-term partnerships with leading international operators in the agricultural and automotive sectors, offering innovative products, efficient service and a high degree of customisation.

Through this model, Cofle pursues a balance between economic growth, social responsibility and environmental protection, creating shared and lasting value for all stakeholders.

ORIGINAL EQUIPMENT (OE) DIVISION

The Cofle Group is a recognized world leader in the agricultural, earth-moving equipment, commercial vehicle and premium automotive sectors, offering a diverse range of highly customized products with the highest levels of quality, service and innovation. Its success is based on its special ability to develop reverse-engineered and co-engineered products, perfectly in line with customers' requirements, all manufactured with obsessive attention to detail.

INDEPENDENT AFTER MARKET DIVISION (IAM)

Cofle Group has global and recognized leadership in the After Market, built on one-stop service, quality equal to the original and a complete product range with competitive price positioning.

RESEARCH AND DEVELOPMENT

OE research and development is based on **co-engineering principles**: Cofle focuses its efforts on disrupting cutting-edge technologies to offer its OE customers the most innovative solutions.

In a new project, Cofle's OE R&D department collaborates directly with the customer's R&D department in a co-engineering procedure that ends with the sharing of 3D prototypes. In a re-sourcing tender, however, Cofle is subject to a test-market. If successful, the Group will undertake the next steps in the value chain

The research and development of the Independent After Market division is based on **Reverse-Engineering principles**: Cofle focuses its efforts on staying up-to-date with the latest innovations introduced by car manufacturers.

Cofle's After Market R&D department carries out a detailed analysis of the original product in order to understand its technical characteristics, the raw material used and the quality of the product. Given its vast experience, Cofle's R&D department is often able to provide updates and improvements on the original product. And it is precisely this ability and experience, hard to find in today's AM market, that has enabled Cofle to pass over the years even the most demanding audits and become a reliable supplier to market leaders such as Bosch and Continental.

Research and development activities are carried out internally and externally, through a team of 6 people in Italy and 22 in Turkey. In particular, Cofle Tk has a dedicated Design Centre employing 22 people actively engaged in the development of new products for the OE market.

ITG (Innovation Technology Group), a subsidiary of the Cofle Group, develops new ideas and technological solutions to create innovative, cutting-edge products for both business areas and the production process.

Commitment to launching disruptive solutions to stand out

 **2**
R&D CENTER

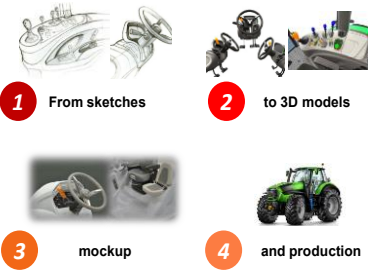

 **28**
PEOPLE EMPLOYED IN R&D ACTIVITIES

 **2**
ENGINEERING CENTER

 **8**
REGISTERED PATENTS IN THE LAST 5 YEARS ACROSS 5 COUNTRIES

 **1**
DEDICATED OEM INNOVATION HUB

HOW WE INNOVATE IN COFLE

- 1** From sketches 
- 2** to 3D models 
- 3** mockup 
- 4** and production 

READY FOR NEXT AGRICULTURE CHAPTER

- Automation
- Precision Farming
- Artificial Intelligence

Timeline: Today (Tractor), In 10 years (Tractor with automation), In 20 years (Tractor with precision farming), In 50 years (Tractor with AI).

NEW PRODUCTS

EPB – Electronic Parking Brake

Thanks to this innovation, for which Cofle has already filed patents, and considering the expected increase in demand in the coming years, Cofle estimates its revenues to growth around €10 million for the Aftermarket division in the next five years. With the goal of acquiring at least a 10% market share, EPB represents a highly promising diversification opportunity for Cofle, also supported by positive feedback from key customers. This new technology is now applied to many car models, including those with small and medium engines, making it a crucial element in the Aftermarket sector.

PATENTS

Patents	Patents	Country	Issue Date
	COLONNA STERZO MULTIFUNZIONALE	- Italy - France - Germany - United Kingdom - Turkey	06/04/2016
GIUNTO IN UNA COLONNA STERZO INCLINABILE	- Italy - France - Germany - United Kingdom - Turkey	06/04/2016 27/04/2016	
TRASMISSIONE FLESSIBILE UNIVERSALE	- Italy	08/02/2016 20/02/2019	
COLONNA STERZO INCLINABILE	- Italy - France - Germany - United Kingdom - Turkey	20/11/2018 02/01/2019	
GRUPPO LEVA FRENO	- Italy - France - Germany	19/10/2020	
DISPOSIZIONE DI CAVO DI CONTROLLO	- Italy	13/07/2017	
DISPOSIZIONE DI LEVA DI COMANDO	- Italy	13/07/2017	
SCALA Componibile Modulare	- Italy	13/07/2017	

QUALITY: THE MEASUREMENT LABORATORY

In addition to the usual equipment, COFLE's measurement laboratory is also equipped with a range of state-of-the-art equipment for carrying out 3D dimensional checks on the physical properties of materials and the resistance of surface treatments.

CAMERA PER IL TEST IN NEBBIA SALINA	CAMERA CLIMATICA DI COLLAUDO	MISURAZIONE DELL'EFFICIENZA	SISTEMA DI MISURAZIONE 3D A 7 ASSI	PROVA DI TRAZIONE	BANCO DI PROVA DELLA DURATA
<p>The salt spray test chamber is a system capable of reproducing the corrosive phenomenon produced by atmospheric agents as quickly as possible. It is used to measure the resistance of surface protective layers applied to metal components, such as galvanizing, cathaphoresis and painting. The device meets all current regulations and customer specifications in terms of corrosion resistance, defining the procedures, duration and evaluation of results.</p>	<p>The climatic test chamber is a piece of equipment capable of reproducing as quickly as possible the ageing phenomenon caused by climatic factors, mostly variations in temperature and humidity. It can produce temperature variations from -40°C to +130°C and relative humidity between 20% and 98%. An electronic control system makes it possible to programme the change sequences of the test parameters, according to the standards and specifications applied. Tests can be conducted statically and dynamically; the system is equipped with access holes for any actuators.</p>	<p>The instrument used to measure the efficiency of cables, whether pull or push-pull, is a high-capacity data acquisition system.</p> <p>Load cells and a strain gauge are connected to it and the signals produced are appropriately converted and sent to a PC for graphical display and processing of results.</p> <p>It is thus possible to display the hysteresis of the loads applied at the input and those measured at the output, the relationship of which expresses the efficiency curve.</p>	<p>Our laboratory is equipped with a state-of-the-art dimensional detection system. It is a so-called "arm" with 7 axes of movement and great flexibility that allows measurements to be taken in places otherwise inaccessible to a normal measuring system. It is also equipped with a laser scanner capable of recreating a three-dimensional image of the object to be inspected. The image is then compared with those obtained by Cad in order to detect and highlight dimensional differences. This allows fast measurements even on very complex part.</p>	<p>Tensile testing equipment is used to check the breaking loads of ropes and determine their extension. Functionally, it is an electric dynamometer with hydraulic drive, capable of producing loads from 0 to 5,000 daN. The acquired data allow an instantaneous reading of the applied load and extension, as well as the recording of the maximum values reached during the breakage of the sample under test.</p>	<p>All test benches are designed and built in-house.</p> <p>At the customer's request, actual command routings are reproduced in order to fully recreate what happens in the customer's premises.</p> <p>Cable and cable run efficiencies can also be measured at each sequence/cycle during endurance tests to check for any structural damage or failure.</p>

SUSTAINABILITY AT COFLE

Cofle is aware of the economic, social and environmental responsibilities that arise from its activities and believes that only by assessing and acting concretely within these issues can **competitiveness and stability** be ensured in the medium and long term.

In implementing this approach, Cofle promotes investments to reduce the consumption of natural resources and their reuse, the efficient use of facilities and buildings, and encourages transition to the use of renewable energy resources.

A fundamental element for guaranteeing sustainability in corporate choices over time is human capital: people, their sense of belonging and responsibility, which is the result of virtuous policies close to the needs of individuals, who represent the cornerstone of sustainability according to Cofle.

Materiality analysis

The commitment to improve its social and environmental performance starts with defining the relevant - material - sustainability issues for Cofle and its stakeholders.

The analysis carried out by Cofle in 2021 follows the steps set out below.

1. Identification of sustainability issues.

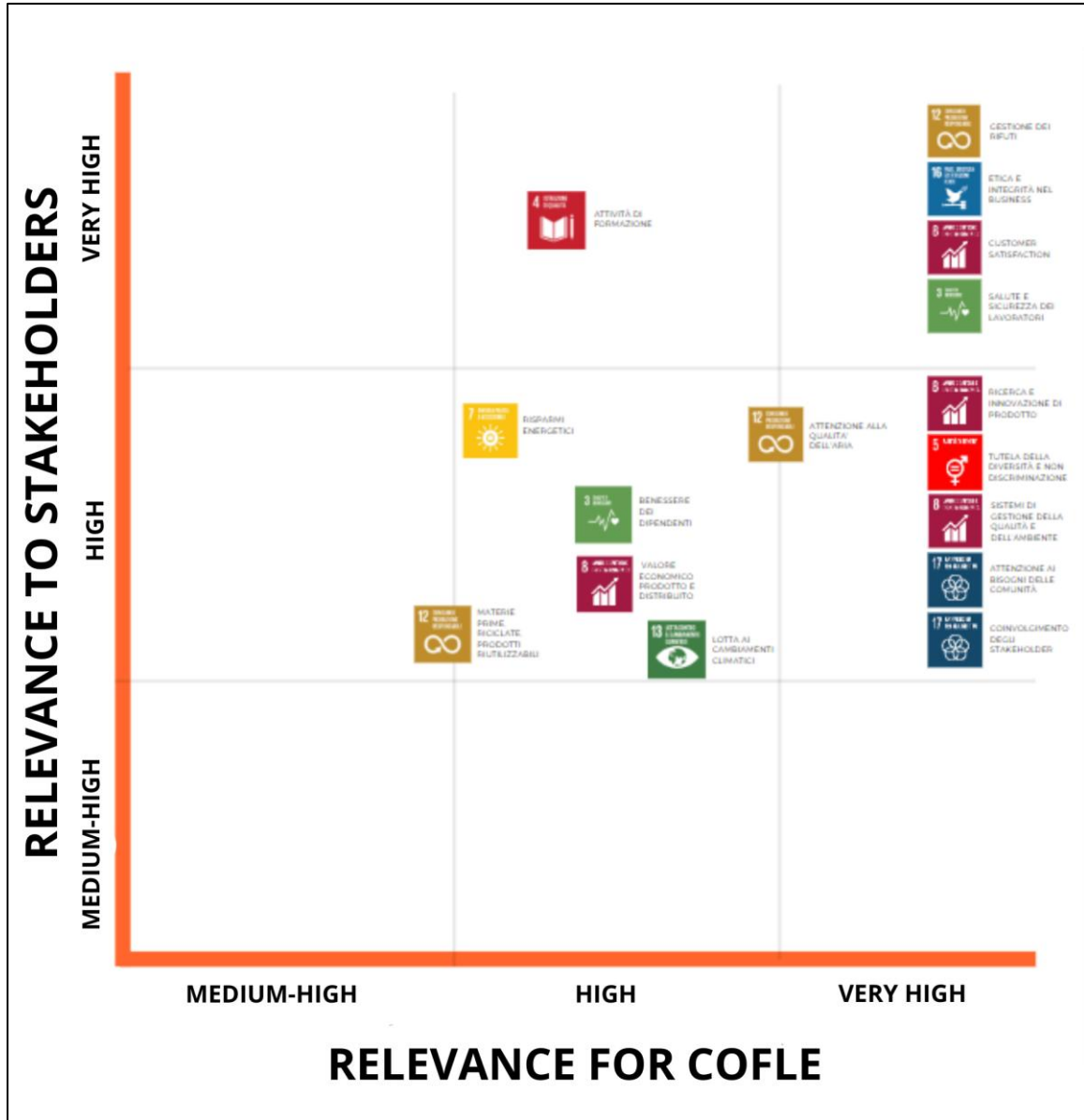
The first step taken by the company was to carefully select the most significant issues by taking into consideration, in addition to the GRI Standards, a combination of factors relating to the organization, such as its mission, values, strategies, environmental quality management systems, Code of Ethics and the risk analyses carried out.

2. Relevance of issues for Cofle

The next step was to assign the different issues a priority level, or relevance to the company, a process that involved the internal Sustainability Working Group and the heads of the main departments. The Analysis was based on the following criteria: influence of the issue on company performance; risks and opportunities of possible impacts.

3. Relevance to stakeholders.

The third phase of the analysis involved the involvement of stakeholders - Customers, Suppliers and Business partners - to determine how relevant the Issues considered were perceived to be with the company's business in mind. The stakeholders involved contributed to the work by returning completed questionnaires, demonstrating the quality of the relationships and collaborative climate that the company was able to build over time.



