



SUSTAINABILITY REPORT

2024



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LETTER TO STAKEHOLDER

Dear Stakeholders,

We are pleased to present the 2024 Sustainability Report, a document that reflects our ongoing commitment to a responsible, inclusive, and forward-looking development model.

As in previous reports published since 2020, this year we have adopted the GRI Standards of the Global Reporting Initiative. At the same time, the company is laying the groundwork for the adoption of the ESRS, the reporting standards recognized by European regulations.

Once again this year, we wish to express our deepest gratitude to all of you: your support, your trust, and the daily contribution of the people who are part of the Sisme world are the key factors that allow us to face a global context that is increasingly complex, marked by geopolitical instability, supply chain difficulties, and significant economic pressures.

Despite these challenges, we have continued confidently along our path, strengthening our ability to generate sustainable value for the company and for the communities in which we operate.

For over sixty years, Sisme has been producing high-quality electric motors with passion and expertise, carrying forward a business identity that combines innovation, social responsibility, and respect for the environment. Our products reflect the commitment, professionalism, and energy of the people who contribute every day to our success – the true beating heart of our organization.

In the course of 2024, we made significant progress in reducing our environmental footprint, thanks to the adoption of new systems for the efficient management of energy and water resources, which led to a reduction in consumption and emissions.

We strengthened our commitment to corporate social responsibility by promoting diversity, inclusion, and well-being in our workplaces, and by supporting local initiatives in the areas where we operate.

We continued to invest in sustainable innovation by developing increasingly efficient solutions and contributing to the transition towards a circular and low-emission economy.

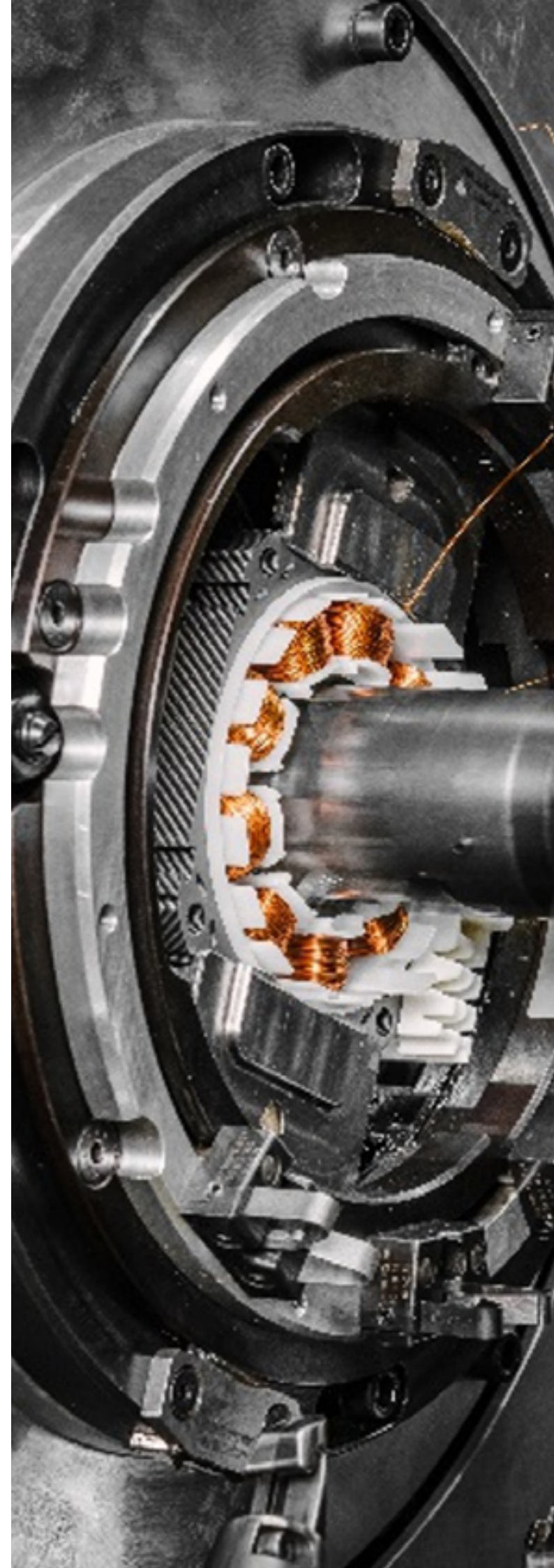
In 2024, we also maintained strong ties with the local territory and younger generations, by hosting school visits to our facilities and participating in career days and orientation initiatives, with the goal of bringing young people closer to the world of work and promoting technical skills.

