



MANY GOALS ONE PURPOSE

2025 Sustainability Report

LETTER TO OUR STAKEHOLDERS

The year 2025 unfolded within a highly complex framework, characterised by constantly evolving geopolitical dynamics and shifting international balances. In this scenario, that requires careful analysis and a high degree of adaptability, **the solidity of Pietro Fiorentini Group** has ensured the continuity needed to face challenges and seize opportunities with **responsibility and long-term vision**. Despite the current uncertainty in the sector, our organisation successfully navigated increasingly fragmented, competitive and digitalized markets, while also consolidating the internal re-organisation carried out the previous autumn. At the same time, we focused on maintaining a strong presence across our various areas of activity – from traditional energy sources to renewables, from data management to environmental solutions, right through to water networks.

Our daily challenge, in such an articulate context, has been to **manage that complexity and distil it**, learning to bring together the many facets that characterise an ecosystem as vast as ours into a few clear strategic guidelines. A commendable endeavour to which we have been committed and remain committed, aimed at embracing the various nuances, dimensions and perspectives and bringing them together under a common denominator: our universal values.

Such unity of intent allows us to generate a tangible and lasting impact, transforming a multifaceted drive toward multiple goals into a coherent path, guided by our *purpose*.

It is precisely in this spirit that we have maintained our focus on research and development, as well as on advancing the M&A strategy, to both respond to and anticipate changes in the sector in a balanced manner. Here too, we aligned our efforts and our constant drive for improvement, channelling them into a single focal point: the realisation that excellence relies on solid structural foundations. This concept has taken shape in the **adoption of a new Group governance structure**: not merely a formality, but an essential step towards harmonising our decision-making processes and consolidating a vision that is simultaneously integrated across its various facets, interconnected throughout its global dimensions and firmly projected towards the challenges of the future.

We look to the future, strengthened by this structural solidity, which is an essential prerequisite for **achieving a kind of growth that we define as sustainable precisely because it is capable of generating value over time**. Sustainability is a tangible commitment that balances technological development and a comprehensive respect for resources, ensuring that every step we take translates into a positive impact for the environment, for our people and for the entire community.

Mario, Cristiano and Paolo Nardi

HIGHLIGHTS

503.5 M€

Group turnover in 2025

60.5 M€

Group's Gross Operating Margin in 2025

1.6%

of turnover invested in Research and Development

Bronze medal

according to the EcoVadis certification

HIGHLIGHTS

-66%

Scope 1 and 2 emissions of Pietro Fiorentini S.p.A. by 2030

73%

Group's electricity consumption from renewable sources

76%

waste intended for recycling, reuse and other recovery operations

B-

in the Carbon Disclosure Project rating related to the fight against climate change

ENVIRONMENTAL

2,838

collaborators all over the world

85%

employees covered by an ISO 45001-certified management system

78%

employees involved in at least one Kaizen event/week

86%

of local suppliers

SOCIAL

520 M€

distributed economic value

Publication of the new Group

code of ethics

Definition of the Group

risk appetite

9

SA 8000 audits on critical suppliers to verify compliance

GOVERNANCE

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MANY VOICES ONE IDENTITY

1.1 Pietro Fiorentini Group

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1.1 Pietro Fiorentini Group

Pietro Fiorentini, a historical company of north-eastern Italy, is now an international reference for its solutions in the fields of **natural gas, biomethane, hydrogen, water, grid digitisation and circular economy**.

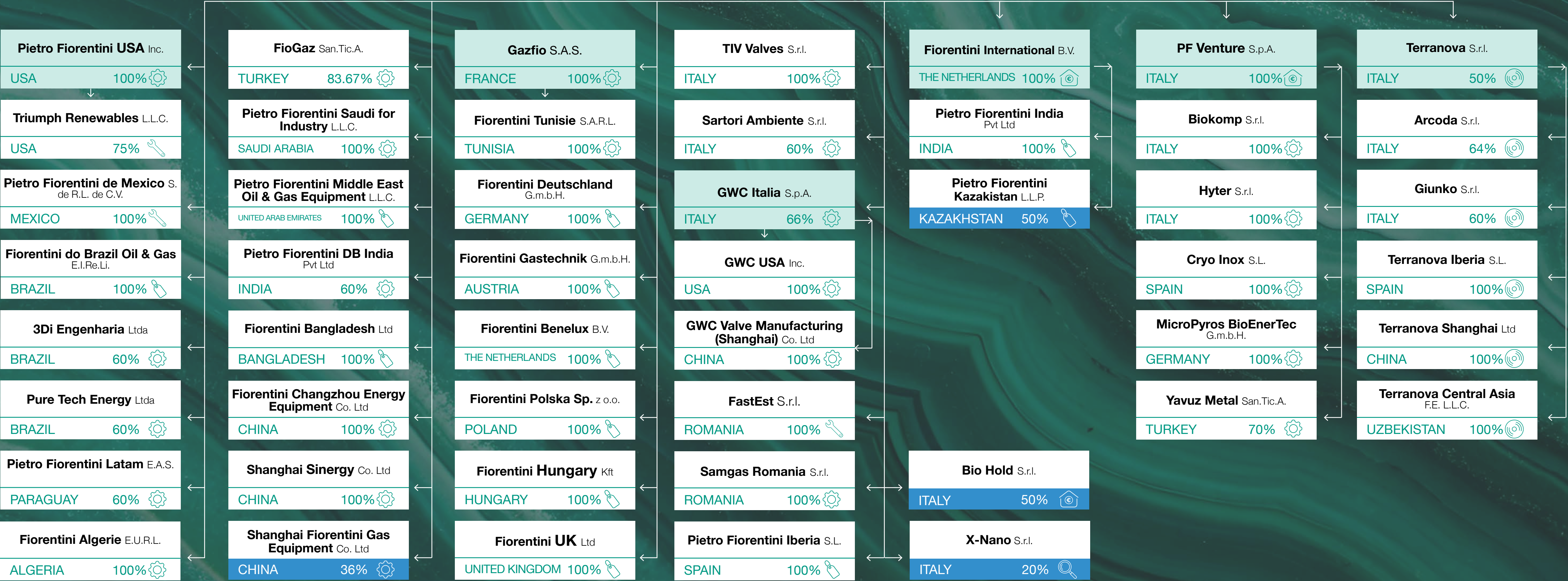
A journey built on **technological innovation, engineering expertise and a strategic vision** capable of anticipating changes in the sector, within a challenging and ever-changing context in which the energy transition and digital innovations are constantly redefining priorities and models.

Since the early 2000s, the adoption of **lean management** has helped improve operating models by streamlining decision-making processes, optimising resources and making management more agile and effective.

Building on more than **85 years of experience**, the Group continues to provide advanced solutions to improve infrastructure efficiency and reduce emissions, with the aim of building a sustainable future for present and future generations.



2025 Group structure



Full consolidation
method for subsidiaries

Equity consolidation
method for associates



Trading
Company



Trading and
Manufacturing
Company



Software
House



Service
Company



R&D
Technologies



Holding
Company

In 2025, the Group received several important awards recognising its results and management model:

EcoVadis Certification

As further evidence of the strength of its sustainability programme, Pietro Fiorentini was awarded an EcoVadis **bronze medal**¹, placing it among the top 35% of companies assessed globally.

CDP rating

The rating developed by the non-profit organisation Carbon Disclosure Project (CDP) assesses organisations' environmental impact; In 2025, Pietro Fiorentini achieved a **B- rating** for its strategies and actions to **tackle climate change** and engage suppliers on environmental sustainability issues.

Sustainability Award

Pietro Fiorentini has been selected as one of the **75 national leaders** in two prestigious rankings organised by Kon Group and ELITE: **Integrated Finance**, for its ability to link sustainability to economic and financial indicators, and **ESG Innovation for Sustainability**, for the impact of its innovations on environmental and social sustainability.

Champion Enterprise

For the seventh consecutive year, Pietro Fiorentini ranked among the **top 300 Italian companies** with turnover of between EUR 120 million and EUR 500 million, based on research conducted by the ItalyPost Research Centre.

Best Managed Company

For the fifth consecutive year, Pietro Fiorentini received the award recognising **Made in Italy business excellence** promoted by Deloitte, ALTIS, ELITE and Confindustria.

Developments in the ambidextrous organisational model

To cope with the complexity of the market environment, the Group has consolidated its **ambidextrous organisational model**, which allows the traditional hierarchical structure to be complemented by teams dedicated to managing projects using **agile methods**.

With this in mind, the **R&D** (Research & Development) area was reorganised in 2025, with a view to strengthening technical effectiveness and the coordination of innovation activities. The function is now organised along two main dimensions:

- **Projects**, led by Chief Engineers, who are responsible for coordinating the teams involved in research and development activities and ensuring alignment with customer needs and the company's strategic objectives;
- **Disciplines**, organised into centres of technical expertise coordinated by Technical Leaders, who are responsible for professional development, specialist support and the growth of the working groups.

Chief Engineers and Technical Leaders work together synergistically to ensure the success of projects and the development of skills within teams.

The **Funding team** also operates within the R&D Energy Grid Technologies area. It evaluates strategic calls for proposals and opportunities, aligns proposals with the needs of the business areas, supports the drafting and management of funded projects, disseminates best practices and provides training. The Group has consolidated its ability to attract **strategic funding**, having secured various grants over the years through the National Recovery and Resilience Plan (PNRR) as part of the Next Generation EU programme and the European Commission's Horizon Europe framework programme.

This result is due not only to the organisation's technical excellence but also to the work of the Funding team, which underwent a reorganisation in 2025 with the aim of responding more promptly and effectively to opportunities arising from the current environment.

Pietro Fiorentini's current operating model enables the organisation to ensure, on the one hand, greater timeliness in the development of new solutions and, on the other, continuous improvement in terms of quality, productivity and customer service.

The Group was reorganised into five business areas, including three Strategic Business Units (SBUs), each with a specific mission and a stronger focus on its own areas of expertise.

¹ Further information on the EcoVadis medal system is available at this [link](#)

1.2

Gas & Water Solutions for Utilities

Innovation, a key element in guaranteeing **quality, safety and sustainability**, is at the heart of strategies for the digital transformation of **gas and water transmission and distribution** infrastructure. Through its Gas & Water Solutions for Utilities SBU, the Group develops integrated solutions that combine advanced technologies for regulating and monitoring grids, reducing losses, optimising consumption and improving infrastructure resilience.

The SBU includes high-, medium- and low-pressure regulators, stabilisers, filters, meters, grid monitoring and volume conversion devices, gas quality analysers, odourisation systems, and field and remote data management services provided by Pietro Fiorentini S.p.A.'s **Commercial & Residential and Transmission & Distribution** divisions. It also includes regulator manufacturing

activities carried out by subsidiaries **Gazfio, Pietro Fiorentini (USA) and Fiorentini (Changzhou) Energy Equipment**, gas meter production by **Pietro Fiorentini DB India**, and water meter production by the Turkish company **Yavuz Metal**.

Research and development activities, which have intensified in recent years with the aim of ensuring better performance for **gas and water grids**, are focusing on the integration of advanced metering systems, process digitisation and optimisation of operational management, with a direct impact on infrastructure sustainability and safety.

The Group's investments have continued in this direction, with the ongoing **development of smart solutions and innovative technologies** for monitoring and measuring consumption, with the aim of providing

water utilities with cutting-edge tools for water management.

The Group's commitment to this sector is also reflected in its active role within **A.C.I.S.M.** (Association of Italian Meter Manufacturers), where Pietro Fiorentini chairs a working group dedicated to defining innovative **standards for smart water meters**, in order to ensure maximum flexibility, quality and competitiveness for utilities.

Flow, integrate, innovate

Water is a vital resource for life, for community cohesion and for the balanced development of regions. Its management requires accountability, continuity of service and transparency, alongside resilient infrastructure and a governance framework capable of integrating **resource protection, operational efficiency and innovation**. In this context, the value generated is not measured solely by industrial performance, but by the ability to ensure equitable access, system reliability and sustainability throughout the entire water cycle.

Pietro Fiorentini is continuously investing in the development of a specialist platform designed to make networks more efficient, resilient and sustainable, thereby creating value for stakeholders and local communities. The **integrated solutions** developed by the SBU, in collaboration with the Group companies operating in the water sector — Terranova, Arcoda and Yavuz Metal — enable us to support utilities in the digital transformation of their management processes.

The **measurement and remote control solutions** are a key enabler of the modernisation of water infrastructure: Smart meters, advanced sensors and digital platforms ensure accurate insight into flows, real-time monitoring and the prompt management of critical issues.

In this context, advanced technologies are constantly being developed to **improve operational efficiency**, process control and the overall sustainability of networks. These include advanced systems for managing arrears, smart pressure measurement, multi-channel communication modules and the **solutions designed in accordance with ecodesign principles**, contributing to environmental sustainability and the sector's ongoing technological evolution.



GEDRA: the advanced meter for the grids of tomorrow

In 2025, the **Pipe 4.0²** project, in which Pietro Fiorentini was one of the partners, came to an end. It established a new paradigm for the **assessment of the quality and calorific value of distributed gas**, partly as a result of the increasing injection of hydrogen and biomethane into the network.

The result of this project is the **GEDRA (Gas Energy Density Raman Analyser)**, a product capable of providing comprehensive measurements of the parameters of a wide range of gases in injection and distribution

chambers, thereby enabling increased use of alternative green gas sources such as biomethane and hydrogen-enriched natural gas.

The meter has already been successfully field-tested as part of the **national trial** in Castelfranco Emilia, launched in 2022 by **Hera Group**, for which Pietro Fiorentini supplied:

- **NexMeter** meters, capable of measuring mixtures of methane and hydrogen,
- a **gas injection station for pressure reduction and metering**, capable of handling mixtures con-

taining up to 10% hydrogen and integrated with remote metering and reading systems,

- the **GEDRA**, for measuring gases with increasing concentrations of hydrogen.

This product, officially unveiled at the **ATTRACT Final Conference** in July 2025, has been designed to carry out rapid, automated and comprehensive measurements of gas parameters in injection and distribution cabinets under any environmental conditions, including remote and unmanned locations.



² The [Pipe4.0](#) project is funded by the European ATTRACT Consortium under Horizon 2020 to support innovative research and development projects involving academia, the research community and industry.

1.3

Oil & Gas Process Solutions and Valves

Building on its 85 years of experience in the industry, the Group develops **advanced solutions along the entire natural gas supply chain**, from extraction to processing, storage and transport. **Metering, regulation, control**: no aspect is overlooked, ensuring comprehensive support for industry operators in optimising resource management. The ability to innovate translates into the implementation of advanced valves, multiphase measurement systems and engineered solutions to meet the needs of a market increasingly focused on efficiency and sustainability.

The Oil & Gas Process Solutions and Valves (PSV) SBU comprises complete gas pressure reduction, metering and filtration systems manufactured to customer specifications, particularly for **EPC** (Engineering, Procurement and Construction)

companies and upstream energy companies. These systems are delivered by Pietro Fiorentini S.p.A.'s **Engineering & Operations** division, while its **Service PSV** division provides field services. The SBU also includes valve manufacturing by subsidiaries **TIV Valves** and **GWC USA**, engineered solutions from **Gazfio**, **FioGaz** and **Fiorentini Algerie**, and service activities carried out by **Pietro Fiorentini de Mexico** and **Pietro Fiorentini Saudi Branch**, Pietro Fiorentini's branch in Saudi Arabia.

In terms of improvement projects, in 2025 the SBU undertook a **comprehensive review of the quotation processes**, order management and product range, with a view to responding even more effectively to market demands. **North Africa, the Middle East and South America** are the geographical areas with the most promising initiatives.



1.4 Renewable Solutions

The Renewable Solutions Strategic Business Unit is positioned at the centre of the Group's strategy for the energy transition, developing advanced technologies and solutions for the **production and processing of renewable gases**. Through a synergistic approach encompassing research, industrialisation and implementation, the SBU operates along three main lines: **biomethane, hydrogen** and **e-fuels**. The aim is to accelerate the decarbonisation of energy grids by optimising existing infrastructure and integrating innovative technologies for increasingly efficient and sustainable production.

The SBU includes biogas, biomethane and power-to-gas systems, as well as field and remote data management services provided by Pietro Fiorentini S.p.A.'s **Biomethane** and **Power-to-X** divisions. It also encompasses biomethane plant production by **Gazfio**, liquefaction plants by **Cryo Inox**, compressors by **Biokomp**, electrolyzers by **Hyter**, **MicroPyros** **BioEnerTec**'s

biological methanation technology, investments in biomethane plants by **Bio Hold** and **Triumph Renewables**, and **X-Nano**'s nanotechnology-based solutions.

In 2025, the Group acquired 100% of the shares in Cryo Inox and Biokomp, as well as a majority stake in the Brazilian company 3Di Biogás.

With this latest acquisition, the Group has expanded into the South American renewable energy market: based in Foz de Iguaçu, in the state of Paraná, 3Di Biogás is **the first company in the country to have introduced solutions based on membrane technology** for use in biogas purification plants, supplied and operated on an **energy-as-a-service basis**, and was also recognised as the second-best organisation in the country at the Fórum Sul Brasileiro de Biogás e Biometano in the spring of 2025.



Biomethane: new perspectives

The Group's commitment to the biomethane sector has been consolidated over the years through projects aimed at enhancing the efficiency of the production chain. The offering includes **complete solutions for the treatment** and processing of biomethane, **from upgrading to grid injection or liquefaction**, to meet customers' needs at every stage of the process. Technological solutions are complemented by a modular **service model with flexible contract terms**, offering customers support tailored to their specific needs.

The Group's biomethane projects include **Bio FARM, an experimental research facility** located at the wastewater treatment plant in the German city of Straubing, which aims to innovate biomethane production by producing gas mixtures on site from sewage gas and sewage sludge. In 2025, the trial focused on improving the reliability and **productivity of the biomethanation plant**, which has an intermittent supply of gas and energy inputs, by optimising the growth phase of the microorganisms, thereby achieving the expected methanation performance in a shorter time.



SEMPRE-BIO

In 2025, the **SEMPRE-BIO** project (an acronym for SEcuring doMestic PProduction of cost-Effective BIO-methane), co-funded by the **Horizon Europe** programme³, continued. The project aims to develop and integrate innovative technological solutions to improve biogas upgrading, thereby reducing operating costs and promoting more sustainable alternatives to fossil fuels.

As one of the 17 European partners in the consortium, **Cryo Inox** is participating in the project as the developer and validator of an innovative cryogenic technology, known as **cryoupgrading**, which enables the

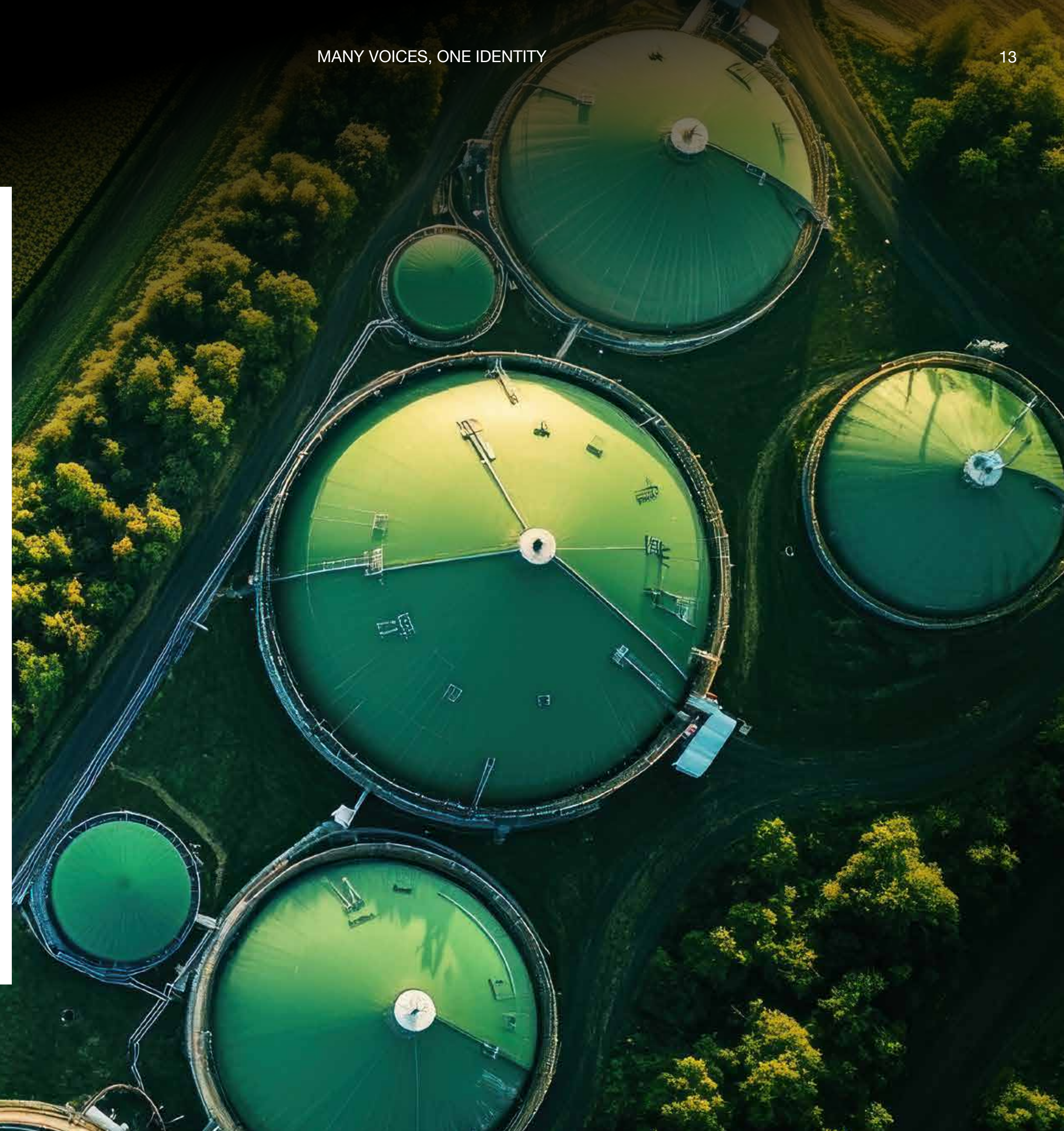
separation of biogas into two distinct streams: liquid biomethane (bio-LNG) and liquefied CO₂.

This pilot project aims to assess the **technical and economic viability of small-scale biogas plants** (capacity of less than 100 m³/h), which are typically not covered by the main incentive schemes, with the aim of exploring their potential for replication across Europe.

During 2025, following the completion of installation, commissioning and start-up activities, the **demonstration plant located in Adinkerke (Belgium)** began operations, enabling the production of the first

samples of liquid CO₂. The plant has been designed to carry out the **cryogenic upgrading of biogas**: The methane is liquefied, then regasified and fed back into the process, whilst the captured CO₂ is liquefied and used for experimental purposes in other areas of the project.

Following the completion of the consolidation and technological optimisation phase, a further operational campaign at the plant is scheduled for the first half of 2026, with the aim of collecting experimental data to support the final assessments of the project.



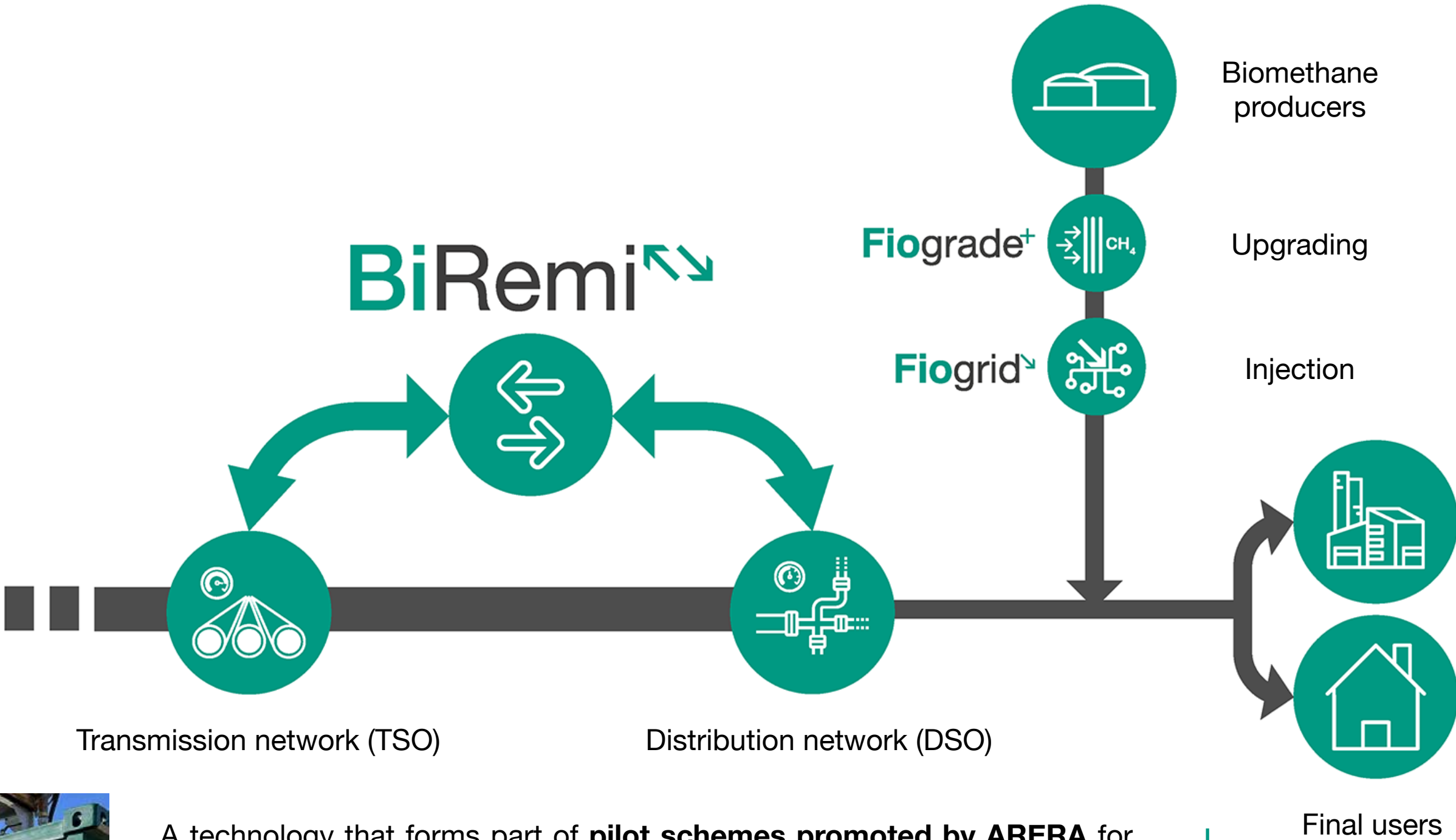
³Horizon Europe is the European Union's research and innovation programme for the 2021-2027 period. It is the world's largest transnational research and innovation programme with a total budget of 95.5 billion, which includes the 5.4 billion earmarked for the Next Generation EU recovery plan.

The ‘zero-kilometre green gas’ project continues

The **BiRemi™** project continues in Italy: In September 2025, the Finale Emilia (MO) plant, built in collaboration with AS Retigas (AIMAG Group), **reinjected the first cubic metre of gas** from the local distribution grid into the national transmission grid.

The pioneering plant in Emilia was followed by **four additional systems**, which were successfully designed, manufactured, installed and tested during the year. BiRemi™ enables **bidirectional management of natural gas flows** and ensures maximum safety when gas passes from distribution grids to transmission grids.

Thanks to an advanced control and safety system, BiRemi™ can manage flow direction autonomously, monitor grid conditions in real time and use control logic to respond promptly to changes in operating conditions.



A technology that forms part of **pilot schemes promoted by ARERA** for projects aimed at optimising gas infrastructure through facilities capable of recompressing and safely reinjecting locally produced, unused gas into high-pressure networks.

Making the most of resources, for Pietro Fiorentini, also means this: Making the most of resources, for Pietro Fiorentini, also means providing practical support for decentralised biomethane production, reducing waste and optimising the use of existing infrastructure, thereby enabling increasingly smart management of the gas system.

Hydrogen: empowering the future

The hydrogen sector is **a strategic area of development**, with investments focused on research into solutions for transport, storage and optimisation of production technologies. Pietro Fiorentini aims to take and maintain a leading role in this business, with the goal of overcoming current limitations by enabling the traditional grid to receive increasing percentages of this green molecule.

A significant milestone in the Group’s research and development activities is the completion of the **test and validation facility for electrolyzers** at the Arcugnano plant, where, in 2025, a thorough validation phase was carried out on the electrolytic cells, which were tested individually prior to their installation in the electrolyser. This approach has made it possible to collect a large set of experimental data to support the ongoing optimisation, development and improvement of the technology.

The **electrolytic cells** were also assembled on a dedicated production line, specifically designed to ensure quality control and adherence to the correct sequence of operations, thereby guaranteeing high standards of reliability in the final product.

Sirius

The **Sirius** project continues, dedicated to the development of a **megawatt-scale electrolyser based on AEMWE technology** (Anion Exchange Membrane Water Electrolysis). **Hyter** was responsible for the design, engineering and construction of the stacks for the production of **green hydrogen**, generated without the use of fossil fuels. The electrolyser was completed in 2025 and is now installed at the site of partner **INRETE Distribuzione Energia**, a Hera Group company, where trials continued through a structured programme of testing and commissioning of the entire plant and its associated equipment. The SIRIUS project has received funding from the National Recovery and Resilience Plan (PNRR), M2C2I3.5 – NextGenerationEU.



Maprefra

Also in 2025, as part of a project funded by the Ministry of Enterprise and Made in Italy (**MIMIT**), by Next Generation EU and in collaboration with **MADE** Competence Centre, Pietro Fiorentini developed Maprefra, an **innovative machine** for use in the assembly process of Hyter’s electrolyzers. The new equipment, which meets **Industry 4.0** requirements, optimises defect detection, reducing rework and overall assembly time while also improving operator ergonomics.



PUSH2Green

The PUSH2Green project (**Production, Use and Sustainability of Green H₂**) envisages the installation, by mid-2026, of an electrolyser and a blending station at the Sicilian company Bono & Ditta, in collaboration with the **University of Palermo** and other partners, to produce green hydrogen for injection into the gas distribution network. During the course of the project, a demonstration plant using alkaline technology will be developed on a laboratory scale and tested by the CNR (National Research Council) in Catania.

The electrolyser will be fed with **seawater** to ensure the full sustainability of the production process. A treatment system will be developed at prototype scale and tested to reduce water hardness and salinity to **levels suitable for electrolysis**, generating data for industrial development.

An **anion-exchange electrolyser**, manufactured

by Pietro Fiorentini and Hyter, will be installed at the company’s site and **connected to the existing photovoltaic system**, in order to compare the two technologies and assess their potential for scale-up. The hydrogen produced will be fed into the internal natural gas grid via a blending and injection system, also developed by Pietro Fiorentini.

Upon completion of the project, the data collected on energy production and hydrogen and methane consumption will be used to carry out a technical, economic, sustainability and environmental impact analysis of the entire process, with the aim of promoting **sustainable industrial development**.

The PUSH2Green project has received funding from the National Recovery and Resilience Plan (PNRR), M2C2I3.5 – NextGenerationEU.

E-Fuels: decarbonising complexity

E-fuels are gaseous or liquid fuels of **non-biological origin**, produced using renewable electricity – it is precisely this raw material that distinguishes them from biofuels, where, by contrast, the energy source comes from biomass. Although still at an experimental development stage, these solutions offer the potential to **decarbonise energy-intensive sectors** such as aviation and maritime transport. The advantage of e-fuels lies in the fact that, like biofuels, they can use the same infrastructure as their fossil equivalents.