SDGS AND RELEVANT ASPECTS OF SUSTAINABILITY

12 RESPONSIBLE CONSUMPTION AND PRODUCTION Goal 12: RESPONSIBLE CONSUMPTION AND PRODUCTION. Ensuring sustainable patterns of production and consumption

MATERIAL ISSUES

- WASTE MANAGEMENT
- ATTENTION TO AIR QUALITY
- RAW MATERIALS, RECYCLED, REUSABLE PRODUCTS

16 PEACE, JUSTICE AND SOUND INSTITUTIONS Goal 16: PEACE, JUSTICE AND SOUND INSTITUTIONS. Promoting peaceful and more inclusive societies for sustainable development; providing access to justice for all and creating efficient, accountable and inclusive bodies at all levels

MATERIAL ISSUES

- ETHICS AND INTEGRITY IN BUSINESS



Goal 8: DECENT WORK AND ECONOMIC GROWTH. Promoting economic growth that is lasting, inclusive and sustainable, full and productive employment and decent work for all

MATERIAL ISSUES

- CUSTOMER SATISFACTION
- RESEARCH AND PRODUCT INNOVATION
- QUALITY AND ENVIRONMENTAL MANAGEMENT SYSTEMS
- PRODUCED AND DISTRIBUTED FINANCIAL VALUE



Goal 3: HEALTH AND WELL-BEING. Ensuring health and well-being for all and for all ages

MATERIAL ISSUES

- HEALTH AND SAFETY OF WORKERS
- WELFARE OF EMPLOYEES



Goal 5: GENDER EQUALITY. Achieving gender equality and empowerment (greater strength, self-esteem and awareness) of all women

MATERIAL ISSUES

- PROTECTION OF DIVERSITY AND NON-DISCRIMINATION



Goal 17: PARTNERSHIP FOR OBJECTIVES. Strengthening the means of implementation and renewing the partnership for sustainable development

MATERIAL ISSUES

- ATTENTION TO THE NEEDS OF COMMUNITIES
- STAKEHOLDER INVOLVEMENT



Goal 7: CLEAN AND AFFORDABLE ENERGY. Ensuring access to energy at a price that is accessible, reliable, sustainable and modern for all

MATERIAL ISSUES

- USE OF ENERGY FROM RENEWABLE SOURCES
- ENERGY SAVINGS



Goal 13: FIGHT AGAINST CLIMATE CHANGE. Take urgent measures for combating climate change and its consequences

MATERIAL ISSUES

- FIGHT AGAINST CLIMATE CHANGE



Goal 4: QUALITY EDUCATION. Ensuring quality, equitable and inclusive education and promoting lifelong learning opportunities for all

MATERIAL ISSUES









- TRAINING ACTIVITIES

COFLE'S SUSTAINABILITY COMMITMENTS

 IN LINE WITH THE GOAL / TARGET ACHIEVED

 LATE WITH THE GOAL AND/OR PARTIALLY ACHIEVED/RESCHEDULED GOAL

 GOAL POSTPONED AND/OR NOT ACHIEVED

APPEARANCE	COMMITMENT	TARGET TIME	PROGRESS TOWARDS THE GOAL
RAW MATERIALS, RECYCLED MATERIALS, REUSABLE PRODUCTS	<ul style="list-style-type: none"> Study of new packaging methods to introduce higher percentages of recycled plastic. 	<ul style="list-style-type: none"> 2022-2025 	
USE OF ENERGY FROM RENEWABLE SOURCES	<ul style="list-style-type: none"> Installation of solar panels at the Pozzo d'Adda plant 	<ul style="list-style-type: none"> 2024-2025 	
FIGHT AGAINST CLIMATE CHANGE	<ul style="list-style-type: none"> Purchase of GO certificates to increase the share of electricity used from renewable sources 	<ul style="list-style-type: none"> 2024-2025 	
FIGHT AGAINST CLIMATE CHANGE	<ul style="list-style-type: none"> Inventory of Scope 3 greenhouse gas emissions and redefinition of the reporting perimeter 	<ul style="list-style-type: none"> 2023-2024 	
PROTECTION OF DIVERSITY AND NON-DISCRIMINATION	<ul style="list-style-type: none"> Increase in the percentage of female presence in the company (with the opening of the new logistics hub) 	<ul style="list-style-type: none"> 2023-2025 	
EMPLOYEE WELL-BEING	<ul style="list-style-type: none"> Prevention project with free medical examinations for employees in collaboration with LILT (Italian League for the Fight against Cancer) 	<ul style="list-style-type: none"> 2023-2025 	
ETHICS AND INTEGRITY IN BUSINESS	<ul style="list-style-type: none"> Study and inclusion of ESG objectives in the remuneration systems of CEOs and managers 	<ul style="list-style-type: none"> 2024-25 	
ETHICS AND INTEGRITY IN BUSINESS	<ul style="list-style-type: none"> Gradual expansion of the sustainability reporting scope to cover that of the Group fully consolidated. 	<ul style="list-style-type: none"> 2024-25 	

COFLE STAKEHOLDERS

The table below describes Cofle's behavior towards different categories of stakeholders to meet their expectations and maintain the high quality of relationships.

STAKEHOLDERS	COFLE BEHAVIOR
OWNERSHIP AND SHAREHOLDERS	Cofle's dialogue and relations with shareholders are based on maximum transparency, in compliance with the principles of accuracy, timeliness and equal access to information and with the aim of promoting a correct assessment of Cofle's performance.
EMPLOYEES	Cofle recognizes the centrality and importance of human resources in achieving company objectives. Cofle is aware that the main success factor of any company is the professional contribution of the people who work there, in a context of loyalty and mutual trust. Cofle protects health and safety in the workplace, both through continuous improvement management systems and through the culture of health and safety based on prevention and the need to effectively manage occupational risks. Cofle considers it fundamental, in the management of economic activity, to respect workers' rights.
CUSTOMERS	Cofle aims to provide its customers with products that comply with the requirements, to meet customer needs through immediate and competent responses through behaviors that ensure correctness, courtesy and collaboration.
SUPPLIERS AND EXTERNAL COLLABORATORS	Suppliers and external collaborators play a very important role in improving the company's performance and competitiveness. Cofle maintains relationships with them based on loyalty, transparency and impartiality. And it requires compliance with the principles and requirements set out in this Code.
CREDIT INSTITUTIONS AND INSURANCE COMPANIES	Relations with financial institutions are based on the same principles of fairness and transparency that distinguish Cofle in its work. Specifically, the information requested by institutions is provided promptly and accurately, ensuring the fulfilment of credit obligations.
PUBLIC ADMINISTRATION	Cofle maintains relations with local, national and supranational public authorities inspired by full and effective collaboration, transparency, respect for mutual autonomy and the values contained in the Code. Cofle does not provide contributions, advantages or other benefits to political parties and workers' trade unions, nor to their representatives or candidates, without prejudice to compliance with any applicable legislation.
COMPETITORS	Cofle recognizes that fair and equitable competition is a fundamental element for the development of the company, the market and manages its activities by promoting competition based on innovation, compliance and performance of its products. Cofle and all its employees must refrain from unfair commercial practices and, in no way, the belief that they are acting to the advantage of Cofle can justify the adoption of conduct that is contrary to the principles contained in the Code of Ethics

ECONOMIC VALUE PRODUCED AND DISTRIBUTED TO STAKEHOLDERS

The Cofle Group recognizes the importance of distributing the value produced with its own activities to the stakeholders who have directly and indirectly contributed to its creation.

The analysis of the economic value generated and distributed highlights the flow of resources produced by the company and addressed to its employees, suppliers, shareholders and financiers, public administration and community, as well as those retained by the company to finance itself.

ECONOMIC VALUE PRODUCED AND DISTRIBUTED	2022	2023	2024
A. Economic value produced	56.736.670	62.458.461	62.464.058
Total revenues	56.707.879	62.005.046	60.624.522
Financial income	28.791	453.415	1.839.536
B. Economic value distributed	53.940.290	63.450.321	65.445.720
Operating costs	37.628.089	43.636.475	41.006.150
Employee Wages and Benefits	11.537.735	14.105.282	18.925.989
Payments to Capital Providers	3.140.516	4.651.737	5.336.490
Payments to the Public Administration	1.599.950	1.034.727	169.091
Community Investing	34.000	22.100	8.000
(A-B) Economic value retained	2.796.380	-991.860	-2.981.662

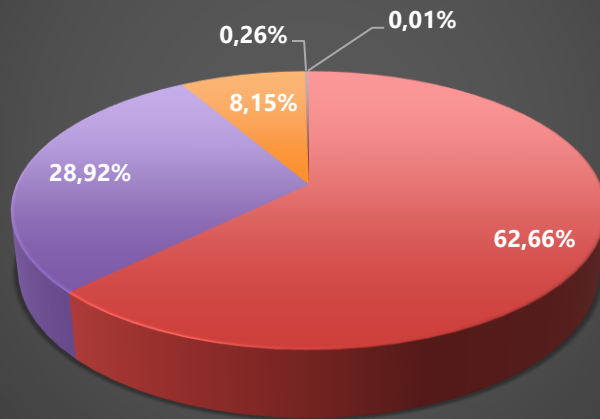
The **economic value produced in 2024** amounted to **62.5 million euros**, and the **economic value distributed** to **65.4 million euros**, **+3.1%** compared to the previous year

The **economic value retained** by the company in 2024 amounts to **-2.9 million euros**, and is the difference between value generated and value distributed.

The Economic Value distributed in 2024 is divided among the following stakeholders:

- the higher amount, **€41.0 million**, relates to the costs incurred for the purchase of raw materials, materials and services necessary for the company's activities from suppliers;
- approximately €18.9 million **was distributed** to **employees** for salaries, social security and pension contributions and benefits;
- €5.3 million** refer to payments to **shareholders and lenders**, in the form of distributed profits and interest expenses;
- 169 thousand Euros** were paid to the **Public Administration** in the form of taxes and fees;
- 8 thousand euros** to the **Community** for charitable donations.

2024 - Distribution of the Economic Value Produced



Legend:

- **Suppliers**
- **Employees**
- **Shareholders and Lenders**
- **Public Administration**
- **Community**

GOVERNANCE, ETHICS AND INTEGRITY

Cofle S.p.A.'s Governance system is oriented towards maximizing value, controlling risks, maintaining and developing relationships of trust with its stakeholders as well as protecting and safeguarding the environment and the territory for sustainable and supportive development.

Ethics and integrity, beyond simple compliance with the law, are a constant commitment of the company and characterize the behavior of the entire organization.

Following the listing on the Stock Exchange and the new corporate and governance structure required by Borsa Italiana's regulations for listed companies, the Company was inspired by and integrated into its definition of governance some aspects set out in the Corporate Governance Code issued by Borsa Italiana. This has made it possible to guarantee, for example, a governing body of adequate size as well as transversal skills and experience important for the development of the company.

CORPORATE GOVERNANCE

Cofle's Corporate Governance is structured according to the traditional model and includes:

- Shareholders' Meeting.
- Board of Directors.
- Board of Statutory Auditors.
- Independent auditors.

Since 11 November 2021, Cofle S.p.A.'s shares have been traded on EGM (Euronext Growth Milan), a multilateral trading facility dedicated primarily to small and medium-sized enterprises and companies with high growth potential.

Cofle's share capital currently consists of 6,155,996 ordinary shares (last updated on 14/04/2025), represented as follows:

Shareholder	Total number of shares	% share capital
Valfin S.r.l.	4.827.056	78,4%
Cofle S.p.A.	102.284	1,66%
Market	1.226.656	19,94%
Total	6.155.996	100,0%

GOVERNING AND CONTROL BODIES

SHAREHOLDERS' MEETING

The Shareholders' Meeting meets to deliberate periodically on matters defined by the Company's Articles of Association and in accordance with the laws in force. The main tasks of the Shareholders' Meeting are the appointment of the Board of Directors, the Board of Statutory Auditors and the approval of the Financial Statements.

BOARD OF DIRECTORS

As the governing body, the Board of Directors is responsible for ensuring the growth of the company in compliance with sustainability in the medium and long term according to the indications received from its stakeholders.

The task of this body is to ensure, through an appropriate system of internal controls and risk management, the correct management of the company, in transparency towards the market and its investors.

All duties and responsibilities within the Board of Directors or delegated to other parties have been duly resolved by the Shareholders' Meeting and recorded in the Company's records.

The current Board of Directors was appointed by the Shareholders' Meeting held on 13 May 2024 for a three-year term and will expire with the approval of the financial statements for the year ended 31 December 2026.

The Board of Directors is currently composed of 5 members, one of whom is independent.

Charge	Name	Executive	Non-executive and independent	% meeting attendance 2024
President and CEO	Walter Barbieri	X		
VP and Managing Director	Alessandra Barbieri	X		
Director	Andrea Costantini			
Director	Marco Facchin Assi			
Director	Enrico Mambelli		X	

BOARD OF STATUTORY AUDITORS

The Board of Statutory Auditors was appointed by the Company's Ordinary Shareholders' Meeting on 29 October 2024 and will remain in office until the approval of the financial statements for the year ended 31 December 2026.

It is composed of three Standing Auditors and two Alternate Auditors. All the members of the Board of Statutory Auditors meet the integrity and professionalism requirements required by art. 2399 of the Italian Civil Code.

Charge	Name	% participation in board meetings in 2024
President	Giuseppe Rota	
Statutory Auditor	Arturo Carcassola	
Statutory Auditor	Ugo Palumbo	

AUDITING FIRM

The independent auditors appointed by the Board of Directors are BDO Italia S.p.A.



GOVERNANCE AND ETHICAL CONTROL INSTRUMENTS

CODE OF ETHICS AND MODEL 231

Cofle S.p.A.'s Code of Ethics represents the company's "constitutional charter", a charter of rights and duties that defines the ethical and social responsibility of each participant in the company organization.