Looking ahead, we are aware of the challenges that await us, but also of the many opportunities we can seize together. We will continue to work with determination to improve our environmental, social, and economic performance, and to build, with the contribution of all of you, an increasingly sustainable future.

We thank you for your continued support and trust, and we invite you to continue with us on this path of shared growth and responsibility.

Buona lettura,

Il Consiglio di Amministrazione di Sisme S.p.A



READING GUIDE

The Sustainability Report consists of four parts divided into as many chapters and an appendix.

1

OVERVIEW OF THE ORGANIZATION

The first chapter of the sustainability report is dedicated to providing an introductory overview of the Sisme organisation. This section presents the elements that make up the company's identity and traces the history of the company, from its origins to its most recent successes, highlighting the main milestones that have marked its growth and consolidation in the market. To complete the picture, the ownership structure is described: taken together, these aspects contribute to providing an overall picture of the organisation from an institutional and strategic point of view.

3

BUSINESS MODEL

In the third chapter of the sustainability report, Sisme illustrates how it synergistically deploys its material, financial, human and cognitive resources to bring value creation processes to life. It examines how these resources are transformed into concrete results, generating significant spin-offs both within the organisation and in the context in which it operates. The section also analyses the main criticalities and opportunities related to these activities, emphasising how Sisme addresses the associated risks and exploits the most promising aspects. In closing, the chapter highlights the strategic choices made by the company to ensure that the value generated is lasting, inclusive and shared with all stakeholders.

2

CORPORATE GOVERNANCE

In the second chapter of the Sustainability Report, the set of corporate bodies, guiding principles and operational procedures that Sisme has adopted to ensure transparent, responsible and efficient management of its business are illustrated. This section takes an in-depth look at corporate governance structures and the ways in which the company ensures compliance with regulations, consistency with its values and alignment with sustainability objectives.

4

ESG DIMENSIONS

The fourth chapter of Sisme's Sustainability Report focuses on analysing the results achieved by the company, illustrating the main activities carried out and the objectives set, declined according to the three fundamental dimensions of sustainability: environmental (Environment), social (Social) and governance (Governance). This chapter thus offers a detailed view of Sisme's commitment to pursuing balanced and responsible performance in each of these strategic areas.

In the final section of Sisme's sustainability report, the regulatory and documentary references that supported the drafting of the document are provided, along with a detailed list of the GRI indicators adopted for reporting purposes. Additionally, an explanatory glossary is included to help readers understand the technical and specialized terms used throughout the report.

CHAPTER 1

OVERVIEW OF THE ORGANIZATION

This chapter provides a broad overview of the company, illustrating in detail its corporate identity, the values that guide its work, the historical path that has marked its development over time, and the structure of its ownership structure. It also presents a selection of significant data and representative data that allow us to understand the main dimensional, economic and operational characteristics of the company, thus offering an overview useful for putting its positioning in the reference market into context.



VISION, MISSION, VALUES

VISION

Sisme looks to the future with the aim of playing an active role in the transition to a more sustainable industrial model, promoting the use of high-efficiency electric motors with reduced environmental impact.

Our vision is based on a commitment to minimise the effects of production activities on the environment, through the adoption of advanced technologies, intelligent process automation and a constant focus on energy optimisation.

We consider sustainability not as an isolated goal, but as an evolutionary and shared path, which requires the active involvement of all people in the organisation. Every design decision, every operational phase and every individual contribution

are part of a collective strategy oriented towards environmental respect, social responsibility and the creation of lasting value.

With this in mind, Sisme invests strategically in research, the development of innovative technological solutions and the digitisation of production processes. This approach enables us to offer tailor-made, high-performance and energy-efficient products, meeting the specific needs of our industrial partners while contributing to balanced, conscious and sustainable growth.



VALUE DRIVERS



TECHNOLOGY

Automation of production processes in order to encourage the integration of innovative solutions, improve operational efficiency and ensure greater flexibility in adapting to market needs.



QUALITY

Each motor is manufactured using carefully selected raw materials and subjected to rigorous and methodical testing throughout the entire production process to ensure high performance, reliability over time and consistency with the most demanding market standards.



SUPPLY CHAIN

Supply chain priorities include sustainability and supplier performance, internal PMS development, logistics efficiency and inventory management accuracy.



DURABLE RELATIONSHIPS WITH CUSTOMERS AND SUPPLIERS

Lasting relationships with customers and suppliers, based on trust and cooperation, are a key element in ensuring continuity, reliability and mutual growth.