E-methane, for instance, can play a crucial role in the decarbonisation of existing gas grids without requiring substantial infrastructure reconversion, resulting in significant cost savings. The Group constantly monitors developments in the sector, evaluating investment opportunities and partnerships to accelerate the **integration of e-fuels into existing energy infrastructure**, while diversifying the mix of solutions for the energy transition.

With regard to the **SynBioS** (Syngas Biological Storage) power-to-gas plant that Pietro Fiorentini is building for **Hera Group**, the engineering phase of the project has been completed. The main parts of the plant, including the methanation reactors, electrolyser, compressors, upgrading system, and power supply and control cabins, have been delivered to the construction site. The project is currently in **the construction phase**, with the plant scheduled to start up by the first half of 2026.

The potential of turquoise hydrogen

The **SPiRiT**⁴ project (Sustainable, Innovative and Revolutionary Production of Turquoise Hydrogen), the result of a collaboration between Pietro Fiorentini, X-Nano, Enipower, Edison, Ampere Transition and the University of Milan-Bicocca, involves the development of a **pilot plant** for the production of turquoise hydrogen. **X-Nano**, the start-up in which Pietro Fiorentini holds a stake, has developed the technology underpinning the entire project, for which it has also filed a patent application.

This form of hydrogen is obtained by the **pyrolysis of methane**: Natural gas is broken down into gaseous hydrogen and solid carbon, making the process more sustainable, as no carbon dioxide emissions are produced. The **solid carbon** produced can be used in a variety of applications, from the steel industry to batteries.

The potential of turquoise hydrogen is not limited to the fact that it produces no CO₂. The process is, in fact, **much less energy-intensive** than electrolysis and is not affected by the fluctuations typical of renewable energy, as it also uses natural gas as a fuel.

Once the pilot phase has been completed, the second phase of the project will involve the **design of the industrial version** of the plant, tailored to the needs of end users and its potential use in Enipower and Edison district heating systems.



⁴SPiRiT is a project that will run until 2027 as a regional programme funded by the European Regional Development Fund (ERDF) 2021–2027. It is funded with the support of the European Union, the Italian State and the Lombardy Region, in accordance with Regulation (EU) No. 2021/1060, as amended, Articles 46, 47 and 50, and Annex IX. Misura Collabora & Innova is the Lombardy Region’s call for proposals aimed at promoting complex industrial research and experimental development projects carried out in collaboration between SMEs, large enterprises and research organisations, with a view to encouraging major strategic investments in the development of product or process innovations.

1.5 Software Solutions

The evolution of the energy sector also involves digital transformation, an area in which Pietro Fiorentini Group is active with **advanced software solutions for utility management, process digitisation and operational optimisation**.

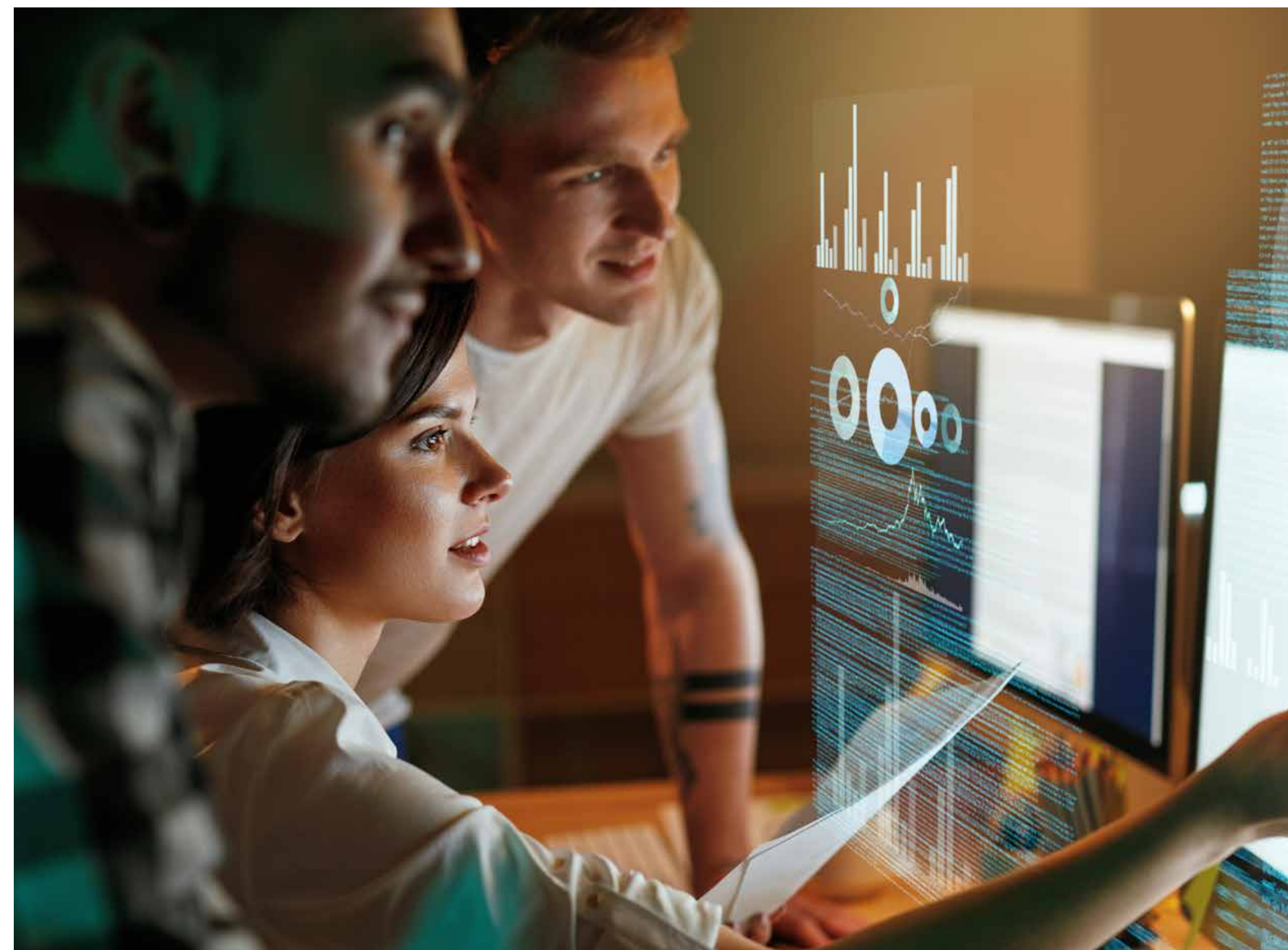
The software business area focuses on the development of integrated technologies for monitoring, predictive analysis and grid efficiency, supporting customers in digital transition and sustainability-related paths. It is within this context that **Terranova**⁵, a company within the Group, drives innovation in the sector with a range of solutions designed for companies operating in the public utilities sector: Gas - electricity - water - waste

Terranova, a **Benefit Corporation** since 2023, has been a leading player in utility digitisation for 25 years, developing scalable web- and cloud-based software platforms for

intelligent resource management. The solutions we have developed are flexible and modular, effectively incorporating the most advanced technologies, and are designed to meet any market requirement in the sectors of energy distribution and supply, integrated water services, environmental management and smart networks.

In 2025, the company grew through **the recruitment of 70 new employees**, expanding its activities across several geographical areas, including Spain and the United States, where it established new strategic partnerships. As further evidence of the year's positive performance, the company was recognised by **Industria Felix**, an economics and finance magazine published as a supplement to *Il Sole 24 Ore*, as **the best company in the innovative services sector**.

The following are part of the Terranova Group: The Terranova Group includes **Arcoda**, which develops advanced software solutions and applications for managing utilities and field teams; **Giunko**, which specialises in the digitisation of circular economy services; and **HPA**, which designs and implements bespoke predictive analytics systems using machine learning and deep learning techniques. This long-standing partnership was further consolidated in 2025 through the **acquisition of 100% of HPA**, a move aimed at increasing investment and commitment to innovation, including AI-based solutions.



⁵Further details on Terranova's sustainability initiatives can be found in the Sustainability Report on the company website at [this link](#).

1.6 Waste Solutions

Efficient waste management is a strategic element in the **transition towards circular-economy models**. In this context, the Group promotes innovative solutions for optimising separate waste collection, the **treatment of waste** and the automation of management processes, through advanced technologies and digital solutions, with the aim of reducing environmental impact and pursuing its purpose of making the most of resources.

Among the Group's companies, **Sartori Ambiente** is the reference for the development of advanced waste management systems.

Based in the province of Trento, the company develops solutions for the **separate waste collection ecosystem**: from bins and composters for effective collection management to monitoring and optimisation software, integrating IoT technologies for data analysis and the automation of operational workflows.

For the sector's transformation, digital innovation is a key factor, embodied by **DNA Ambiente**, the industrial hub created by integrating four Group companies: Sartori Ambiente, Terranova, Arcoda and Giunko. This platform represents a **digital ecosystem for urban waste management**, based on advanced mapping tools, artificial intelligence and data analysis.



The solutions developed make it possible to **optimise the routes taken by collection vehicles**, reducing mileage and CO₂ emissions, and to apply accurate billing through the use of containers equipped with smart TAGs. Digitisation also makes it possible to **automate the recognition of waste delivered**, improving flow management and combating urban decay through generative artificial intelligence systems and advanced chatbots.



Design thinking for separate waste collection

The **UrbaE** project has introduced a new generation of **ergonomic bins** for household separate waste collection, designed to facilitate smoother movements and reduce physical strain. During the **Ecomondo 2025** trade fair, the project won the **Sustainable Development Award** in the **Circular Economy** category, an accolade received for developing a container designed to improve the efficiency and wellbeing of waste collection workers. For Sartori Ambiente, however, this award is not an end in itself but a step along a broader journey.

UrbaE is based on a **design thinking** approach that starts from the real needs of users — operators, managers and citizens — and prioritises listening before action. The development team's expertise and experience in the field of separate waste collection is a key asset, but it is not the most important factor: The real distinguishing factor is the ability to **question what we know**, allowing real needs to guide the project. This is how **ergonomics, usability and durability** become not merely secondary attributes, but **key criteria for sustainability**.

Sartori Ambiente also aims to contribute to the **economic sustainability of its stakeholders**: For a product to be considered truly sustainable, it

must stand the test of time, be used and generate value. This commitment is reflected in a series of positive initiatives with customers and local authorities:

- In Val di Non (TN), owners of second homes — who are often unable to follow the weekly door-to-door collection schedule — can schedule waste drop-off online to suit their availability;
- **Dolomiti Ambiente**, through the **Junker** app developed by Giunko, aims to digitise access cards, benefiting both the environment and the service provider;
- **CiDiU and Aprica** offer the option of leasing Sartori Ambiente solutions, thereby reducing operating costs and simplifying the management of the technology fleet: Innovation lies not in the product but in the business model.

Today, Sartori Ambiente exports to **over forty countries worldwide**, with an approach that combines high-quality products and solutions with the application of design thinking, guiding its stakeholders along bespoke pathways that offer each one — in different locations and contexts — the most suitable solution.

02

MANY STEPS ONE PATH

2.1 Stakeholder engagement

2.2 The double materiality analysis

2.3 The materiality matrix

2.4 Our ESG goals

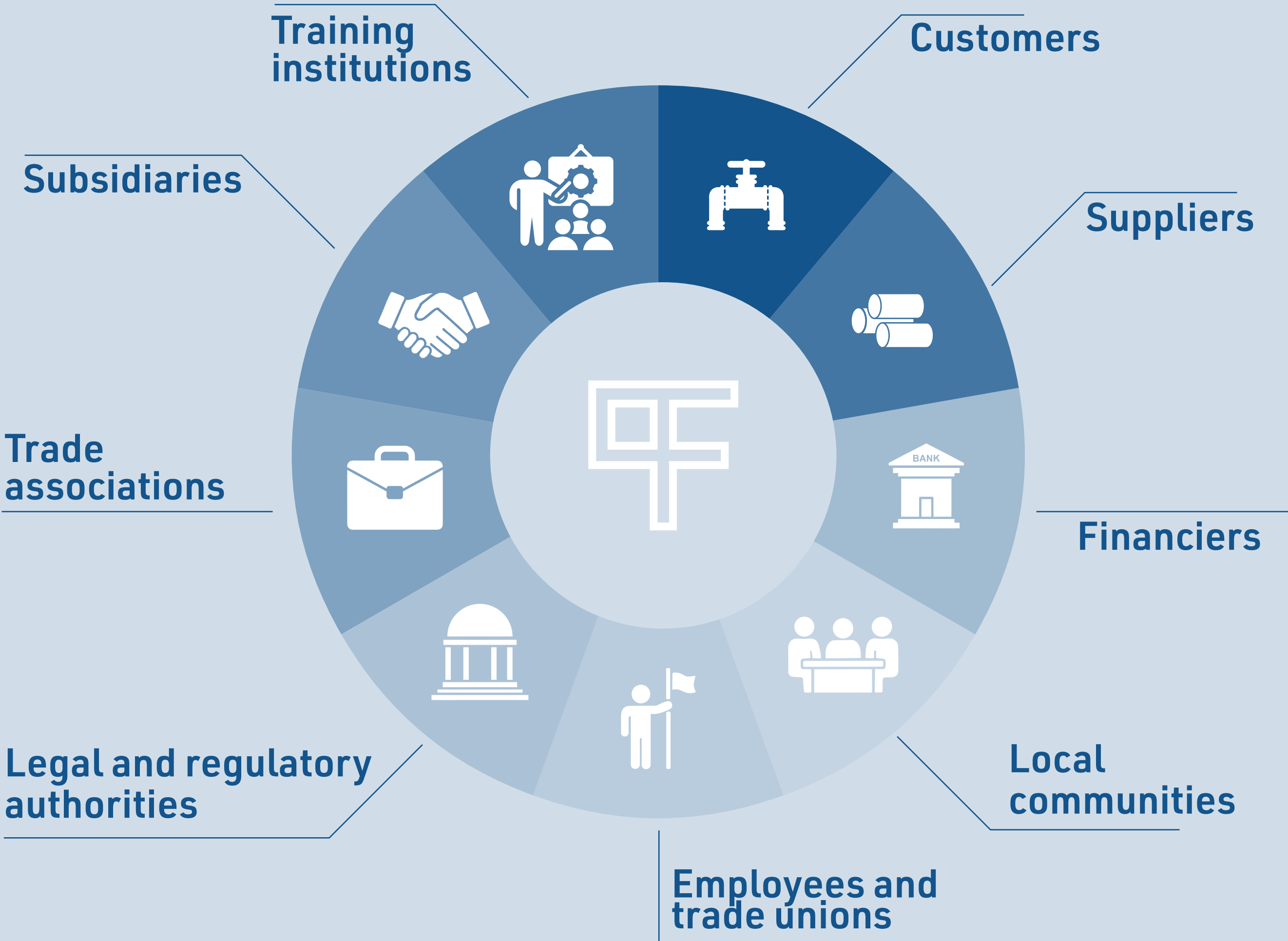
2.1 Stakeholder engagement

Every year, thanks to the **materiality analysis**, Pietro Fiorentini Group identifies and prioritises sustainability issues — economic, environmental and social — that are **most relevant** to the company and its stakeholders. In this process, the involvement of internal and external stakeholders is crucial to building an open and transparent dialogue with them and to ensure that the results are consistent with their expectations, concerns and priorities. The results of this analysis are also used to inform strategic decisions and guide the definition of **sustainability objectives**.

The Group identified its stakeholders through a **mapping and prioritisation** process that considered both the impact stakeholders have on the organisation — for example, in terms of influence and representativeness — and their focus on sustainability issues. This led to the identification of nine key stakeholder categories. This led to the identification of **nine categories of key stakeholders**.

To gain a better understanding of the perspectives of the various stakeholder groups on material issues, **interviews were held with the company functions** responsible for the relevant stakeholder categories (HR, HSE, Legal, Marketing, IT, Corporate Purchasing, R&D, ESG and General Management). These meetings made it possible to integrate the internal and external perspectives into the overall **assessment of impacts, risks and opportunities (IROs)** for each area of expertise.

Stakeholder categories



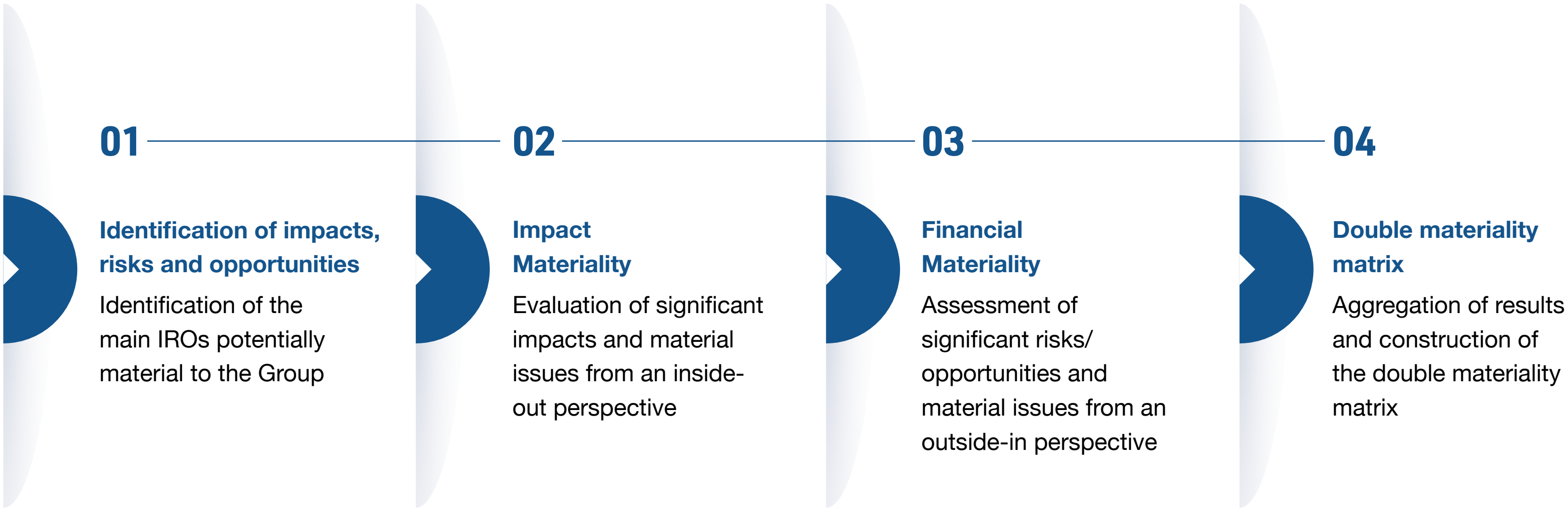
2.2

The double materiality analysis

The **CSRD** (Corporate Sustainability Reporting Directive) established new rules on sustainability reporting at European level by introducing **double materiality**, with the aim of determining whether a sustainability topic or information should be included in the company's sustainability strategy and reporting. The term 'double' is derived from the analysis of two dimensions:

- **"impact materiality"** or **"inside-out"** logic for the assessment of environmental, social and governance areas and issues on which the Group, through its activities, has a significant external impact;
- **"financial materiality"** or **"outside-in"** logic for the assessment of sustainability aspects that may have significant impacts on the company's development and performance and, consequently, on its financial value.

For an **external impact** (impact materiality), or a **risk or opportunity** for the Group (financial materiality), to be deemed material, it must exceed **the materiality threshold** in either the impact or financial assessment. In the double materiality analysis process, the Group refers to the *"Materiality Assessment Implementation Guidance"* issued by EFRAG¹, and has structured the process as follows:



¹ The European Financial Reporting Advisory Group (EFRAG) is a private organisation that provides technical advice to the European Commission, with the aim of defining and updating the European Sustainability Reporting Standards (ESRS) required by the CSRD, on the basis of which this Report has been prepared.

Identification of impacts, risks and opportunities

In order to identify potentially relevant IROs for the Group, an analysis was conducted on the organisation's external context considering best practice, industry and regulatory framework and analysing the internal context, from business model to strategy.

To identify **positive and negative, actual and potential impacts** on the economy, environment and society, various external sources were considered, including the **World Economic Forum's Global Risk Report**, the EU Green Deal, ESRS standards, Global Compact principles, industry standards, material topics from peers and competitors, and company documentation, with the aim of updating the mapping that emerged from the previous year's materiality analysis.

To identify **risks and opportunities**, reporting documents within the **Enterprise Risk Management** (ERM) framework were analysed in order to align with the company's risk assessment and mitigation methodology.

Thanks to the **analysis of the external and internal context**, it was possible to draw up a list of IROs potentially relevant to the Group, indicating which stage of the **value chain** is most affected: *upstream*, that is, all the activities upstream of the company; *company*, where the impact is primarily internal; *downstream*, for all the company's downstream activities.

Impact Materiality

Potentially significant impacts were **assessed by the Group's internal stakeholders** to determine their significance and priority. The impacts identified were divided into positive and negative, actual and potential impacts. Finally, their time horizon was considered by classifying them as **short-, medium- or long-term** impacts.

Following the guidelines of the EFRAG standards regarding evaluation metrics, the **significance of an actual impact** was defined on the basis of severity, assessed in relation to three dimensions:

- **scale:** in terms of the severity of the impact;
- **scope:** in terms of how widespread the impact is;
- **irremediable character:** depending on whether the damage can be remedied (in the case of negative impacts).

For **potential impacts**, in addition to severity, the **likelihood of occurrence** was also assessed.

Impacts with potential **consequences for human rights** were identified as part of the assessment process. In such cases, greater weight was given to the severity of the impact than to its likelihood.

Each assessment was assigned a level of significance – that is, a specific weighting, based on a combination of effectiveness and the depth of the analysis – which contributed to the final grouping of the results into **four categories**: *high*, *medium-high*, *medium-low* and *low*, according to previously determined quantitative thresholds.

Financial Materiality

The risks and opportunities identified may be directly related to the impacts generated but may also stem from other factors, such as exposure to extreme weather events or changes in sustainability regulation. The results of the risk assessment carried out on the Group's main companies were also considered, with a **view to further integrating risk analysis with ESG issues**.

The metrics proposed by EFRAG for assessing the materiality of risks and opportunities were also followed for financial materiality, taking into account quantitative and/or qualitative financial thresholds. Materiality was measured as the **product of the likelihood of occurrence and severity**, i.e. the scope of the potential financial effects generated by the identified risk and/or opportunity. The evaluation method, including qualitative-quantitative metrics, and the subsequent prioritisation were defined in **alignment with the ERM process**.

As with impact materiality, the results were aggregated by assigning weights to internal management assessments. The risks and opportunities were then classified into four categories according to their level of significance, as was done in the previous phase.

2.3

The materiality matrix

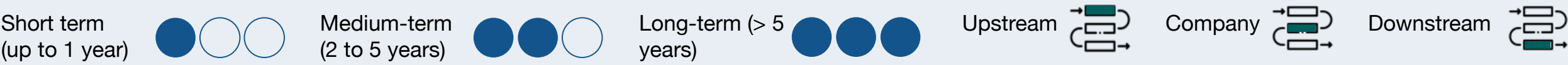
A total of 38 impacts, 29 risks and 12 opportunities associated with **11 material topics** were assessed for the double materiality analysis. The materiality threshold was defined by taking into account impacts that fell into the categories of 'high' and 'medium-high' in the two perspectives.

The following were therefore deemed material: **23 impacts, 16 risks and 6 opportunities.**

The tables below summarise the most **significant IROs for each material topic**, generated (Impact Materiality) and experienced (Financial Materiality), across the three dimensions of sustainability.



Governance IROs



Material topic	Description of topic	ESRS Topic ²	IRO description	IRO type	Time horizon	Value chain ³
Sustainability governance	Ensuring the integration of ESG issues into the business model, strategy and risk analysis	G1 Business conduct	Building strong relationships with suppliers, based on reliability and transparency, through compliance with contractual terms and payment schedules	Actual positive impact		
		Entity-specific	Creating value for stakeholders with an interest in the company’s results and for those with whom the company has business relationships	Actual positive impact		
		G1 Business conduct	Failure to implement an ESG strategy that is integrated with business priorities, in response to customers’ expectations and requests (e.g. calculating a product’s carbon footprint)	Risk		
		G1 Business conduct	Accessing ESG funding linked to the achievement of sustainability objectives	Opportunity		
		G1 Business conduct	Potential misalignment between the governance system and best practice (e.g. MBOs linked to sustainability targets, management of the corporate scope, etc.)	Risk		
		Entity-specific	Oversight of subsidiaries is to be strengthened in line with the growing complexity of the Group’s operating environment	Risk		
		Entity-specific	Financial and reputational damage arising from legal proceedings for infringement of third parties’ intellectual property rights.	Risk		
		Entity-specific	Economic and reputational damage due to an external hacker attack, compromising the security of the entire corporate network and loss of confidential information	Risk		

²This column sets out the ESRS reference topic in the environmental, social or governance sphere; The term ‘Entity-specific’ has been applied to IROs that are specific to the Group and do not refer to the standards.

³The stage of the value chain most affected has been entered in this column from among the following: “upstream”, i.e. all the Group’s upstream activities; “company”, where the impact is primarily internal; “downstream”, i.e. all the Group’s downstream activities.

Governance IROs



Material topic	Description of topic	ESRS Topic	IRO description	IRO type	Time horizon	Value chain
Business ethics	Operating loyally and fairly, in compliance with the law	G1 Business conduct	Promoting a corporate culture based on the principles of ethics and integrity, and addressing issues of active and passive bribery, thereby helping to convey these values to external stakeholders	Actual positive impact		
	Creating adequate internal control systems and promoting a culture of integrity and honesty to build trusting relationships with stakeholders	G1 Business conduct	Sanctions and criminal liability due to inadequate regulatory compliance, owing to the difficulty of overseeing the Group's various businesses	Risk		
	Promote employee training on ethical issues.	G1 Business conduct	Strenghtening of the internal control system through compliance and internal audit functions at Group level	Risk		
	Ensure respect for human rights.	G1 Business conduct	Possibility of incurring in administrative sanctions, criminal charges against individuals and corporate sanctions for improper waste management, industrial discharges and atmospheric emissions	Risk		

Environmental IROs

Material topic	Description of topic	ESRS Topic	IRO description	IRO type	Time horizon	Value chain
Energy transition	Strengthen decarbonisation efforts through innovation and digitisation, while optimising infrastructure efficiency.	Entity-specific	Developing solutions to support grid digitisation and the energy transition, with a particular focus on biomethane	Actual positive impact		
	Develop partnerships to identify technologies that support the reduction of CO ₂ emissions and promote a sustainable future.	E1 Climate change	Loss of business opportunities in the green gas sector due to difficulties in developing technologies and delays in time-to-market compared with competitors	Risk		
		E1 Climate change	Opportunities for increased turnover arising from businesses linked to grid digitisation and green gases, partly thanks to public incentives	Opportunity		

Environmental IROs

Short term
(up to 1 year)

Medium-term
(2 to 5 years)

Long-term
(> 5 years)

Upstream

Company

Downstream

Material topic	Description of topic	ESRS Topic	IRO description	IRO type	Time horizon	Value chain
Climate change	Promoting the implementation of projects dedicated to monitoring and reducing greenhouse gases at Group level Developing energy efficiency initiatives and improving the energy resilience of infrastructure	E1 Climate change	Generation of indirect Scope 3 greenhouse gas emissions related to activities along the value chain	Actual negative impact		
		E1 Climate change	Generation of direct Scope 1 and indirect Scope 2 greenhouse gas emissions related to fossil fuel and electricity consumption at Group production sites and offices	Actual negative impact		
		E1 Climate change	Loss of market competitiveness caused by a shift in customer demands towards solutions with a lower environmental impact (reduction in the company’s and product’s carbon footprint)	Risk		
		E1 Climate change	Potential economic losses and infrastructure damage due to extreme weather events	Risk		
Circular economy	Promoting circularity principles in waste management and in the development of new products, with particular attention to environmentally friendly materials and packaging	E5 Circular economy	Environmental impacts resulting from the marketing of products not designed in accordance with ecodesign principles and from the lack of a sustainable procurement process	Actual negative impact		
		E5 Circular economy	Generation of waste linked to direct production activities and destined for disposal	Actual negative impact		
Water resource	Promote water recycling and reuse while encouraging water-saving practices. Optimise water infrastructure efficiency while ensuring quality and environmental sustainability.	Entity-specific	Development of solutions to support the green transition in water management and grid digitisation	Actual positive impact		
		E3 Water and marine resources	Reduction in the region’s water availability, particularly in areas experiencing water stress, due to water withdrawals, consumption and discharges during business operations	Actual negative impact		
		E3 Water and marine resources	Opportunities for turnover growth arising from water management and grid digitisation	Opportunity		

Social IROs

Short term
(up to 1 year)

Medium-term
(2 to 5 years)

Long-term
(> 5 years)

Upstream

Company

Downstream

Material topic	Description of topic	ESRS Topic	IRO description	IRO type	Time horizon	Value chain
Health and safety	Promoting a 'safety first' culture throughout the Group to prevent and monitor every potential risk, considering both internal and external workers.	S1 Own workforce	Dissemination of the 'safety first' culture through employee training and participation in initiatives complementary to ISO 45001:2018	Actual positive impact		
		S1 Own workforce	Work-related injuries involving employees and agency workers	Actual negative impact		
		S1 Own workforce	Possibility of incurring administrative sanctions, additional costs and accidents arising from the absence or inadequacy of health and safety risk assessments within Group companies	Risk		
People's well-being and development	Attracting and retaining talent through programmes designed to develop potential and strengthen hard and soft skills Ensuring a work-life balance through a wellbeing scheme that meets employees' needs	S1 Own workforce	Developing and retaining talent through training plans, professional growth paths and welfare programmes, through partnerships with universities and research centres	Actual positive impact		
		S1 Own workforce	Impact of market trends and organisational dynamics on staff motivation and productivity	Actual negative impact		
		S1 Own workforce	Skills development and enhancement through performance measurement and personalised development pathways	Actual positive impact		
		S1 Own workforce	Widespread and transparent corporate communication	Actual positive impact		
		S1 Own workforce	Improvement of workers' hard and soft skills through training programmes, resulting in enhanced company know-how and market competitiveness	Opportunity		

Social IROs



Material topic	Description of topic	ESRS Topic	IRO description	IRO type	Time horizon	Value chain
Diversity and inclusion	Promoting diversity, equal opportunities and inclusion by fostering a non-discriminatory culture that values different abilities, backgrounds, experiences and orientations	S1 Own workforce	Promoting a fair and inclusive working environment that respects diversity and values employees' different social and cultural backgrounds	Actual positive impact		
Sustainable supply chain	Adopt responsible and ethical procurement policies, which involve selecting suppliers on the basis of their ESG performance	G1 Business conduct	Measuring and reducing ESG impacts along the supply chain (e.g. CO ₂ emissions, respect for human rights, etc.)	Potential positive impact		
		G1 Business conduct	Improving sustainability practices across the supply chain by integrating ESG principles into collaboration with partners (e.g. requiring compliance with 231 model and code of ethics, SA 8000 audits, quantification of emissions, etc.)	Potential positive impact		
	Establish long-term partnerships, including those aimed at developing innovative approaches to sustainability issues	S2 Workers in the value chain	Improving working conditions for suppliers’ staff by verifying that the principles of SA 8000 certification are being correctly applied	Actual positive impact		
		S4 Consumers and end users	Financial and reputational damage resulting from inadequate supplier performance and quality issues with the components supplied, particularly in relation to new technologies	Risk		
	Promote the stability and integrity of the entire supply chain.	Entity-specific	Risk of supply disruption due to inadequate supplier monitoring, including environmental, social and geopolitical factors	Risk		
		S2 Workers in the value chain	Negative impacts on workers in the value chain due to suppliers' failure to comply with human rights, labour standards and health and safety requirements	Risk		

Social IROs



Material topic	Description of topic	ESRS Topic	IRO description	IRO type	Time horizon	Value chain
Customer centricity	<i>Ensuring the quality and reliability of products and services in order to prevent and manage potential situations that could compromise customer safety, product/service compliance and business continuity. Increasing customer satisfaction by providing ongoing support when needed and innovative, sustainable solutions.</i>	Entity-specific	Customer dissatisfaction due to quality issues with marketed products and/or the development of new products that do not meet market requirements	Actual negative impact		
		Entity-specific	Investment in research and development with a view to the continuous innovation of products and services, in order to improve quality and meet customers’ needs	Actual positive impact		
		Entity-specific	Ability to respond efficiently to customer requests by applying the principles of lean & agile management	Actual positive impact		
		S4 Consumers and end users	Building long-term customer relationships based on product quality, service reliability and the ability to respond to evolving needs	Risk		
		Entity-specific	Development of technologically advanced solutions in businesses related to natural gas, green gas, water, waste management and grid digitisation	Opportunity		
		S4 Consumers and end users	Monitoring and improving customer satisfaction through the implementation and use of structured processes for listening to and communicating with customers (e.g. CRM, customer satisfaction surveys)	Opportunity		

The results of the Impact Materiality and Financial Materiality analyses were used to **define the material topics** and develop the double materiality matrix. Aggregating the results made it possible to represent the Group's materiality in matrix form, confirming that the priority topics are consistent with the goals underpinning the **sustainability strategy**.