It expresses, therefore, the ethical commitments and responsibilities in the conduct of activities undertaken by employees respecting the legitimate interests of members, employees, customers, partners and communities in the territories where Cofle is present with its business. The Code has the specific function of fostering and guaranteeing fairness and loyalty in the management of transactions and human relations inside and outside the company, thus enhancing the company's credibility both nationally and internationally.

The latest version of the Code of Ethics was approved on 17 October 2023, with the adoption of the "Organisation, Management and Control Model" prepared pursuant to Legislative Decree No. 231/2001, in its general and special parts (the "Model 231"). Model 231 is a fundamental tool to establish guidelines and procedures that are designed to prevent certain offences as well as promote a corporate culture based on ethics and compliance with current regulations. It also provides a mechanism to demonstrate the company's commitment to preventing and managing potential violations, helping to protect both the company, its interests and stakeholders.

WHISTLEBLOWING CHANNEL

In order to align with the regulations provided for by Legislative Decree 24/2023 on Whistleblowing, COFLE SpA has implemented and activated an internal reporting channel through the Whistleblower Software platform.

Whistleblowing is a legal tool to report any unlawful conduct that occurs in the context of one's work activity and which concerns civil, administrative, criminal, accounting offences and violations of European Union legislation.

The decree has introduced new and important protections for those who report, including through IT methods and encryption tools, to ensure the confidentiality of the identity of the whistleblower and all the persons mentioned, the content of the reports and the related documentation.

It should be noted that:

- the report is made by filling out an online questionnaire and can also be sent anonymously;
- the report is received by the person in charge of managing the report for requests for clarification or further information, even without entering contact details;
- The report can be sent from any digital device (PC, tablet, smartphone), both from within the institution and from its outside.

To access the platform: <https://whistleblowersoftware.com/secure/cofle>

INTERNAL DEALING PROCEDURE

The Internal Dealing Procedure was approved by the administrative body of Cofle S.p.A. on 25 October 2021 and came into force as of the date of submission to Borsa Italiana S.p.A. of the application for admitting Cofle's financial instruments to trading on Euronext Growth Milan (EGM).

The legal and regulatory framework of the Internal Dealing Procedure defines the rules for the fulfilment of the obligations to inform the Company, Consob and the market about Relevant Transactions carried out by Relevant Persons and Persons Closely Related to them, as well as by Cofle S.p.A., concerning financial instruments issued by Cofle or other financial instruments linked to them, in order to avoid market abuse and cases of insider dealing by such persons.

INSIDER INFORMATION MANAGEMENT PROCEDURE AND INSIDER REGISTER

The Procedure for Handling Insider Information and the Insider Register was also approved by the management body of Cofle S.p.A. on 25 October 2021.

The purpose of the Procedure is to regulate the management and processing of Inside Information concerning Cofle S.p.A. and its subsidiaries by virtue of the admission of Cofle's financial instruments to trading on Euronext Growth Milan, with the aim of guaranteeing the confidentiality of the information and including the list of all those who may have access to Inside Information and with whom there is a professional relationship. The Insider Register, drawn up in electronic format, is updated promptly and transmitted without delay to the competent authority whenever the latter requests it.

This Procedure must be applied and interpreted in accordance with the guidelines of ESMA - European Securities and Markets Authority (including the Questions and Answers on the Market Abuse Regulation, prepared and updated by ESMA, in the latest version made available on its official website) and of Consob, to the extent of their respective competences.

PROCEDURE FOR TRANSACTIONS WITH RELATED PARTIES

The Procedure for Transactions with Related Parties (TRP) was approved by the administrative body of Cofle S.p.A. on 25 October 2021, in accordance with the provisions of Article 13 of the Euronext Growth Milan Issuers' Regulations, Article 10, containing provisions on transactions with related parties, adopted by Consob with resolution No. 17221 of 12 March 2010, as amended and supplemented.

The Procedure for Transactions with Related Parties is aimed at identifying the procedure on the management of transactions with related parties carried out by Cofle S.p.A. directly or through subsidiaries, in order to ensure their transparency and substantial and procedural propriety following the admission of the Company's financial instruments to Euronext Growth Milan (EGM).

The Procedure became effective as of the date on which the Company's financial instruments began trading on Euronext Growth Milan (11 November 2021).

All these procedures are published on the Company's website, Investor Relations section.

MANAGEMENT SYSTEMS, METHODOLOGIES AND CERTIFICATIONS

In 2019, Cofle Italia adopted the WCM (World Class Manufacturing) methodology, which is based on ten pillars defined as technical and ten pillars defined as managerial. The method entails the full involvement of company personnel in shared choices, activities, objectives and goals at every level of the hierarchical pyramid. In particular, Cofle Italia has adopted the **Safety** and **Focused Improvement Pillars**, whose objectives are:

- Systematically identifying the appropriate method for each specific problem;
- Increasing productivity and reducing the cost of processing by eliminating any loss of efficiency of workers and machines;
- Continuously developing new systems and tools to increase the effectiveness and aggressiveness of actions in the plant, through the participation of all workers.

QUALITY AND ENVIRONMENTAL MANAGEMENT SYSTEMS

Cofle SpA has an Integrated Quality-Environment Management System in compliance with UNI EN ISO 9001, 14001 and has IATF 16949 certification (which it obtained in September 2023).

The **ISO 9001 certification** ensures a tool for quality improvement by identifying and satisfying customer needs and increasing the effectiveness and efficiency of internal processes.

The **ISO 14001** certification process stems from the need to use a valid tool to help integrate environmental issues into production strategies. In this way, the company reduces pollution risks, achieving a process of continuous and positive interaction with the environment.

The **IATF (International Automotive Task Force) 16949** certification is a strict set of quality standards specifically designed for the automotive industry. Passing this certification gives evidence of Cofle's commitment to excellence and conformity to the highest standards.

Cofle TK Otomotiv A.S. and TABO Otomotiv A.S. also have management systems that are compliant with UNI EN ISO 9001, 14001 and IATF 16949.

Cofle do Brasil and Cofle Taylor India have an ISO 9001 management system.

ENVIRONMENT

Cofle recognizes the importance of a growth model based on the responsible use of resources and the transition to a circular economy, capable of regenerating value and reducing waste.

Operating within the Adda Nord Regional Park, the company integrates environmental protection into production processes, promoting energy efficiency, emission reduction and sustainable management of materials, in the belief that respect for the environment is an essential condition for the competitiveness and future of the company.

INTEGRATED ENVIRONMENTAL AND QUALITY POLICY

To achieve its strategies, Cofle considers it necessary:

- To maintain the integrated quality and environment management system in accordance with UNI EN ISO 9001 and UNI EN ISO 14001.
- To satisfy customers with appropriate products and a good level of service. Cofle sends its products all over the world and it would be unsustainable from an economic, environmental as well as an image point of view to have to resort to "reconditioning" non-compliant products.
- To take decisions based on facts. The company is aware that effective decisions are based on the analysis of data and information.
- To involve people at all levels and enhance their skills so that they contribute to the achievement of Cofle's objectives. Staff must be competent in relation to the tasks they perform and aware of the associated environmental impacts, as well as the importance of their work and how it contributes to achieving integrated quality and environmental goals.
- To ensure the environmental compliance of all activities and processes.
- To ensure environmental protection with a view to continuous improvement through the prevention of pollution and unnecessary, inefficient or incomplete use of resources, with particular reference to atmospheric emissions, waste production and consumption of energy resources.
- To ensure the use of its products for the construction and development of green vehicle ranges.
- To assess in advance the potential safety and environmental effects of new activities, products and processes, adopting operational measures that are more precautionary for workers and have a lower environmental impact.
- To also promote the adoption of quality methodologies in the manufacture of products in the Cofle Group's subsidiaries, in order for them to comply with the policy established by the company and guarantee products' compliance to applicable requirements, environmental protection and safety in the workplace. The innovation of Cofle brand products must also be in line with sustainable development.
- To ensure the dissemination and regular updating of the Integrated Environmental and Quality Policy.

ENVIRONMENTAL PERFORMANCE

COFLE deems it important to assess the environmental issues related to the activity it carries out and the existing relations with local areas, in order to verify and, if necessary, redefine its management methods, identifying the necessary actions to guarantee a continuous improvement of its environmental performance.

The assessment of these issues is carried out with reference to the UNI EN ISO 14001:2015 standard, which requires the identification of the significant environmental impacts of an organization's activities, products and services in order to formulate an environmental policy and define improvement objectives.

The scope of environmental data reporting, as specified in the methodological note, concerns the part of the Group that is present in Italy and Turkey, which includes the following companies and sites: Cofle SpA, Parent Company (Trezzo d'Adda site, headquarters, and Pozzo d'Adda site), Tabo Otomotiv A.S. of the **Independent After Market** division (one production site and warehouse, with a total area of approximately 4,000 square metres and a production capacity of about 3 million units), Cofle Tk Otomotiv A.S. **Original Equipment** division (two production sites and 2 warehouses, for a total surface area of about 4,000 square metres and a production capacity of about 2.25 million units).

Raw material consumption, recycling and reuse

The raw materials needed by Cofle for its production process are metals - aluminium and zamak mainly - and plastics.

RAW MATERIALS AND MATERIALS	Unit	2022	2023	2024
Aluminum	t	97,2	232,0	179,9
from recycling		97%	95%	96%
new material		3%	5%	4%
Zamak	t	262,3	252,1	206,7
from recycling		100%	100%	100%
new material		0%	0%	0%
Plastic	t	290,4	379,5	367,8
from recycling		0%	7%	8%
new material		100%	93%	92%
TOTAL RAW MATERIALS AND MATERIALS	t	649,9	863,6	754,4
from recycling		55%	58%	54%
new material		45%	42%	46%

As confirmed by the foundries from which the company procures, the commitment to increase the consumption of scrap and recycled materials on the total raw material "loaded" at the furnace is now deep-rooted, with the following double advantage:

- **enhance the contribution to the recovery and recycling of materials;**
- **contribute to the reduction of GHG emissions related to the lack of extraction of raw materials.**

The purchase of plastic material, where possible, for the extrusion and injection process carried out at the Trezzo sull'Adda site for Italy and in the Turkish sites is made from local suppliers, with a consequent reduced impact on logistics.

The company then purchases components, semi-finished products and/or finished cables from third-party suppliers, some of which, for strategic-organizational reasons, come from subsidiaries located in Turkey and India and some others from suppliers located in the Far East (China, India, Taiwan, Japan and Thailand).

It should be noted, however, that for the purchase of "critical" components, procurement continues to be carried out by local suppliers who, historically, have always guaranteed the company high levels of service and flexibility in the face of specific company requests.

For the transport of products to and from subsidiaries located in Turkey, rigid plastic crates belonging to a closed cycle based on their continuous reuse have been introduced.

The choices made, in addition to solving the many problems related to the environmental aspects of waste disposal, have proved to be advantageous from the point of view of economic management, confirming the theses that identify environmental management and investments as opportunities and not costs for the company.

The remaining products are delivered in packages and the related packaging (big-bag, pallet, drum, jerrycan) is managed as "disposable empty" and, consequently, as waste.

Design

The company plays an executive design role based on the requirements and outline design expressed by the customer (co-design). The shape and strength requirements demanded by the customer do not allow many "degrees of freedom" at the design level with regard to the environment, other than an executive design aimed at maximizing process yield.

The case of assemblies is different where, on the other hand, possibilities can be created where, already in the design phase, products made from materials with a reduced environmental impact can be proposed and/or conceived so that, in the manufacturing phase, material waste is contained or the machining necessary to finish the part is reduced.

Production and products

It is during the production phase that Cofle commits most of its resources to:

- reusing, recovering or recycling the waste materials that constitute the "leakages" of the different stages, i.e. all those points where there is a loss of efficiency through the escape from the production system of material that is potentially still useful;
- reducing the amount of natural and energy resources in the production phase.

Much has been done by the company to value processing residues, transformed, in absolute conformity with the principles of the circular economy, into raw materials that can be used tout court or, for example, into "mineral sources" from which precious metals can be extracted from processing residues.

In order to guarantee the required life cycles, both the Italian site and the foreign sites have laboratories equipped with state-of-the-art equipment for carrying out three-dimensional checks on the physical characteristics of materials and the resistance of surface treatments.

The company constantly monitors the trend in external scrap, which is a quality indicator, but also an indirect indicator of finished products reaching the end of their life before the end of the vehicle's life.

It should also be noted that finished products are subject, either by mandatory compliance requirements or by commitments undertaken with customers, to EU Directive 2000/53/EC, the "End of Life Vehicles (ELV) Directive", which sets out the requirements for reusing, recycling and recovering an end-of-life vehicle and its components.

In accordance with this Directive, vehicle manufacturers and their suppliers are required to publish information on vehicle construction, the environmentally sound reuse of end-of-life vehicles, waste prevention and the progress made in recovery and recycling, as well as to disclose information on vehicle dismantling.

In response to this Directive, the leading manufacturers, together with the American software house EDS, developed the IMDS — International Material Data System.

This system allows suppliers to enter all information on product composition. IMDS is important not only for analysing the recyclability and recoverability levels of vehicles, but also for monitoring the use of heavy metals and potentially critical substances for the automotive sector, such as those included in the GADSL — Global Automotive Declarable Substance List.

The use of IMDS also makes it possible to verify compliance with REACH, which regulates the manufacture, import, sale and use of chemicals within the European Union.

Periodic checks are also carried out on the use of certain substances and minerals whose availability on the market in the coming years is considered critical by the European Union for geopolitical reasons; this is the case for rare earth elements or certain noble metals used in catalysts.