MISSION

Sisme is a reality made up of people who share skills, visions and principles, working together to generate lasting value and contribute concretely to a more sustainable and responsible future. Our mission is to design and manufacture customised, reliable and high-performance electric motors, capable of meeting the challenges of a constantly evolving market, while maintaining the principles of quality, energy efficiency and respect for the environment as a constant reference. We are oriented towards the continuous improvement of our technical and environmen-

tal standards, promoting an industrial model that values people, reduces the impact of production activities and supports the adoption of innovative and sustainable solutions in the manufacturing sector. Our mission is based on the conviction that true value lies in the ability to generate solutions that evolve with the people and contexts in which we operate. We do not just design excellent products: we build shared development paths, where skills, vision and collaboration intertwine to shape solid, inclusive and long-term oriented progress.

OWNERSHIP STRUCTURE AND OPERATIONAL STRUCTURE

SISME S.p.A. , an Italian company based in Olgiate Comasco (CO), is a leader in the design, production and distribution of electric motors and roto-stator. With a share capital of EUR 5.2 million, the company boasts a broad offering that is perfectly aligned with global market trends and requirements.

For over 50 years, Sisme has been a point of reference for the ventilation, professional refrigeration, civil and industrial air conditioning and household appliance sectors.

The experience gained, combined with state-of-the-art technical solutions and automated pro-

duction lines, makes it possible to guarantee high levels of efficiency, quality and customisation.

The management centre houses the key functions of Research & Development and Design Engineering, from which performance- and sustainability-oriented innovations take shape. The group's production facility is divided into three main plants, which are engaged daily in producing high-precision motors and guaranteeing on-time deliveries and excellent customer service.

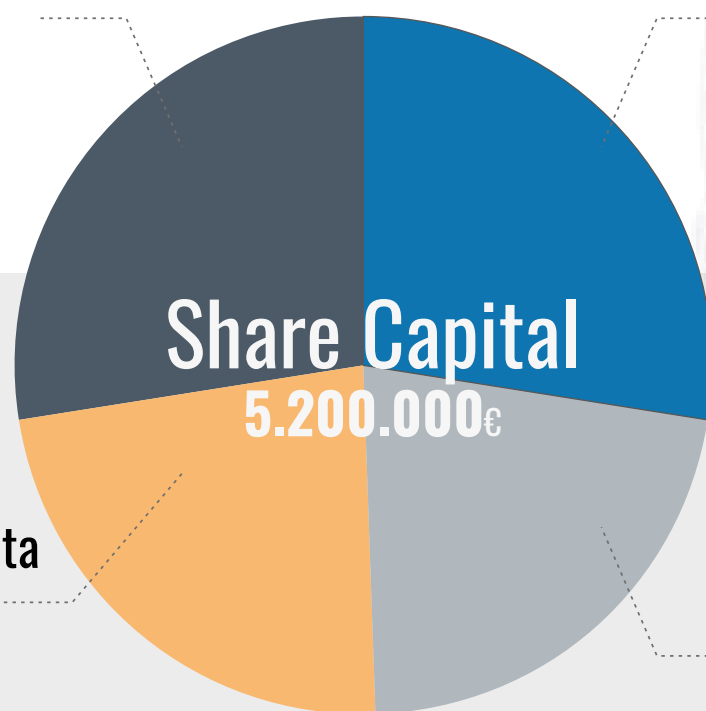
Costantini Luca Giovanni
27,5%

Costantini Serena
27,5%

Ponti Anna Rita
23%

Falco Motor Holding S.r.L.
22%

Share Capital
5.200.000€



SISME ITALY

Sisme's historical headquarters, located in Olgiate Comasco (CO), is the operational and technological heart of the company. In this hub, the main company functions are integrated in a synergetic manner: Research and Development, Administration, Purchasing, IT, Sales and Quality. In addition, a significant part of the production activities is located in this plant. With an area of 25,000 m² and around 250 employees, the Italian factory is responsible for the production of electric motors for the EMEA and, in part, the North American markets. In particular, motors for water and air handling are manufactured, as well as roto-stator for HVAC applications.



SISME SLOVAKIA

Operational since 2007, the Sisme Slovakia site is the Group's newest production unit.

With an area of 6,000 m² and around 200 employees, it is a strategic hub for the production of roto-rotator for semi-hermetic compressors. The plant mainly serves the markets of Czech Republic and Germany, strengthening Sisme's presence in a key area of and Europe.

This facility is a concrete response to the growing demand for quality and logistical proximity in European markets.

SISME CHINA

Operating since 2005 and located in Tianjin, Sisme China is one of the Group's key locations for international production. With an area of 10,000 m² and around 200 employees, the plant houses part of the production lines dedicated to roto-stators for hermetic and semi-hermetic compressors.