Compared with 2024, the themes “**Health and safety**”, “**Business ethics**” and “**Customer centricity**” have become more significant from both the impact materiality and financial materiality perspectives. The topics of ‘Sustainability governance’ and ‘Climate change’ have gained prominence solely in terms of their potential impact, whilst ‘Energy transition’ and ‘People’s wellbeing and development’ have become more significant from a financial perspective.

Governance issues are essential for the proper management of the opportunities and risks associated with ESG factors. The organisation's DNA, in line with **lean & agile** principles, is characterised by a strong focus on operational efficiency, but is also permeated **by the increasing integration of ESG strategy** into the business - increasingly seen as a key factor in achieving long-term sustainability goals.

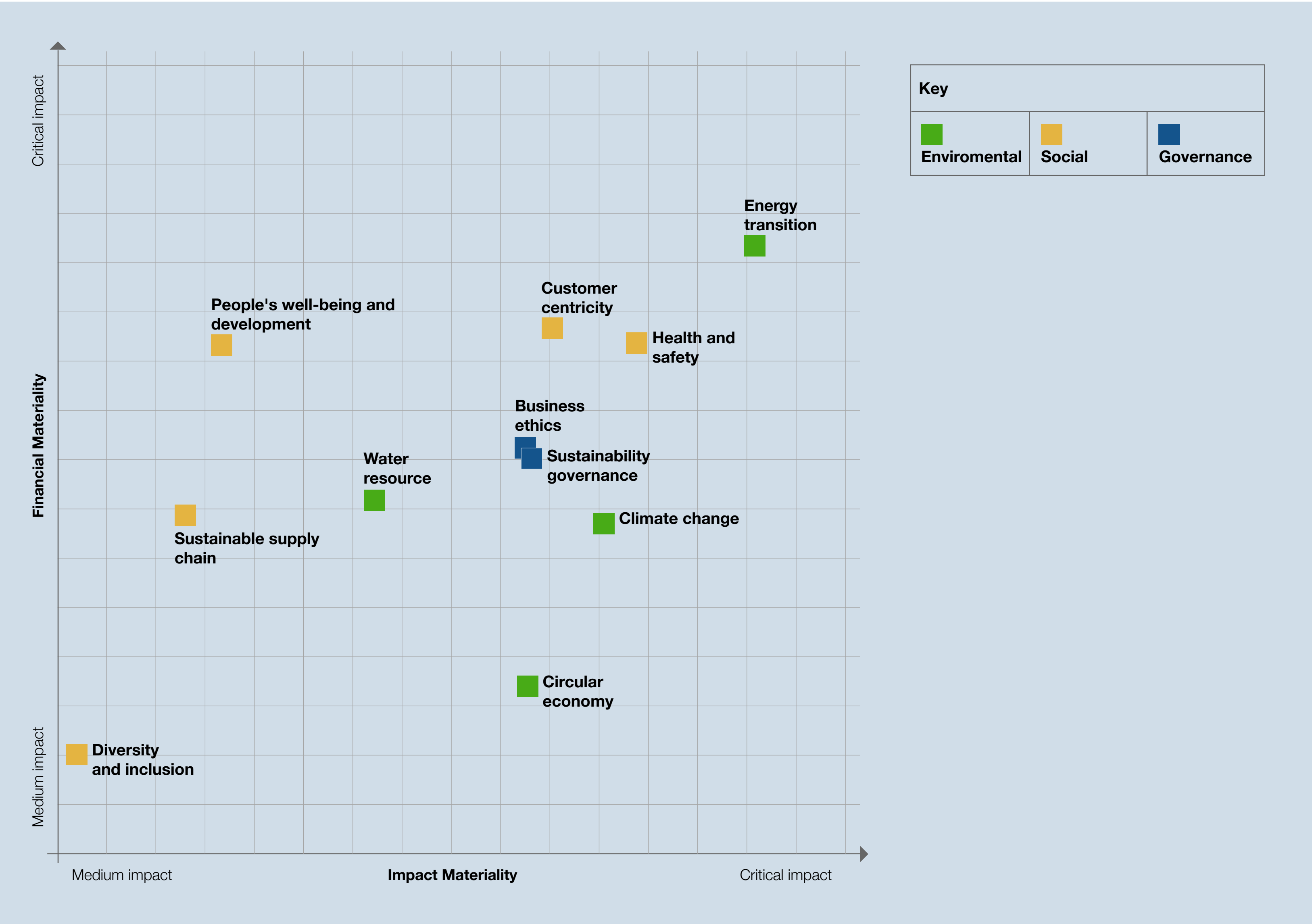
The Group's people are a valuable asset: the Group reaffirms its ongoing commitment to improving their wellbeing and to **health and safety**, as demonstrated by the promotion of a ‘safety first’ culture.

Pietro Fiorentini Group continues to maintain a strong **focus on customers**, ensuring that its product and service offering fully meets their expectations, with an increasing focus on renewable energy — further underlined by significant efforts to develop **technologies for the energy transition, the water cycle and environmental management**.

The Group remains committed **to combating climate change** by implementing specific projects dedicated to monitoring and reducing greenhouse gases, with a focus on Scope 1, 2 and 3 emissions management throughout the value chain.

The double materiality matrix identifies the following **priority topics** from both perspectives: “**Energy transition**”, “**Customer centricity**”, “**Health and safety**”, “**Sustainability governance**” and “**Business ethics**”, demonstrating that the most relevant topics encompass every aspect of sustainability, from the environment and customers to workers and governance.

From an impact materiality perspective, the topic of '**Energy transition**' emerges as the highest priority based on the **relevance of the positive and negative impacts** that the Group generates towards its stakeholders, particularly with regard to the development of green solutions to support the transition. This is also reflected from the perspective of financial materiality, where the issue takes on even greater significance.



2.4

Our ESG goals

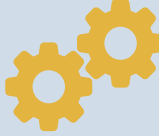
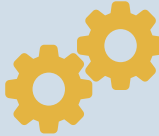
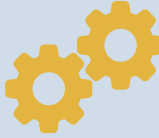
Governance goals

Material topic	2024-2026 goals	Progress		Reference SDG ¹
Sustainability governance	Obtaining SA 8000 certification at Gazfio and evaluation of extension to other companies		Activity not started in 2025, to be planned	
	10% MBO of top management linked to sustainability KPIs		Activity not started in 2025, to be planned	
	Conducting 2 meetings per year in which the progress of the purpose implementation initiatives is communicated to staff		Held 2 company update meetings with a presentation of ongoing projects	
	100% of Group companies² included in the scope of the Sustainability Report		All subsidiaries part of the Consolidated Financial Statements. In 2025, 3Di Biogás was added	
	Defining requirements for Board members of Group companies, conducting training plans and monitoring performance (according to the ' fit and proper ' approach)		Created Team Governance and Compliance . Training programme launched Governance Academy for management	
Business ethics	Updating the 231 Model and related training		In the first half of 2026, the risk assessment and the Model are due to be updated	
	Updating the code of ethics and launching a training programme		Drafted on the Group's new code of ethics , approved by the Board of Directors at the end of 2025, for which the relevant training will be organised	

¹The Sustainable Development Goals (SDGs) are a set of 17 goals defined by the United Nations as a strategy 'to achieve a better and more sustainable future for all'. They are part of the 2030 Agenda, a document that recognises the close link between human well-being, the protection of natural systems and the presence of common challenges for all countries.

²Companies within the scope of the Consolidated Financial Statements in the reporting year are taken into account.

Environmental goals

Material topic	2024-2026 goals	Progress		Reference SDG
Energy transition	Provision of solutions and development of Group-owned plants to enable the production of one billion cubic metres of biomethane per year , resulting in an annual reduction of 1.4 million tCO₂-eq³ .		Enabled annual production of approximately 230 million cubic metres , resulting in an annual reduction of approximately 470 ktCO₂-eq	    
	Growth in low-carbon turnover from plant production to exceed high-carbon turnover ⁴		The turnover from low-carbon plants is equivalent to 78% of that of conventional plants	
	Start-up of the first 5 BiRemi systems , enabling approximately 20 million cubic metres of biomethane per year to be fed into the distribution grid		The 5 systems were installed and commissioned in 2025. In September, the first cubic metre of gas was re-injected into the network	
	Start-up of the first 1 MW electrolyser for hydrogen generation using Hyter's AEMWE ⁵ technology.		The electrolyser has been completed, and field testing and commissioning at project partner INRETE Distribuzione Energia are scheduled for the first half of 2026	
	Development of solutions for the production of ‘turquoise’ hydrogen (TRL ⁶ 5 in 2026)		The SPIRIT project involves the development of a pilot plant for the production of turquoise hydrogen, based on X-Nano's technology	
	Commissioning of at least 6 CO₂ capture and liquefaction systems , resulting in an annual reduction of approximately 33 ktCO ₂ -eq		Two CO₂ capture and liquefaction systems installed , resulting in an annual reduction of 8.7 ktCO₂-eq	
	Commissioning of the SynBioS plant and production of the first cubic metre of e-methane using MicroPyros BioEnerTec's biological methanation catalyst		The project is under construction , with the plant due to come on stream by the first half of 2026	
	Development of solutions for syngas methanation from biomass or solid waste (TRL to be achieved in 2026)		Project development is highly dependent on winning a bid	

³The annual production of biomethane plants for which Pietro Fiorentini supplied at least the biogas upgrading system, liquefaction plant or grid injection system is included in the scope of the goal. Cumulative production up to and including 2026 is considered, including the existing plant stock and not those in order or under construction. The reduction in CO₂ emissions was estimated on the basis of assumptions regarding the carbon footprint and the possible target sector (transport or other uses) of each country where the plants will be marketed.

⁴Low carbon turnover includes biogas upgrading, biomethane liquefaction or injection, CO₂ recovery and liquefaction, reverse flow and power-to-gas systems. High carbon turnover includes all other plants in the Group's product range.

⁵The electrolyzers produced by Hyter use Anion Exchange Membrane Water Electrolysis. Compared to others currently available on the market, this technology offers excellent efficiency, allows a significant reduction in investment costs and has a lower environmental impact.

⁶The term TRL (Technology Readiness Level) stands for a method for assessing the degree of maturity of a technology. It is based on a scale of values from 1 to 9, where 1 is the lowest (definition of basic principles) and 9 the highest (system already used in the operating environment).

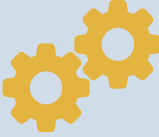
Material topic	2024-2026 goals	Progress		Reference SDG
Climate change	Extension of ISO 50001 certification to other Pietro Fiorentini sites (Rosate and Desenzano del Garda) and Gazfio , with the consequent launch of plant energy efficiency initiatives		Pietro Fiorentini’s certification covers the sites of Arcugnano, Rosate and Desenzano del Garda . Operations at Gazfio are scheduled to begin in 2026	   
	Calculation of the organisation's carbon footprint		In 2025, Scope 3 emissions category 3 — ' Energy and fuel-related activities ' — was added to the seven categories already included in the calculation	
Circular economy	Conducting a Life Cycle Assessment on at least one product per product family and identifying relevant improvement actions		LCAs carried out on the Reflux regulator and Trunnion valve , and a carbon footprint analysis on the SSM Icon gas meter	 
	Collection of 500,000 tonnes of organic waste per year through Sartori Ambiente devices, equivalent to approximately 4,450 tCO ₂ -eq.		Approximately 550,000 tonnes of organic waste collected	
Water resource	Development of smart water meters with rangeability ⁷ up to 800, with the aim of detecting and reducing water losses (TRL 9 in 2026).		A new range of meters incorporating innovative features is currently under development, including a solenoid valve (currently at TRL 6), together with the digitisation of Yavuz Metal's mechanical meters . The roll-out is scheduled for the first half of 2027	

⁷Rangeability refers to the ratio between maximum and minimum flow rate.

Social goals

Material topic	2024-2026 goals	Progress		Reference SDG
Health and safety	Management of at least 280 reports per year of events near misses, first aid and concerns occurring at Pietro Fiorentini, with the aim of raising awareness on health and safety issues		In 2025, 442 reports were handled in various divisions of Pietro Fiorentini S.p.A.	
	HSE assessments conducted in 15 subsidiaries and improvement plans launched based on the issues identified		In addition to the 6 companies already audited in 2024, an initial assessment was carried out at Pietro Fiorentini USA, Cryo Inox and Samgas Romania	
People's well-being and development	Achieve and maintain a voluntary turnover rate⁸ below 8%		The voluntary turnover rate stood at 9%	
	80% of employees involved in at least one Kaizen event/week⁹		In 2025, 78% was achieved	
	Achievement and maintenance of at least 40 hours of training per employee		An average of 33 hours of training was provided	
	Achieving and maintaining a score of at least 60% in the climate analysis		The survey will be carried out in 2026 in Pietro Fiorentini, TIV Valves, Gazfio and Pietro Fiorentini USA	
Diversity and inclusion	Obtaining gender equality certification in at least one Group company		Activity not started in 2025, to be planned	
	Formalising a policy on staff diversity and inclusion and launching a training programme		Inclusion of the principle “ Promoting diversity, equity and inclusion ” in the new code of ethics	

⁸Only voluntary resignations are taken into account in the calculation, not retirements and dismissals.
⁹'Kaizen' is a Japanese term referring to the set of activities aimed at continuous improvement. The initiative was launched at Pietro Fiorentini S.p.A., with plans to extend the programme to other Group companies.

Material topic	2024-2026 goals	Progress		Reference SDG
Sustainable supply chain	Formalisation of a policy on respect for the human rights of internal and external stakeholders and launch of a training programme.		Inclusion of the principles “ Respect for fundamental human rights ” and “ Social responsibility towards stakeholders ” within the new code of ethics	8DECENT WORK AND ECONOMIC GROWTH 9INDUSTRY, INNOVATION AND INFRASTRUCTURE 12RESPONSIBLE CONSUMPTION AND PRODUCTION 13CLIMATE ACTION 16PEACE, JUSTICE AND STRONG INSTITUTIONS
	Offsetting CO₂ emissions from logistics and business travel.		Reduction of approximately 32 tCO₂-eq through a partnership agreement with a carrier	
	Integration of ESG information for 80% of continuous class A and B suppliers on the supplier document portal		Data for approximately 46% of continuous class A and B suppliers were uploaded to the portal	
	Conducting 10 annual audits on SA 8000 critical suppliers and initiating improvement actions		9 audits were conducted and 50 improvement actions were identified; their resolution will be monitored in 2026	
	Relocation of at least 40 plastic moulds from Chinese to European suppliers , with the aim of making the supply chain more local		Transfer of 23 moulds completed. For the remainder, an in-depth economic analysis is required before proceeding	
Customer centricity	Achievement of a Net Promoter Score of at least 30 with an average score above 7, maintaining a significant sample of customers involved		An NPS of 72.8 was achieved, with an average score above 9. Most questionnaires were administered to customers in the US.	12RESPONSIBLE CONSUMPTION AND PRODUCTION
	Achieving an average time of 20 days for issue resolution in the CRM system		Time of less than 20 days achieved in one of the two divisions of Pietro Fiorentini S.p.A. in which the indicator is calculated	

03

MANY PILLARS ONE CORNERSTONE

3.1 Governance structure

3.2 Business ethics

3.3 Management systems

3.4 Risk and opportunity management

3.1 Governance structure

Material topic	Identified impacts, risks and opportunities (IROs)	Type
Sustainability governance	Potential misalignment between the governance system and best practice (e.g. MBOs linked to sustainability targets, management of the corporate scope, etc.)	Risk
	Oversight of subsidiaries is to be strengthened in line with the growing complexity of the Group’s operating environment	Risk
Business ethics	Strengthening of the internal control system through compliance and internal audit functions at Group level	Risk

When referring to corporate management from an ESG (Environmental, Social and Governance) perspective, the narrative often tends to focus on the environmental and social dimensions, overlooking the fact that **governance** actually forms the fundamental basis for the effective and consistent management of these issues as well. Sound governance, based on the principles of **transparency, accountability and openness to dialogue** with stakeholders, is in fact the **enabling factor** for integrating sustainability goals into the organisation’s decision-making and operational processes.

This aspect becomes even more significant in complex groups, characterised by a large number of subsidiaries, where the adoption of an **integrated and coordinated governance model** ensures strategic consistency and adequate levels of control across the entire organisational scope. Pietro Fiorentini Group's governance system is built to ensure ethical, **clear and**

shared relationships with key stakeholders and adequate monitoring of risks and opportunities along the value chain.

This traditional model comprises two components: the **Board of Directors** and the **Board of Statutory Auditors**, both appointed by the Shareholders’ Meeting. The former is responsible for ordinary and extraordinary management, while the latter is responsible for legal and accounting oversight. The Board of Directors appoints the **Supervisory Board**¹ (SB) to monitor the effectiveness and implementation of the Organisation, Management and Control Model (MOG), adopted in accordance with Legislative Decree 231/2001.

The Board of Directors comprises three executive members – who are also senior managers within the organisation – and one non-executive member, all of whom hold their posts for an indefinite term. There are no independent members.

¹This board, appointed by the Board of Directors pursuant to Legislative Decree 231/2001, reviews the reports received and takes the necessary follow-up measures, always protecting whistleblowers against any form of retaliation, in accordance with the applicable legislation.

Composition of administration and control bodies		
Name and surname	Assignment	Gender
Board of Directors		
Cristiano Nardi	Chairman	Male
Mario Pietro Nardi	Chief Executive Officer	Male
Paolo Aditeo Nardi	Board member	Male
Silvana Fiorentini	Board member	Female
Supervisory Board		
Massimo Fossati	Chairman	Male
Board of Statutory Auditors		
Fabio Maria Venegoni	Chairman	Male
Paolo Gualtiero Targa	Statutory auditor	Male
Carlo Pergolari	Statutory auditor	Male
Roberto Todisco	Alternate statutory auditor	Male
Paolo Spagnol	Alternate statutory auditor	Male

The above-mentioned bodies are joined by **the Sustainability Committee**, which has oversight and control responsibilities on key sustainability issues. During the four sessions held throughout 2025, both regulatory updates and strategic developments in the sector were discussed.

The Committee oversaw the structure and content of the 2024 Sustainability Report, reviewed progress towards the ESG goals for the 2024–2026 period, led the update of the double materiality analysis for the 2025 Report and approved the decarbonisation levers for drafting the relevant plan.

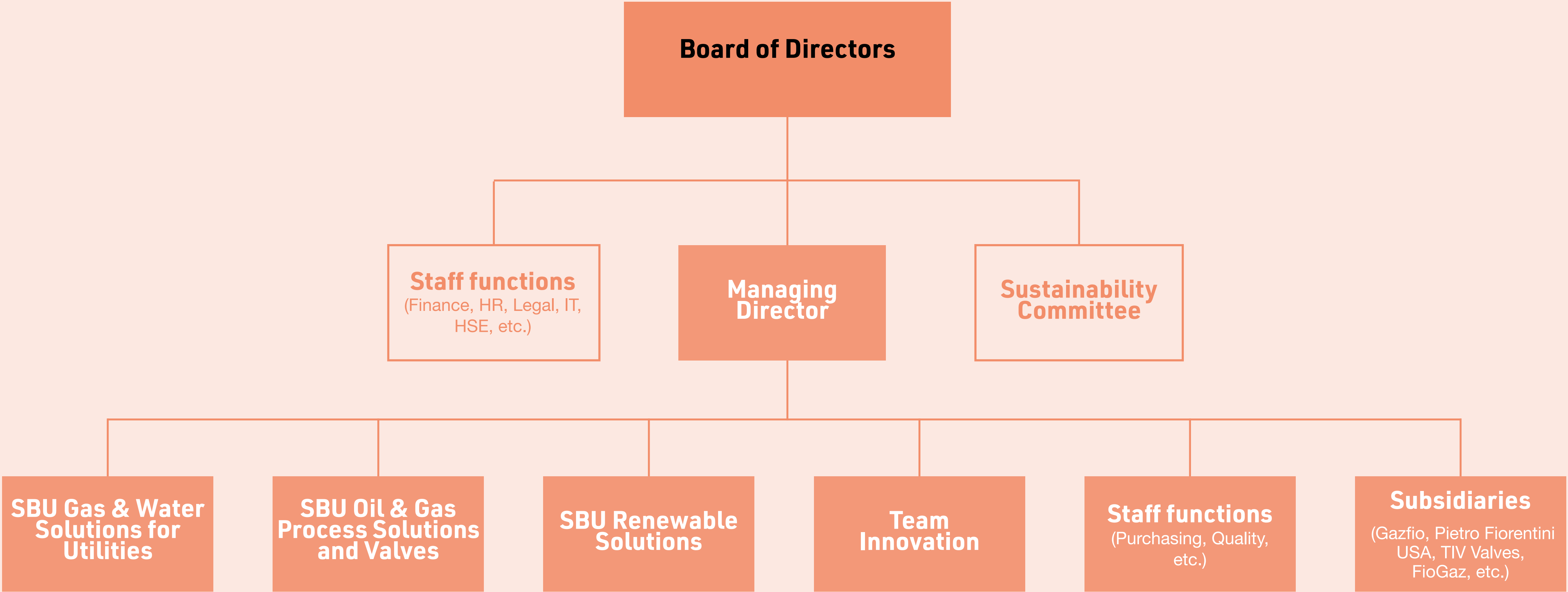
Best practices were also outlined on governance, supplier involvement, gender equality and methodologies for assessing products' environmental impact.

As regards the parent company, 2025 saw the consolidation of the **organisational restructuring** introduced the previous year — which involved the division into three main autonomous divisions, each with responsibility for a specific range of products or activities and operating as if they were independent companies, and therefore accountable for their own profits or losses.

Certain staff functions (Finance, HR, Legal, IT, HSE, etc.) report directly to the Board of Directors. Other functions (Purchasing, Quality, etc.) report to the **Managing Director**, who oversees all business areas and the Innovation Team, a cross-functional unit responsible for the Group’s research and development activities.

The parent company's staff functions also maintain a **role of coordination and support** towards the subsidiaries, in order to ensure consistency and continuity within the Group.

Pietro Fiorentini S.p.A. organisational chart



Governance in action

From the end of 2025, the Group has embarked on a process of strengthening governance and control mechanisms through the establishment of two **cross-functional teams**, focusing respectively on the areas of **governance and compliance**.

The initiative was launched with the aim of **assessing and strengthening the adequacy of the governing bodies of the subsidiaries**, ensuring greater consistency with the Group's governance model and risk management system. The project was launched by the Governance Team through a pilot scheme involving the company **Biokomp**, which was divided into two phases. An initial phase of analysis focused on the skills of the Board members, using a

“fit & proper”² approach, designed to assess whether the mix of skills was appropriate to the company's needs; A second phase, on the other hand, led to the identification of the main risks and the drawing up of an **action plan** to address the issues that had emerged.

At the same time, the Compliance Team has been working on drawing up **guidelines relating to the activities of the main staff functions**, with the aim of promoting the consistent application of control measures within the subsidiaries. These guidelines will be progressively implemented in 2026 by the respective Boards of Directors, thereby strengthening the Group's alignment on governance and compliance issues.

An integral part of these activities

was the design and launch of the **Governance Academy training programme**, aimed at members of the boards of directors and senior management of the Group's companies. The programme aims to consolidate skills and knowledge on the key areas of business management and governance, including organisational, administrative and accounting structures, regulatory compliance, control systems, risk management, sustainability issues and strategic planning.



²An internationally recognised methodology, developed primarily in the financial sector, which is used to assess the suitability of members of the administrative and supervisory bodies, ensuring a balanced mix of skills and qualifications.

3.2

Business ethics

Material topic	Identified IROs	Type
Sustainability governance	Financial and reputational damage arising from legal proceedings for infringement of third parties’ intellectual property rights	Risk
	Economic and reputational damage due to an external hacker attack, compromising the security of the entire corporate network and loss of confidential information	Risk
Business ethics	Promoting a corporate culture based on the principles of ethics and integrity, and addressing issues of active and passive bribery, thereby helping to convey these values to external stakeholders	Actual positive impact
	Sanctions and criminal liability due to inadequate regulatory compliance, owing to the difficulty of overseeing the Group's various businesses	Risk

Pietro Fiorentini Group has built its governance model on **transparency, integrity and accountability**, adopting tools and procedures governing corporate compliance and risk management. This approach applies to any activity implemented along the value chain and concerns the Group's relations with its entire stakeholder base, protecting the interests of employees, customers and partners.

The Group's geographical reach and the diversity of its activities require a coordinated approach to compliance and internal controls. To reduce these risks and strengthen the internal control system, the MOG defines an orga-

nic and structured system of **guidelines, operating procedures and controls inspired by the values** of loyalty, regulatory compliance, fair competition, fairness, honesty, diligence and independence. In 2026, the Model will be updated, strengthening roles, procedures and internal controls to better align with the Group’s current context.

The new code of ethics

To formalise the principles underpinning the corporate culture and the rules of conduct to be followed on a day-to-day basis, the Group has adopted a new code of ethics, drawn up at the end of 2025 to better align with the corporate **purpose**.

The code recognises the **United Nations Sustainable Development Goals** as a key reference point for corporate strategy, and aligns its principles with the ESG categories, thereby **formalising the role of sustainability within the Group’s vision**. These **principles** provide every employee with guidance on how to put these values into practice in everything they do on a daily basis. The Group has identified four environmental principles, thirteen social principles – in line with the provisions of the SA 8000 standard – and nine relating to governance.

The code of ethics **applies to all Group companies**: All staff members are required to be familiar with its contents and to conduct themselves accordingly. Training activities are planned for 2026 to consolidate staff knowledge and understanding of the policy and ensure its widespread dissemination and adoption, including within subsidiaries.

By scanning the QR code, you can view the full version of our code of ethics.



Governance	
Lawfulness, honesty, fairness and good faith	
Compliance with international regulations	
Transparency and traceability of information and transactions	
Preventing offences and fighting corruption	
Impartiality in the management of conflicts of interest	
Fair competition	
Confidentiality and protection of privacy	
Responsible use of IT tools	
Protection of corporate reputation	
Environment	
Reducing consumption	
Responsible use of materials	
Reducing emission	
Waste management and recovery	

Social	
Rights of the individual	Respect for fundamental human rights
	Valuing diversity, equity and inclusion
	Combating harassment and violence of all kinds
	Social responsibility towards stakeholders
Workers’ rights and duties	Prohibition of child labour
	Prohibition of forced and compulsory labour
	Occupational health and safety
	Freedom of association and the right to collective bargaining
	Prohibition of any kind of discrimination
	Compliance with disciplinary procedures
	Compliance with working hours
	Paying appropriate remuneration
	Associate development and wellbeing

The increasing computerisation of systems exposes the Group to the growing risk of confidential information leakage, which could also affect customers. To manage this, **staff training on privacy and information security issues**, as well as constant monitoring of the IT infrastructure of all subsidiaries, is essential. In order to strengthen the defences against potential external attacks, regular vulnerability scans are conducted and back-ups are set up with the possibility of rapid restoration, while ensuring that systems are constantly updated. In 2025, there were 4 cybersecurity incidents at Pietro Fiorentini and 2 at Sartori Ambiente.

The Group has strengthened its system for whistleblowing, through a platform for the comprehensive and secure management of reports of unlawful or irregular conduct, which was extended in 2025 to include breaches of the code of ethics.

The platform is available on the company website to staff and external stakeholders. In 2025, 2 whistleblowing reports were received and handled.

To **protect the whistleblower**, the company has taken specific measures to prevent retaliation, discrimination or negative consequences. The legislation protects those who report in good faith from sanctions and dismissal, extending protection to all persons involved in the report, directly or indirectly. The processing of reports is **governed by criteria of impartiality and transparency**, while handling is assigned to staff trained to ensure compliance and confidentiality. The dedicated digital platform helps to improve the accessibility and security of the reporting process.

The **Organisation, Management and Control Model (MOG)** identifies the relevant offences and the controls designed to prevent them. The monitoring of business activities continues on a systematic basis: Over the course of the year, **ten processes that are particularly vulnerable to corruption-related risks** have been identified, and the relevant control measures have already been put in place.

To ensure that the principles of legality and transparency do not remain merely theoretical guidelines, the Group continues to invest in **training on anti-corruption and whistleblowing**, with refresher courses involving staff at all levels and aimed at strengthening their ability to recognise and prevent risky situations.

In terms of social responsibility, in 2025 the Group focused on **consolidating the SA 8000-certified management system**, continuing its path of continuous improvement to protect workers. Among the activities carried out, particular attention was paid to monitoring the supply chain, with audits of **9 critical suppliers** to verify their alignment with SA 8000 requirements.

The results of these audits made it possible to identify **several areas for improvement**, especially related to health and safety aspects, and to initiate targeted corrective actions, reinforcing the level of compliance and further raising awareness of the certification principles among suppliers.



3.3 Management systems

Pietro Fiorentini Group's **internal control system** is essential to ensure the transparency and efficiency of business operations. The Group's internal control system is the responsibility of the Board of Directors, which establishes and sets the guidelines and periodically ascertains their adequacy and actual functioning, ensuring that the company's main risks are identified and managed correctly.

The supervision of the Group's internal activities is also ensured by the adoption and maintenance of a number of **management system certifications**.

In 2025, there was an expansion in the scope of certified companies and sites: Gazfio has obtained ISO 14001 and 45001 certification whilst the ISO 50001 certification held by Pietro Fiorentini has been extended to the Rosate and Desenzano del Garda sites.

Product certifications play a crucial role in ensuring the quality and safety of the materials and technologies used. **Sartori Ambiente**, reaffirming its commitment to innovation and environmental responsibility, has retained a number of particularly significant certifications, including **Plastic Second Life** – which ensures the identification, traceability and recycled plastic content of its products – and **FSC**, which certifies the use of paper and other paper-based products sourced from responsible and certified supply chains.