Chemicals are stored in covered paved areas on suitable containment basins, and there is no plausible evidence of groundwater and/or soil contamination. Those classified as hazardous pursuant to EU Regulation No. 1272/2008 are regularly accompanied by the relevant Safety Data Sheet. In Italy, considering the quantities of hazardous substances and mixtures present within the company, it is confirmed that the company is not subject to the provisions of Italian Legislative Decree No. 105/2015 — Seveso III.

CHEMICALS USED	Unit	2022	2023	2024
Oils and fats	kg	4.996,8	4.353,9	3.555,7
Detergents	kg	2.270,0	2.805,1	1.030,0
Sealants	kg	371,5	370,4	82,7
Solvents	kg	10,8	80,8	17,7

Distribution

Once the quality checks have been completed, the products are transferred to external suppliers for heat treatment, galvanic coating, surface treatment — phosphating, anodising — painting or equivalent processing.

One part is delivered directly to customers, while another part returns to the warehouse awaiting shipment to customers.

With a view to reducing lead times and ensuring optimal management of activities, the company relies on local outsourcers. The strategic proximity of these suppliers to the company also has positive environmental implications, reducing logistics-related impacts.

On the other hand, delivery of finished products to the customer takes place, in 90% of cases, using carriers imposed by the customer and, for the remaining 10%, mainly through qualified carriers with proven experience. In 50% of cases, finished products are delivered to the customer in returnable packaging imposed and/or shared with the customer — plastic boxes — while in the remaining 50% they are delivered in non-returnable cardboard packaging, a material with proven recoverability.

Only in some cases — where explicitly requested by the customer and/or required due to the critical nature of the parts — is plastic material, such as bubble wrap, used inside the boxes to prevent damage to the product during transport.

In 2024, the company reduced its overall use of all types of packaging.

As far as the overall recycled component is concerned, in the last year it increased from 15% to 23%.

PACKAGING	Unit	2022	2023	2024
Cardboard packaging	t	139,9	365,8	230,6
% new material		50%	73%	49%
% recycled material		50%	27%	51%
Wooden packaging	t	249,6	418,7	249,1
% new material		85%	90%	79%
% recycled material		15%	10%	21%
Plastic packaging ¹	t	290,4	379,5	367,8
% new material		100%	93%	92%
% recycled material		0%	7%	8%
Total packaging	t	679,9	1.164,0	847,6
% new material		84%	85%	77%
% recycled material		16%	15%	23%

Energy consumption and renewable sources

Cofle's overall energy consumption is largely derived from the consumption of electricity used by process machinery and thermal energy.

The production process is supported by other auxiliary processes, such as:

- compressed air: compressors and compressed-air systems provide the air flows required to operate machinery and the sleeve cleaning system;
- extraction and filtration systems: emissions produced during the various stages of the production processes require dedicated extraction and purification systems.

¹ The plastic packaging consumption data for the years 2022 and 2023 have been recalculated as a result of an improvement in the reporting system

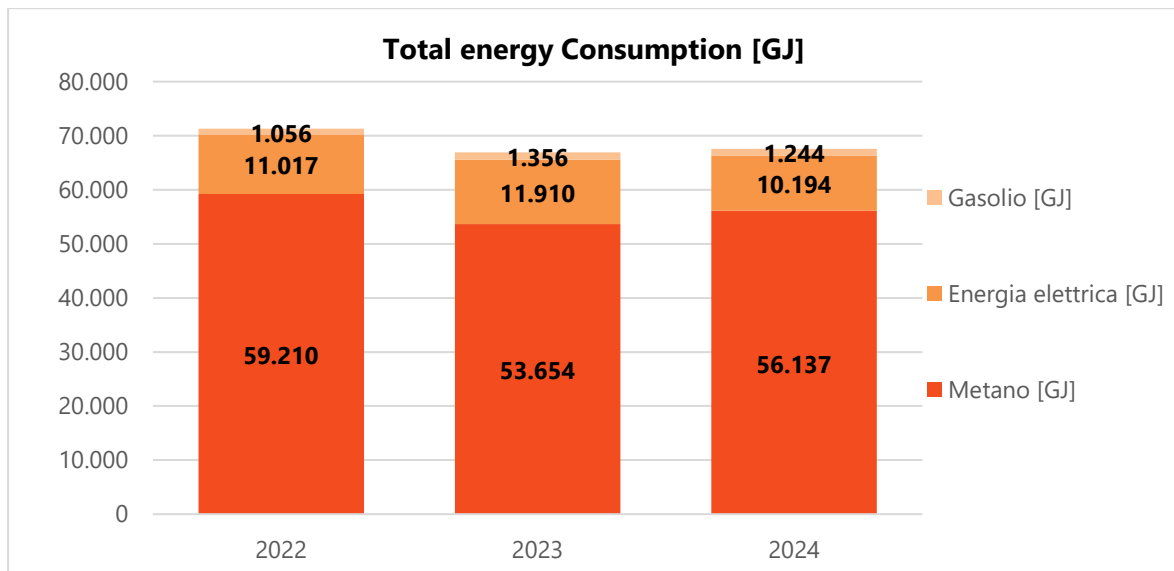
In addition to the main and auxiliary processes, there are general plant utilities, i.e. systems not strictly connected to the production processes but functional to them.

The main general plant utilities are as follows:

- air-conditioning: air-conditioning systems consist of thermal systems powered by fossil fuels and summer cooling systems;
- lighting: the existing lighting systems mainly comprise low-pressure sodium and neon luminaires, installed in the warehouses where production processes take place and in the office buildings;
- offices and changing rooms: these sub-areas include the utilities and related consumption inherent in these rooms, such as domestic hot water production, electrical equipment, etc.

In 2024, Cofle’s total energy consumption — Italy and Turkey — amounted to 67,575 GJ, recording a slight increase compared to 2023 (+1.0%). This trend is the result of the reduction in electricity consumption (-14.4%) and diesel consumption (-8.3%), offset by an increase in methane use (+4.6%).

TOTAL ENERGY CONSUMPTION	Unit	2022	2023	2024
Total energy consumption	GJ	71.283	66.880	67.575



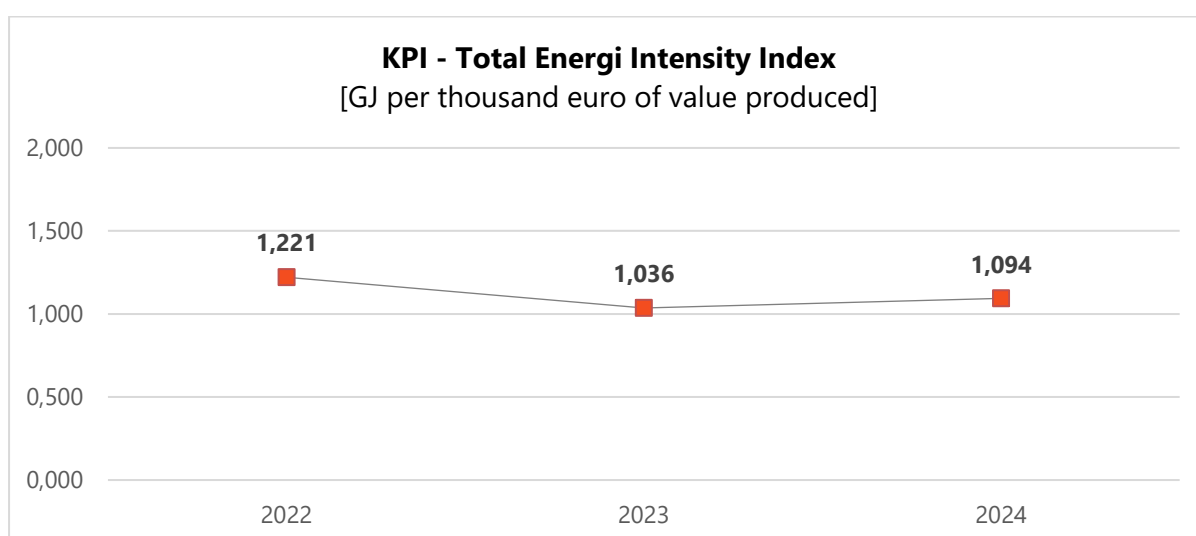
The following tables show the details of energy consumption, distinguishing those that derive from renewable sources and those from non-renewable sources.

ENERGY CONSUMPTION FROM RENEWABLE SOURCES	Unit	2022	2023	2024
<i>Electricity produced by a photovoltaic system</i>	<i>kWh</i>	<i>107.463,0</i>	<i>97.364,0</i>	<i>92.063,0</i>
Self-consumption	kWh	102.916,8	93.476,0	86.892,8
<i>Sold to the national network</i>	<i>kWh</i>	<i>4.546,2</i>	<i>3.888,0</i>	<i>5.170,2</i>
Total renewable electricity consumption	GJ	370,5	336,5	312,8

The solar photovoltaic plant, active since 2016 in Italy, covered 15.4% of Italy's electricity needs in 2024.

ENERGY CONSUMPTION FROM NON-RENEWABLE SOURCES		Unit	2022	2023	2024
Electricity taken from national grids		GJ	11.017	11.910	10.194
Methane for heat production		GJ	59.210	53.654	56.137
Diesel for heat production and handling		GJ	1.056	1.356	1.244
Total consumption from non-renewable sources		GJ	71.283	66.920	67.575

The **total energy intensity** index, calculated as the ratio between total energy consumption and the value of production (per thousand euros), is substantially stable compared to 2023.



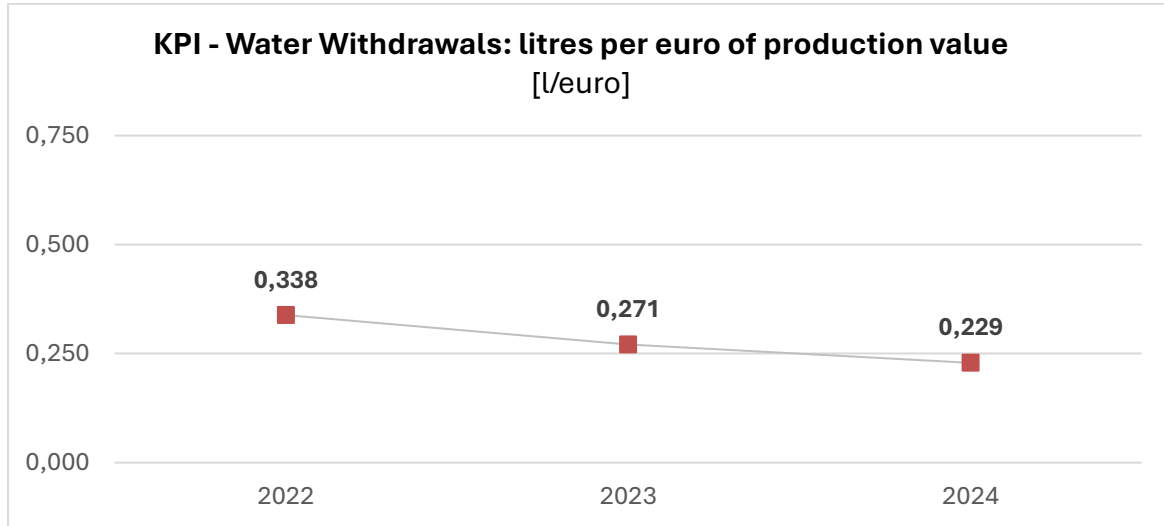
Water withdrawals

The company is not located in water-stressed areas, i.e. areas with little or no capacity to meet human and ecological water demand. Water resources in Cofle (Italy and Turkey) are taken from aqueducts.

WATER WITHDRAWALS BY SOURCE		Unit	2022	2023	2024
Water resources taken from aqueduct	Fresh water (≤ 1000 mg/L total dissolved solids)	Megaliters	19,613	17,379	14,139
	other types of water ($> 1,000$ mg/l of total dissolved solids)	Megaliters	-	-	-
Water resources taken from wells	Fresh water (< 1000 mg/L of total dissolved solids)	Megaliters	-	-	-
	other types of water ($> 1,000$ mg/l of total dissolved solids)	Megaliters	-	-	-
TOTAL WATER WITHDRAWALS		Megaliters	19,613	17,379	14,139

Over the three-year period considered, there was a steady reduction in water withdrawals, which decreased by 18.6% in 2024 compared to 2023, due to a reduction in total hours worked.

The performance indicator, calculated as litres withdrawn per euro of production value, also shows a decrease of 15.6%.



Water discharges

Cofle's discharges are of a domestic or similar nature.

At the Italian sites, where there is no municipal sewage system, domestic wastewater from toilets is dispersed underground. Wastewater from the septic tanks reaches a sampling pit, then an outfall pit, followed by a further sampling pit. From here, the water is dispersed through sub-irrigation².

At the sites in Turkey, water discharges flow into public sewers.

WATER DISCHARGES BY DESTINATION ³		Unit	2022	2023	2024
Wastewater conveyed into the sewer	Fresh water (≤ 1000 mg/L total dissolved solids)	Megaliters	12,906	10,461	9,514
	other types of water ($> 1,000$ mg/l of total dissolved solids)	Megaliters	-	-	-
Wastewater in surface water bodies	Fresh water (< 1000 mg/L of total dissolved solids)	Megaliters	6,372	6,572	4,394
	other types of water ($> 1,000$ mg/l of total dissolved solids)	Megaliters	-	-	-
TOTAL WATER DISCHARGES		Megaliters	19,278	17,033	13,908

² The company has acquired authorization from the Province for the discharge of civil wastewater into the ground in the manner provided for by art. 22 of Reg. Reg. 03/2006 (Single Environmental Authorization R.G. n.2172/2016 of 07/03/2016, as amended by managerial act n. R.G. 8471 of 29/11/2018).