In just a few years, this unit has established itself as a strategic asset for Sisme's global expansion, offering effective coverage of the Asian market. Its main objective is to serve the Chinese and South-Eastern Asian markets in a targeted manner, which are fast-growing areas characterised by evolving technological requirements.



HISTORY

1957

SISME S.p.A. was founded with its first plant in Olgiate Comasco (Como), on the initiative of the American multinational Ranco Italiana S.p.A. Olgiate Comasco welcomed the new reality working, capable of satisfying the far-sighted strategy of the municipal administration, which had long hoped for a sectorial differentiation of the production facilities. The strong textile vocation of the area as, in fact, forcing the entire local economy to follow the alternating economic trends.

1961–1962

With the opening of the new factory in Via Achille Grandi in Olgiate Comasco, the mechanisation process was initiated, which has enabled a significant increase in production capacity. The flagship product is the roto-stator for compressors for refrigeration.

1975

The company name was changed and Sisme S.p.a. was founded, which assumed an absolute leadership role in the field of electric motors for household appliances, industrial and civil ventilation of rotostators for compressors.

Anni 80

Motor production reaches a high level of technological evolution with the introduction of the first numerically controlled machines. Automation of the lines dedicated to reel packaging also begins, ensuring greater precision and reliability. A significant part of production is distributed in international markets, consolidating the company's presence on a global scale.

1995

Motor production reaches a high level of technological evolution with the introduction of the first numerically controlled machines. Automation of the reel packaging lines also begins, ensuring greater precision and reliability. A significant part of production is distributed to international markets, consolidating the company's presence on a global scale.

2005–2007

Sisme consolidated its presence in the Asian market with the opening in 2005 of a modern production facility in Tianjin, China. This strategic location allows the company to serve global customers with advanced electromechanical solutions while maintaining high quality standards. In 2007, Sisme expanded its production network in Europe with the opening of the Malý Krtíš plant in Slovakia.

This facility strengthens the company's industrial capacity and ensures closer proximity to the main European markets, optimising delivery times and costs.

2015

In line with a corporate strategy strongly oriented towards waste reduction and operational efficiency, Sisme has implemented a continuous improvement path aimed at offering a high quality service at optimised costs. This approach has translated into targeted investments in company innovation, the enhancement of internal skills and the technological upgrading of production lines, thus consolidating Sisme's role as a reference point in the electric motor and rotostator sector.

2020

Environmental, social and economic sustainability takes a central role in Sisme's strategic vision, becoming one of the fundamental pillars on which the company's future development is based. To make this vision concrete, the Sustainability Team was set up, a group made up of transversal figures from different areas of the company. As proof of its commitment, Sisme publishes the first of its five sustainability reports, a transparent document and detailed which recounts the actions undertaken and future objectives in the path towards an increasingly responsible business model.

TODAY

In an increasingly complex industrial context, marked by global challenges such as environmental sustainability, digitalisation, security and international competitiveness, Sisme faces change with an active and transversal involvement of all the company's skills. The company continues to invest in the search for innovative solutions, capable of anticipating market evolutions. Even today, Sisme is fully aware that the real driver of development remains the work of people: work that is increasingly supported by technology, but that requires collaboration, shared vision and the enhancement of human capital to build the future of the company.



OUR SUSTAINABLE GROWTH MODEL

For over sixty years, Sisme has been designing and manufacturing high-quality electric motors with the determination and passion of an Italian company that has been able to evolve, innovate and open up to the world. In a global context marked by profound technological, environmental and social transformations, our commitment to sustainable growth has strengthened. We focus on a development model based on energy efficiency, responsible innovation and the centrality of people, who are the real strength of our company. Despite the challenges of a shrinking market and an uncertain international scenario, we have continued to invest in order to guarantee solidity, competitiveness and a positive impact in the long term. We have accelerated the transition to more sustainable processes and products, reduced our environmental footprint, strengthened our commitment to corporate social responsibility and actively promoted inclusion, safety and well-being in our workplaces.