Environmental



ISO 14001:2015 –
Environmental management system

- Pietro Fiorentini
- TIV Valves
- Sartori Ambiente
- Terranova
- Gazfio
- FioGaz
- Yavuz Metal
- Pietro Fiorentini de Mexico

ISO 50001:2018 –
Energy management system

Pietro Fiorentini
(sites at Arcugnano, Rosate and Desenzano del Garda)

Social



ISO 45001:2018 –
Health and safety management system

- Pietro Fiorentini
- TIV Valves
- Sartori Ambiente
- Terranova
- Gazfio
- FioGaz
- Yavuz Metal
- Pietro Fiorentini de Mexico

SA 8000:2014 –

Social Responsibility management system

- Pietro Fiorentini

Governance



UNI ISO 9001:2015 –
Quality management system

- | | |
|-------------------------------|----------------------------|
| • Pietro Fiorentini | • Pietro Fiorentini (USA) |
| • TIV Valves | • GWC USA |
| • Sartori Ambiente | • Fiorentini UK |
| • Hyter | • Pietro Fiorentini Iberia |
| • Terranova | • Samgas Romania |
| • Gazfio | • Fiorentini Hungary |
| • FioGaz | • Fiorentini Algerie |
| • Yavuz Metal | • Pietro Fiorentini |
| • Pietro Fiorentini de Mexico | DB India |
| | • Pietro Fiorentini India |

UNI ISO 27001:2022 –
Information Security management system

- Pietro Fiorentini
- Terranova
- Yavuz Metal

3.4 Risk and opportunity management

The integrated internal control and risk management system makes it possible to **identify, assess and mitigate actual and potential risks**, as well as **seize possible opportunities** over the short, medium and long term. The internal **Risk Management** function, operating at Group level and reporting to the Board of Directors, is responsible for integrating risk management into the company's business.

Also in 2025, during the double materiality analysis, the economic and financial metrics used in Enterprise Risk Management (ERM) were methodologically aligned with those used to calculate financial materiality.

The mapping for the double materiality analysis considered all those risks identified in the ERM process that were potentially applicable.

The **mitigation plans**, also drawn up for the main subsidiaries, link the most significant risks to mitigation actions. To carry out this activity, the Risk Management function works in collaboration with the managers and operational contacts of each Division of the Parent Company and with the **Risk Coordinators** appointed in each company involved in the process.

For companies within the scope of the ERM, a **quarterly report** is prepared for senior management, setting out the progress of mitigation measures and any new risks that have emerged during the reporting period.

The Group operates in an environment characterised by a multiplicity of risks, ranging from strategic to external, financial and operational aspects. Strategically, the main challenge is to **maintain competitiveness** in a changing market, where pressure on margins and the need to balance traditional business with the development of renewable gas solutions pose real risks. The **management of subsidiaries and acquisition transactions** require strong supervision to ensure effective integration, while compliance with regulations and **sustainability policies** is a key factor in consolidating the market position and mitigating the risk of lost growth opportunities.

At the same time, the Group faces a number of external risks related to **macroeconomic and geopolitical conditions**. Tariffs and growing geopolitical instability are affecting the stability of commodity prices and the reliability of the supply chain. Dependence on public incentives and policies introduces elements of uncertainty into investment planning. The changing **regulatory environment** also requires constant updating to avoid the risk of penalties or non-compliance with environmental and safety requirements.

From a financial point of view, the Group is exposed to risks related to liquidity management, interest rates and **the economic sustainability of investments**. Another real risk is the erosion of profit margins in the face of rising fixed costs and increasing competition.

Finally, on the operational side, critical issues related to production continuity, **product quality** and supply chain management emerge. The difficulty in sourcing critical materials and the wide geographical spread of the supply chain may jeopardise delivery times and consequently result in **penalties**. The need to comply with increasingly stringent regulatory standards requires strict **control over compliance and safety**. Digitisation and technological innovation bring with them new challenges, including the risk of **cyber attacks** and the need to protect corporate data. Human resources management represents a further risk factor, with the need to implement a training programme aimed at facilitating the process of replacing **key positions**, in a context where a shortage of specialist skills, particularly in leadership roles, can affect business performance.

The interconnectedness of these factors makes an **integrated approach to risk management** crucial, balancing financial strength, innovation and adaptability to changing market conditions.

The risk appetite framework

During 2025, the Group strengthened its risk management system by adopting new tools and processes designed to improve the integration between risk analysis and strategic planning. In particular, through the introduction of the risk appetite framework, each shareholder has assigned a **risk appetite** to the 26 categories of the risk model, i.e. the level of risk that the Group is prepared to assume in pursuit of its strategic objectives.

External			
External illegal actions	Customers	Competition	Macroeconomic context
Natural/accidental events	Suppliers	Regulatory	
Financial	Operational	Strategic	
Credit	Internal illegal actions	Strategy definition and implementation	
	Health, Safety & Environment		
Liquidity	Operations & Service	M&A	
	Legal & compliance		
Exchange rate	Human resources	Organisation and governance	
	Processes and procedures		
Interest rate	Procurement	Stakeholder relations	
	Product		
	IT systems	Sales & Marketing	
	Facilities		

Risk appetite has also been incorporated into the **risk checklist**, an analytical tool based on benchmarks and industry literature: , comprising around 150 questions relating to both organisational and business aspects, aims to support the **identification of risks**. The assessments derived from the checklist are then cross-referenced with the risk appetite levels defined by the framework, making it possible to identify any discrepancies between the risk profile identified and the level deemed acceptable. Where gaps are identified, the areas concerned are classified as areas for improvement and are the subject of specific **action plans**. The instrument was tested at Biokomp, as detailed in section 3.1.

In 2025, the **strategic risk assessment** was also introduced; this is a tool for analysing the main risks associated with the Group’s various business lines, which identifies the factors that could affect the achievement of objectives. This activity forms part of a wider process aimed at defining future growth trajectories and ensuring that strategic decisions are consistent with the **Group’s overall risk profile**.

04

MANY CHOICES ONE FUTURE

4.1 Energy consumption
4.2 Water consumption
4.3 Materials management

4.4 Waste management
4.5 Carbon footprint
4.6 Decarbonisation plan

4.1 Energy consumption

Material topic	Identified impacts, risks and opportunities (IROs)	Type
Climate change	Generation of direct Scope 1 and indirect Scope 2 greenhouse gas emissions related to fossil fuel and electricity consumption at Group production sites and offices	Actual negative impact

Assessing environmental impacts and energy performance is a priority for Pietro Fiorentini Group, which continues to **improve energy efficiency** and reduce emissions.

Having long been guided by an **Integrated Policy** which sets out its commitment to sustainable development, including through the rational use of energy by staff and the adoption of sustainable practices, Pietro Fiorentini S.p.A. has, during 2025, **extended the scope** of application of the certified energy management system **ISO 50001** from the Arcugnano site alone to **Rosate and Desenzano del Garda**.

The implementation of the management system has led the Energy Management department to identify a number of **energy efficiency measures**: The Arcugnano site has seen the implementation of software for the smart management of air conditioning, lighting and compressed air, whilst all three

certified plants are now equipped with **sensors to measure and monitor the energy consumption of the most energy-intensive machinery**, as well as an optimised control system for air conditioning in the office areas.

In 2025, Pietro Fiorentini, TIV Valves, Gazfio and Fiorentini Gastechnik purchased grid electricity certified as 100% renewable through Guarantees of Origin.

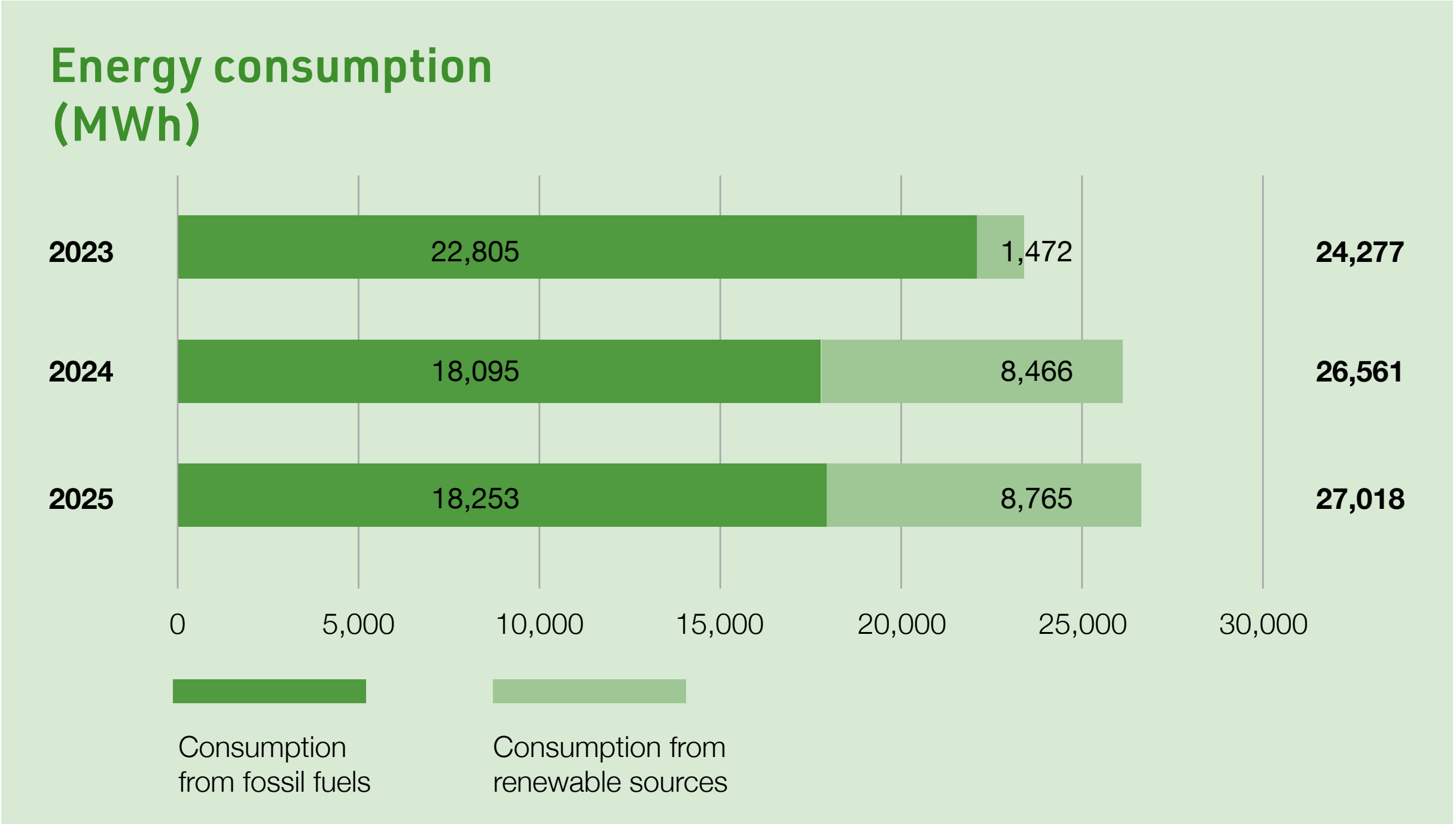
In addition, **more than 500 MWh** was self-generated through **photovoltaic systems** at Pietro Fiorentini, TIV Valves, Sartori Ambiente and Pietro Fiorentini DB India.

The Group's energy consumption¹ totalled **27,018 MWh** and can be broken down as follows:

- **energy consumption from fossil sources²**, which includes fuels used for heating offices and plants, company vehicles and electricity purchased without Guarantees of Origin contracts, amounting to **18,253 MWh**;
- **energy consumption from renewable sources**, comprising only electricity purchased under Guarantees of Origin contracts and electricity self-generated by photovoltaic panels, amounting to **8,765 MWh**.

Overall, the Group’s energy consumption increased by 2% compared with 2024, whilst the share of **renewable sources** remained constant at **32%**.

The **energy intensity³**, i.e. the ratio of energy consumption to total turnover of the companies in the scope, was around **55.5 MWh/M€** in 2025, in line with the previous year⁴.



¹Pietro Fiorentini’s 2024 energy consumption figures have been recalculated following a review of the energy data.

²Data for natural gas, methane and other fossil fuels were converted to MWh using the following conversion factors: DEFRA UK – Greenhouse gas reporting: conversion factors 2025 (www.gov.uk).

³For the calculation of energy intensity, energy and turnover values from activities in high climate-impact sectors were considered, as required by ESRS E1-5, paragraph 40: For this reason, the Terranova Group has been excluded from the calculation.

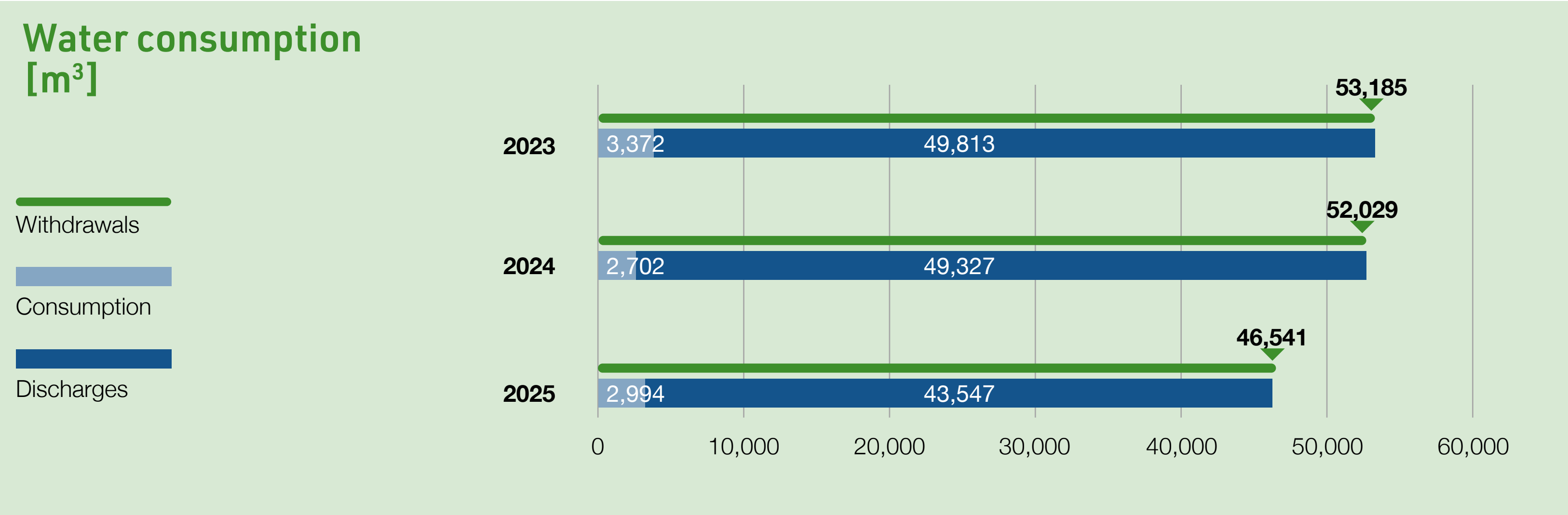
⁴The energy intensity figure for 2024 has been revised in line with the revision of the energy data.

4.2 Water consumption

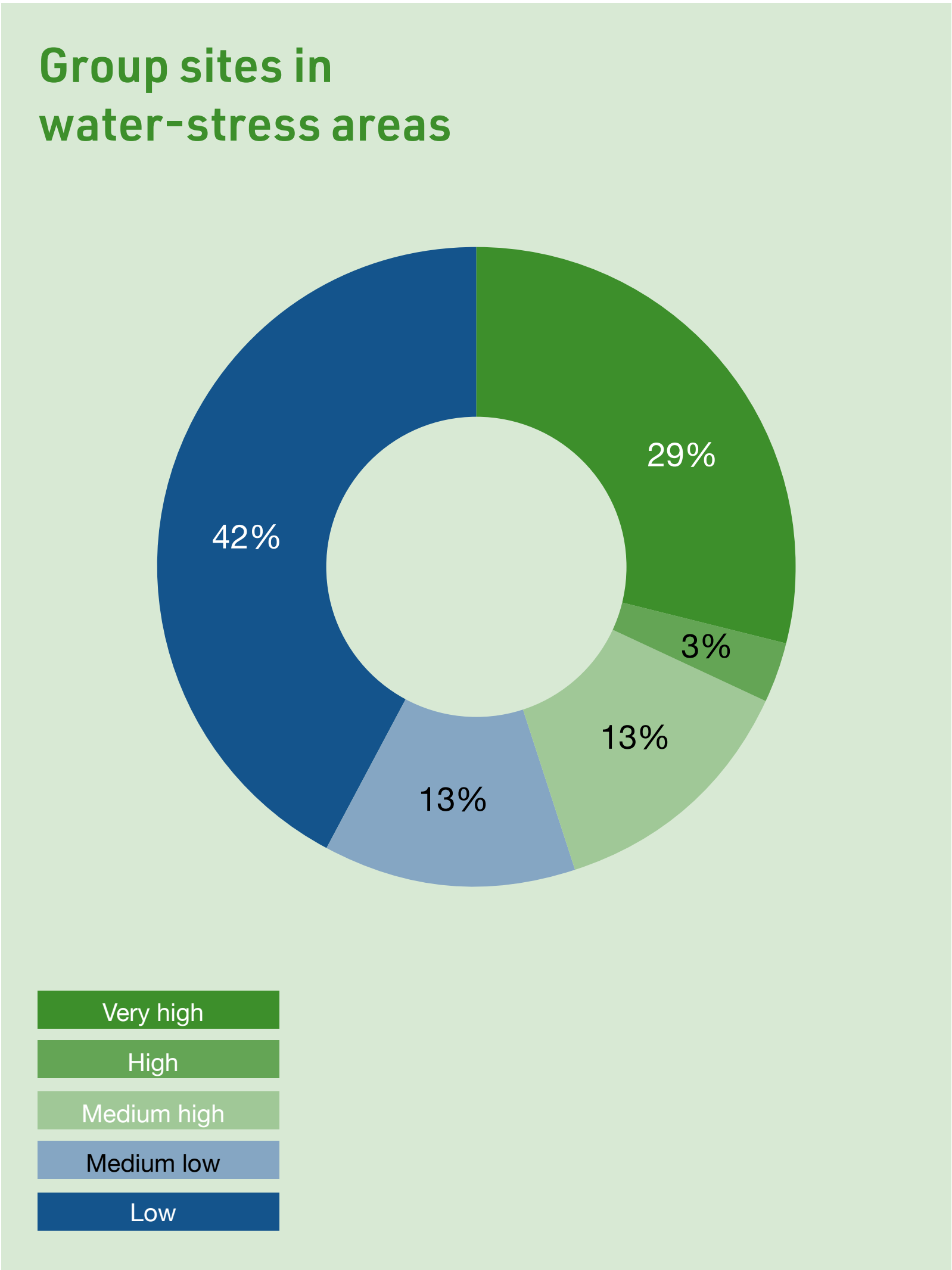
Material topic	Identified IROs	Type
Water resource	Reduction in the region’s water availability, particularly in areas experiencing water stress, due to water withdrawals, consumption and discharges during business operations	Actual negative impact

The main uses of water include sanitary purposes, process cooling, chiller supply and hydraulic leak tests. Although **production activities** do not have a significant impact on water resources, Pietro Fiorentini has formalised water management methods in its **Integrated Policy**, committing to control and improve its water flows.

Water **withdrawals** in 2025 amounted to **46,541 m³**, 10% less than in 2024, while discharges amounted to 43,547 m³, down 11% compared with 2024. In particular, Pietro Fiorentini's Italian sites recorded a 3% decrease in water withdrawals. Water **consumption** amounted to **2,994 m³**, 11% higher than in 2024.



Also in 2025, using a dedicated tool⁵, the Group analysed the location of the companies included in the reporting scope to verify whether any were located in **water-stressed areas**. 55% of companies fall within areas of low to medium-low water stress, while the remaining **45%** are in areas of **medium-high to very high** water stress: The Group’s companies based in Algeria, Turkey, India and California, as well as certain parts of Italy and Spain, represent particularly critical areas.



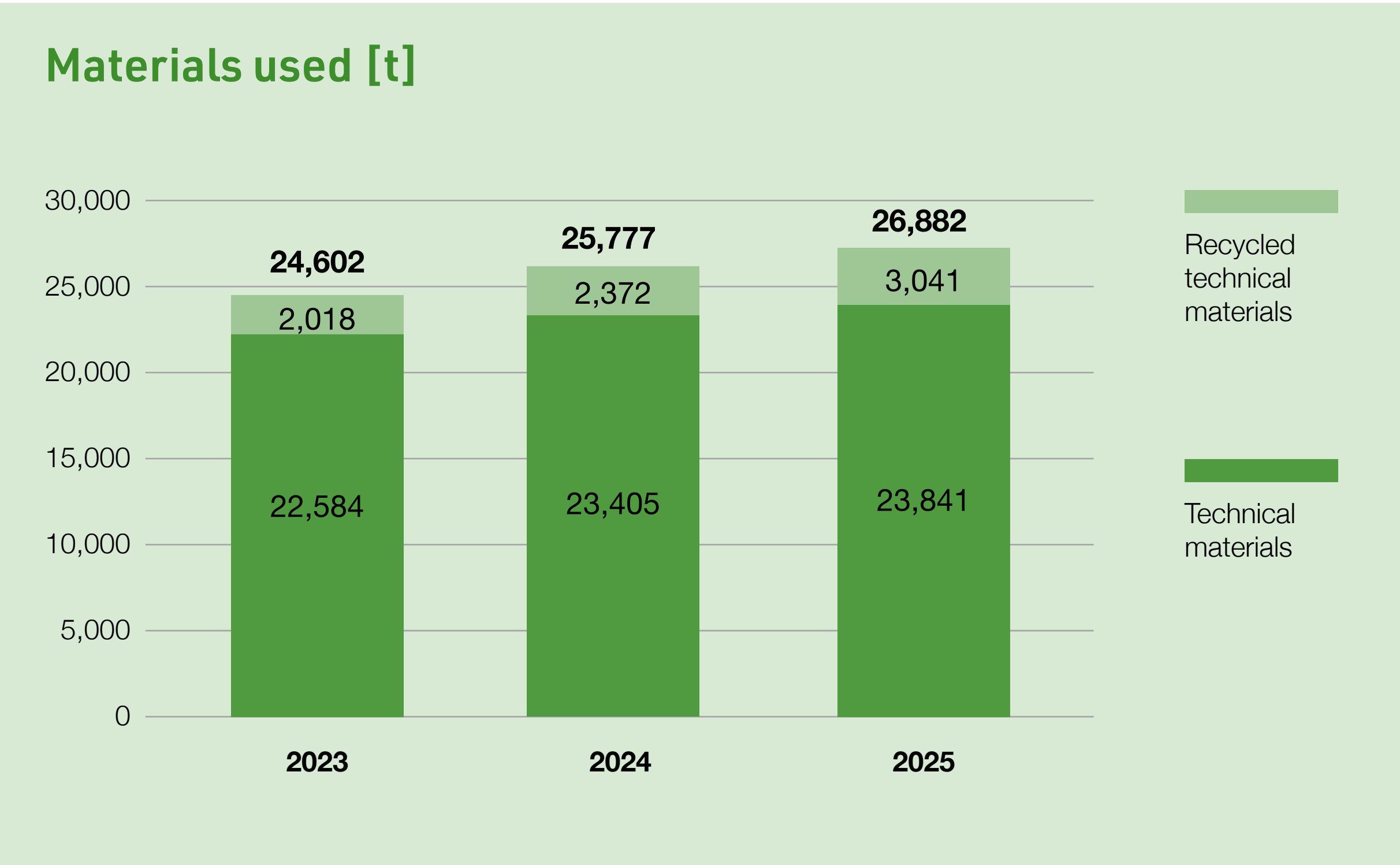
⁵World Resource Institute, *Aqueduct – Water Risk Atlas*.

4.3 Materials management

The most commonly used materials are metal and plastic, plus a wide range of other **technical materials**⁶. For metals and plastics, where possible, the Group always tries to favour recycled sources. To improve the transparency and sustainability of purchasing decisions, actions are planned for 2026 to determine more precisely the **percentage of recycled materials contained in purchased components**.

The Group recognises the scope of the environmental impacts caused by its material procurement processes and is committed to finding solutions to mitigate them. To this end, Pietro Fiorentini has carried out a number of pilot projects on **Life Cycle Assessment**⁷ (LCA) on its product portfolio⁸ – these analyses made it possible to quantify the environmental impact from the extraction and processing of raw materials, through transport and in-house manufacturing, right through to marketing.

In 2025, the Group used almost **27,000 tonnes of technical materials** in total, up 4% on 2024, and **1,115 tonnes of packaging materials**, down 15% on the previous year. The materials most widely used in the Group’s production cycle are **steel (52% of the total)** and plastic (11%). Furthermore, over the course of the year, there was a 25% increase in certified recycled materials.



⁶Materials that may be reused, or physically or chemically processed, after the end-of-life stage.
⁷Life cycle analysis is a method of quantifying the potential environmental and human health impacts associated with a good or service by considering the entire life cycle of the system under analysis (a so-called 'cradle-to-grave' approach).
⁸The products that were the subject of the LCA studies are the Reflux 819 regulator and the Trunnion valve.

4.4 Waste management

Material topic	Identified IROs	Type
Business ethics	Possibility of incurring in administrative sanctions, criminal charges against individuals and corporate sanctions for improper waste management, industrial discharges and atmospheric emissions	Risk
Circular economy	Generation of waste linked to direct production activities and destined for disposal	Actual negative impact
	Environmental impacts resulting from the marketing of products not designed in accordance with ecodesign principles and from the lack of a sustainable procurement process	Actual negative impact

The Group's commitment to the circular economy can be described as ambivalent:

- waste generated at the sites is managed in accordance with local regulations and **ISO 14001**, to which Pietro Fiorentini, TIV Valves, Sartori Ambiente, Terranova, FioGaz, Yavuz Metal, Pietro Fiorentini de Mexico and, since 2025, Gazfio are certified;
- As regards its own products and services, however, sustainability and circularity criteria (**ecodesign**) are taken into account right from the design stage; Further pilot projects will be launched, not least in light of European legislation *the Ecodesign for Sustainable Products Regulation*, which came into force in 2024.

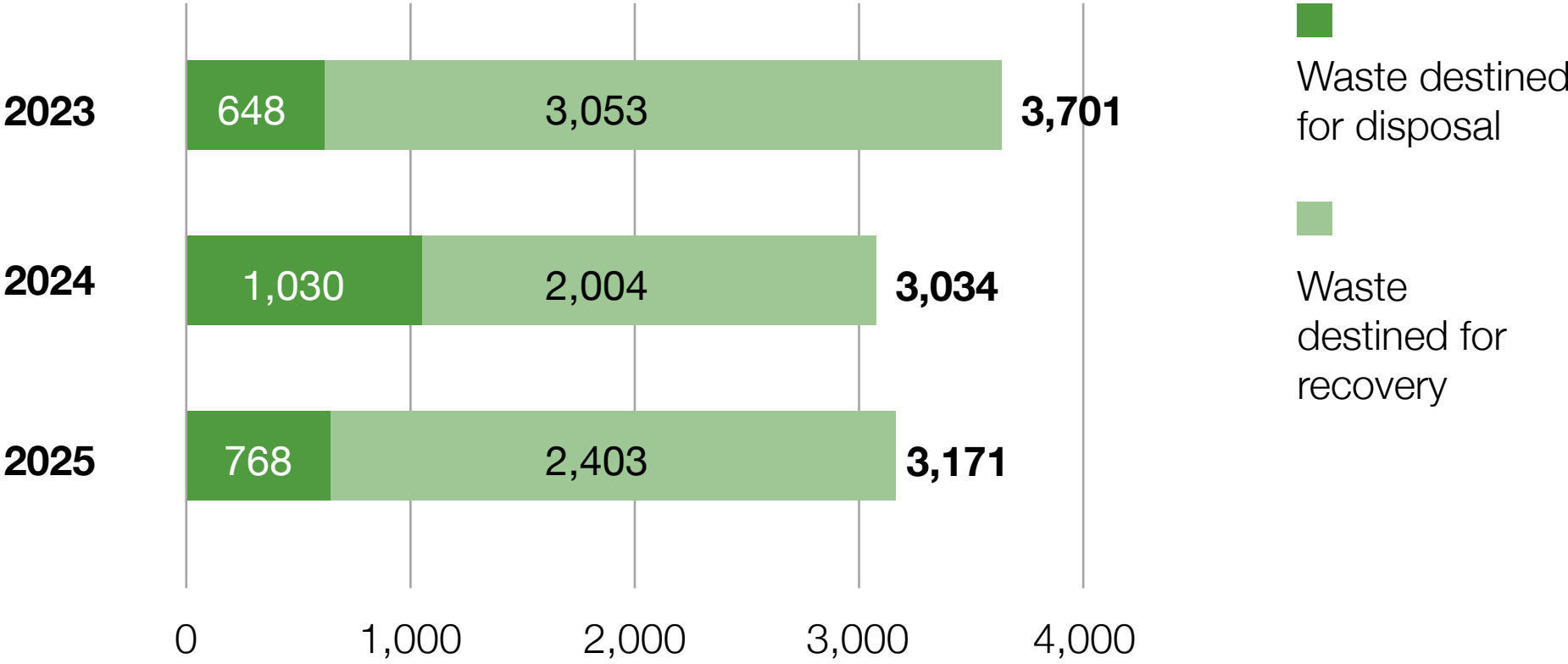
The **Integrated Policy** sets out best practices for optimal waste management, promoting recycling and recovery; At most operational sites, software

is used to compile the waste register and forms. In addition to this, the procedures for implementing and communicating the process to the relevant staff are also set out in detail.

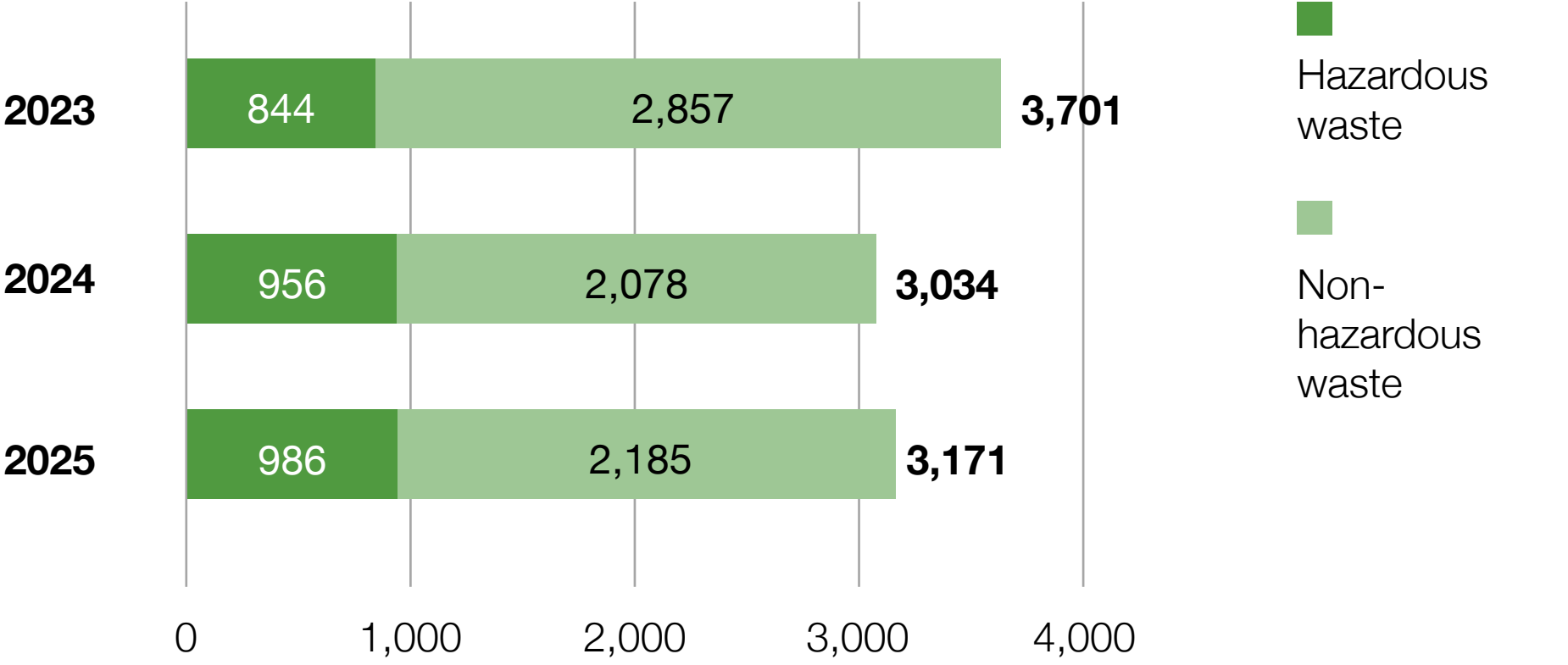
The total amount of waste produced in 2025 was 3,171 tonnes, a slight increase compared with 2024, with 76% sent for recycling, reuse and other recovery operations – a significant step forward compared with the previous year (66%).