³ The water discharge data for 2022 and 2023 have been recalculated as a result of an improvement in the reporting system.

The water-bath cooling of extrusion lines does not generate water discharges, but only periodic replenishment of cooling water due to natural evaporation phenomena.

In Italy, the company has installed a machine to treat condensate from the compressors, collecting the treated water in a dedicated container, which is then delivered as special waste to authorised third parties. Wastewater deriving from salt spray discharge is also collected in a dedicated container and likewise delivered as special waste to authorised third parties.

Also in Italy, Cofle does not use water for workplace cleaning, as it only carries out manual dry cleaning.

Waste management

In waste management, Cofle's activities consist of the collection of the waste produced and its delivery to authorized destination plants. The Group follows the provisions of the laws of the countries in which it operates.

ITALY

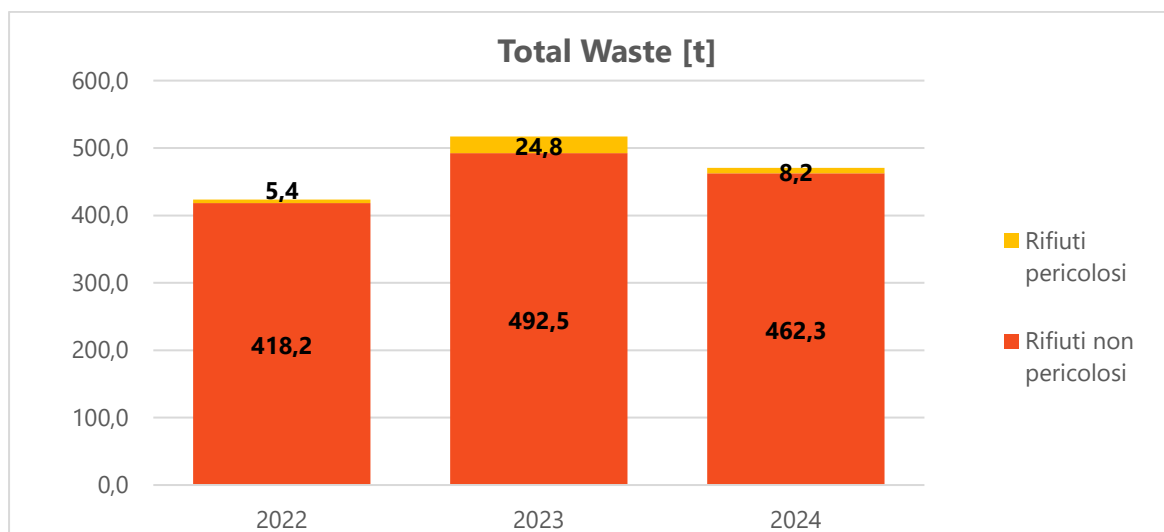
The waste produced is basically divided into two macro-categories: waste assimilated to municipal waste and special waste — hazardous and non-hazardous.

Municipal waste consists of dry waste and separate waste collections. The waste produced is sent for recycling or disposal by the companies appointed by the relevant municipal authorities. The special waste produced is temporarily stored, i.e. pending transport and transfer to authorised environmental managers, in covered or uncovered areas depending on the type of waste and in accordance with the provisions of Article 183 of Legislative Decree No. 152/06.

The company adopts the time-quantity criterion, collecting and sending waste for recovery or disposal operations within a maximum of three months from the date the waste was generated. Hazardous waste and waste characterised by a "mirror entry" are subject to chemical and physical analysis, where necessary, either for proper coding or if requested by the parties to whom the waste is delivered. Special waste is delivered, according to company procedures and regulatory requirements, to authorised transporters and handlers. In the case of delivery of hazardous waste subject to the ADR Agreement — Agreement for transport of Dangerous goods by Road — the company guarantees fulfilment of the obligations that the ADR itself provides for the shipper, including labelling, packaging of goods and transport document.

TURKEY

All waste generated at the plants is collected in special containers, labelled as hazardous and non-hazardous, and is stored temporarily in special areas under physical conditions specified in the Ministry of the Environment's Waste Management Regulation. The same Ministry also issues authorisations to the collection plants with which the company agrees contracts for disposal each year.



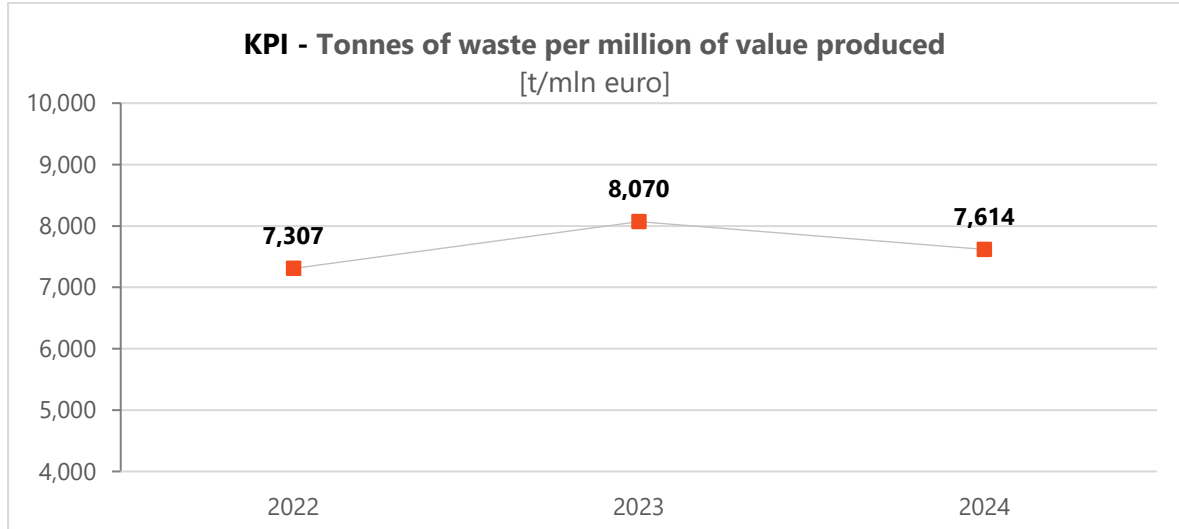
In 2024, total waste produced amounted to **470.5 t**, down **9.0%** compared to 2023. Of these, only **1.7%** represent **hazardous waste**. **98.3%** of total waste is destined for **recovery**. The following tables provide details of the data.

WASTE DESTINED FOR RECOVERY		Unit	2022	2023	2024
Total waste destined for recovery		t	421,3	507,4	462,7
Non-hazardous waste		t	418,2	485,1	456,4
	Recycling	t	418,2	485,1	456,4
Hazardous waste		t	3,2	22,3	6,3
	Recycling	t	3,2	22,3	6,3

WASTE DESTINED FOR DISPOSAL ⁴		Unit	2022	2023	2024
Total waste destined for disposal		t	2,2	9,8	7,8
Non-hazardous waste		t	0,0	7,3	6,0
	Waste-to-energy	t	0,0	5,5	6,0
	Incineration	t	0,0	0,0	0,0
	Landfill	t	0,0	1,9	0,0
Hazardous waste		t	2,2	2,5	1,9
	Waste-to-energy	t	0,7	1,8	1,9
	Incineration	t	1,5	0,0	0,0
	Landfill	t	0,0	0,7	0,0

In 2024, the indicator **of tons of waste per million of production value** will also be reduced (-5.7%) as a result of the reduction in total waste produced

⁴ As a result of the improvement in reporting, data relating to non-hazardous waste for the year 2023 have been recalculated.



Atmospheric emissions

Emissions into the atmosphere are linked to the company's technological cycle and channelled into the external environment. In Italy these are authorised with Single Environmental Authorisation R.G. No. 2172/2016 of 07/03/2016, as amended by Executive Act No. R.G. 8471 of 29/11/2018 and cover, in summary, the extrusion phases of PVC and thermoplastic material and mechanical processing (cutting of metal cables, grinding and welding). The authorisation monitoring plan provides for annual self-checks for all relevant emission points.

Even in Turkey plant emissions are authorised by the Ministry of the Environment and are subject to a two-year monitoring plan.

Emissions into the atmosphere are also determined by the thermal systems (powered by methane and diesel) hot water heaters (for offices) and hot air heaters for warehouses.

Cofle guarantees their thermal performance through regular maintenance checks, helping to limit emissions.

The following table shows the total annual emissions from production processes and thermal plants, relating to VOCs (Volatile Organic Compounds), NOx (nitrogen oxides) and CO (carbon monoxide).

EMISSIONS INTO THE ATMOSPHERE ⁵	Unit	2022	2023	2024
EMISSIONS FROM PRODUCTION PROCESSES				
Powders	kg	11,2	16,0	205,4
COV	kg	104,6	56,0	190,9
EMISSIONS FROM HEATING SYSTEMS				
NOx	kg	1.916,6	1.286,4	1.717,2
CO	kg	731,0	526,6	660,1

⁵As a result of the improvement in reporting, data relating to non-hazardous waste for the year 2022 and 2023 have been recalculated.

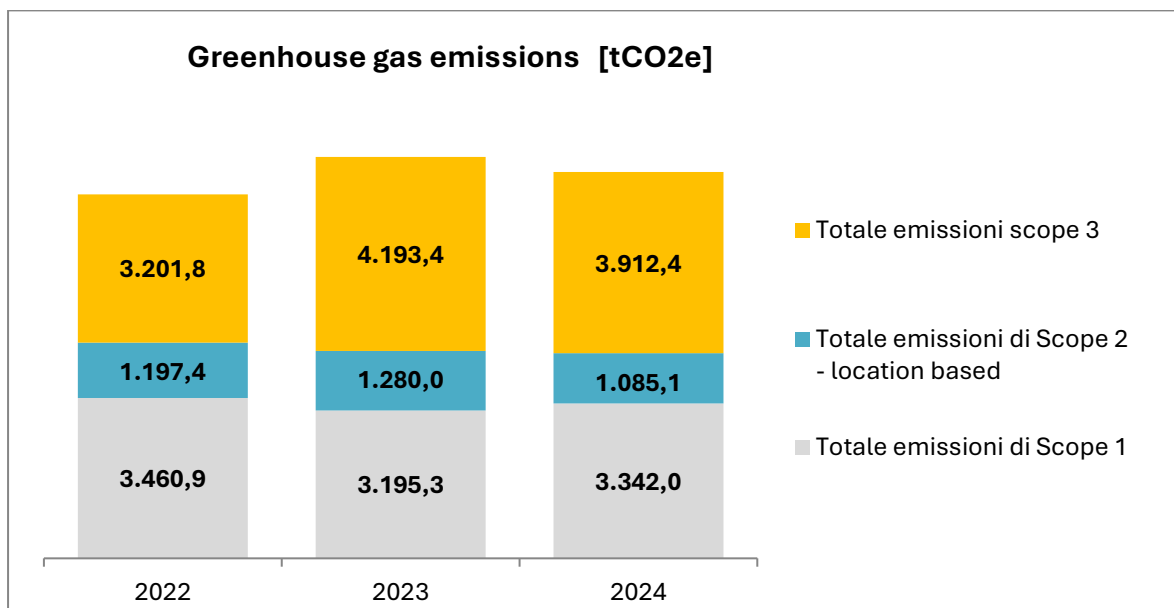
FGAS	Unit	2022	2023	2024
410A	kg	20,4	21	15,6
R22	kg	0	0	13,5
R32	kg	0	14	12,3

Greenhouse gas emissions

Cofle is not subject to the provisions of Directive 2003/87/EC relating to the emissions market, better known as the Emission Trading System (EU ETS), and is therefore not obliged to report greenhouse gas emissions to the Competent National Authority. Despite this, Cofle monitors its direct and indirect greenhouse gas emissions according to the Greenhouse Gas Protocol by distinguishing emissions into categories or Scopes:

- **Scope 1:** Emissions from sources owned and controlled by the organization due to heat production and due to fugitive emissions of climate-changing gases;
- **Scope 2:** Indirect emissions from the production of electricity consumed by the organization and taken from the grid;
- **Scope 3:** Other indirect emissions. This category includes other sources that are not under the direct control of the company, but whose emissions are indirectly due to company activity. Cofle included in this category the emissions from the main consumption of raw materials and materials, packaging and fuels used (extraction and transport), disposal of waste produced and water consumption (withdrawal from aqueduct and wastewater treatment).

In 2024, total greenhouse gas emissions amount to **8,339.5 tCO₂e**. Compared to 2023, there was a reduction of 3.8% due to the decrease in Scope 2 emissions (-15.2%) due to lower electricity consumption and Scope 3 emissions (-6.7%) due, in particular, to a lower use of raw materials. On the other hand, Scope 1 emissions grew (+4.6%) as a result of higher methane consumption.