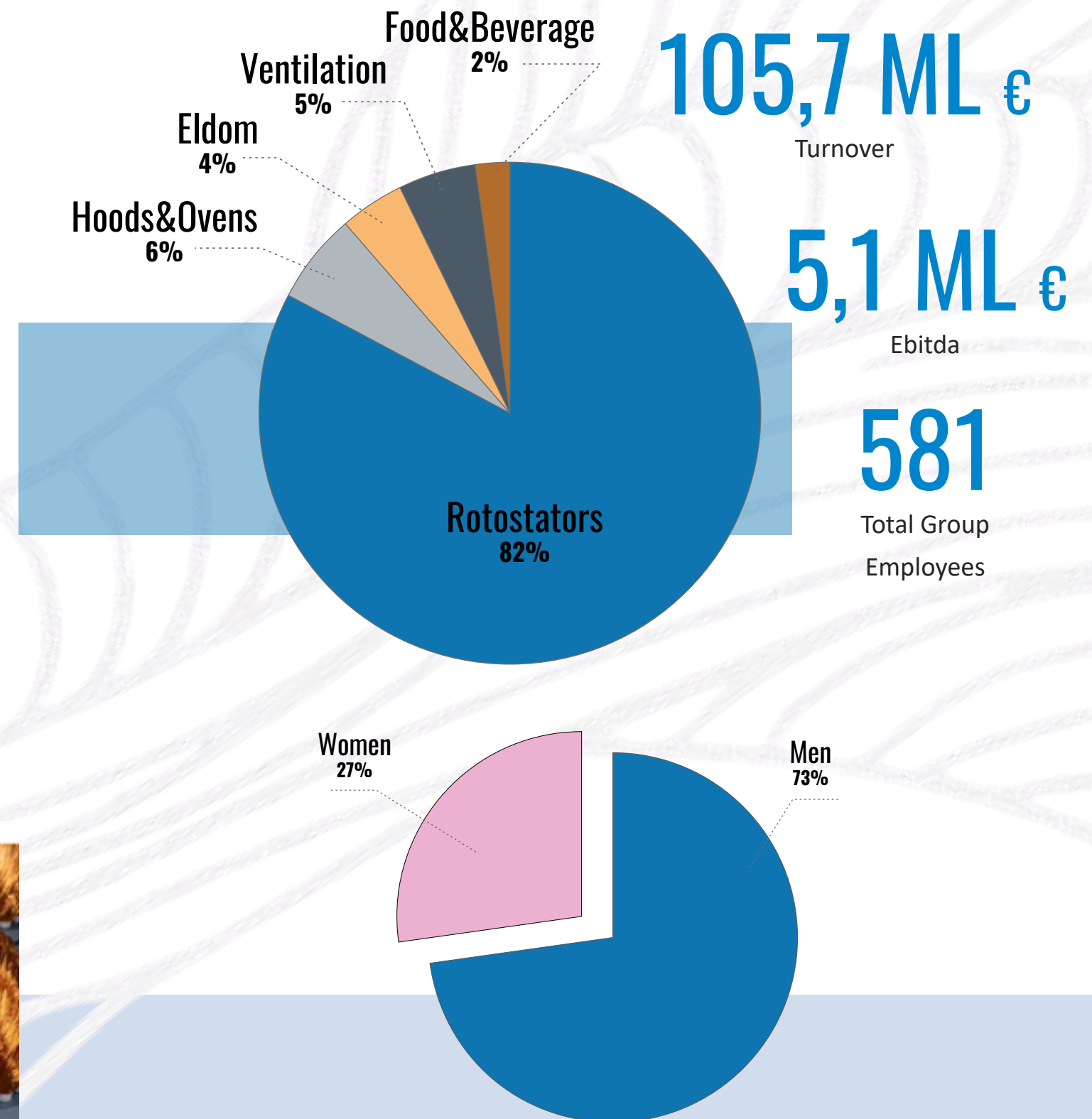
Among the most significant actions:

- Reducing environmental impact: implementation of advanced energy management systems, with a significant reduction in consumption and emissions.
- Social responsibility: promotion of diversity in teams and support for local development initiatives in the communities where we operate.
- Sustainable innovation: continuous investment in research and development for more efficient engines and low environmental impact solutions, in line with the principles of the circular economy.

With this in mind, we are devoting particular attention to strengthening our sustainability governance, with the aim of making it not only more integrated within our business processes, but also more precise, measurable and transparent in all its facets. The implementation of increasingly sophisticated key performance indicators (KPIs), together with the adoption of cutting-edge digital tools, allows us to monitor our ESG performance consistently and rigorously, thus ensuring a strategic and informed management of our initiatives in this area. At the same time, the continuous and in-depth training of our leaders on sustainability and ESG reporting issues is an essential element in consolidating and enhancing the path we have embarked upon. It is thanks to this transversal commitment, which focuses on skills, tools and strategic vision, that Sisme is preparing to look towards new horizons with confidence and determination, ready to achieve increasingly ambitious goals and to contribute significantly to a sustainable and responsible future.



HIGHLIGHTS 2024



OUR CLIENTS

B/S/H/

I NOSTRI



RI CLIENTI



CHAPTER 2

CORPORATE GOVERNANCE

This chapter provides an in-depth overview of the governance bodies, guiding principles, and internal procedures that Sisme has adopted to ensure the proper, efficient, and transparent management of the company, in full compliance with sector regulations and the ethical standards that guide its daily operations.