The main types of waste generated by the Group are **metal scrap (28%)**, packaging waste (19%) and decommissioned machinery (16%). **69%** of the waste generated is classified as **non-hazardous**, whilst 55% of the remainder is sent for recovery operations.

Waste by destination (t)



Waste by type (t)



Gazfio: a circular economy and decarbonisation best practice

Over the years, the French company Gazfio has taken the lead in a series of initiatives aimed at sustainability.

Since 2023, the area surrounding the production site has been home to a **flock of sheep**, invaluable allies that help to keep the grass naturally short, reducing the use of lawnmowers and the associated energy consumption.

The company has also launched numerous initiatives aimed at decarbonisation, such as the **collection of cigarette ends** for energy production, the **electric bike hire** for employees and the installation of **13**

charging points for electric vehicles for staff.

Finally, the 2025 initiative, which involved key customers and raw material suppliers, is particularly significant. The project involves the collection and dismantling of certain models of **pressure regulators** that have reached the end of their useful life, with the aim of reintroducing the materials into the market via a **closed-loop circular process**. The project reduces the carbon footprint of both individual products and Gazfio as a whole; In 2026, the initiative will be extended to other models in the range.

4.5 Carbon footprint

Material topic	Identified IROs	Type
Climate change	Generation of indirect Scope 3 greenhouse gas emissions related to activities along the value chain	Actual negative impact
	Potential economic losses and infrastructure damage due to extreme weather events	Risk

Emissions of CO₂ can be generated by a company either directly, through the use of vehicles and equipment whose movement and operation require fuel, or indirectly, through the purchase of goods and services whose production has in turn generated atmospheric emissions.

From this perspective, the Group's energy consumption directly and indirectly generates greenhouse gas emissions into the atmosphere, commonly calculated in **tonnes of CO₂ equivalent** (tCO₂-eq). With regard to direct emissions (**Scope 1**), caused by the combustion of fuels such as diesel, petrol or natural gas, emissions in 2025 amounted to **3,531 tCO₂-eq**⁹, slightly down on 2024.

Indirect emissions from electricity consumption (**Scope 2**) are calculated by combining the *location-based* and *market-based* approaches.

The **location-based** method involves measuring emissions as the product of the energy purchased from the grid and the emission factors relating to the national energy mix used for electricity generation. According to this method, emissions in 2025 amounted to **2,726 tCO₂-eq**¹⁰, up 3% compared with 2024, following a slight increase in energy consumption and a reduction in the ISPRA emission factors used for 2024.

The **market-based** method, by contrast, requires electricity purchased from fossil sources to be multiplied by emission factors corresponding to the national energy mix excluding the renewable share¹¹. In this case, the 2025 emissions figure was **1,371 tCO₂-eq**, an increase of 8% compared with the previous year due to the sharp rise in energy consumption by Indian and US companies¹², as well as a slight overall increase in the emission factors used.

⁹Scope 1 emissions for 2024 have been recalculated following a review of energy consumption. The emission factors provided by DEFRA UK – Greenhouse gas reporting were used for the calculation: conversion factors 2025 (www.gov.uk).

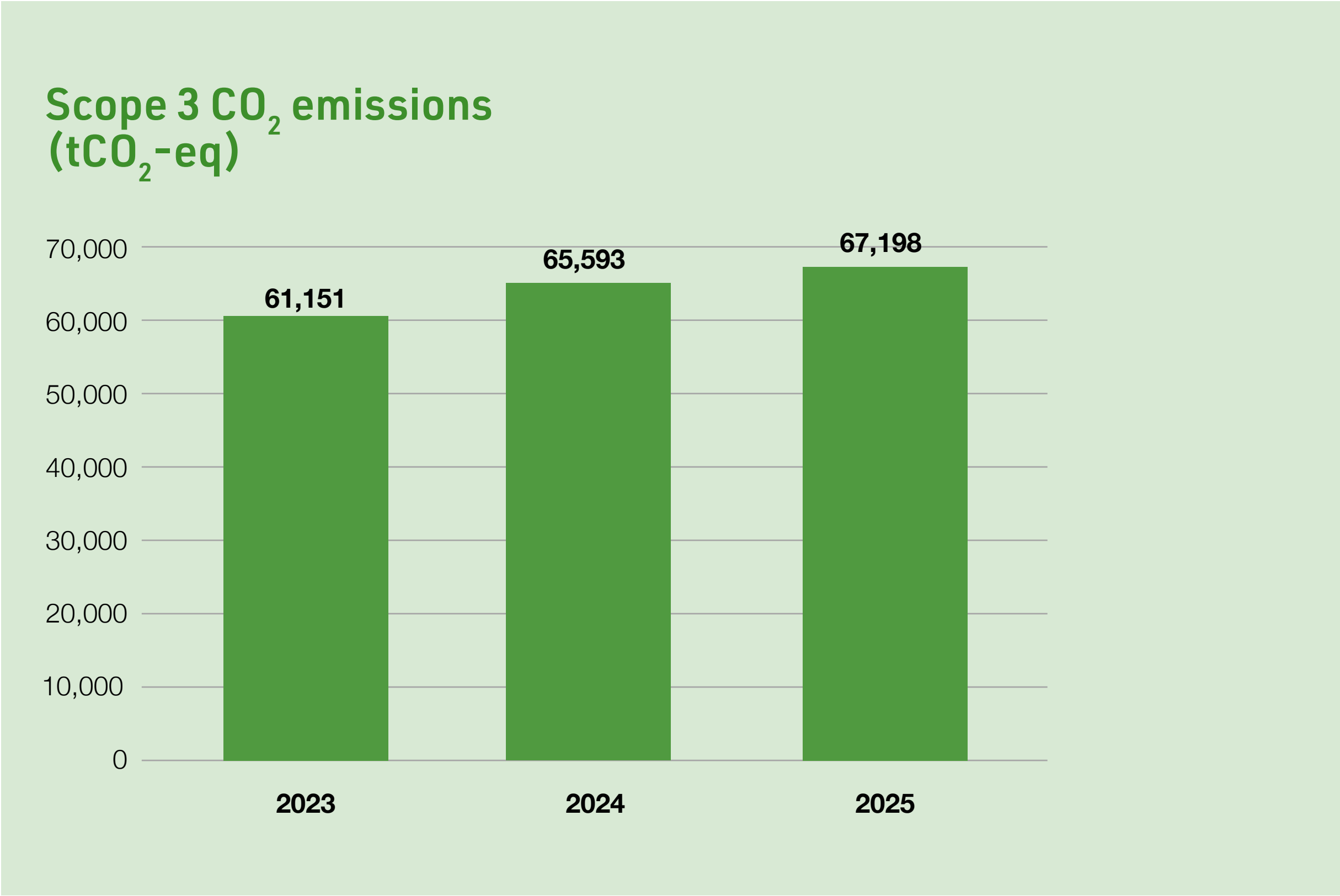
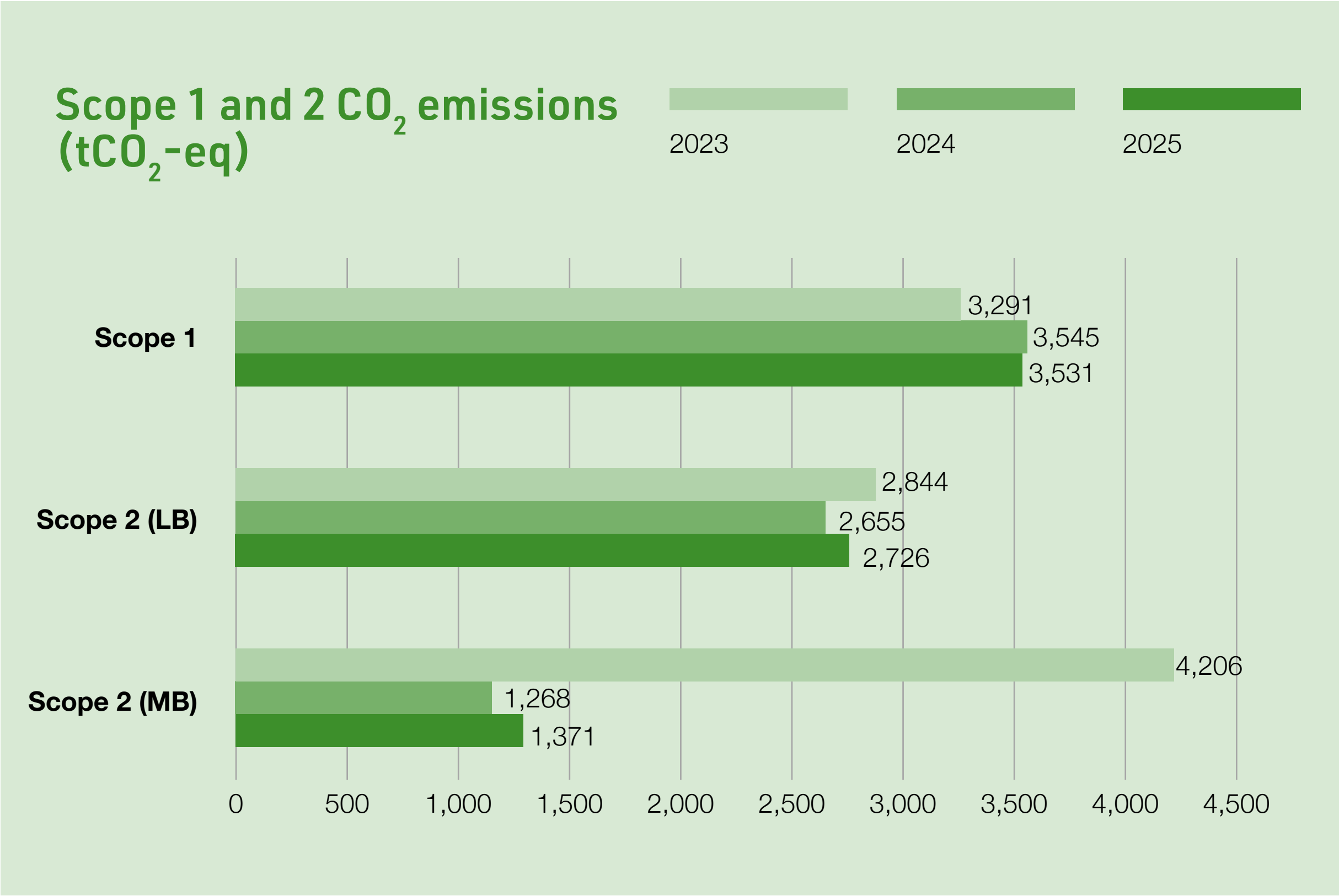
¹⁰The emission factors for the national and residual energy mix of each country were used for the calculation. Please refer to the appendix for details of the factors.

¹¹For purchases of electricity from renewable sources, a zero emission factor in tCO₂-eq is applied. Where no specific contractual arrangements have been agreed, the approach under consideration requires the use of the factors national ‘residual mix’ emission factors, where technically applicable.

Another large set of indirect emissions that companies can contribute to concerns all those activities that are not strictly under their own operational control, but which are unavoidably necessary for business operations (**Scope 3**). In this case, the analysis process, which began in 2021, has been expanded over the years to include an increasing amount of information, up to its current scope, which comprises **eight categories of emissions**.

In 2025, the Group's total calculated Scope 3 emissions amounted to **67,198 tCO₂eq**, an increase of 2% compared with 2024.

The **emissions intensity**, i.e. the ratio of the sum of direct (Scope 1) and indirect (market-based Scope 2 and Scope 3) emissions to the total turnover of the companies within the scope, corresponds to **143.2 tCO₂eq/M**, in line with the previous year.



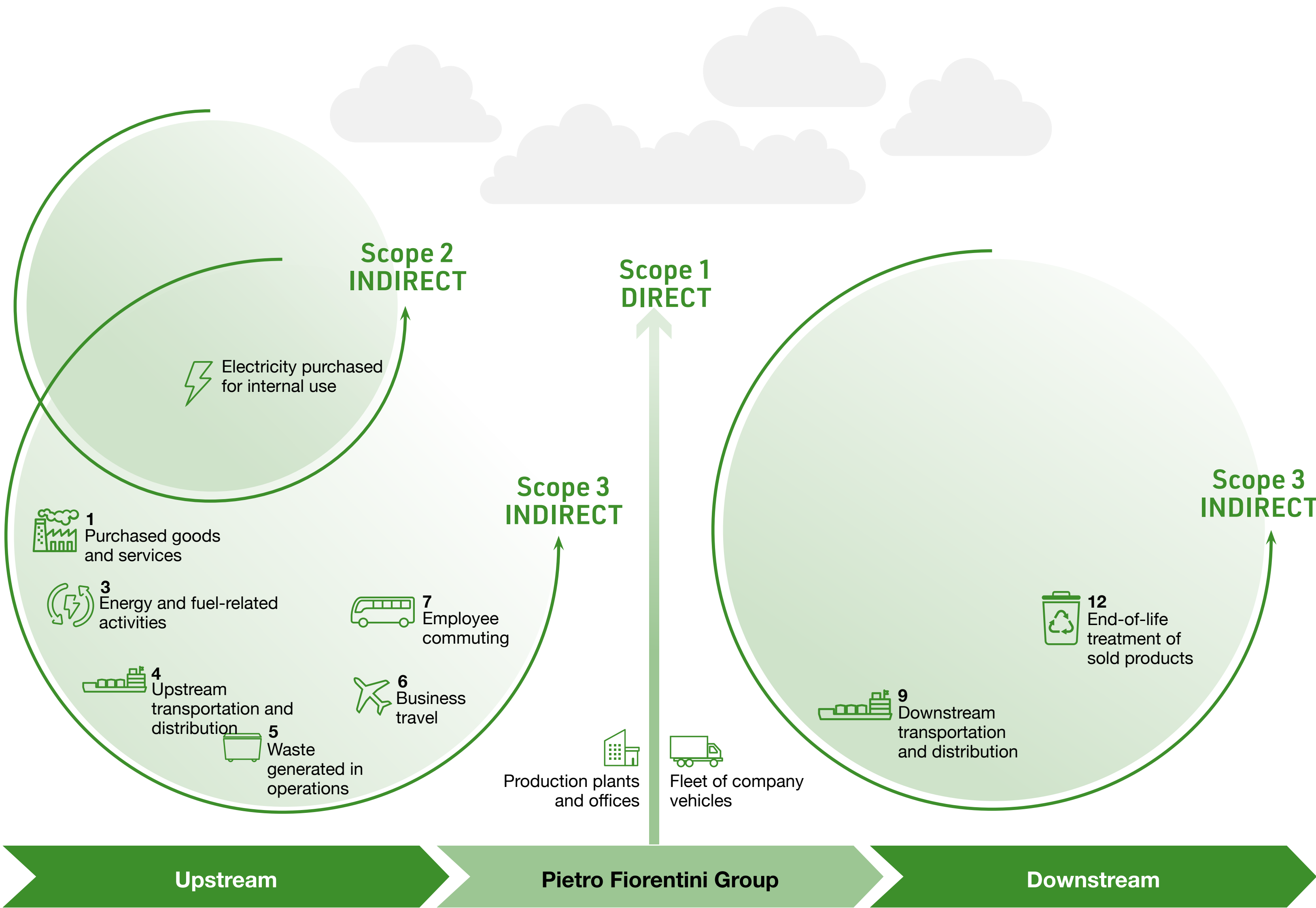
¹²For GWC USA, which was included in the reporting scope in 2024, the collection of energy consumption data was completed for the first time in 2025.

	Scope 3 emission category	State of analysis	Adopted method
1	Purchased goods and services	Calculated from 2023	Average-data ¹³
2	Capital goods	Data collection to start	-
3	Energy and fuel-related activities	Calculated from 2025	Average-data
4	Upstream transportation and distribution	Calculated from 2024	Distance-based ¹⁴
5	Waste generated in operations	Calculated from 2023	Average-data
6	Business travel	Calculated from 2021	Distance-based
7	Employee commuting	Calculated from 2024	Distance-based
8	Upstream leased assets	Not significant	-
9	Downstream transportation and distribution	Calculated from 2024	Distance-based
10	Processing of sold products	Not significant	-
11	Use of sold products	Data collection to start	-
12	End-of-life treatment of sold products	Calculated from 2024	Average-data
13	Downstream leased assets	Not significant	-
14	Franchises	Not significant	-
15	Investments	Not significant	-

Category 1 (**purchased goods and services**) has been identified as the most significant, mainly due to the large quantity of metals used in production – indeed, the purchase of materials accounts for **83% of Scope 3 emissions**. The materials have been categorised according to their weight and origin, distinguishing between primary production and recycling, with the scope of the calculation covering the Group’s main manufacturing companies¹⁵, which currently contribute indirectly to emissions of **55,631 tCO₂-eq**. The greatest environmental impact is caused by steel (45%), electronic components (15%) and zinc alloys (10%), in line with the volumes of materials purchased.

Category 3, relating to **energy and fuel-related activities** not included in Scope 1 and 2, was calculated for the first time in 2025 for the two-year period 2024–2025. This category measures the emissions generated during the production and transport to the customer of fuels used both directly by the Group (Scope 1) and for the generation of purchased electricity (Scope 2). In the reporting year, these emissions amounted to **968 tCO₂-eq**, a figure in line with the previous year.

¹³A data collection methodology that involves multiplying the volume of the relevant goods by secondary emission factors, such as the sector average.
¹⁴With this method, the distance is multiplied by the mass or volume of the goods transported, and then by the emission factors.
¹⁵When calculating emissions for this category, in addition to the main manufacturing companies, Cryo Inox, Fiorentini UK, Fiorentini Gastechnik, MicroPyros BioEnerTec, Pietro Fiorentini DB India and 3Di Biogás were included in the 2025 figures.



For category 4 (**upstream transportation and distribution**)¹⁶ data was collected on the distances travelled and the volume of goods transported by the logistics services chosen by the Group’s companies. In 2025, emissions for this category amounted to **1,729 tCO₂-eq**, down 13%: This reduction is mainly due to an increase in sea freight at the expense of **road freight**, which, however, still accounts for 66% of the total.

To mitigate the environmental impact of its shipments, in 2025 Pietro Fiorentini continued to use DHL’s GoGreen Plus service, which includes the use of a proportion of Sustainable Aviation Fuel (SAF) in aircraft used for freight transport.

According to DHL estimates, this resulted in an **emissions reduction of 32.3 tCO₂-eq**, equivalent to a 24% reduction in standard fuel.

Indirect emissions related to category 5 on the treatment of **waste generated in operations** were estimated considering the waste generated by all companies included in the reporting scope. Applying an emission factor by waste type and destination yielded a value of **49 tCO₂-eq**, up from 2024 due to the extension of the analysis scope to additional waste categories. The largest proportion comes from industrial waste – arising from chemical processes, paints, organic solvents, refrigerants and waste propellants – which accounts for 91% of emissions.

¹⁶The main manufacturing companies were taken into account when calculating emissions in this category: Pietro Fiorentini, TIV Valves, FioGaz, Yavuz Metal and Pietro Fiorentini USA.

With regard to indirect emissions for category 6, relating to **business travel** undertaken by employees of the Group companies, the kilometres travelled by mode of transport — air and rail — and the type of fuel used for hire cars were taken into account. In 2025, **1,443 tCO₂-eq** were generated, representing a significant reduction of 49% compared with the previous year, thanks to a decline in air travel and lower emission factors than in 2024. This reduction is partly attributable to the gradual introduction of SAF into the aviation fuel market following the ReFuelEU legislation¹⁷.

For category 7, relating to **employee commuting** for all Group companies, data was collected on the average number of days worked in a year, as well as the average daily distance travelled to reach company premises and the modes of transport used (train, car, bus, bicycle or on foot). In 2025, the Group generated **3,239 tCO₂-eq**¹⁸, 6% more than in 2024.

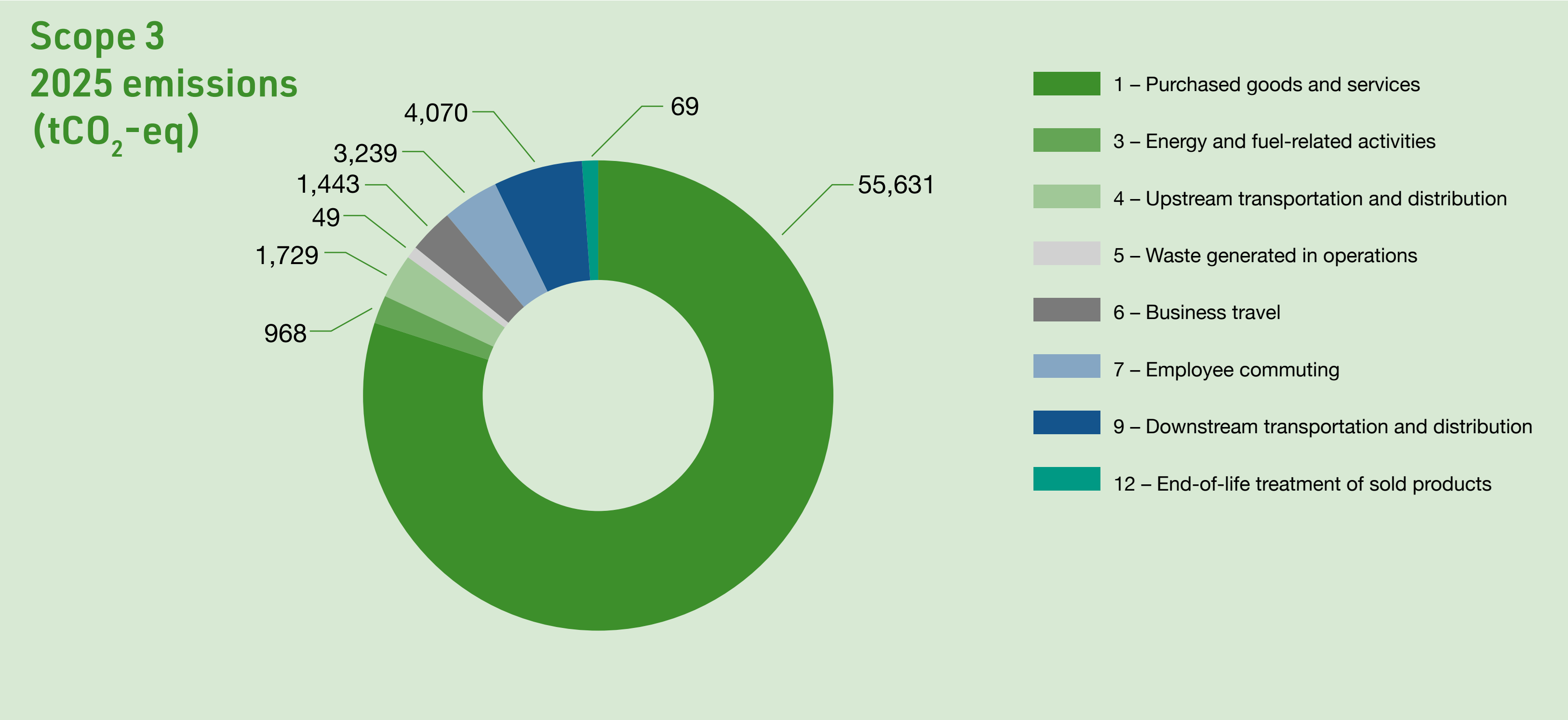
The estimation process for category 9 (**downstream transportation and distribution**) was similar to that used for category 4 and involved the Group's main manufacturing companies¹⁹. The main difference concerned the expenditure for transport services, which in this case was not borne by Group companies, but by the customers. In 2025, emissions associated with this category amounted to **4,070 tCO₂-eq**: a 44% increase, largely due to the rise in air and road freight.

Finally, category 12, relating to the **end-of-life treatment of sold products**, was estimated by collecting data for the Group's main manufacturing companies²⁰. The estimate was made by collecting the volumes of marketed products and possible end-of-life treatment methods, distinguishing between recovery and disposal. Emissions associated with this category amounted to **69 tCO₂-eq**, 42% lower than in 2024, a change attributable to a reduction

in sales volumes for certain product categories.

As well as improving and expanding its estimate of Scope 3 emissions, the Group is continuing its efforts to **reduce its carbon footprint**, both at corporate level and in relation to its products. Recognising the significance of the purchased-goods category, the Group began assessing a series of **LCA**

and product carbon footprint studies to identify the best opportunities to reduce CO₂, starting with the selection of alternative materials and environmentally aware suppliers.



¹⁷In countries such as the United Kingdom and the Member States of the European Union, a requirement to use SAF has come into force in order to increase the proportion of sustainable biofuels and synthetic fuels in aircraft refuelling. This regulatory framework has prompted manufacturers and airlines to adopt blends with a higher SAF content, helping to reduce emissions per passenger-kilometre and, consequently, the overall environmental impact of the Group's air travel.

¹⁸The figures for category 7 have been recalculated for the three-year period 2023–2025 using a more accurate estimation method.

¹⁹The companies Pietro Fiorentini, TIV Valves, Fiogaz and Yavuz Metal were taken into account when calculating emissions in this category. Gazfio and Pietro Fiorentini USA were excluded from the 2025 estimate due to a lack of data.

²⁰In the calculation of emissions for this category, the companies Pietro Fiorentini, TIV Valves, Sartori Ambiente, FioGaz, Yavuz Metal and Pietro Fiorentini USA were included in the scope.

4.6 Decarbonisation plan

Material topic	Identified IROs	Type
Climate change	Loss of market competitiveness caused by a shift in customer demands towards solutions with a lower environmental impact (reduction in the company's and product's carbon footprint)	Risk

With a view to reducing its environmental impact in a continuous and gradual manner, and in line with the company's purpose, in 2025, Pietro Fiorentini S.p.A. drew up its **decarbonisation plan for the five-year period 2026–2030**.

The aim is the gradual reduction of Scope 1 and 2 greenhouse gas emissions by 66% by 2030, thereby contributing to the achievement of global emissions reduction targets.

The **reference year** chosen for measuring and comparing emissions is **2023**, as it reflects the current scope of the company, both in terms of energy consumption and the number of production plants operated by Pietro Fiorentini S.p.A.

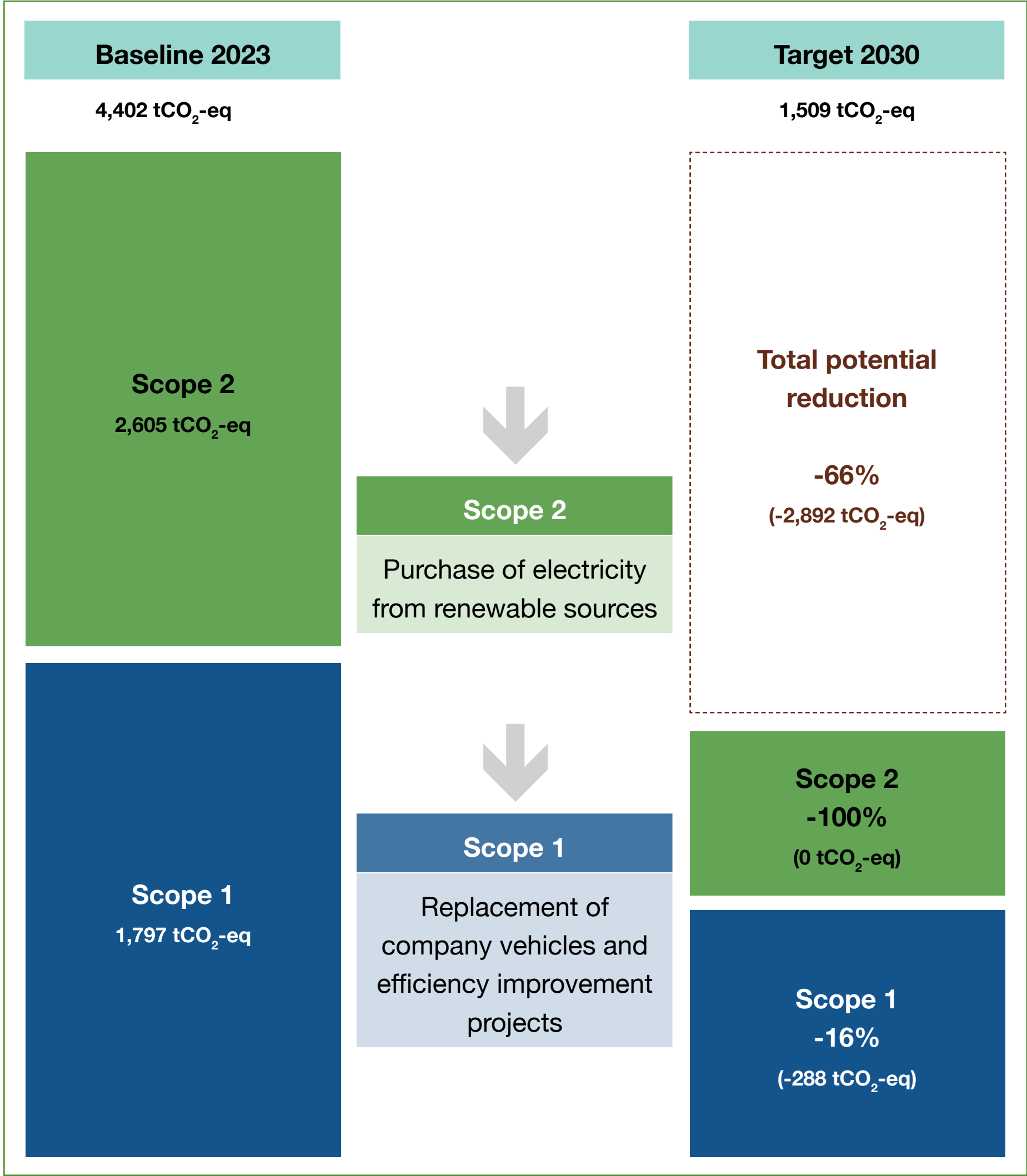
The emissions scope of the decarbonisation plan covers Scope 1 and 2 (market-based) emissions arising from electricity consumption and the fuels used to heat the parent company's sites and power its vehicle fleet. An

analysis of this energy consumption has highlighted **the following three levers for decarbonisation**:

- the **electricity purchased**, which in 2023 accounted for 59% of the company's emissions²¹;
- the **natural gas**, used primarily for heating production facilities and offices, which in 2023 accounted for 18% of Pietro Fiorentini's emissions;
- the **vehicle fleet**, comprising over 200 vehicles, whose fuel consumption in 2023 accounted for 23% of the company's emissions. The latter represents a key driver of decarbonisation: Most fuel consumption comes from diesel-powered vehicles, and the gradual replacement of these with hybrid or electric alternatives will help to reduce emissions.

The plan has adopted **business as usual** as its main reference scenario, which assumes energy consumption will remain stable compared with 2025 and that the size of the vehicle fleet will remain unchanged. A **worst-case** scenario was also considered, assuming an increase in both energy consumption and the number of company vehicles.