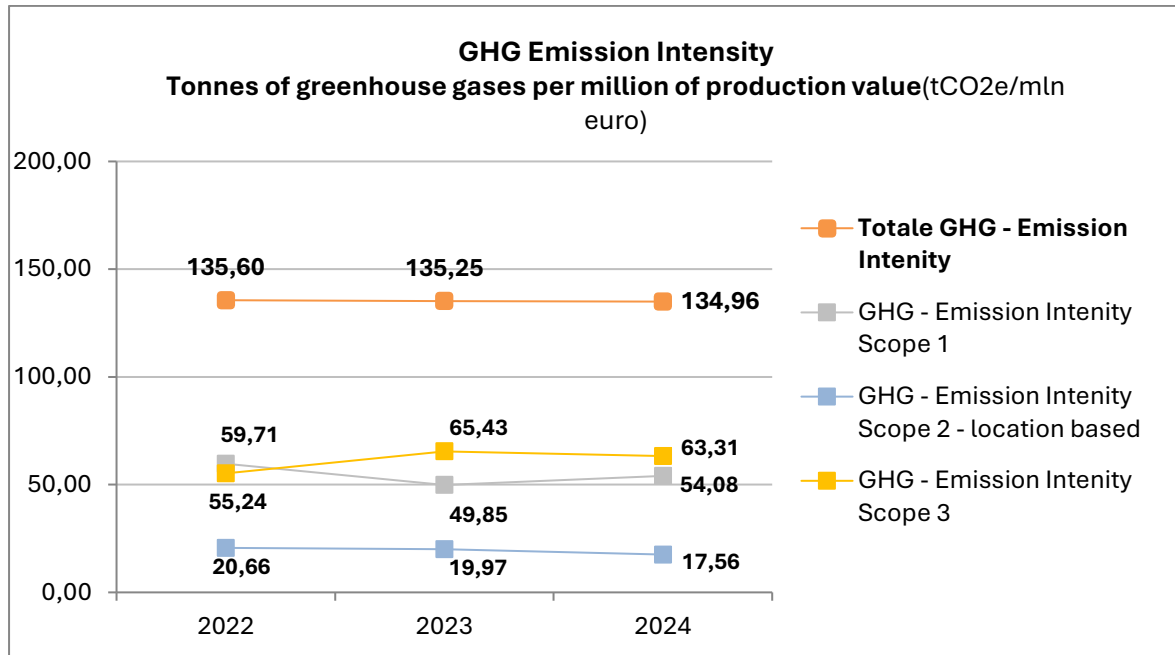


The following table provides details of the issues.

GREENHOUSE GAS EMISSIONS ⁶				
Scope 1	Unit	2022	2023	2024
Emissions of thermal systems for methane combustion	tCO ₂ e	3.382,9	3.099,9	3.254,6
Emissions of thermal systems for diesel combustion	tCO ₂ e	39,9	58,3	55,7
Emissions for internal movements	tCO ₂ e	38,1	37,1	31,8
Fugitive emissions (Fgas)	tCO ₂ e	42,6	53,3	65,3
Total Scope 1 emissions	tCO₂e	3.460,9	3.195,3	3.342,0
Scope 2	Unit	2022	2023	2024
Emissions for electricity consumption - location based	tCO ₂ e	1.197,4	1.280,0	1.085,1
Emissions for electricity consumption - market based	tCO ₂ e	1.330,1	1.418,9	1.215,1
Total Scope 2 emissions - location based	tCO₂e	1.197,4	1.280,0	1.085,1
Scope 3	Unit	2022	2023	2024
Metals and alloys	tCO ₂ e	511,0	783,1	647,4
Plastic	tCO ₂ e	951,6	1.224,8	1.189,8
RAW MATERIALS AND MATERIALS	tCO₂e	1.462,5	2.007,9	1.837,3
Wood packaging	tCO ₂ e	70,7	122,2	54,9
Plastic packaging	tCO ₂ e	951,6	1.224,8	1.189,8
Cardboard packaging	tCO ₂ e	108,3	283,1	263,5
PACKAGING	tCO₂e	1.130,5	1.630,1	1.508,2
Methane	tCO ₂ e	576,3	511,9	535,6
Diesel	tCO ₂ e	17,8	23,2	21,3
FUELS USED - extraction and transport	tCO₂e	594,1	535,1	556,9
Waste disposed of	tCO ₂ e	1,0	5,1	4,1
Recovered waste	tCO ₂ e	9,0	10,8	3,0
WASTE PRODUCED - disposed of and recovered	tCO₂e	10,0	15,9	7,0
Water taken from the aqueduct	tCO ₂ e	2,9	3,1	2,2
Wastewater in public sewer	tCO ₂ e	1,7	1,3	0,8
WATER CONSUMPTION - withdrawal and disposal	tCO₂e	4,7	4,4	3,0
Total Scope 3 emissions	tCO₂e	3.201,8	4.193,4	3.912,4
Total greenhouse gas emissions (location based)	tCO₂e	7.860,0	8.668,7	8.339,5

The **indices of intensity of greenhouse gas emissions** – calculated as tons of emissions per million of production value – follow the same trends as absolute values in 2024, as there has been a slight change in the value of production.

⁶ As a result of the improvement in reporting activities, some data relating to the years 2022 and 2023 have been recalculated.



OUR PEOPLE

Fairness, transparency, integrity and loyalty in the management of human relations, both inside and outside the organization, together with the protection of the health and safety of workers, are fundamental values for Cofle.

These principles are concretely translated into the Code of Ethics, inspired by the 231 Organizational Model, and guide the daily action of the people who work in the company.

Cofle recognizes its people as a strategic capital and a determining factor for the economic, social and environmental sustainability of the company. The maintenance of adequate employment levels, the enhancement of skills and the promotion of a safe and inclusive work environment are central elements of company strategies, oriented towards the continuous improvement of working conditions and organizational well-being.

The active involvement and participation of employees are considered essential to consolidate a shared corporate culture and foster collaboration between the different functions. This is the context of the WCM (World Class Manufacturing) path, launched in 2019, aimed at promoting the direct participation of workers in continuous improvement processes, with particular attention to health and safety aspects in the workplace.

STAFF COMPOSITION

As of December 31, 2024, Cofle has a total of 450 employees in Italy and Turkey. Compared to 2023, the company population recorded a reduction of 13.1%, mainly attributable to a downsizing of personnel in Turkish plants, which affected the blue-collar category in particular.

The distribution by gender remained substantially stable compared to the previous year, with a female presence of 34.2% and a male presence of 65.8% of the total.

The composition by age group also confirms the trends of 2023: the 30-50 age group continues to represent the prevailing share of the company population, while an increase in employees over the age of 50 is observed.

PROFESSIONAL CATEGORIES	2022			2023			2024		
	MEN	WOMEN	TOTAL	UOMINI	MEN	WOMEN	TOTAL	DONNE	MEN
EXECUTIVES	2	1	3	EXECUTIVES	2	1	3	EXECUTIVES	2
PAINTINGS	11	6	17	PAINTINGS	11	6	17	PAINTINGS	11
EMPLOYEES	53	31	84	EMPLOYEES	53	31	84	EMPLOYEES	53
WORKERS	295	129	424	WORKERS	295	129	424	WORKERS	295
TOTAL	361	167	528	TOTAL	361	167	528	TOTAL	361

EMPLOYEES BY AGE GROUP	2022			2023			2024		
	MEN	WOMEN	TOTAL	UOMINI	MEN	WOMEN	TOTAL	DONNE	MEN
<30	44	17	61	<30	44	17	61	<30	44
30-50	275	110	385	30-50	275	110	385	30-50	275
>50	42	40	82	>50	42	40	82	>50	42
TOTAL	361	167	528	TOTAL	361	167	528	TOTAL	361

CONTRACT TYPES

The stability of Cofle's employment level is always important: almost 100% of Cofle's employees are hired, in fact, on a permanent basis.

CONTRACT TYPE	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
PERMANENT EMPLOYEES	359	167	526	341	177	518	296	153	449
FIXED-TERM EMPLOYEES	2	0	2	0	0	0	0	1	1
TOTAL EMPLOYEES	361	167	528	341	177	518	296	154	450

The use of part-time work concerns 4.0% of employees in 2024 which is requested in Italy, mainly by women, but there have been some cases of requests also from male employees (cat. protected).

Part-time work is not a type of contract used in Turkey.

TYPE OF USE	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
FULL-TIME	359	155	514	338	164	502	293	139	432
PART-TIME	2	12	14	3	13	16	3	15	18
TOTAL EMPLOYEES	361	167	528	341	177	518	296	154	450

RECRUITMENT AND TURNOVER ACTIVITIES

Cofle manages company turnover regularly and promptly, ensuring that the search and selection processes are based on criteria of fairness, transparency and enhancement of skills.

The company favors, where possible, internal growth, proceeding with the search for external candidates only after verifying the presence of internal profiles consistent with the position to be filled. This approach promotes internal mobility and contributes to people's motivation and professional development, generating value for both workers and the organisation.

The selection processes can be managed internally or with the support of specialized companies. In both cases, Cofle guarantees a transparent discussion with candidates and ensures feedback on the outcome of the interviews, regardless of the final result.

For new hires, a personalized induction path is provided, including an induction program aimed at facilitating integration into the company context and promoting a full understanding of the role and values of the company.

Cofle also maintains a constant commitment to the world of education, hosting university and high school students as part of curricular internships and paths for transversal skills and orientation (PCTO).

The company applies the same principles of management and personnel development also at its sites in Turkey, adapting them to the specificities of the local context. In this country, characterized by a younger and more dynamic workforce, there is a higher level of turnover, in line with the characteristics of the Turkish labor market.

RECRUITMENT *	2022			2023			2024		
	U	D	Tot.	U	D	Tot.	U	D	Tot.
< 30	10	8	18	38	16	54	7	2	9
<i>Hiring rate</i>	22,7%	47,1%	29,5%	84,4%	133,3%	94,7%	20,0%	25,0%	20,9%
30-50	16	7	23	48	44	92	9	8	17
<i>Hiring rate</i>	5,8%	6,4%	6,0%	19,5%	36,4%	25,1%	4,5%	8,1%	5,7%
>50	1	0	1	7	1	8	4	1	5
<i>Hiring rate</i>	2,4%	0,0%	1,2%	14,0%	2,3%	8,5%	6,7%	2,1%	4,7%
TOTAL	27	15	42	93	61	154	20	11	31
Hiring rate	7,5%	9,0%	8,0%	27,3%	34,5%	29,7%	6,8%	7,1%	6,9%

*Hiring rates are calculated as the ratio of the number of employees hired in the year to the number of employees at the end of the year

TERMINATIONS *	2022			2023			2024		
	U	D	Tot.	U	D	Tot.	U	D	Tot.
< 30	16	2	18	26	15	41	15	3	18
<i>Termination rate</i>	36,4%	11,8%	29,5%	57,8%	125,0%	71,9%	42,9%	37,5%	41,9%
30-50	1	1	1	71	20	91	47	24	71
<i>Termination rate</i>	0,4%	0,9%	0,3%	28,9%	16,5%	24,8%	23,4%	24,2%	23,7%
>50	0	0	0	13	5	18	12	7	19
<i>Termination rate</i>	0,0%	0,0%	0,0%	26,0%	11,4%	19,1%	20,0%	14,9%	17,8%
TOTAL	17	3	19	110	40	150	74	34	108
Termination rate	4,7%	1,8%	3,6%	32,3%	22,6%	29,0%	25,0%	22,1%	24,0%

*Termination rates are calculated as the ratio between the number of employees terminated during the year and the number of employees at the beginning of the year

TRAINING AND CAREER DEVELOPMENT

To ensure employment continuity and support the professional growth of its people, Cofle constantly monitors internal skills and annually plans training activities, promoting continuous learning opportunities for all workers.

In 2024, there will be a reduction in the total hours of training provided, in line with the decrease in the number of employees in Turkish plants, which represent about 70% of the total company population.

Despite this trend, there is an increase in the average hours of training dedicated to women, confirming the company's commitment to promoting equal opportunities for growth and professional development.

TRAINING HOURS	2022			2023			2024		
	U	D	Tot.	U	D	Tot.	U	D	Tot.
EXECUTIVES	28	12	40	8	8	16	4	4	8
PAINTINGS	218	104	322	86	45	131	40	20	60
EMPLOYEES	1.450	607	2.057	1.442	295	1.737	725,5	219,5	945
WORKERS	6.686	2.475	9.161	1.360	1.116	2.476	1.663	536	2.199
TOTAL	8.382	3.198	11.580	2.896	1.464	4.360	2.433	779,5	3.212
AVERAGE HOURS BY GENDER	23,2	19,1	21,9	16,4	2,8	8,4	8,2	5,1	7,1

TYPE OF TRAINING	2022	2023	2024
Computer Science	1.120	32	0
Health and safety	5.394	3.154	1.001
Technique	4.381	737	786
Managerial	258	277	175
Linguistics	427	160	1.250
TOTAL	11.580	4.360	3.212

SKILLS ASSESSMENT

Cofle adopts a structured system of performance and skills evaluation, aimed at ensuring clarity of roles and consistency between responsibilities, objectives and professional skills.

Through an advanced job description model, the company precisely defines roles and responsibilities and, through a **Skill Matrix**, identifies the business processes associated with each role and the corresponding skill levels for each employee.

The system is updated twice a year, in a process led by the Function Managers, who evaluate the evolution of the skills of their collaborators with a view to continuous development and enhancement of human capital.

The evidence collected through the **Skill Matrix** constitutes an essential information base for the planning of training courses, the definition of professional growth plans, thus contributing to an integrated and sustainable human resources management model.

The following tables show the skills rating for each evaluation process for middle managers and blue-collar workers.