GOVERNANCE STRUCTURE

ORGANIZATIONAL MODEL AND GOVERNANCE

The Group has adopted a traditional organizational structure, based on a solid balance of skills, experience, and strategic vision. The **Board of Directors** is composed of external members, internal managers, and representatives of the ownership: a diverse composition designed to ensure governance that is open to dialogue and rich in complementary perspectives.

The variety of backgrounds within the Board is not only a strength but also a driver of constructive discussion. Differences in vision are syn-

thesized through transparent and structured dialogue, which translates into concrete and shared strategic choices.

The guidelines defined by the Board are reflected in a **three-year plan**, which represents the core of corporate planning. This document guides the Group's activities, aligning its development with strategic and operational goals.

Internally, the organization is characterized by a **lean and non-hierarchical organizational chart**. This streamlined structure promotes direct com-

munication, speeds up decision-making, and enables a prompt response to changes in the competitive landscape.

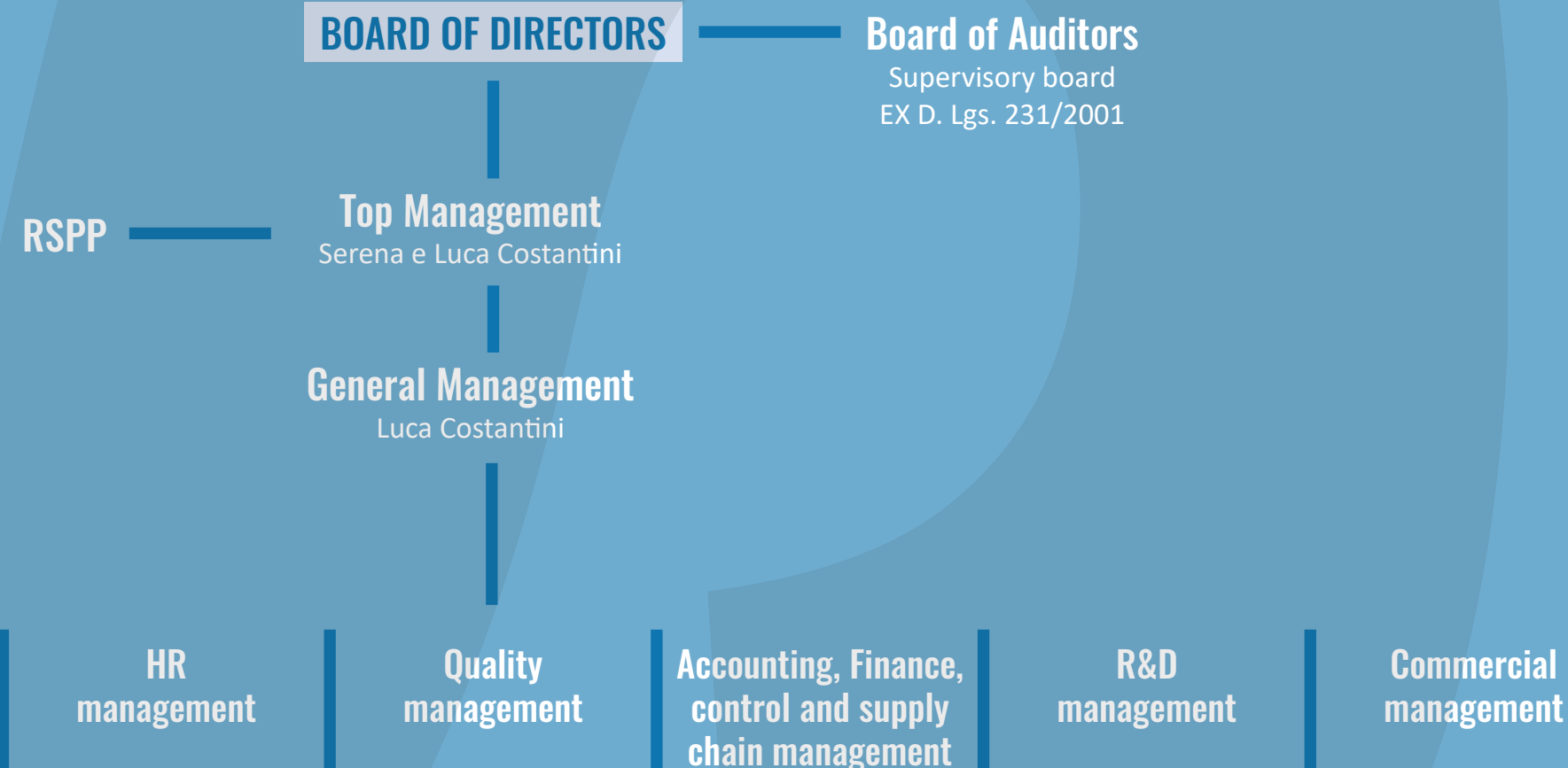
The Board of Directors is responsible for defining the Group's strategic direction and organizational structure, ensuring alignment with company values.