²¹With regard to total Scope 1 and 2 emissions (market-based).



In particular:

- the scenario *business as usual* forecasts a **66% reduction in emissions by 2030, due to a 100% reduction in Scope 2 emissions and a 16% reduction in Scope 1 emissions**. This scenario assumes an increase in electricity consumption of 100,000 kWh per year, due to the natural growth of the business and the resulting increase in production. At the same time, natural gas, used mainly for heating, remains unchanged compared with 2025 consumption, as does the number of vehicles in the fleet;
- the *worst-case* scenario, on the other hand, forecasts a **total reduction in emissions of 61%**, taking into account a 5% annual increase in electricity consumption, a 4% annual increase in gas consumption and the annual purchase of a further 3 plug-in hybrid vehicles.

The most significant factor in Pietro Fiorentini’s decarbonisation journey is undoubtedly the purchase of **electricity under Guarantees of Origin contracts** which, since 2024, has reduced Scope 2 market-based emissions to zero. Other initiatives that will make a significant contribution to decarbonisation include energy efficiency measures, such as the **relamping** of offices, the **replacement of obsolete boilers and air-conditioning systems** with more efficient equipment, as well as the gradual **replacement of the vehicle fleet** with hybrid or electric vehicles.

Finally, the company expects to benefit from the incentives provided for under the **super-depreciation**, introduced by the 2026 Budget Act, for the **replacement of obsolete equipment**: The project will enable the purchase of more efficient machinery in a financially sustainable manner.

Taken together, these measures form the core of **Pietro Fiorentini’s strategy to reduce emissions** and improve the environmental sustainability of its operations.

05

MANY PEOPLE ONE GROUP

5.1 People management and development

5.2 The 'safety first' culture

5.3 Investing in knowledge

5.4 Diversity and inclusion

5.1

People management and development

Material topic	Identified impacts, risks and opportunities (IROs)	Type
People's well-being and development	Impact of market trends and organisational dynamics on staff motivation and productivity	Actual negative impact
	Widespread and transparent corporate communication	Actual positive impact

Pietro Fiorentini Group sees people as the cornerstone of a long-term development strategy. For this reason, it aims at maintaining a stimulating and proactive organisational climate, also through the enhancement of skills and competences. This, together with the adoption of a supportive leadership style based on collaboration and continuous training, forms the basis of the Group's **People Strategy**.

Internationally, the Group has a total of 2,838 collaborators, 85% of whom are employees (2,411), while the remainder are external staff (427).

With regard to the contractual nature of the Group’s employees’ contracts, as in 2024, almost all staff are employed on **permanent contracts** (98%) **and on a full-time basis** (96%); Fixed-term and part-time contracts continue to be an option for employees, depending on their needs.

In 2025, the Group’s employee headcount remained broadly stable; the 3% increase compared with 2024 is due to the inclusion of the Brazilian company 3Di Biogás in the reporting scope. There was a significant **increase in the number of managers** (+9%), particularly the **rise in the number of female managers** — amounting to 35%.

Employees by gender and professional category (no.)						
	2024			2025		
	Men	Women	Total	Men	Women	Total
Executives ¹	50	4	54	49	5	54
Managers	107	17	124	112	23	135
Office workers	880	434	1,314	873	426	1,299
Production workers	706	153	859	717	206	923
TOTAL	1,743	608	2,351	1,751	660	2,411

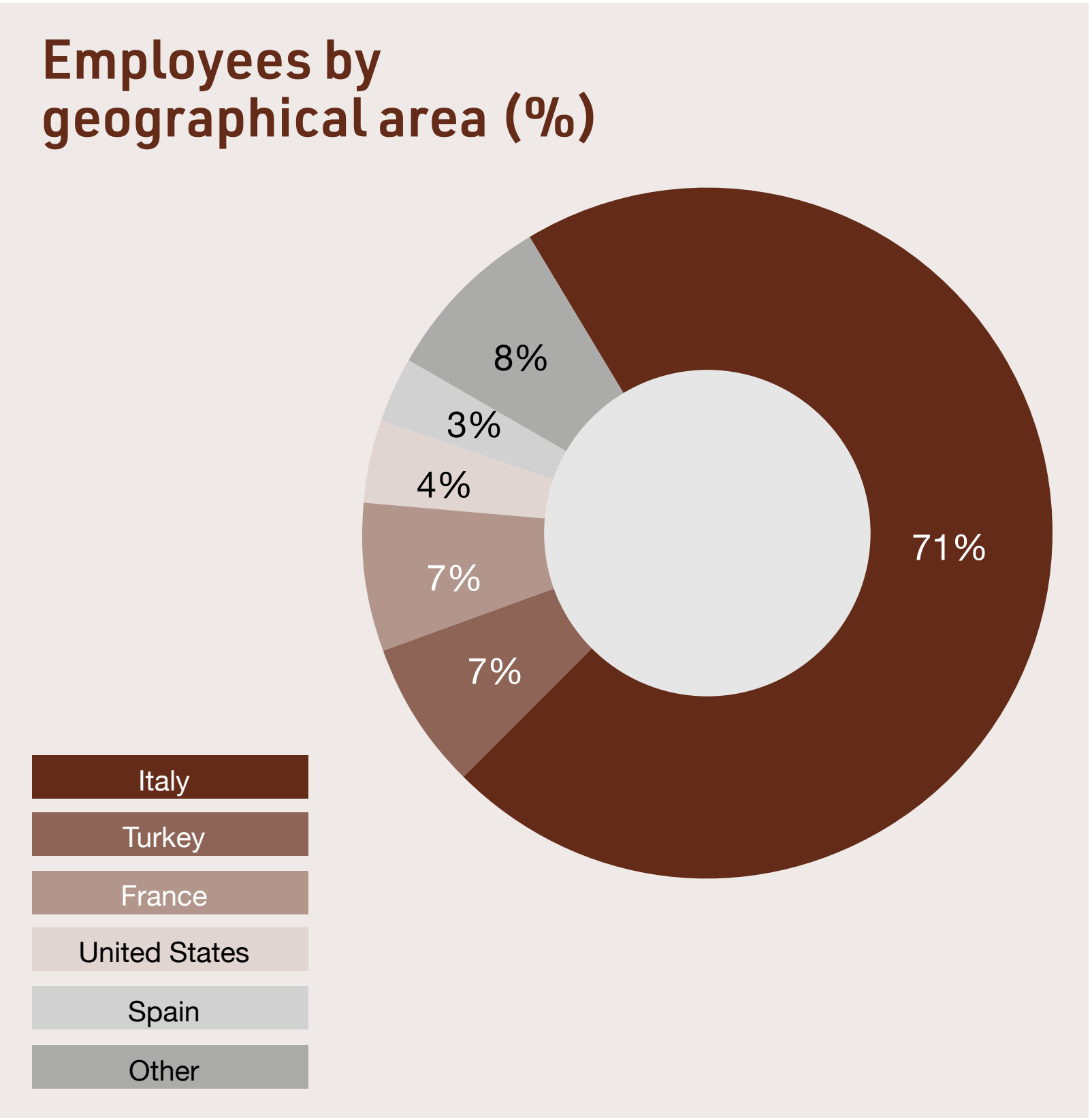
¹For foreign subsidiaries, the category of senior managers includes directors and other positions equivalent to senior managers, as defined in the relevant national collective labour agreement

All employees are covered by social security schemes provided directly by their country of residence or, as a supplementary arrangement, by individual companies within the Group. The cover provided relates to illness, unemployment, accidents at work, disability, parental leave and retirement.

The Group strongly believes in transparent working conditions and dialogue with trade unions, entering into collective bargaining agreements² in all countries where they are widespread and meeting periodically with the relevant trade union organisations. Overall, taking into account non-European

companies included in the scope but which do not currently have collective bargaining agreements, 83% of employees and 63% of external staff are covered by these agreements.

Geographically speaking, 71% of staff work for Italian companies³, whilst the remaining 29% are spread across the European Union, the United Kingdom, the United States, Mexico, Turkey, Algeria, India and Brazil⁴.



²Collective bargaining agreements are in place in Italy (for Pietro Fiorentini, TIV Valves, Sartori Ambiente, Terranova, Biokomp and Hyter), France (Gazfio), Spain (Cryo Inox and Pietro Fiorentini Iberia), Austria (Fiorentini Gastechnik), the Netherlands (Fiorentini Benelux) and Brazil (3Di Biogás). In other countries, however, the respective companies have entered into specific individual contracts with their employees.

³This includes employees of Pietro Fiorentini, TIV Valves, Sartori Ambiente, Biokomp, Hyter and Terranova Group.

⁴This includes employees of the companies Gazfio, Samgas Romania, FastEst, Cryo Inox, Pietro Fiorentini Iberia, MicroPyros BioEnerTec, Fiorentini Deutschland, Fiorentini Gastechnik, Fiorentini Benelux, Fiorentini Polska, Fiorentini Hungary, Fiorentini UK, Pietro Fiorentini (USA), GWC USA, Pietro Fiorentini de Mexico, FioGaz, Yavuz Metal, Fiorentini Algeria, Pietro Fiorentini India, Pietro Fiorentini DB India and 3Di Biogás.



The most represented age group within the Group is that **between 30 and 50 years of age**, which accounts for **54%** of the total, a slight decrease (-2%) compared with 2024⁵. In 2025, employees aged over 50 increased slightly (+1% compared with the previous year), while employees **under 30** remained stable (**20%** of the total).

In 2025, there were **416 hires** in total, slightly down on 2024⁶; approximately 62% were at Pietro Fiorentini, Terranova, Gazfio and Yavuz Metal. The number of **terminations** was **379**, corresponding to an **overall employee turnover rate of 16%**, worsening compared with the previous year (13%). The rate of **voluntary turnover**⁷ stands at **9%**, totalling 224 voluntary resignations throughout 2025.

A **culture of continuous improvement** is essential to ensuring sound

career paths for employees, through professional development and training activities. To strengthen the development of soft skills, since 2024 Pietro Fiorentini S.p.A. has adopted an **internal mobility programme** which, via a job posting service on the company intranet, publicises new vacancies for which staff, if interested, can apply.

To monitor the level of professional and personal satisfaction of employees, the Group conducts regular **climate analyses**. Following the company reorganisation, the survey has been scheduled for the first half of 2026: Once the feedback has been collected, improvement measures will be defined for the areas considered most critical.

As provided for in the National Collective Labour Agreement, employees of Pietro Fiorentini S.p.A. may use **Metasalute**, the supplementary

fund offering healthcare services. The company guarantees enrolment in the basic plan, which covers various benefits such as dentistry, specialist examinations, physiotherapy and reimbursement for the purchase of lenses and eye glasses. In 2025, the company worked to raise staff awareness of the use of Metasalute through various promotional campaigns for packages aimed at **the prevention of diseases and cancers**.

Employees also have access to the **Corporate Benefits portal**, which offers discounts and promotions on various categories of products and services, as well as a range of special agreements arranged specifically with local establishments, shops and retailers.

⁵The 2024 data on age groups did not include employees of Terranova’s subsidiaries.
⁶The 2024 staff turnover figures excluded employees of Terranova’s subsidiaries from the scope of the calculation.
⁷Only voluntary resignations are taken into account in the calculation, not retirements and dismissals.

Investing in future generations

In 2025, Pietro Fiorentini organised and participated in various **talent attraction and recruitment** initiatives designed to train the professionals of tomorrow and attract new talent to the company.

The **NextGen** programme, aimed at upper-secondary school students, supports career guidance, familiarisation with the world of work and the attraction of new talent. At the Arcugnano, Rosate and Desenzano del Garda sites, **more than 600 students** took part in classroom lessons, guided tours of the facilities, career guidance sessions and work-study programmes. The initiative combines first-hand accounts with practical experiences — including hands-on activities with the products and assembly tests — in which participants apply the **lean principles** to minimise the likelihood of errors.

This initiative aims both to provide a **realistic snapshot of corporate life** — which is sometimes perceived as static by younger generations — whilst highlighting all the opportunities that a Group such as Pietro Fiorentini is able to offer, ranging from on-the-job training to the Corporate University, not to mention the **job rotation** policies for the development of cross-functional career paths.

The project’s symbol is the **daruma**, a Japanese symbol of tenacity and perseverance, which, in its PF guise, aims to support new talents from the moment they discover their potential right through to achieving their goals.



During the spring of 2025, the Arcugnano site hosted **Talentis**, the Vicenza leg of Confindustria’s Young Entrepreneurs group, dedicated to promoting new business ideas, start-ups and scale-ups, as well as models of innovation applicable within the national context. During the event, the Group’s experience in acquiring and managing the companies **Hyter and MicroPyros BioEnerTec** was outlined. The initiative has contributed to open innovation and to attracting talent, in line with the company’s objectives of supporting the entrepreneurial ecosystem and developing sustainable technological solutions.



5.2

The ‘safety first’ culture

Material topic	Identified IROs	Type
Health and safety	Dissemination of the 'safety first' culture through employee training and participation in initiatives complementary to ISO 45001:2018.	Actual positive impact
	Work-related injuries involving employees and agency workers	Actual negative impact
	Possibility of incurring administrative sanctions, additional costs and accidents arising from the absence or inadequacy of health and safety risk assessments within Group companies	Risk

Protecting the health and safety of people is always at the forefront for Pietro Fiorentini Group. In accordance with the main national occupational health and safety regulations, **risks are continuously analysed and assessed**, all company activities and processes are carefully monitored, and improvement measures are implemented on an ongoing basis.

Approximately **85%** of the Group’s workforce operates at **sites covered by a certified management system**, as Pietro Fiorentini, TIV Valves, Sartori Ambiente, Terranova, Gazfio, FioGaz, Yavuz Metal and Pietro Fiorentini de Mexico adhere to the guidelines of **ISO 45001**.

In Italian companies coverage stands at **100%**, in compliance with Italian Legislative Decree No. 81 of 9 April 2008, as amended. In accordance with this standard, Pietro Fiorentini has adopted an occupational **health and safety policy** integrated with its other management systems for quality, the environment, information security, energy and corporate social responsibility.

The **HSE** (Health, Safety and Environment) department, through dedica-

ted teams for each production site, is responsible for coordinating specific activities. The activities carried out by this function include proposing and monitoring **corrective actions** following the identification of risks, **event reports** — near misses, first aid cases and concerns — and internal and third-party audits.

Another practical aspect of managing occupational health and safety issues is the **health surveillance** and monitoring of workers.

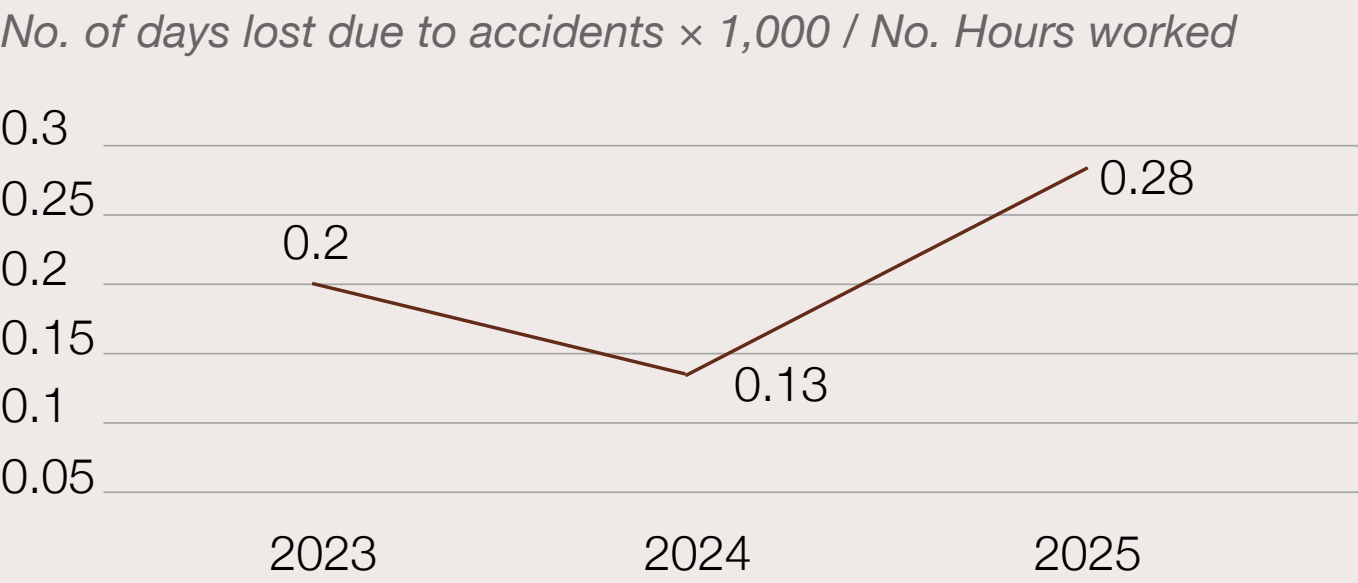
During 2025, there were 38 accidents, 1 fewer than the previous year, despite an increase in hours worked from over 3.6 million to almost 4.2 million; 87% of accidents occurred in the workplace.

3 high-consequence work-related injuries were recorded, 2 of which were commuting injuries. With regard to **external personnel**, there were **7 work-related injuries**, 6 at the workplace and 1 while commuting, representing a sharp decrease (-41%) compared with 2024.

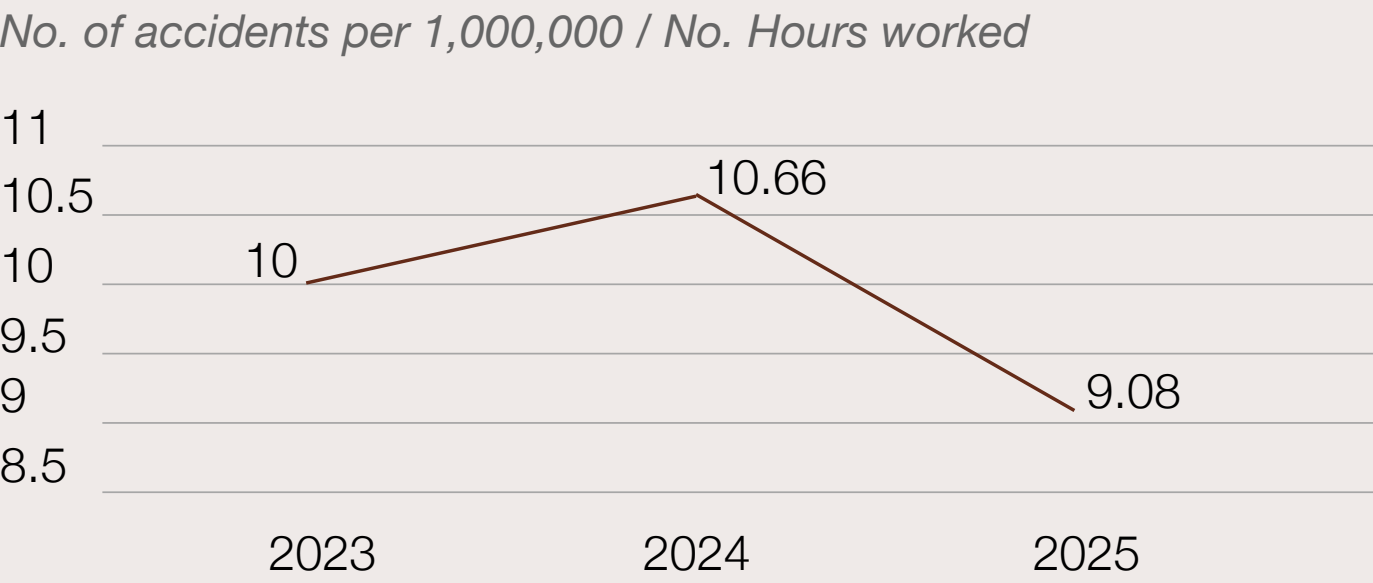
Employee accidents in the workplace (No.)						
	2024			2025		
	Men	Women	Total	Men	Women	Total
Total number of accidents	34	5	39	32	6	38
Of which at the workplace	32	4	36	27	6	33
Of which during work commutes ⁸	2	1	3	5	-	5
High-consequence work-related injuries	1	-	1	3	-	3
Of which at the workplace	1	-	1	1	-	1
Of which during work commutes	-	-	-	2	-	2
Days lost following an accident	413	64	477	954	206	1,160

⁸ An accident during a work commute is defined as an accident occurring during the worker's journey from home to work or during the journey between two workplaces.

Accident severity rate (%)



Accident frequency rate⁹ (%)



⁹The accident frequency rate has been adjusted for the year 2024 following a review of hours worked by Yavuz Metal.

To strengthen internal safety measures at Pietro Fiorentini, a simplified process has been introduced for the **management of job suitability assessments**: The new procedure enables managers, in their capacity as health and safety officers and/or managers, to always have the information they need to assess the fitness for work of their staff, whilst also taking into account any medical requirements and restrictions. Some of the new features introduced relate to the **centralised viewing** of fitness-for-work assessments directly **on the PF People portal** and automatic notifications when assessments are uploaded, thereby reducing the number of operational steps.

With regard to access to the Group’s premises, the **supplier portal**, which can be accessed from the company website’s homepage, provides contractors with the documentation and specifications required for entry.

In the context of company activities, there are potential hazards that can cause occupational diseases, including the manual movement of loads and the repetition of certain movements. In 2025, in Italy and France, there were **2 cases of occupational diseases** recognised by the respective social security institutions.

To prevent such occurrences, the Group continues to identify improvement actions addressing **repetitive movements** in production processes.

5.3

Investing in knowledge

Material topic	Identified IROs	Type
People's well-being and development	Developing and retaining talent through training plans, professional growth paths and welfare programmes, through partnerships with universities and research centres	Actual positive impact
	Skills development and enhancement through performance measurement and personalised development pathways	Actual positive impact
	Improvement of workers' hard and soft skills through training programmes, resulting in enhanced company know-how and market competitiveness	Opportunity

In an ever-changing environment, preparing personnel is the key to successfully tackling any future challenges. For this reason, **the Group considers continuous training a strategic investment**, which not only improves professional skills but also stimulates the individual growth of each employee. Ensuring constant updates makes it possible to maintain a high level of competitiveness and to respond in an agile manner to the needs of the sector.

Thanks to a system of **periodic performance assessments** based on project progress, managers can map results and acquired skills, thereby supporting and encouraging the professional development of employees on a meritocratic basis. In 2025, **the performance of 1,513 employees was assessed**. For some managers, a **Management by Objectives** (MbO) system is in place to support long-term value creation.

In total, the hours of training delivered in 2025 amounted to 78,864, with an average of 33 hours per employee, a figure slightly lower than the previous year.

Training covers both technical topics and personal development. Furthermore, the managers have received specific training on leadership issues.

Pietro Fiorentini has maintained and expanded the training programme offered by the **PF Corporate University**. In 2025, the second edition of the **Quality Academy** took place, while the **Technical Academy** also continued. The latter aims to strengthen vertical knowledge and skills relating to the Group's range of solutions, both during development and after market launch.

As part of the project, a series of **regular focus groups with the technical managers** have been introduced, with the aim of drawing up a roadmap and capitalising on technical knowledge and design standards.

The synergy between the two academies has made it possible to develop cross-disciplinary and specialist modules that ensure **highly personalised training programmes** tailored to the needs and interests of the company’s technical staff.

Following an analysis of the training needs of the various business areas and drawing on more than 20 years' experience, the review of the **Lean Academy** launched in 2024 was consolidated: This has resulted in a modular training programme, comprising *fundamentals* (prerequisite), *problem solving* (second edition) and *management* (first edition), with varying levels of depth.

To enhance transferable skills, the **Life Skills Academy** has been established – a training programme designed to promote emotional literacy and structured around four modules focusing on emotional intelligence and soft skills. The project, which was launched between late 2024 and early 2025, involved the delivery of three sessions aimed at middle management, with a total of around 40 participants.

In addition, the training programme dedicated to the dissemination of knowledge has been brought in-house with the establishment of the **Trainer Academy**, which covers topics such as the fundamentals, styles and principles of adult learning, the analysis of training needs and expected outcomes, and public speaking.

In line with the Group's international dimension, since 2024, **training content** developed in Italy has begun to be translated and **disseminated at foreign sites**.



Graduation awards in memory of Matteo Cazzola

The Group wished to pay tribute to Matteo Cazzola, a brilliant manager who died at the age of 35 in a tragic accident, by establishing several cash prizes in his honour for **degree thesis in the field of energy transition and renewables**, with a particular focus on biogas, biomethane and hydrogen.

The **second edition** of the award promoted by the Friends of the University of Padua Association and the **University of Padua** was held in 2025, culminating in the presentation of the finalist projects and the awarding of prizes to three theses during the event “**The Energy of Research: Innovative materials and environmental sustainability**”, held at the Museum of Nature and Mankind in Padua.

In 2025, the **first edition of the award was also launched at three other universities** (the University of Brescia, the Polytechnic University of Milan and the Polytechnic University of Turin), with one thesis being awarded the prize in each competition, with the exception of Milan, where two theses were awarded joint first place. The winners, their thesis supervisors and the professors who sat on the various examination boards were invited to a **company tour of the Arcugnano and Desenzano del Garda sites**, which also included the Hydrogen Innovation Lab.

The award has already been renewed for its **third edition in Padua** in 2026.

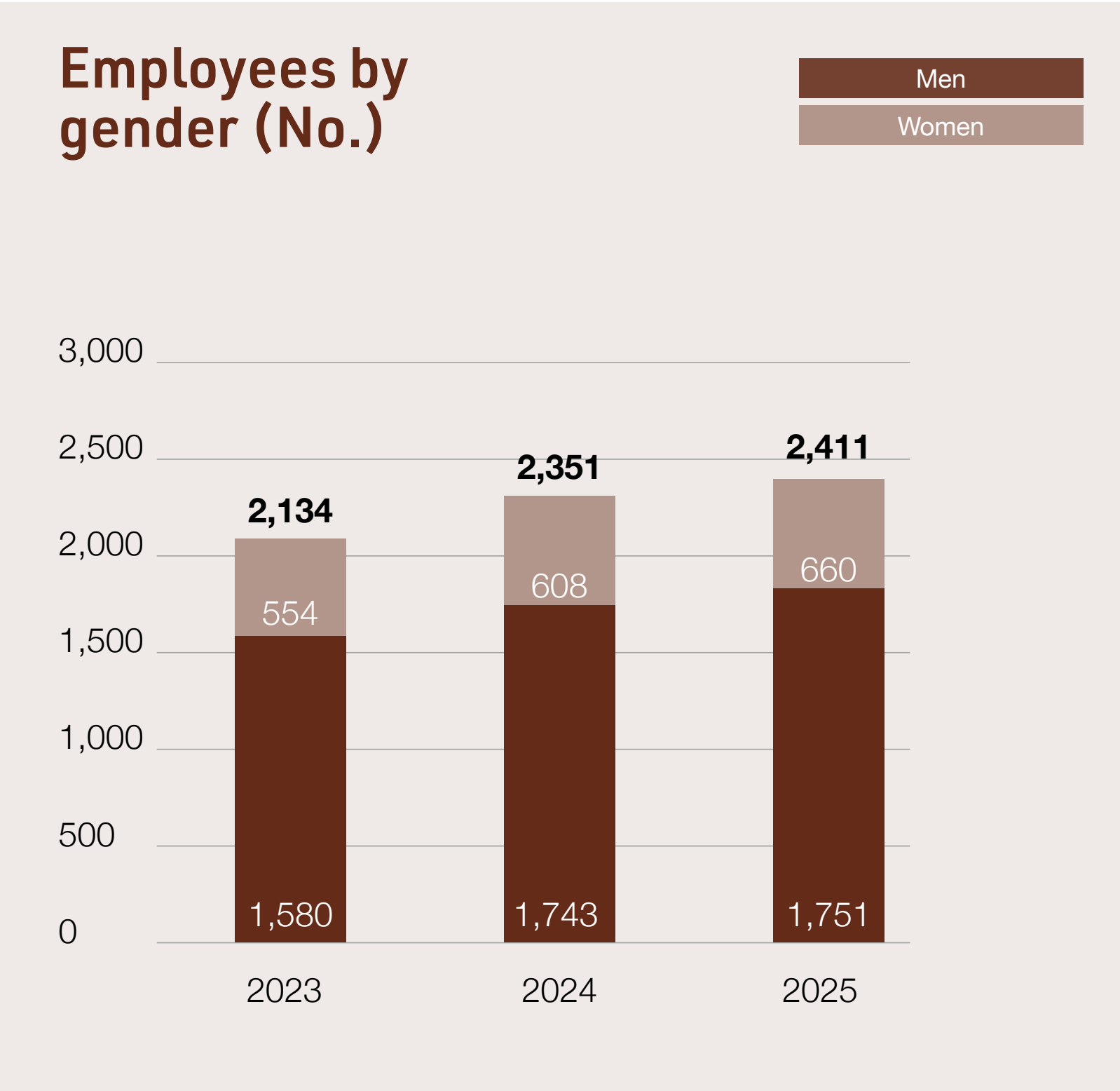
5.4 Diversity and inclusion

Material topic	Identified IROs	Type
Diversity and inclusion	Promoting a fair and inclusive working environment that respects diversity and values employees' different social and cultural backgrounds	Actual positive impact

As set out in the **code of ethics**, Pietro Fiorentini Group promotes an **inclusive, fair and respectful** working environment, in which everyone can make the most of their abilities and contribute to the company’s growth. Valuing diversity means recognising and appreciating everyone's individual differences, including cultural backgrounds, experience, skills, views and personal characteristics.

It means promoting respect for the dignity, physical and moral integrity, and individual freedoms of every person. A concept linked to that of **cross-fertilisation**: Through the exchange of views, knowledge, suggestions and perspectives, it is possible to enhance the cultural and intellectual wealth of individuals and, consequently, of the Group as a whole.

Despite the prevalence of men, which is typical of the manufacturing sector, in 2025 the proportion of female employees within the Group’s workforce stood at 27% (+1% compared with 2024) – with a particularly marked increase reported in the production sector (+35%).