FRAMEWORK RATINGS

A: manager, self-employed and in charge of training new workers

AE: Experienced self-employed, can train other workers

To: self-employed

AF: worker who needs training due to updating the activity

F: worker in need of education and training

BLUE-COLLAR RATING

5: knows, applies and is able to train

4: knows and applies expertly

3: knows and applies

2.5: in training, newly hired

2: knows but does not apply

1: does not know, does not apply

EMPLOYEE WELL-BEING

Cofle recognizes that people's well-being is an essential condition for the sustainable growth of the company. The company promotes a work environment that promotes the quality of professional life, the balance between the personal and work spheres and respect for equal opportunities at every stage of the professional career.

The protection of well-being translates into policies and initiatives aimed at reconciling life and work, ensuring an inclusive corporate climate and enhancing diversity as a lever for innovation and organizational cohesion.

Cofle is committed to creating the conditions for each person to express their potential to the fullest, in a context based on mutual trust, listening and shared responsibility.

BENEFITS

The company provides its employees with a set of welfare tools that include **health care coverage, disability and disability insurance, parental leave** and **forms of supplementary** pensions.

These measures contribute to strengthening people's social protection, supporting them at different stages of their professional and personal lives, and confirm Cofle's commitment to promoting a careful, inclusive work environment oriented towards the overall well-being of workers.

SMARTWORKING

Cofle promotes flexible organizational models, capable of combining operational efficiency and people's well-being.

For middle management and clerical staff, the possibility of carrying out remote activities has been introduced, as an intelligent work tool aimed at promoting a better balance between professional and personal life and supporting a more autonomous and responsible management of activities.

The production operating staff, on the other hand, continues to carry out their duties in presence, in contexts fully supervised from the point of view of safety and equipped with procedures and protection tools suitable for the different operational needs.

Smartworking is mainly used in Italy. In 2024, there was a significant increase in the number of days worked in this mode, although the number of people who used it decreased.

Lo smartworking è utilizzato prevalentemente in Italia. Nel 2024 si rileva un sensibile aumento dei gironi lavorati in tale modalità pur essendo diminuito il numero di persone che ne hanno usufruito.

SMARTWORKING	2022			2023			2024		
	U	D	Tot.	U	D	Tot.	U	D	Tot.
No. of employees who have worked from home	30	10	40	12	2	14	8	2	10
% who have used smart working out of the total	8,3%	6,0%	7,6%	3,5%	1,1%	2,7%	2,7%	1,3%	2,2%
Total days worked in smart working	129	51	180	32	18	50	154	32	186
% of days worked in smart working out of the total	0,13%	0,11%	0,12%	0,03%	0,04%	0,03%	0,19%	0,07%	0,15%

EQUAL OPPORTUNITIES AND REMUNERATION

The Code of Ethics recalls that Cofle Spa pursues compliance with the principle of equal opportunities in the workplace, without distinction of sex, marital status, sexual orientation, religious faith, political and trade union opinions, skin colour, ethnic origin, nationality, age, or condition of different abilities. Cofle also pursues and supports the protection of internationally affirmed human rights.

Cofle also guarantees equal opportunities in remuneration policies, ensuring that people's remuneration is defined on the basis of criteria of equity, merit, role and responsibility, without distinction of gender, age or origin.

BASIC SALARY RATIO ⁷ WOMEN TO MEN BY CATEGORY	ITALY Cofle SpA			TURKEY TABO Otomotiv A.S			TURKEY TK Otomotiv A.S		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
EXECUTIVES	-	-	-	0,72	0,60	0,69	0,72	0,60	0,69
MIDDLE MANAGERS	0,92	0,99	0,99	1,04	0,84	1,07	1,04	0,84	1,07
EMPLOYEES	0,96	0,99	0,99	1,08	0,89	0,89	1,08	0,89	0,89
WORKERS	0,96	0,99	0,99	1,00	1,00	1,00	1,00	1,00	1,00

Cofle also monitors internal pay equity through the analysis of the relationship between the remuneration of the management with the highest level and the company's median salary, with the aim of ensuring a balanced distribution of the value generated and a sustainable salary structure consistent with the principles of accountability and transparency.

TOTAL ANNUAL COMPENSATION RATIO ⁸	ITALY Cofle SpA	TURKEY TABO Otomotiv A.S	TURKEY TK Otomotiv A.S
2022	4,01	6,19	4,08
2023	5,90	5,29	6,40
2024	4,35	5,90	5,66

In Cofle Spa, an internal agreement was made that provides for an annual performance bonus linked to the achievement or non-achievement of the company budget, a bonus paid indiscriminately to all workers, with no link to performance evaluations with personal targets. Since 2020, the company has offered workers the opportunity to use the variable quota through the welfare service offered via the Intesa San Paolo platform where they can exchange the bonus for services: gym, theatre, health checkup, etc. Less than a third of workers opted for welfare services.

PARENTAL LEAVE

As far as parental leave is concerned, the company complies with the provisions and regulations of the CCNL Metalworkers. Maternity leave has always been few and this has allowed the company to

⁷ Minimum fixed amount paid to an employee for the performance of the tasks assigned to him/her, excluding any additional remuneration such as, for example, overtime payments or bonuses.

⁸ Ratio of the total annual compensation of the individual with the highest pay in the organization to the median annual total compensation of all employees (excluding the individual with the highest pay)

better manage requests for parental leave, in addition to compulsory maternity leave, and the continuation of the activities of the various departments.

HEALTH AND SAFETY AT WORK

Health and safety at work in Cofle Italia is managed in accordance with the provisions of Legislative Decree 81/08 and the current body of legislation, without having implemented a specific management system.

The main objective of the Cofle Group in this area is to avoid accidents, accidents and occupational diseases, aiming at the continuous reduction of risks to the health and safety of workers and those who have access to the company.

To achieve these goals, Cofle is committed to:

- comply with applicable laws and regulations, as well as any other requirements signed by the company, regarding Health and Safety at work;
- ensure the resources, skills and information necessary to define and achieve Health and Safety objectives;
- in decisions relating to one's activity, attribute the utmost importance to aspects of Health and Safety at work;
- improve its safety performance over time, through the definition and implementation of objectives, consistent with this Policy, the effectiveness of which is periodically verified by the Company Management;
- minimise risks and remove the causes that may jeopardise the safety and health of its staff and other workers on site (as well as those who are present in the area), through the definition of safe work procedures and the safety of the equipment and production plants used for the production of flexible cables;
- increase the culture of Safety and prevention, through specific awareness-raising and training activities, also through communication of this policy to workers and all interested parties;
- assess all risks to occupational safety and health to ensure safe and healthy working conditions with a view to continuous improvement, with particular reference to the potential risk associated with the ergonomics of workstations;
- promote careful and responsible management of Health and Safety at work through:
 - an organisational structure with clear tasks and responsibilities;
 - the use of innovative systems and processes to ensure the safety of workers;
 - the periodic identification of dangerous conditions for workers, related to the production processes of flexible cables;
 - the education, information and training of its staff;
 - the verification and evaluation, in terms of security, of the reliability of contractors and suppliers;
 - the preparation of emergency plans, capable of protecting the population, the environment and those who work in the plant, in the event of operational anomalies and/or accidents;

- the verification that both the design and construction of new plants, and the implementation of changes to processes, equipment, and organization, are supported by an adequate risk analysis.

OCCUPATIONAL HEALTH SERVICES

In accordance with current legislation, in Italy health surveillance is entrusted to the Competent (external) Doctor. The doctor carries out at least one inspection per year in the workplace, preferably together with the RSPP (also an external figure). During health surveillance, it collects workers' reports and proposes risk mitigation measures to the Employer.

Through the Prevention and Protection Service Officer (ASPP), who acts as a liaison, all workers can contact the Competent Doctor.

As provided for by the Ministerial Decree of 4 March 2009 (Official Gazette general series no. 146 of 26 June 2009), the Competent Doctor is registered in the National List of Competent Doctors referred to in Article 38, paragraph 4, of Legislative Decree No. 81 of 9 April 2008, held at Office II of the General Directorate of Prevention of the Ministry of Health.

All surveillance activities are carried out on site, during working hours, agreeing on the services with the interested parties. During the training, all workers are informed about the meaning of health surveillance and the role of the Competent Doctor.

H&S TRAINING AND INFORMATION FOR WORKERS

For all work activities that may involve safety and health risks, the personnel involved in carrying them out has been identified.

The necessary skills are defined on the basis of:

- role in the company
- Experience gained
- Training courses
- Training courses

The training and training needs of the personnel are assessed by the Production Manager with reference to the defined profiles and the appropriate levels of responsibility.

The gap between the skills needed and those available is bridged through appropriate awareness-raising, education and training. The objective of the training is that a worker, once he knows a procedure or a risk (knowing) and once he has become skilled in carrying out this procedure and recognizing a risk (knowing how to do) chooses to take action in the behavior covered by such training even without direct control and therefore knows how to be safe (knowing how to be). In addition, each worker must receive adequate information on:

- the risks to safety and health related to the activity of the company in general
- the specific risks to which it is exposed
- the dangers associated with the use of dangerous substances and preparations
- emergency procedures
- the names of the members of the SPP (RSPP, Competent Doctor, RLS, etc.)

- the names of emergency management and first aid personnel

The hours of training provided in the field of Health and Safety in 2024 were 786.

In 2024, as in the previous year, there were no cases of accidents with serious consequences; the number of accidents without serious consequences has gone from 68 to 35 and the accident rate, calculated per million hours worked, has decreased by 48.5%

ACCIDENTS	2022			2023			2024		
	U	D	Tot.	U	D	Tot.	U	D	Tot.
No. of deaths at work	0	0	0	0	0	0	0	0	0
No. Recorded Occupational Accidents	11	13	24	45	23	68	22	13	35
No. of accidents with serious consequences	0	1	1	0	0	0	0	0	0
No. of hours worked	799.014	329.123	1.128.137	613.295	296.064	909.359	611.932	286.569	898.500
Rate of injuries with serious consequences	0,00	3,04	0,89	0,00	0,00	0,00	0,00	0,00	0,00
Recorded injury rate	13,77	39,50	21,27	73,37	77,69	74,78	35,95	45,36	38,95

INTERNAL COMMUNICATION ACTIVITIES

In line with its founding values of transparency, accountability and participation, Cofle promotes clear, timely and accessible internal communication to all employees.

Through a dedicated company App, e-mail and direct communications from the Management, the company constantly disseminates policies, procedures, operating instructions and all the information necessary to ensure the health and safety of workers, the quality of professional life and operational continuity.

This approach aims to promote a transparent and two-way flow of information, which strengthens people's involvement and consolidates a shared corporate culture, oriented towards prevention, respect and continuous improvement.

VALUE CHAIN MANAGEMENT

Cofle adopts an integrated management model aimed at ensuring effective and efficient governance of its value chain, in line with the principles of quality, safety and environmental sustainability. The management of business processes is based on:

- the definition and application of the processes necessary for the Quality Management System, extended to all functions and operating offices;
- mapping the interactions and sequences between processes, with the identification of monitoring criteria and methods aimed at ensuring their correct functioning and control;
- the implementation of continuous improvement actions, aimed at achieving the planned objectives and maintaining high standards of safety and environmental protection.

Through this structured approach, Cofle guarantees a solid, transparent and sustainable value chain, capable of generating shared value for the company, customers and stakeholders.

ETHICAL SUPPLY CHAIN MANAGEMENT

Cofle adopts a globally integrated supply chain model, designed to ensure operational efficiency, quality and production continuity in all the markets in which it operates.

The presence of production and commercial plants in Italy, Turkey, India, Brazil and France allows us to respond promptly to the needs of international customers, favoring an approach of proximity to local markets and contributing to the reduction of environmental impacts related to logistics.

The production sites in Turkey and India represent a strategic competitive advantage, thanks to the ability to combine high technological standards with cost efficiency and the possibility of directly serving expanding markets.

The French subsidiary, active since 1980, now plays a key role in the development of the Aftermarket division, thanks to new commercial agreements with the main European distributors and investments in infrastructure and human resources that strengthen the Group's presence in the industrial heart of the European agricultural sector.

Through this management model, Cofle consolidates a resilient, flexible and sustainable value chain, capable of creating shared value throughout the entire production cycle.

SUPPLIER SELECTION

Cofle considers sustainability a core value of its corporate identity and an integrated element in the business strategy, including along the supply chain, recognized as an essential part of the value creation process. The goods and services purchased influence the quality of the services offered and the reputation of the company.

In line with the principles of the Code of Ethics and Model 231, Cofle adopts criteria for the selection and evaluation of suppliers that include environmental, social and ethical aspects, with the aim of extending the principles of responsibility and sustainability to the entire supply chain.

The supplier qualification process, managed jointly by the Purchasing and Quality departments, is based on criteria of transparency, integrity and non-discrimination, and involves the completion of a self-assessment questionnaire on sustainability, quality and regulatory compliance issues.

The possession of ISO 9001 for quality, ISO 14001 for the environment and a company Code of Ethics are considered qualifying elements.

All suppliers are required to accept and comply with the Supplier Code of Conduct, approved in 2019, which defines the ethical and behavioral standards required in business relationships. Its violation may result in the termination of contractual relations; however, there have been no cases of termination of contracts due to non-acceptance or non-compliance with the Code.

Through this approach, Cofle promotes a responsible supply chain, oriented towards quality, transparency and the sharing of ethical values, contributing to the creation of sustainable value throughout the entire production cycle.

SUPPLIER EVALUATION

Cofle adopts a structured process of evaluation and monitoring of suppliers, governed by the "Supplier Evaluation" Operating Procedure, which is periodically updated.