SUSTAINABILITY AND CORPORATE RESPONSIBILITY

In line with the growing attention to ESG (Environmental, Social & Governance) topics, the Group has established a **dedicated internal Sustainability Committee**. In 2021, Sisme also created the **Sustainability Team**, a multidisciplinary group made up of four young employees from various departments.

Their mission is clear: to promote a corporate culture focused on sustainable value, integrate ESG principles into decision-making processes, and competently address emerging environmental and social challenges.

GRI 2-9 – GOVERNANCE STRUCTURE AND COMPOSITION
GRI 2-11 – CHAIR OF THE HIGHEST GOVERNANCE BODY



CORPORATE GOVERNANCE STRUCTURE

Sisme Group has implemented a governance system based on clear rules and well-defined organizational structures, aimed at ensuring effective and transparent corporate management aligned with the interests of all stakeholders.

The adopted approach is inspired by international best practices in Corporate Governance, in full compliance with national laws and sector regulations.

The company adopts a traditional administrative model, as outlined in the Italian Civil Code, which includes the following main bodies:

BOARD OF DIRECTORS

Composed of five members, it is responsible for managing the company. It defines strategic direction, evaluates the organizational structure, and makes key decisions for the Group's development.

BOARD OF STATUTORY AUDITORS

Made up of three independent professionals, it oversees compliance with laws, the corporate charter, and good administrative practices, contributing to internal control.

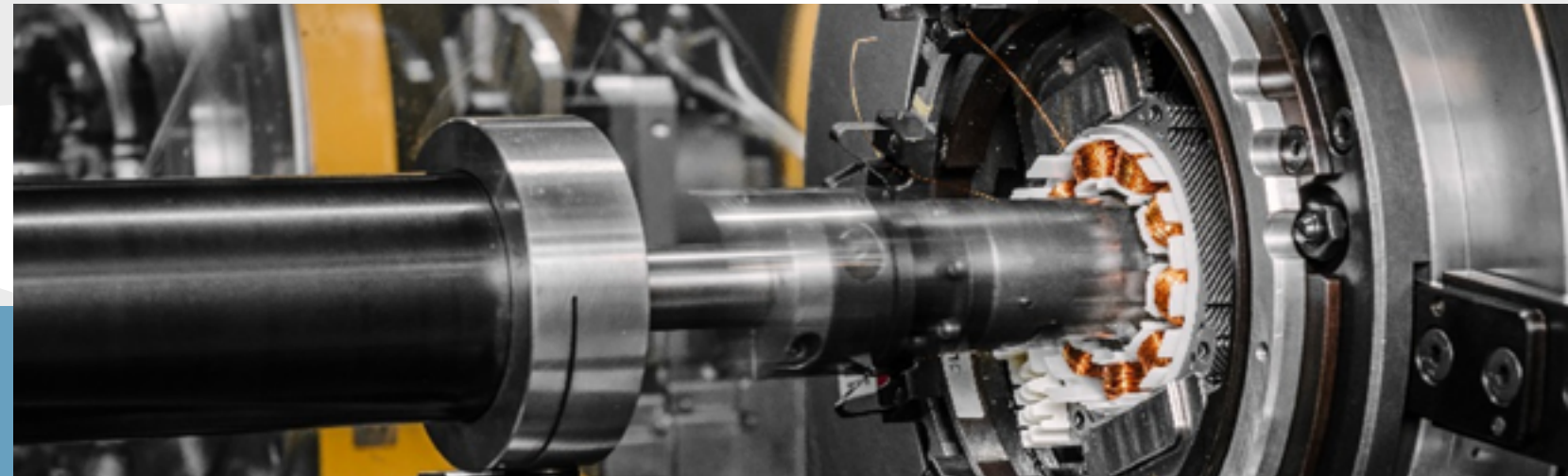
SHAREHOLDERS' MEETING

The sovereign body that resolves on critical issues such as the appointment of members of the Board of Directors and the Board of Statutory Auditors, and the approval of the financial statements.

SUPERVISORY BODY (ODV)

Composed of two external members with legal, tax, and administrative expertise and one internal member, the OdV ensures compliance with the Organizational, Management, and Control Model pursuant to Legislative Decree 231/2001. It plays a central role in monitoring regulatory compliance and preventing misconduct.