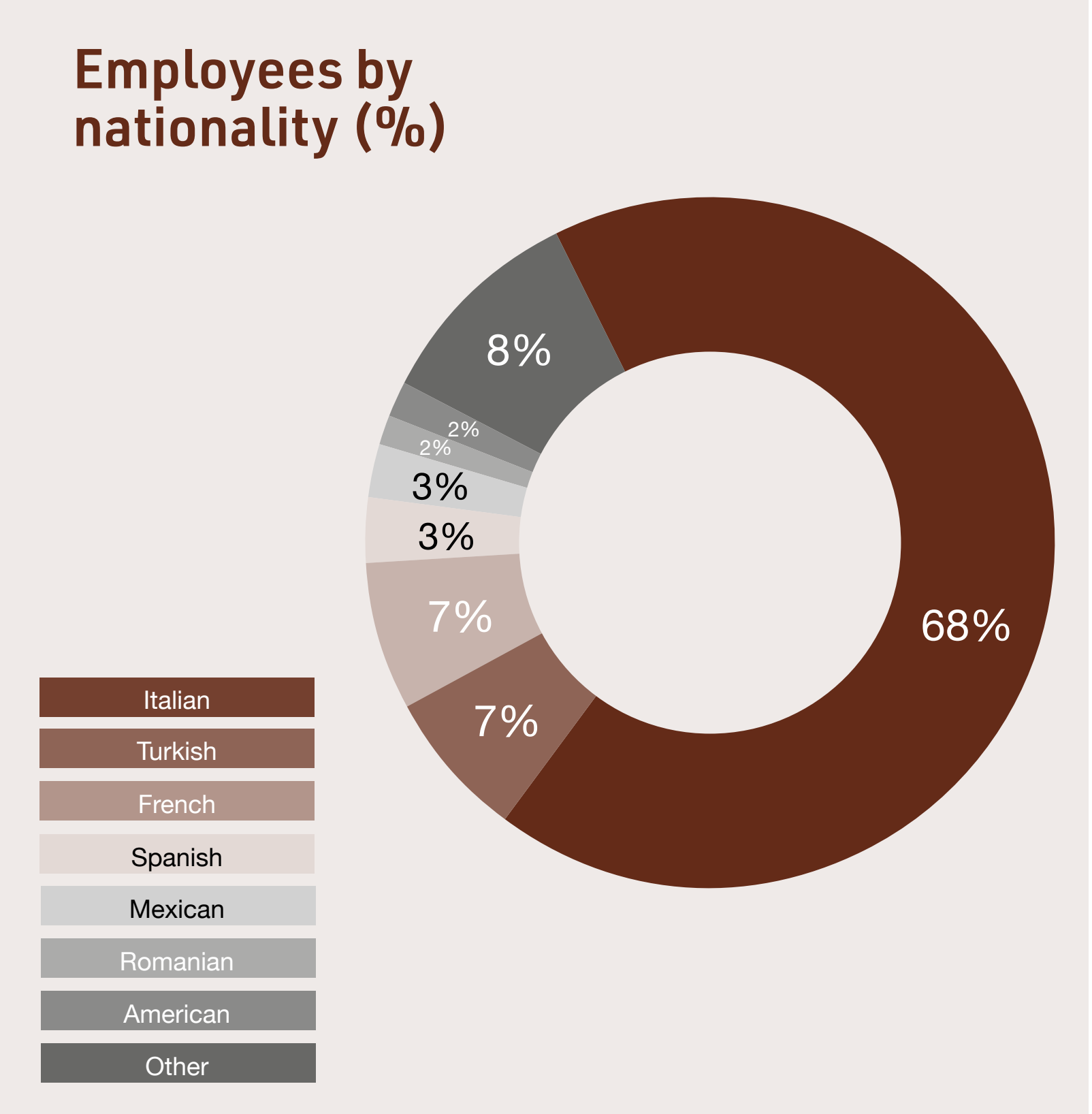


Inclusion remains a central issue at Group level: an **approach free from any form of discrimination is promoted**, and impartiality is ensured in recruitment processes and in the workplace. To help raise awareness of these issues, in 2025 a **training programme on inclusive language** aimed at senior management was delivered."

In 2025, **92 employees with disabilities**, protected in Italy under Italian Law No. 68/1999, were employed, representing **4% of the total workforce**.

As the organisation operates in an international context, data on the nationality of staff members has been collected since 2024: in 2025, the Group recorded as many as **53 different nationalities**, an increase on the 48 recorded the previous year.

Pietro Fiorentini is also committed to ensuring fairness at one of the most important moments in a person's life, such as the birth of a child. In 2025, **99%**¹⁰ of employees exercised their right to **parental leave**¹¹.



¹⁰The percentage is lower than 100% due to the regulatory environment in some countries where the Group operates.
¹¹Parental leave is the leave that both parents may request from the company following the birth of a child (maternity and paternity). In 2024, companies controlled by Terranova were excluded from the calculation of parental leave.

06

MANY TIES

ONE COMMUNITY

6.1 Distributing value to stakeholders

6.2 Customer centricity and satisfaction

6.3 Collaboration with the supply chain

6.1

Distributing value to stakeholders

Material topic	Identified impacts, risks and opportunities (IROs)	Type
Sustainability governance	Creating value for stakeholders with an interest in the company’s results and for those with whom the company has business relationships	Actual positive impact
	Accessing ESG funding linked to the achievement of sustainability objectives	Opportunity
Energy transition	Developing solutions to support grid digitisation and the energy transition, with a particular focus on biomethane	Actual positive impact
	Opportunities for increased turnover arising from businesses linked to grid digitisation and green gases, partly thanks to public incentives	Opportunity
	Loss of business opportunities in the green gas sector due to difficulties in developing technologies and delays in time-to-market compared with competitors	Risk
Water resource	Development of solutions to support the green transition in water management and grid digitisation	Actual positive impact
	Opportunities for turnover growth arising from water management and grid digitisation	Opportunity

Creating long-term value also means developing **strong and lasting relationships with one’s stakeholders**. This is the foundation upon which the engagement initiatives aimed at the various categories of stakeholders are based; over the years, these stakeholders have helped to define Pietro Fiorentini Group’s strategic priorities.

Feedback gathered from various stakeholders has highlighted the **development of green solutions to promote the decarbonisation of the supply chain** as a priority. To meet this need, the Group has long since embarked

on an investment plan that aims to reduce its own emissions and those of its customers, through a **multi-business approach** that encompasses the energy, water and circular economy sectors and has the digitisation of grids as its common denominator.

For green gas businesses, such as biomethane and hydrogen, the success of development initiatives is strongly influenced by obtaining public incentives, which are crucial to stimulating investment and making these **solutions economically viable**.

The Group's objective in the medium term is **to gradually increase the share of turnover from new business**, including through the acquisition of high-potential companies and the creation of partnerships with other players in the same sectors.

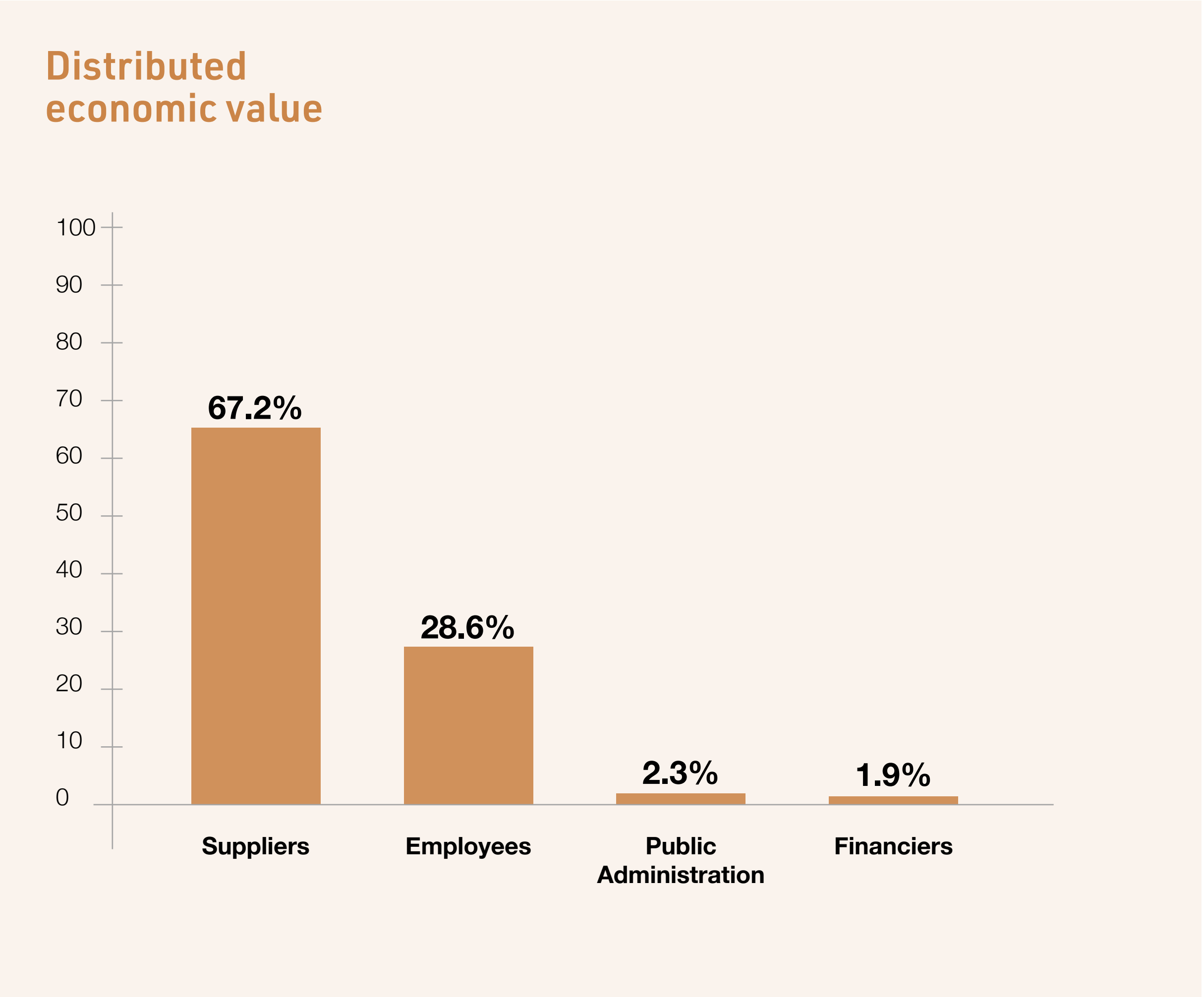
This is driven by the push for sustainable innovation coming from both customers, who are demanding **solutions with a lower environmental impact** across the entire value chain, and from financiers, who are increasingly focused on **measurable ESG performance**. These inform analyses of credit risk, the resilience of the business model and the ability to bear the costs of the transition.

Thanks to its geographical reach, the Group can extend its **contribution to the economic and social development** of the countries in which it operates. Through responsible investment, local job creation and partnerships with communities and institutions, **value generation extends beyond corporate borders**, fuelling a virtuous circle of prosperity and development in the regions.

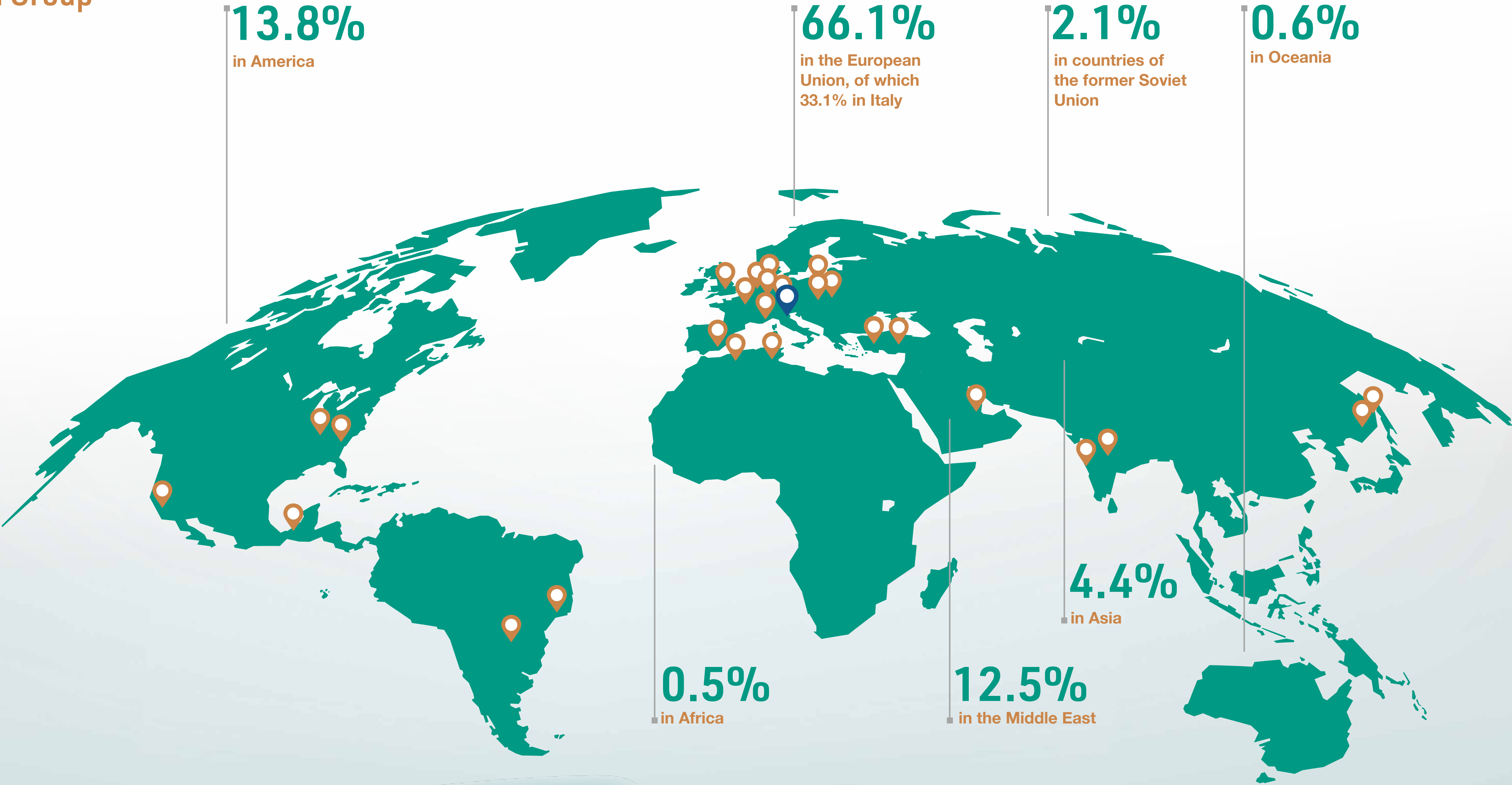
Of the total EUR 565 million generated, 8% was retained and the remainder was distributed to suppliers, employees, financiers and the public administration, amounting to EUR 520 million.

The most significant share of turnover comes from Pietro Fiorentini S.p.A., accounting for 34% of the total, followed by the subsidiary Gazfio at 11% and the Terranova Group at 10%.

The highest share of turnover was generated **within the European Union**, at approximately 66% of the total, including 33% generated in Italy, followed by North and South America at 14%.



Geographical distribution
of Pietro Fiorentini Group
turnover



 Headquarters

 Group sites

6.2

Customer centricity and satisfaction

Material topic	Identified IROs	Type
Sustainability governance	Failure to implement an ESG strategy that is integrated with business priorities in response to customers’ expectations and requests (e.g. calculating a product’s carbon footprint)	Risk
Customer centricity	Customer dissatisfaction due to quality issues with marketed products and/or the development of new products that do not meet market requirements	Actual negative impact
	Investment in research and development with a view to the continuous innovation of products and services, in order to improve quality and meet customers’ needs	Actual positive impact
	Ability to respond efficiently to customer requests by applying the principles of lean & agile management	Actual positive impact
	Building long-term customer relationships based on product quality, service reliability and the ability to respond to evolving needs	Risk
	Development of technologically advanced solutions in business related to green gas, water, waste management and grid digitisation	Opportunity
	Monitoring and improving customer satisfaction through the implementation and use of structured processes for listening to and communicating with customers (e.g. CRM, customer satisfaction surveys)	Opportunity

Pietro Fiorentini Group is an international player that distributes its solutions in **more than 100 countries**, reflecting its strategic importance and the trust placed in it by its target market.

Putting the customer at the heart of the business model is an integral part of the Group’s culture and is reflected, first and foremost, in the **focus on product quality** and in the **process optimisation**, but it is also a value inextricably linked to all the other elements that define the relationship, such as technical support and maintenance services – without neglecting the ability to respond to market demands as quickly as possible.

Customer care is also ensured by integrating the concept of quality into all business processes and making all Group employees aware of it. The **dissemination of the quality culture**, in addition to the implementation of a management system based on **ISO 9001** certification, is also reflected in a number of other **product certifications**. All the solutions offered by the Group are designed and developed with the **safety of its customers** at the centre, while ensuring consistent quality performance.



The **CRM** (Customer Relationship Management) **platform**, used by most divisions of Pietro Fiorentini S.p.A. and the Group's main subsidiaries, has an **issue management** function that collects submitted complaints. The platform is contributing to the improvement of relations with customers, thanks to the complaint-resolution activities and constant dialogue to better meet their needs. In 2025, the target of **resolving issues in less than 20 days** was achieved by one of the two divisions of Pietro Fiorentini included in the calculation of the indicator; Work is currently under way to extend this best practice to other divisions by 2026.

The implementation of **lean & agile management** helps to consolidate the customer-centric business model. The elimination of waste – one of the key principles of Lean – aims, in fact, to optimise internal processes as much as possible, so as to focus attention on activities that provide real **added value for the customer**. Similarly, the flexibility characteristic of the agile approach enables the Group to adapt quickly to the conditions of an evolving and increasingly competitive environment.

The customer remains the focus of the Group's approach, from initial contact through after-sales service. the **Group regularly monitors the degree of satisfaction** through an analysis that includes several categories, from product reliability to the speed of response to complaints, from the adequacy of software and reporting to the evaluation of the perceived overall quality, considering the entire scope of supply.

These aspects are collected and analysed through Net Promoter Score questionnaires. In 2025, 35 questionnaires were completed, mostly in Europe and North America, with an overall score of 72.8.

The most highly valued characteristics are the **reliability, performance and safety of the Group's products**, demonstrating how the Group's commitment to these areas is also recognised by its customers.

Listening to and understanding customers' needs requires constant commitment and attention, in order to develop and propose innovative, safe solutions that comply with regulatory requirements. As outlined in the previous chapters, the Group is continuously refining the process for estimating its carbon footprint, in order to provide increasingly reliable data, and at the same time is developing its measurement of the **product carbon footprint**, so as to track the emissions of its solutions throughout their entire life cycle.

6.3 Collaboration with the supply chain

Material topic	Identified IROs	Type
Sustainability governance	Building strong relationships with suppliers, based on reliability and transparency, through compliance with contractual terms and payment schedules	Actual positive impact
	Measuring and reducing ESG impacts along the supply chain (e.g. CO ₂ emissions, respect for human rights, etc.)	Potential positive impact
Sustainable supply chain	Improving sustainability practices across the supply chain by integrating ESG principles into collaboration with partners (e.g. requiring compliance with 231 model and code of ethics, SA 8000 audits, quantification of emissions, etc.)	Potential positive impact
	Improving working conditions for suppliers' staff by verifying that the principles of SA 8000 certification are being correctly applied	Actual positive impact
	Financial and reputational damage resulting from inadequate supplier performance and quality issues with the components supplied, particularly in relation to new technologies	Risk
	Risk of supply disruption due to inadequate supplier monitoring, including environmental, social and geopolitical factors	Risk
	Negative impacts on workers in the value chain due to suppliers' failure to comply with human rights, labour standards and health and safety requirements	Risk

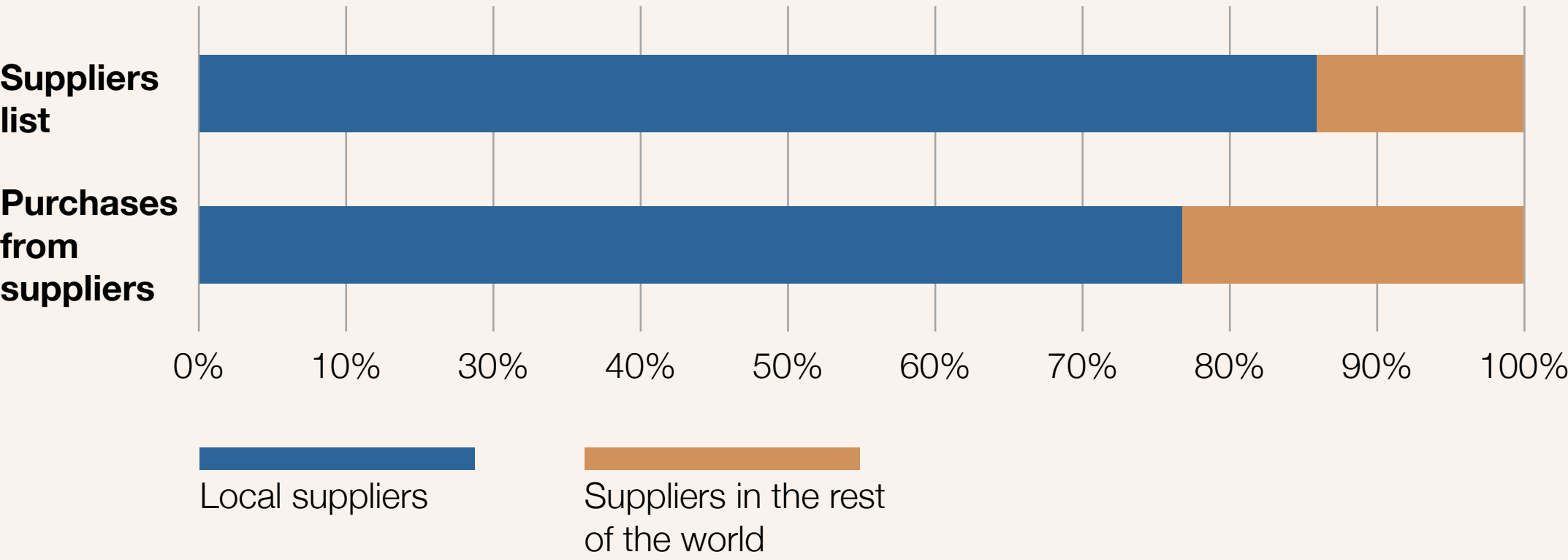
In 2025, Pietro Fiorentini Group had a supplier base of more than **8,000 business partners** worldwide. The approach to the management of the supply chain is inspired by the principle of **Local for Local**, in order to render all Group companies independent in the management of the collaborations with their respective suppliers, thus ensuring solutions that are geographically close (to the extent that this is possible) to their reference market and, consequently, to the end customer.

Reflecting this commitment, local suppliers accounted for 86% of the total in 2025, a slight increase on the previous year (85%).

The proportion of **spending on local suppliers**¹, on the other hand, stood at around **78%**, a slight decrease compared with 2024 (80%). In 2025, the **strengthening of local supply in the US** and the relocation from China continued: to Europe for plastic moulds and to Turkey for aluminium components.

¹ “Expenditure on local suppliers” refers to expenditure with suppliers located in the same country as the site of the purchasing company: Italy for Pietro Fiorentini, TIV Valves, Sartori Ambiente, Biokomp, Hyter and Terranova Group; France for Gazfio; United States for Pietro Fiorentini (USA) and GWC USA; Turkey for FioGaz and Yavuz Metal; Germany for Fiorentini Deutschland and MicroPyros BioEnerTec; Austria for Fiorentini Gastechnik; Spain for Cryo Inox and Pietro Fiorentini Iberia; The Netherlands for Fiorentini Benelux; United Kingdom for Fiorentini UK; Romania for Samgas Romania and FastEst; Poland for Fiorentini Polska; Hungary for Fiorentini Hungary; Algeria for Fiorentini Algerie; India for Pietro Fiorentini India and Pietro Fiorentini DB India; Mexico by Pietro Fiorentini de Mexico; Brazil for 3Di Biogás.

2025 supplier lists and expenditure



The direct and most relevant indirect suppliers are qualified by means of a **scorecard** that also includes some **ESG aspects**, in terms of health, safety and environmental management. In 2025, the ESG information of 46% of the continuous Class A and B suppliers was uploaded on the dedicated portal.

All suppliers undergo an analysis of **risks based on the geopolitical context**, on market surveys and focusing on the most relevant commodities and geographical areas. During the qualification phase, each supplier is associated with a risk index relating to its organisational structure and **compliance with quality** requirements. Over the course of the contractual relationship, the supplier is assessed by a reliability index which, in addition to quality performance, considers **delivery time** and **financial stability**. Suppliers with an insufficient score are subject to risk reduction activities.

To safeguard relations with its suppliers, the Group manages the invoice payment process through a dedicated management system, which also includes the automatic detection of any anomalies. In 2025, the weighted average time taken to **process invoices** was approximately **4 days**, while the average payment term was 75 days. It should also be noted that **no proceedings have been initiated by suppliers for late payment** of invoices.

All Pietro Fiorentini suppliers are required to sign their acceptance of the requirements of **SA 8000 certification**, which is mandatory for qualification purposes. In 2025, **audits on critical suppliers** continued, focusing on workforce management policies and health and safety procedures, with a view to verifying their actual compliance. 9 suppliers (out of the 10 planned under the target) were audited and **50 improvement actions** were identified; their implementation will be monitored in

2026. At the same time, 11 of the 28 non-conformities identified during the audits carried out in 2024 have been resolved.

The Group is committed to spreading sustainable practices along its supply chain not only through its activities to **protect the rights of workers in the supply chain**, but also in its procurement choices, preferring, where possible, solutions with a lower environmental impact. As evidence of this, in 2025 **a proportion of the CO₂ emissions generated** from air travel for freight logistics **was offset** through the purchase of services linked to the use of sustainable fuels.

Supplier quality: continuous improvement

In 2025, the supplier qualification project – launched with the aim of improving the process for qualifying suppliers of goods and services – was completed. The **supplier assessment team** achieved this objective by creating a **quality performance indicator** common to all bills of materials, production cycles and special processes. This will enable the Group to measure and compare the quality of its suppliers using standardised criteria.

With a view to risk mitigation, the team has also created a **quality report** on a quarterly basis which, alongside the other tools already in use, enables the assessment of suppliers' reliability ratings and, where necessary, the implementation of measures to continuously improve them.

The project has already achieved significant results: In the three divisions of Pietro Fiorentini where it was im-

plemented on a trial basis, there was a year-on-year halving of the number of defective components at the input stage and a **62% reduction in costs** with regard to non-conformities in subsequent stages. Efficient, rapid and waste-free supply chains remain essential for maintaining high standards of quality over the long term.



07

CONTENTS

APPENDIX

- 7.1 Methodological note
- 7.2 Environmental and social performance
- 7.3 ESRS Content Index

7.1

Methodological note

The Sustainability Report (hereafter 'Report') of Pietro Fiorentini Group (hereafter 'Group'), now in its **sixth edition**, is prepared annually on **a voluntary basis** in order to report on performance in the ESG area with increasing accuracy. The Report is part of a broader path taken by the Group **towards fully integrating sustainability into its business model**. The document aims to provide internal and external stakeholders with the clearest, most complete and transparent representation possible of the short/medium-term activities, projects, commitments, goals, and the results achieved in view of **creating long-term value**.

Approved by the Board of Directors on 15 May 2026, the Sustainability Report was prepared ahead of the regulatory obligation arising from Italian Legislative Decree No. 125 of 6 September 2024, subsequently amended by the 'Omnibus Package', which has yet to be transposed into Italian law. The Sustainability Report was **prepared in accordance with the 2022 ESRS** (European Sustainability Reporting Standards), developed by EFRAG (European Financial Reporting Advisory Group), incorporating, as far as possible, the amendments made to the standards following the approval of the 'Omnibus' package. The aim is to **ensure transparency of performance** and facilitate comparability of the data presented.

The **Global Reporting Initiative (GRI) guidelines were also taken into account** when drafting the document. The Group has chosen to maintain the reporting of some GRI indicators, which have been appropriately included in the Appendix and reported in the ESRS Content Index.

The principle of materiality guides the extent and quality of sustainability reporting. The topics covered are in fact those that, following the **double materiality process in line with ESRS standards** and EFRAG guidelines, were found to be relevant in that they reflect significant environmental and

societal **impacts** related to the company's activities and/or reflect **significant risks and opportunities** for the Group.

The **sustainability indicators** included in the document were selected in accordance with the disclosure requirements established by the ESRS, as provided for by the European CSRD (**Corporate Sustainability Reporting Directive**), as subsequently amended and implemented in Italy by Legislative Decree No. 125 of 6 September 2024. The chapters are then organised according to ESRS, with details of the indicators reported and references to the position of the information within the document.

The data and information provided refer to the **financial year from 1 January to 31 December 2025**, unless otherwise stated. Where available, comparative data for previous financial years have been provided for the **three-year period 2023-2025**, in order to present the trend in the Group's performance over a longer time horizon. To provide an accurate representation of performance, preference was given to directly observable and measurable **qualitative and quantitative indicators**; estimates were used only in a limited number of cases, which are clearly identified. Any revisions to data published in the previous Sustainability Report have always been clearly identified in the notes.

The scope of companies included in data reporting was expanded compared with 2024, also in line with the requirements of Italian Legislative Decree No. 125/2024, so that it matched the scope of the Group Consolidated Financial Statements as at 31 December 2025. Unless otherwise stated in the specific notes, the environmental and social data and information relate to the parent company **Pietro Fiorentini S.p.A.** (whose headquarters are located at Via Enrico Fermi 8/10, Arcugnano) and to the fully consolidated companies **TIV Valves S.r.l.**, **Sartori Ambiente S.r.l.**, **Biokomp S.r.l.**, **Hyter**

S.r.l., **Terranova S.r.l.**, **Gazfio S.A.S.**, **Pietro Fiorentini USA Inc.**, **GWC USA Inc.**, **Pietro Fiorentini de Mexico S. de R.L. de C.V.**, **FioGaz San.Tic.A.Ş.**, **Yavuz Metal A.Ş.**, **Cryo Inox S.L.**, **Pietro Fiorentini Iberia S.L.**, **Fiorentini Deutschland G.m.b.H.**, **MicroPyros BioEnerTec G.m.b.H.**, **Fiorentini Gastechnik G.m.b.H.**, **Fiorentini Benelux B.V.**, **Samgas Romania S.r.l.**, **FastEst S.r.l.**, **Fiorentini Polska Sp. z o.o.**, **Fiorentini Hungary Kft**, **Fiorentini UK Ltd**, **Fiorentini Algerie E.U.R.L.**, **Pietro Fiorentini DB India Pvt Ltd** and **Pietro Fiorentini India Pvt Ltd**. The environmental and social data and information for 2025 include the addition of **Arcoda S.r.l.** and **Giunko S.r.l.**, subsidiaries of Terranova, as well as **3Di Engenharia Ltda**, **Pure Tech Energy Ltda** and **Pietro Fiorentini Latam E.A.S.** Where the scope of an indicator differs from the corporate scope described above, this has been clearly indicated in the notes.

The Sustainability Report was prepared with technical and methodological assistance from Marsh Advisory S.r.l. and **is not subject to third-party verification**.

For further details on goals, indicators and results achieved, or to comment on this document, please contact **sustainability@fiorentini.com**.

7.2

Environmental and social performance

MANAGEMENT OF ENVIRONMENTAL IMPACT

ENERGY CONSUMPTION (MWh) ESRS E1-5

	2023	2024	2025
Consumption from fossil fuels	22,805	18,095	18,253
Natural gas	5,598	6,380	6,554
Diesel	7,334	7,921	7,408
Petrol	1,090	890	1,080
LPG	65	121	113
Methane	71	27	8
Electricity purchased from fossil fuels	8,645	2,754	3,089
Share of fossil sources in total energy consumption (%)	94%	68%	68%
Consumption from renewable sources	1,472	8,466	8,765
Electricity purchased from renewable sources	1,289	7,980	8,099
Self-generated electricity from renewable sources	183	484	496
HVO	-	-	164
Hydrogen	-	2	4
Ethanol	-	-	2
Share of renewables in total energy consumption (%)	6%	32%	32%
TOTAL ENERGY CONSUMPTION	24,277	26,561	27,018

* Energy consumption figures for 2024 have been revised following a more accurate measurement.
** Please note that in 2024, energy consumption and, consequently, all emissions indicators did not include GWC USA, which began monitoring this data from 2025.

ENERGY INTENSITY [MWh/M€] ESRS E1-5

	2023	2024	2025
Energy intensity	56.5	56.3	55.5

* The calculation of energy intensity refers to the ratio of energy consumption of Group companies operating in 'high climate impact sectors', expressed in MWh, to the turnover of the same companies, in millions of €. Only Terranova Group, whose NACE code does not fall within the sectors indicated as having a high climate impact, is excluded from the calculation.
** The energy intensity for 2024 has been revised following a more accurate measurement.