The assessment is based on economic, product and service criteria, managed by the Purchasing Department, and on elements of quality and sustainability, overseen by the Quality Office through the analysis of non-conformities and the results of the self-assessment questionnaires.

Areas of analysis include:

- **Business ethics**, with reference to integrity, fair competition, data protection and traceability of supplies;
- **Labour and human rights**, including child and forced labour, equal opportunities, freedom of association and pay conditions;
- **Occupational health and safety**;
- **Environmental protection**;
- **Quality management**.

Each provider completes a biennial self-assessment questionnaire, which generates a score and determines the qualification class. Qualified suppliers are monitored over time to verify that they maintain their requirements and comply with the principles of the Code of Conduct.

Cofle also carries out periodic audits on a sample of suppliers selected on the basis of parameters such as the results of the self-assessment, the non-conformities found, the environmental criticality, the strategic or commercial importance and the relevance of the product supplied. During audits, suppliers must provide documentary evidence to support the statements made in the questionnaire. At the end of the process, an evaluation report is drawn up with the assignment of the final score. Through this approach, Cofle ensures a qualified, transparent and sustainable supply chain that ensures quality, compliance and social responsibility throughout the entire supply cycle.

Audit activities may reveal findings that are classified into: non-conformities, observations or opportunities for improvement. At the end of the general evaluation process, suppliers are divided into the following categories:

Score Class	QUALITY	ENVIRONMENT	ETHICS	REQUIRED ACTIONS
A	≥95	≥95	≥95	NO
B	≥75 and <95	≥75 and <95	≥75 and <95	YES
C	<75	<75	<75	YES with AC

Cofle's supplier evaluation process is based on a thoughtful and integrated system, which combines the evaluations of the Purchasing Department and the Quality Department, also including the results of the self-assessment questionnaires.

The overall assessment of each supplier is derived from the weighted sum of the partial scores obtained in the various areas of analysis, ensuring a balanced approach between technical, qualitative and sustainability performance.

The overall weighting is structured as follows:

- **50%** product compliance;
- **25%** conformity of the service rendered;
- **10%** results of the **environmental assessment** (self-assessment and/or audit)
- **10%** results of the **quality assessment** (self-assessment and/or audit);
- **5%** results of the **ethical assessment** (self-assessment and/or audit).

This model makes it possible to objectively measure the overall performance of suppliers and to direct continuous improvement along the supply chain, fully integrating the principles of quality, transparency and social responsibility into business relationships.

EVALUATION ACTIVITIES	2022	2023	2024
% of suppliers assessed using sustainability criteria	100%	100%	
Possession of certifications (% of the total)	90%	90%	
Suppliers assessed with audits (% of total)	5%	5%	
Suppliers whose reports have been resolved as a result of audits and their justification (% of total)	0	0	

CUSTOMER SATISFACTION

The customer is at the center of Cofle's attention and daily work, his satisfaction, together with a high level of product quality, are pillars that support Cofle's growth strategies.

The company welcomes and carefully considers the different evaluations normally obtained on a monthly basis by customers on their portals, on different aspects, of a commercial, logistical and quality nature. Even the most direct evaluations, obtained from email feedback and audits carried out by customers themselves, are considered fundamental for any continuous improvement processes.

Furthermore, each customer has its own specific process for reporting Non-Conformities or complaints, so as to ensure the customization of customer needs and ensure their satisfaction by giving an adequate response to the problems that may arise.

SUSTAINABILITY FOR THE TERRITORY



Cofle's activities have a positive impact on the areas in which its offices operate. Most of the employees recruited at the Italian plants live in the vicinity of the Group's 2 sites.



Cofle's CSR actions are aimed at developing the conditions of the people working in the company, the local communities and the projects in the international arena in which we are involved .

In this direction, we have undertaken numerous sustainability projects by partnerships with local socio-cultural and environmental strengthening associations, both locally, nationally and internationally.

Since 2019, Cofle has been Corporate Golden Donor of FAI, the Fund for the Italian Environment, with which it shares the Mission of safeguarding and protecting Italy's artistic and natural heritage. This collaboration allows Cofle employees to benefit from free access to FAI properties and preferential membership conditions.



This year we chose to renew our support to FAI - Fondo per l'Ambiente Italiano (the National Trust for Italy) and become a Corporate Golden Donor member.

*For art, history and nature.
Forever, for everyone.*



The cycle of free preventive examinations made available to the entire community in the area in October 2024 also continued successfully, as part of the breast cancer prevention program, carried out in collaboration with [LILT Milano Monza Brianza](#), the Italian League for the Fight against Cancer and the municipality of Trezzo sull'Adda.

OTTOBRE
MESE ROSA

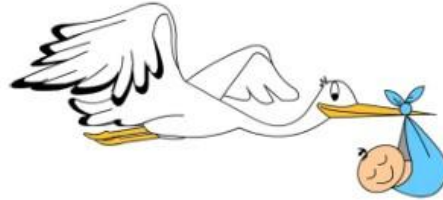
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Azienda di Trezzo: mille euro per ogni figlio nato o adottato



La Cofle di Trezzo conferma il suo impegno a fianco dei propri dipendenti rinnovando il Premio Genitorialità, un'iniziativa istituita in collaborazione con le Rappresentanze Sindacali Unitarie, volta a supportare i circa 150 dipendenti nel momento speciale dell'arrivo di un nuovo membro in famiglia
Premio alla genitorialità

L'azienda trezzese leader nella progettazione, produzione e commercializzazione a livello mondiale di sistemi di comando e control cables per il settore off-road vehicles, automotive e after market automotive ha deciso di assegnare il Premio Genitorialità che prevede un'erogazione di mille euro per ogni figlio nato o adottato, valido sia per la madre sia per il padre dipendenti dell'azienda.

Nel 2023 sono stati assegnati cinque premi, incluso un riconoscimento doppio per una dipendente per la nascita di due gemelli. Nel 2024, la cicogna ha già portato un nascituro con la conseguente erogazione di un ulteriore premio, dimostrando l'impegno costante dell'azienda nel sostenere i propri collaboratori.

"Siamo orgogliosi di poter offrire un contributo concreto per cercare di migliorare la qualità della vita dei nostri dipendenti e delle loro famiglie. Il nostro obiettivo è creare un ambiente di lavoro dove ogni persona si senta valorizzata e supportata, non solo professionalmente, ma anche personalmente. In Cofle, il benessere dei dipendenti è una priorità, e continueremo a cercare modi per sostenere e arricchire la loro esperienza sia sul lavoro che nella vita privata", ha commentato **Alessandra Barbieri**, Vp e Managing Director.

In 2024, the Parenting Award was renewed, an initiative created in collaboration with the Unitary Trade Union Representatives, aimed at supporting the approximately 150 employees in the special moment of the arrival of a new member in the family. The Parenting Award provides for a disbursement of 1,000 euros for each child born or adopted, valid for both the mother and father employees of the company. In 2023, five awards were awarded, including a double recognition for an employee for the birth of twins.

Methodological note

The 2024 Sustainability Report, fourth edition, was prepared according to the "GRI Sustainability Reporting Standards" of the Global Reporting Initiative, using the "with reference to" reporting option.

The 2024 Sustainability Report is part of the gradual process of bringing reporting closer to the Group's perimeter and includes the data of Cofle S.p.A., those of Cofle TK Otomotiv A.S. and TABO Otomotiv A.S. located in Turkey.

To define the content and quality of reporting, Cofle followed the principles set out in the GRI Standards, which provide a set of criteria for selecting the information to be included in the report and for how it is represented.

Accuracy. The economic data refer to the statutory financial statements, which are audited, while the accuracy of the HSE and social data derive from the existence of quality management systems (ISO 9001) and environmental management systems (ISO 14001) and are mainly extracted from the Group's operating systems.

The emission factors used for the calculation of greenhouse gases are as follows:

- Scope 1 direct emissions: Defra - Department for Environment, Food & Rural Affairs - UK Government conversion factors for company reporting of greenhouse gas emissions (2022-24);
- Scope 2 indirect emissions (location based): Ispra Report 317/2020 – Table A1.19 – Greenhouse gas emission factor from the electricity sector for electricity production (gCO₂eq / kWh);
- Indirect Emissions Scope 2 (market based): Association of Issuing Bodies - European Residual Mixes (2022-24)
- Indirect emissions Scope 3: Defra - Department for Environment, Food & Rural Affairs - UK Government conversion factors for company reporting of greenhouse gas emissions (2022-24).

The factors used to calculate atmospheric emissions from heating systems are those of the European Environmental Agency - Air pollutant emission inventory guidebook 2023

Clarity. The structure of the Sustainability Report has been defined to make the information contained easy to identify by stakeholders. The document opens with the letter to stakeholders and consists of 7 sections: The Cofle Group, Sustainability of the Cofle Group, Governance, Ethics and Integrity, Environment, Our People, Value Chain Management and Sustainability for the territory. The document closes with the Methodological Note and the GRI Content Index.

The level of detail of the information has been chosen in order to make the Sustainability Report understandable, accessible and usable by the various stakeholders.

Comparability. To allow stakeholders to analyse changes in the company's performance, the Report presents data for the three-year period 31.12.2022 - 31.12.2024. In addition, internationally accepted units of measurement were used, consistency was maintained in the methods used to calculate the data for the three-year period and absolute values, percentages and normalized data were reported to allow comparisons.

Completeness. The Sustainability Report has been designed to allow stakeholders to have a complete picture of the activities carried out by the company.

Context of sustainability. The Cofle Group then proceeded to carry out the impact analysis by aggregating the following information sources with equal weights: the survey conducted internally and the external survey involving the main categories of stakeholders.

Timeliness. The Sustainability Report is published annually. The information contained in the document refers to the time period between 1 January 2024 and 31 December 2024. The document also contains the same quantitative information relating to the previous two years.

Verifiability. The company has set up internal controls and organized the documentation in order to be able to prepare for a possible assurance activity.

GRI Content Index

Declaration of use	Cofle Group has reported the information cited in this "GRI Content index". For the period 01:01:2024 - 31:12:2024 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Fundamentals 2021	
GRI STANDARD	Disclosures	
GRI 2: General Information	2-1 Organizational Details	P
	2-2 Entities included in the organization's sustainability reporting	P
	2-3 Reporting period, frequency and point of contact	P
	2-6 Activities, Value Chain and Other Business Relationships	P
	2-7 Employees	P
	2-9 Structure and composition of Governance	P
	2-10 Appointment and selection of the highest governing body	P
	2-11 Chairman of the highest governing body	P
	2-12 Role of the highest governance body in controlling impact management	P
	2-13 Delegation of responsibility for the management of impacts	P
	2-14 Role of the highest governance body in sustainability reporting	The Board of Directors approves the Sustainability Report
	2-22 Sustainable Development Strategy Statement	P
	2-23 Policy Commitment	P
	2-24 Integration of policy commitments	P
	2-25 Processes to remedy negative impacts	P
2-27 Compliance with Laws and Regulations	P	
2-29 Stakeholder Engagement Approach	P	
GRI 3: Material Themes	3-1 Material Theme Determination Process	P
	3-2 List of material topics	P
	3-3 Management of material topics	P
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	P
GRI 205: Anti-corruption	205-3 Confirmed incidents of corruption measures taken	P
GRI 301: Materials	301-1 Materials Used by Weight or Volume	P
	301-2 Recycled Input Materials Used	P
GRI 302: Energy	302-1 Energy Consumption Within the Organization	P
	302-3 Energy intensity	P
	302-4 Reducing Energy Consumption	P
GRI 303: Water and tributaries	303-1 Interactions with Water as a Shared Resource	P
	303-3 Water withdrawal	P
	303-4 Water Drain	P

GRI 305: Emissions	305-1 Direct Greenhouse Gas (GHG) Emissions (Scope 1)	P
	305-2 Direct Greenhouse Gas (GHG) Emissions (Scope 2)	P
	305-3 direct greenhouse gas (GHG) emissions (Scope 3)	P
	305-4 Greenhouse Gas (GHG) Emission Intensity	P
	305-7 nitrogen oxides (NOx), sulphur oxides (SOx) and other relevant emissions to air	P
GRI 306: Waste	306-3 waste generated	P
	306-4 waste not sent to landfills	P
	306-5 waste sent to landfills	P
GRI 308: Environmental Assessment of Suppliers	308-1 New suppliers who have been selected using environmental criteria	P
GRI 401: Employment	401-1 New Employee Hiring and Employee Turnover	P
	401-2 Full-Time Employee Benefits That Are Not Available to Temporary or Part-Time Employees	P
GRI 403: Health and Safety at Work	403-1 Occupational Health and Safety Management System	P
	403-2 Hazard Identification, Risk Assessment, and Accident Investigation	P
	403-3 Occupational Health Services	P
	403-4 Worker Participation and Consultation on Occupational Health and Safety Programmes and Communication	P
	403-5 Training of workers in occupational health and safety	P
	403-6 Promotion of workers' health	P
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	P
	403-9 Accidents at work	P
GRI 404: Training and Education	404-1 Average number of training hours per year per employee	P
	404-2 Employee Upskilling and Transition Assistance Programs	P
GRI 405: Diversity and Equal Opportunities	405-1 Diversity in governance bodies and among employees	P
	405-2 Ratio of basic wage to women's pay compared to men	P
GRI 406: Non-Discrimination	406-1 Incidents of discrimination and corrective measures taken	P
GRI 413: Local Communities	413-1 Operations with the involvement of the local community, impact assessment and development programmes	P
GRI 414: Social Evaluation of Suppliers	414-1 New suppliers who have been selected using social criteria	P