DIRECT (SCOPE 1) AND INDIRECT (SCOPE 2) GREENHOUSE GAS EMISSIONS [tCO₂-eq] ESRS E1-6

	2023	2024	2025
Natural gas	1,143	1,293	1,329
Diesel	1,864	2,012	1,923
Petrol	255	207	250
LPG	15	28	26
Methane	14	5	2
Total Scope 1 emissions	3,291	3,545	3,531

	2023	2024	2025
Electricity – Location-based	2,844	2,655	2,726
Electricity – Market-based	4,206	1,268	1,371
Total emissions Scope 1 + 2 (Market-based)	7,050	3,923	4,097

* The figures for 2023 and 2024 have been revised following an update to the ISPRA emission factors.

INDIRECT EMISSIONS (SCOPE 3) OF GREENHOUSE GAS [tCO₂-eq] ESRS E1-6

Emission category Scope 3	2023	2024	2025
Purchased goods and services	50,132	53,809	55,631
Energy and fuel-related activities	-	952	968
Upstream transportation and distribution	2,391	1,965	1,729
Waste generated in operations	137	23	49
Business travel	2,858	2,835	1,443
Of which by air	2,771	2,753	1,390
Of which by hired car	84	78	50
Of which by train	3	3	3
Employee commuting	2,434	3,060	3,239
Downstream transportation and distribution	3,061	2,831	4,070
End-of-life treatment of sold products	275	119	69
Total Scope 3 emissions	61,288	65,593	67,198
Total emissions Scope 1 + 2 (Location-based) + 3	67,423	71,793	73,455
Total emissions Scope 1 + 2 (Market-based) + 3	68,785	70,406	72,100

* Category 1 emissions for 2024 have been revised following a more accurate measurement.
** Category 3 emissions have been calculated for the first time in this report for the years 2024 and 2025.
*** The Category 7 emissions figures for 2023 and 2024 have been revised following more accurate measurements.

EMISSIONS INTENSITY [tCO₂-eq/M€] ESRS E1-6

	2023	2024	2025
Emissions intensity (Scope 1 + 2 Market-based)	16.7	9.7	9.7
Emissions intensity (Scope 1 + 2 Market-based + 3)	152.6	142.5	143.2

* Emissions intensity is calculated as the ratio of direct (Scope 1) and indirect (market-based Scope 2 and Scope 3) emissions generated by the organisation, expressed in tonnes of CO₂ equivalent, to Group turnover, expressed in M€.
** The emission intensities for 2023 and 2024 have been revised following a more accurate measurement.

EMISSION FACTORS

Emission category	Emission source	Source of the emission factor
Direct Scope 1 emissions	Fuels and natural gas	UK Department for Energy Security and Net Zero, <i>Conversion factors (2025)</i>
Indirect emissions Scope 2 (Location-based)	Electricity purchased from the grid (for Italy, France, Spain, Germany, the Netherlands, Poland and Romania)	ISPRA (Reports 418/2025), <i>Efficiency and decarbonisation indicators in Italy and the largest European countries (2025)</i>
	Electricity purchased from the grid (for Austria, Hungary, the United Kingdom, Turkey, Algeria, the United States, Mexico, Brazil and India)	Carbon Data Intelligence (2025), <i>Greenhouse gas emissions factors for international grid electricity (calculated from the fuel mix)</i>
Indirect emissions Scope 3	All Scope 3 categories analysed within the scope	UK Department for Energy Security and Net Zero, <i>Conversion factors (2025)</i>

MATERIALS USED [t]

ESRS E5-4

Materials used (excluding packaging)	2023	2024	2025
Technical materials	22,584	23,404	23,841
Steel	14,666	14,088	13,693
Stainless steel	1,439	51	403
Cast iron	1,314	1,707	1,637
Zinc alloys	998	1,666	1,573
Electronic components	965	1,551	1,454
Aluminium	899	1,332	1,386
Brass	169	291	942
Plastic	1,098	1,057	791
Cement	-	284	699
Rubber	466	584	548
Chemical products	422	496	467
Bioplastic	147	146	135
Bakelite	-	-	41
Nickel	-	150	40
Cardboard	-	-	14
Activated carbon	-	-	11
Wood	-	-	5
Paper	-	-	1
Other materials	1	2	1
Certified recycled technical materials	2,018	2,372	3,041
Plastic	2,018	2,320	3,013
Bioplastic	-	-	24
Cast iron	-	-	2
Wood	-	-	2
Cardboard	-	52	-
TOTAL MATERIALS	24,602	25,776	26,882

Materials used for packaging	2023	2024	2025
Technical materials	1,173	1,314	1,115
Wood	600	642	569
Cardboard	533	625	534
Plastic	40	46	9
Other materials	-	2	2

* Data relating to the procurement of materials was requested only from the manufacturing companies within the scope, namely Pietro Fiorentini, TIV Valves, Sartori Ambiente, Gazfio, Pietro Fiorentini USA, FioGaz, Yavuz Metal, Fiorentini UK, Cryo Inox, Fiorentini Gastechnik, MicroPyros BioEnerTec, Pietro Fiorentini DB India and 3Di Biogás.
** The material values for 2023 and 2024 have been revised following a more accurate measurement.

WASTE DESTINED FOR RECOVERY BY TYPE [t] ESRS E5-5

	2023	2024	2025
Hazardous waste	400	725	540
Preparation for re-use	2	-	-
Recycling	15	10	9
Other recovery operations	383	715	531
Non-hazardous waste	2,653	1,279	1,863
Preparation for re-use	40	26	168
Recycling	975	376	310
Other recovery operations	1,638	877	1,385
Total waste recovered	3,053	2,004	2,403

* The waste recovered in 2024 has been revised following a more accurate measurement.

WASTE DESTINED FOR DISPOSAL BY TYPE [t] ESRS E5-5

	2023	2024	2025
Hazardous waste	444	231	446
Landfill disposal	3	-	-
Incineration	44	11	4
Other disposal operations	397	220	442
Non-hazardous waste	204	799	322
Landfill disposal	60	387	103
Incineration	2	29	18
Other disposal operations	142	383	201
Total waste disposed of	648	1,030	768

* Companies operating through sales offices, such as Pietro Fiorentini Iberia, Fiorentini Gastechnik, Fiorentini Benelux, Fiorentini Hungary, FastEst and Pietro Fiorentini India, are excluded from the scope. The manufacturing companies Cryo Inox and Fiorentini Algeria are also excluded due to a lack of data.

WATER CONSUMPTION [m³] ESRS E3-4

	2023	2024	2025
Water withdrawals	53,185	52,029	46,541
Water discharges	49,813	49,327	43,547
Reused or recycled water	1,287	2,113	2,265
Stored water	-	3	30
TOTAL WATER CONSUMPTION	3,372	2,702	2,994
Of which in water-stressed areas	2,155	2,225	2,607

* Water withdrawal and discharge figures for 2024 have been revised following more accurate measurements.

* Water stress areas are considered to be those classified as 'Medium-High', 'High' or 'Very High' according to the World Resource Institute, Aqueduct - Water Risk Atlas.

*** Due to the unavailability of data, the companies Pietro Fiorentini de Mexico and Fiorentini Benelux were excluded from the data collection scope.

PERSONNEL MANAGEMENT

EMPLOYEES BY GROUP COMPANY AND GENDER [No.] ESRS S1-6

	2023		2024		2025	
	Women	Men	Women	Men	Women	Men
Pietro Fiorentini	292	829	303	831	315	786
TIV Valves	16	43	20	47	18	42
Sartori Ambiente	6	20	6	27	7	25
Biokomp	3	7	2	8	2	14
Hyter	3	5	4	6	5	5
Terranova Group	86	252	109	319	126	355
Gazfio	49	85	51	99	63	106
Yavuz Metal	16	57	25	100	31	92
GWC USA	11	64	12	52	14	54
Cryo Inox	10	38	14	52	11	47
FioGaz	9	41	9	41	12	42
Pietro Fiorentini (USA)	14	14	13	20	13	20
Pietro Fiorentini de Mexico	3	23	2	24	2	22
Pietro Fiorentini DB India	3	13	3	17	3	15
FastEst	4	11	3	16	3	15
Samgas Romania	2	13	2	14	3	14
Fiorentini Deutschland	5	9	5	10	5	12
Pietro Fiorentini Iberia	3	8	4	9	4	13
Fiorentini Algerie	7	11	7	15	6	11
Fiorentini Polska	2	13	2	13	2	13
Fiorentini UK	2	11	4	10	4	9
MicroPyros BioEnerTec	6	4	6	3	5	5
Fiorentini Gastechnik	1	4	1	4	1	4
Pietro Fiorentini India	-	3	-	5	-	5
Fiorentini Hungary	1	1	1	-	1	-
Fiorentini Benelux	-	1	-	1	-	1
3Di Biogas	-	-	-	-	4	24
TOTAL	554	1,580	608	1,743	660	1,751
	2,134		2,351		2,411	

* The scope of the data collected for 2024 also includes the subsidiaries of Terranova Group

EMPLOYEES BY TYPE OF CONTRACT, TYPE OF EMPLOYMENT AND GENDER [No.] ESRS S1-6

	2023			2024			2025		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Permanent contract	541	1,544	2,085	589	1,707	2,296	637	1,723	2,360
Temporary contract	13	36	49	19	36	55	23	28	51
TOTAL	554	1,580	2,134	608	1,743	2,351	660	1,751	2,411
Full-time	484	1,552	2,036	539	1,724	2,263	588	1,737	2,325
Part-time	67	15	82	69	19	88	72	13	85
Non-guaranteed hours	3	13	16	-	-	-	-	1	1
TOTAL	554	1,580	2,134	608	1,743	2,351	660	1,751	2,411

* The scope of the data collected for 2024 also includes the subsidiaries of Terranova Group

EMPLOYEE TURNOVER ESRS S1-6

	2023	2024	2025
Hires [No.]	420	435	416
Terminations [No.]	441	305	379
Of which voluntary terminations	-	-	224
Turnover rate [%]	21%	13%	16%
VOLUNTARY TURNOVER RATE [%]	-	-	9%

EXTERNAL WORKFORCE BY CONTRACT TYPE [No.] ESRS S1-7

	2023	2024	2025
Temporary agency workers	463	439	348
Self-employed workers	21	21	37
Interns / Trainees	27	21	16
Workers under semi-subordinate contracts	10	14	13
Other	12	9	13
TOTAL	533	504	427

* The ‘Other’ category includes external directors and consultants.

COLLECTIVE BARGAINING COVERAGE AND
WORKER REPRESENTATION

ESRS S1-8

	u.m.	2023	2024	2025
Employees covered by collective bargaining contracts	No.	1,761	1,849	1,992
	%	83%	81%	83%
Non-employees covered by collective bargaining contracts	No.	430	362	270
	%	81%	72%	63%
TOTAL	No.	2,191	2,211	2,262
	%	82%	79%	80%

* Collective bargaining agreements are in place in Italy (for Pietro Fiorentini, TIV Valves, Sartori Ambiente, Terranova, Biokomp and Hyter), France (Gazfio), Spain (Cryo Inox and Pietro Fiorentini Iberia), Austria (Fiorentini Gastechnik), the Netherlands (Fiorentini Benelux), Romania (Samgas Romania) and Brazil (3Di Biogás). In other countries, however, the respective companies have not signed such agreements.

	u.m.	2023	2024	2025
Employees working at sites with workers' representatives	No.	1,488	1,554	1,678
Employees working at sites with workers' representatives (%)	%	70%	68%	70%

EMPLOYEES BY AGE GROUP [No.]

ESRS S1-9

	2023	2024	2025
Below 30 years of age	475	452	471
Between 30 and 50	1,150	1,271	1,305
Over 50 years of age	509	560	635
TOTAL	2,134	2,283	2,411

EMPLOYEES BY PROFESSIONAL
CATEGORY AND GENDER [No.]

ESRS S1-9

	2023			2024			2025		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Executives	3	48	51	4	50	54	5	49	54
Managers	24	101	125	17	107	124	23	112	135
Office workers	380	803	1,183	434	880	1,314	426	873	1,299
Production workers	147	628	775	153	706	859	206	717	923
TOTAL	554	1,580	2,134	608	1,743	2,351	660	1,751	2,411

Percentage of top management by gender	2023			2024			2025		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Executives	5.9%	94.1%	100%	7.4%	92.6%	100%	9.3%	90.7%	100%

* For foreign subsidiaries, the category of senior managers includes directors and other positions equivalent to senior managers, as defined in the relevant national collective labour agreement
* The scope of the data collected for 2024 also includes the subsidiaries of Terranova Group

EMPLOYEES WITH DISABILITIES

ESRS S1-12

	u.m.	2023			2024			2025		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Employees with disabilities	No.	35	42	77	41	48	89	38	54	92
	%	6%	3%	4%	7%	3%	4%	6%	3%	4%

* The percentages for the two-year period 2023–2024 have been recalculated.

EMPLOYEES RECEIVING PERIODIC PERFORMANCE EVALUATIONS

ESRS S1-13

	2023			2024			2025		
No.	Women	Men	Total	Women	Men	Total	Women	Men	Total
Executives	3	22	25	3	26	29	4	29	33
Managers	14	67	81	14	69	83	20	86	106
Office workers	244	535	779	332	750	1,082	289	640	929
Production workers	95	402	497	83	496	579	77	368	445
TOTAL	356	1,026	1,382	432	1,341	1,773	390	1,123	1,513

	2023			2024			2025		
[%]	Women	Men	Total	Women	Men	Total	Women	Men	Total
Executives	100%	46%	49%	75%	52%	54%	80%	59%	61%
Managers	58%	66%	65%	82%	64%	67%	87%	77%	79%
Office workers	64%	67%	66%	79%	91%	87%	68%	73%	72%
Production workers	65%	64%	64%	54%	70%	67%	37%	51%	48%
TOTAL	64%	65%	65%	73%	79%	78%	59%	64%	63%

* As no data was available, the company Fiorentini Deutschland was excluded from the scope.

PARENTAL LEAVE

ESRS S1-15

	u.m.	2023	2024	2025
Employees with access to parental leave	No.	2,070	2,238	2,391
	%	97%	95%	99%

* Parental leave is the leave that both parents may request from the company following the birth of a child (maternity and paternity). The percentage is lower than 100% due to the regulatory environment in some countries where the Group operates.

** The figure for 2024 has been recalculated to include companies controlled by Terranova.

*** Due to a lack of data, the company Fiorentini Deutschland was excluded from the scope.

TRAINING HOURS

ESRS S1-13

	2023			2024			2025		
[h]	Women	Men	Total	Women	Men	Total	Women	Men	Total
Executives	66	1,023	1,089	119	1,584	1,703	115	1,423	1,538
Managers	535	2,630	3,165	828	3,527	4,355	646	3,536	4,182
Office workers	10,803	26,131	36,934	14,826	41,029	55,855	12,972	35,010	47,981
Production workers	3,992	14,072	18,064	3,870	17,041	20,911	4,765	20,398	25,163
TOTAL	15,396	43,856	59,252	19,643	63,181	82,824	18,498	60,367	78,864

	2023			2024			2025		
[hours per employee]	Women	Men	Total	Women	Men	Total	Women	Men	Total
Executives	22.0	21.3	21.4	29.6	31.7	31.5	23.0	29.0	28.5
Managers	22.3	26.0	25.3	48.7	33.0	35.1	28.1	31.6	31.0
Office workers	28.4	32.5	31.2	35.3	49.7	44.8	30.5	40.1	36.9
Production workers	27.2	22.4	23.3	25.3	24.1	24.3	23.1	28.4	27.3
TOTAL	27.8	27.8	27.8	33.1	37.4	36.3	28.0	34.5	32.7

* As no data was available, the company Fiorentini Deutschland was excluded from the scope.

CASES OF DISCRIMINATION

ESRS S1-17

Episode description	Country	Resolution
2024		
An incident of alleged harassment between colleagues. The victim has taken legal action	France	Resolved through the payment of compensation
2025		
An incident of alleged verbal harassment of an intern by a colleague	Poland	Resolved internally through measures that brought the parties to an agreement

HEALTH AND SAFETY IN THE WORKPLACE

EMPLOYEE ACCIDENTS IN THE WORKPLACE ESRS S1-14

	u.m.	2023			2024			2025		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Total number of accidents	No.	2	32	34	5	34	39	6	32	38
Of which at the workplace		1	29	30	4	32	36	6	27	33
Of which during work commutes		1	3	4	1	2	3	-	5	5
High-consequence work-related injuries		-	-	-	-	1	1	-	3	3
Of which at the workplace		-	-	-	-	1	1	-	1	1
Of which during work commutes		-	-	-	-	-	-	-	2	2
Days lost following an accident		15	681	696	64	413	477	206	954	1,160
Hours worked	Thousand h	994	2,405	3,399	711	2,948	3,659	1,090	3,096	4,185
Accident frequency rate	%	2.01	13.31	10.00	7.03	11.53	10.66	5.51	10.34	9.08
Incident rate for high-consequence work-related injuries		-	-		-	0.34	0.27	-	0.97	0.72
Accident severity rate		0.02	0.28	0.20	0.09	0.14	0.13	0.19	0.31	0.28

* An accident during a work commute is defined as an accident occurring during the worker's journey from home to work or during the journey between two workplaces.

** Frequency rate = number of injuries × 1,000,000 / total hours worked.

*** Severity rate = number of days lost due to injury × 1,000 / total hours worked.

**** The 2024 work-related injury frequency rate was amended following a review of the hours worked by Yavuz Metal.

NON-EMPLOYEE ACCIDENTS IN THE WORKPLACE ESRS S1-14

	u.m.	2023			2024			2025		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Total number of accidents	No.	1	5	6	10	7	17	1	6	7
Of which at the workplace		1	5	6	8	5	13	1	5	6
Of which during work commutes		-	-	-	2	2	4	-	1	1
Days lost following an accident		11	37	48	60	69	129	11	55	66
Hours worked	Thousand h	234	495	729	292	268	560	286	261	548
Accident frequency rate	%	4.33	10.26	8.35	34.21	26.12	30.34	3.49	22.96	12.78
Accident severity rate		0.05	0.08	0.07	0.26	0.21	0.23	0.21	0.04	0.12

WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM ESRS S1-14

	u.m.	2023	2024	2025
Employees covered	No.	1,906	2,046	2,044
	%	89%	90%	85%
Non-employees covered	No.	482	470	309
	%	90%	93%	72%

SUPPLY CHAIN AND DISTRIBUTED ECONOMIC VALUE

EXPENDITURE ON LOCAL SUPPLIERS [M€]GRI 204-1

	2023	2024	2025
Expenditure on local suppliers	245.1	259.1	261.6
Expenditure on suppliers in the rest of the world	101.3	66.0	75.8
Total expenditure	346.4	325.1	337.4
% of expenditure on local suppliers	70.7%	79.7%	77.5%

* 'Expenditure on local suppliers' refers to expenditure on suppliers located in the same country as the headquarters of the purchasing company: Italy for Pietro Fiorentini, TIV Valves, Sartori Ambiente, Biokomp, Hyter and Terranova Group; France for Gazfio; United States for Pietro Fiorentini (USA) and GWC USA; Turkey for FioGaz and Yavuz Metal; Germany for Fiorentini Deutschland and MicroPyros BioEnerTec; Austria for Fiorentini Gastechnik; Spain for Cryo Inox and Pietro Fiorentini Iberia; The Netherlands for Fiorentini Benelux; United Kingdom for Fiorentini UK; Romania for Samgas Romania and FastEst; Poland for Fiorentini Polska; Hungary for Fiorentini Hungary; Algeria for Fiorentini Algerie; India for Pietro Fiorentini India and Pietro Fiorentini DB India; Mexico by Pietro Fiorentini de Mexico; Brazil for 3Di Biogás.

** 2024 and 2025 figures do not take into account purchases between Group companies.

SUPPLIERS BY GEOGRAPHIC AREA [No.]GRI 204-1

	2023	2024	2025
Local suppliers	7,148	6,182	7,156
Suppliers in the rest of the world	1,051	1,060	1,137
Total number of suppliers	8,199	7,242	8,293
% of local suppliers	87.2%	85.4%	86.3%

GENERATED AND DISTRIBUTED ECONOMIC VALUE [k€]GRI 204-1

	2023	2024	2025
Generated economic value	518,238	551,244	565,301
Distributed economic value	462,990	501,595	520,445
Value distributed to suppliers	317,822	326,419	349,707
Value distributed to the collaborators	129,907	148,896	148,958
Value distributed to financiers	4,665	12,781	9,704
Value distributed to the public administration	10,569	13,500	12,076
Retained economic value	55,248	49,649	44,856

7.3

ESRS Content Index

Area		Description	Reference paragraph
General disclosures – ESRS 2			
BP-1	Basis for preparation	General basis for preparation of sustainability statements	7.1 Methodological note
BP-2	Basis for preparation	Disclosures in relation to specific circumstances	7.1 Methodological note
GOV-1	Governance	The role of the administrative, management and supervisory bodies	3.1 Governance structure
GOV-2	Governance	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	3.1 Governance structure
GOV-3	Governance	Integration of sustainability-related performance in incentive schemes	<i>Not available – Pietro Fiorentini Group has not yet adopted a system of targets linked to sustainability performance</i>
GOV-4	Governance	Statement on due diligence	<i>Not available – The Group has not yet adopted a due diligence system</i>
GOV-5	Governance	Risk management and internal controls over sustainability reporting	2.2 The double materiality analysis
			3.4 Risk and opportunity management
SBM-1	Strategy	Strategy, business model and value chain	1.1 Pietro Fiorentini Group
			1.2 Gas & Water Solutions for Utilities
			1.3 Oil & Gas Process Solutions and Valves
			1.4 Renewable Solutions
			1.5 Software Solutions
			1.6 Waste Solutions
			5.1 People management and development
			6.1 Distributing value to stakeholders
SBM-2	Strategy	Interests and views of stakeholders	2.1 Stakeholder engagement
			2.2 The double materiality analysis

Area		Description	Reference paragraph
SBM-3	Strategy	Material impacts, risks and opportunities and their interaction with strategy and business model	2.2 The double materiality analysis
			2.3 The materiality matrix
IRO-1	Impact, risk and opportunity management	Description of the processes to identify and assess material impacts, risks and opportunities	2.2 The double materiality analysis
IRO-2	Impact, risk and opportunity management	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	7.1 Methodological note
			7.3 ESRS Content Index
MDR-P	Impact, risk and opportunity management	Policies adopted to manage material sustainability matters	3. Many pillars, one cornerstone
			4. Many choices, one future
			5. Many people, one Group
			6. Many ties, one community
MDR-A	Impact, risk and opportunity management	Actions and resources in relation to material sustainability matters	3. Many pillars, one cornerstone
			4. Many choices, one future
			5. Many people, one Group
			6. Many ties, one community
MDR-M	Impact, risk and opportunity management	Metrics in relation to material sustainability matters	3. Many pillars, one cornerstone
			4. Many choices, one future
			5. Many people, one Group
			6. Many ties, one community
MDR-T	Impact, risk and opportunity management	Tracking effectiveness of policies and actions through targets	2.4 Our ESG goals

Area		Description	Reference paragraph
Governance - Business conduct - ESRS G1			
ESRS 2 GOV-1 (as referenced by ESRS G1)	Governance	The role of the administrative, supervisory and management bodies	3.1 Governance structure
IRO-1	Impact, risk and opportunity management	Description of the processes to identify and assess material impacts, risks and opportunities	2.2 The double materiality analysis
G1-1	Impact, risk and opportunity management	Corporate culture and business conduct policies	3.2 Business ethics
			3.3 Management systems
G1-2	Impact, risk and opportunity management	Management of relationships with suppliers	6.3 Collaboration with the supply chain
G1-3	Impact, risk and opportunity management	Prevention and detection of corruption and bribery	3.2 Business ethics
G1-4	Metrics and targets	Confirmed incidents of corruption or bribery	3.2 Business ethics
G1-5	Metrics and targets	Political influence and lobbying activities	<i>Not applicable</i>
G1-6	Metrics and targets	Payment practices	6.3 Collaboration with the supply chain
GRI 201-1	Economic performance	Generated and distributed economic value	6.1 Distributing value to stakeholders

Area		Description	Reference paragraph
Environmental - Climate change - ESRS E1			
ESRS 2 GOV-3 (as referenced by ESRS E1)	Governance	Integration of sustainability-related performance in incentive schemes	<i>Not available – The Group has not yet adopted a system of targets linked to sustainability performance</i>
E1-1	Strategy	Transition plan for climate change mitigation	<i>Not available – The Group has not yet adopted a transition plan for climate change mitigation</i>
SBM-3	Strategy	Material impacts, risks and opportunities and their interaction with strategy and business model	<i>Not available – The Group has not yet conducted a climate risk analysis</i>
IRO-1	Impact, risk and opportunity management	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	2.2 The double materiality analysis
E1-2	Impact, risk and opportunity management	Policies related to climate change mitigation and adaptation	4.1 Energy consumption
			4.5 Carbon footprint
E1-3	Impact, risk and opportunity management	Actions and resources in relation to climate change policies	4.1 Energy consumption
			4.5 Carbon footprint
E1-4	Metrics and targets	Targets related to climate change mitigation and adaptation	4.6 Decarbonisation plan
E1-5	Metrics and targets	Energy consumption and mix	4.1 Energy consumption
			7.2 Environmental and social performance
E1-6	Metrics and targets	Gross Scopes 1, 2, 3 and Total GHG emissions	4.5 Carbon footprint
			7.2 Environmental and social performance
E1-7	Metrics and targets	GHG removals and GHG mitigation projects financed through carbon credits	<i>Not applicable</i>
E1-8	Metrics and targets	Internal carbon pricing	<i>Not applicable</i>
E1-9	Metrics and targets	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	<i>Not applicable</i>

Area		Description	Reference paragraph
Environmental – Water and marine resources – ESRS E3			
IRO-1	Impact, risk and opportunity management	Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities	2.2 The double materiality analysis
			4.2 Water consumption
E3-1	Impact, risk and opportunity management	Policies related to water and marine resources	4.2 Water consumption
E3-2	Impact, risk and opportunity management	Actions and resources related to water and marine resources	4.2 Water consumption
E3-3	Metrics and targets	Targets related to water and marine resources	<i>Not available – The Group has not yet adopted a plan to reduce water consumption</i>
E3-4	Metrics and targets	Water consumption	4.2 Water consumption
			7.2 Environmental and social performance
E3-5	Metrics and targets	Anticipated financial effects from water and marine resources-related impacts, risks and opportunities	<i>Not applicable</i>

Area		Description	Reference paragraph
Environmental – Resource use and circular economy – ESRS E5			
IRO-1	Impact, risk and opportunity management	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	2.2 The double materiality analysis
			4.3 Materials management
			4.4 Waste management
E5-1	Impact, risk and opportunity management	Policies related to resource use and circular economy	4.3 Materials management
E5-2	Impact, risk and opportunity management	Actions and resources related to resource use and circular economy	4.3 Materials management
			4.4 Waste management
E5-3	Metrics and targets	Targets related to resource use and circular economy	2.4 Our ESG goals
E5-4	Metrics and targets	Resource inflows	4.3 Materials management
			7.2 Environmental and social performance
E5-5	Metrics and targets	Resource outflows	4.4 Waste management
			7.2 Environmental and social performance
E5-6	Metrics and targets	Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	<i>Not applicable</i>

Area		Description	Reference paragraph
Social – Own workforce – ESRS S1			
SBM-2	Strategy	Interests and views of stakeholders	2.1 Stakeholder engagement
SBM-3	Strategy	Material impacts, risks and opportunities and their interaction with strategy and business model	2.2 The double materiality analysis
			5.1 People management and development
S1-1	Management of impacts, risks and opportunities	Policies related to own workforce	5.1 People management and development
			5.2 The ‘safety first’ culture
			5.3 Investing in knowledge
			5.4 Diversity and inclusion
S1-2	Management of impacts, risks and opportunities	Processes for engaging with own workers and workers’ representatives about impacts	2.1 Stakeholder engagement
			5.1 People management and development
S1-3	Management of impacts, risks and opportunities	Processes to remediate negative impacts and channels for own workers to raise concerns	5.1 People management and development
			5.2 The ‘safety first’ culture
			5.3 Investing in knowledge
			5.4 Diversity and inclusion
S1-4	Management of impacts, risks and opportunities	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	2.4 Our ESG goals
			5.1 People management and development
			5.2 The ‘safety first’ culture
			5.3 Investing in knowledge
			5.4 Diversity and inclusion
S1-5	Metrics and targets	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	2.4 Our ESG goals
S1-6	Metrics and targets	Characteristics of the undertaking's employees	5.1 People management and development
			7.2 Environmental and social performance
S1-7	Metrics and targets	Characteristics of non-employee workers in the undertaking’s own workforce	5.1 People management and development
			7.2 Environmental and social performance

Area		Description	Reference paragraph
S1-8	Metrics and targets	Collective bargaining coverage and social dialogue	5.1 People management and development
S1-9	Metrics and targets	Diversity metrics	5.1 People management and development
			7.2 Environmental and social performance
S1-10	Metrics and targets	Adequate wages	<i>All employees receive appropriate remuneration in accordance with national laws and collective bargaining agreements</i>
S1-11	Metrics and targets	Social protection	<i>All the Group’s subsidiaries participate in public or private pension schemes, depending on the country in which they are based</i>
S1-12	Metrics and targets	Persons with disabilities	7.2 Environmental and social performance
S1-13	Metrics and targets	Training and skills development metrics	5.3 Investing in knowledge
			7.2 Environmental and social performance
S1-14	Metrics and targets	Health and safety metrics	5.2 The ‘safety first’ culture
			7.2 Environmental and social performance
S1-15	Metrics and targets	Work-life balance metrics	5.1 People management and development
			7.2 Environmental and social performance
S1-16	Metrics and targets	Remuneration metrics (pay gap and total remuneration)	<i>Not available – The Group has not yet conducted a gender pay gap measurement</i>
S1-17	Metrics and targets	Incidents, complaints and severe human rights impacts	7.2 Environmental and social performance

Area		Description	Reference paragraph
Social – Workers in the value chain – ESRS S2			
SBM-2	Strategy	Interests and views of stakeholders	2.1 Stakeholder engagement
SBM-3	Strategy	Material impacts, risks and opportunities and their interaction with strategy and business model	2.2 The double materiality analysis
			6.3 Collaboration with the supply chain
S2-1	Impact, risk and opportunity management	Policies related to value chain workers	3.2 Business ethics
			6.3 Collaboration with the supply chain
S2-2	Impact, risk and opportunity management	Processes for engaging with value chain workers about impacts	2.1 Stakeholder engagement
			6.3 Collaboration with the supply chain
S2-3	Impact, risk and opportunity management	Processes to remediate negative impacts and channels for value chain workers to raise concerns	3.2 Business ethics
			6.3 Collaboration with the supply chain
S2-4	Impact, risk and opportunity management	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	6.3 Collaboration with the supply chain
S2-5	Metrics and targets	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	2.4 Our ESG goals
GRI 204-1	Procurement practices	Proportion of expenditure to local suppliers	6.3 Collaboration with the supply chain
			7.2 Environmental and social performance

Area		Description	Reference paragraph
Social – Consumers and end-users – ESRS S4			
SBM-2	Strategy	Interests and views of stakeholders	2.1 Stakeholder engagement
			6.2 Customer centricity and satisfaction
SBM-3	Strategy	Material impacts, risks and opportunities and their interaction with strategy and business model	6.2 Customer centricity and satisfaction
S4-1	Impact, risk and opportunity management	Policies related to consumers and end-users	<i>Not applicable</i>
S4-2	Impact, risk and opportunity management	Processes for engaging with consumers and end-users about impacts	6.2 Customer centricity and satisfaction
S4-3	Impact, risk and opportunity management	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	6.2 Customer centricity and satisfaction
S4-4	Impact, risk and opportunity management	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	2.4 Our ESG goals
			6.2 Customer centricity and satisfaction

2025 Sustainability Report

BY
Pietro Fiorentini Group

Concept and design
SAY

FOR INFORMATION
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