CODE OF ETHICS



Sisme's **Code of Ethics** defines the fundamental values and behavioral principles that guide every business activity, serving as a framework for consistent, responsible, and transparent action.

This document is a key reference for employees, partners, suppliers, clients, and all stakeholders, and represents a concrete commitment to sustainable growth and the protection of the company's reputation.

The Code is an integral part of the **Organizational, Management, and Control Model** voluntarily adopted by Sisme in accordance with Legislative Decree 231/2001. Its goal is to prevent unlawful conduct and reinforce a culture of compliance and corporate ethics.

The Supervisory Body (OdV) is tasked with overseeing the implementation and effectiveness of the Code of Ethics and the Organizational Model. It operates autonomously and independently to supervise the proper functioning of the internal control system.

The Code of Ethics is available at the following link:

[231 Model | Sisme Group - Electric Motors](#)



QUALITY POLICIES AND MANAGEMENT SYSTEMS

HUMAN RIGHTS AND ETHICAL INTEGRITY

Sisme recognizes and protects fundamental human rights as a non-negotiable principle of its actions. The company's Code of Ethics provides guidelines to ensure respect for individual dignity, equal opportunities in professional development, and privacy protection.

The Group enforces a zero-tolerance approach to any form of corruption, fraud, or unethical behavior. Specific governance tools have been introduced to identify, prevent, and monitor corruption risks. These include limits beyond which

gifts, favors, or benefits—either received or offered—are not permitted by employees, collaborators, or consultants.

To strengthen a culture of integrity, Sisme has launched a continuous monitoring program for managerial activities, which includes the use of operational checklists completed by department managers. These documents trace significant operations and are submitted to the Supervisory Body, which may conduct random audits.

Sisme's values are based on internationally recognized ethical and legal standards, particularly:

- The Universal Declaration of Human Rights by the United Nations
- The Conventions and Recommendations of the International Labour Organization (ILO)
- The Earth Charter, a global reference document for sustainable development and social justice promoted by the Earth Council

Sisme adopts a responsible and transparent Tax Policy, guided by the principles of fairness, legal compliance, and risk prevention.

Key principles underlying the Group's tax management include:

- **Transparent, honest, and law-abiding behavior**
- **Full compliance with tax obligations and accurate determination of taxes due**
- **Good faith and transparency in relations with tax authorities**
- **Careful management of tax risks to safeguard both legal compliance and corporate reputation**

CERTIFICATIONS

QUALITY AND CERTIFICATIONS

For Sisme, **quality** is the guiding principle behind every company process.

The goal is not only to produce items that fully meet customer requirements, but also to select the best raw materials and subject each product to **rigorous and systematic inspections**.

Since 1993, Sisme has been **ISO 9001 certified**, an international standard that attests to the quality of company processes and products. This voluntarily obtained certification confirms the company's ongoing commitment to excellence.

Quality is monitored continuously throughout the organization, promoting a true **"risk-based thinking" culture**, aimed at anticipating and minimizing risks in all company processes.

The primary goal is to achieve **zero defects**, ensuring maximum customer satisfaction and full compliance with requirements.

CERTIFICATIONS AND CONTINUOUS IMPROVEMENT

Sisme is strongly focused on continuous improvement of its products and processes. The company is committed to managing and optimizing:

- **Supplier performance**, in terms of material and service quality
- **Effectiveness and efficiency** of production processes
- **Reduction of waste and costs** related to non-quality
- **Maximum customer satisfaction**

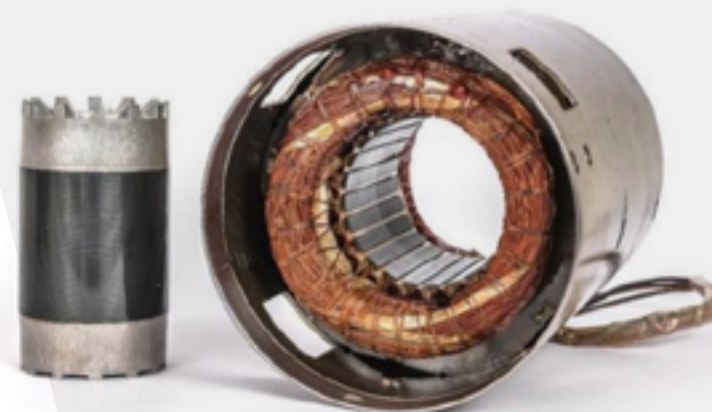
Each Business Unit's results are monitored annually through specific indicators developed by the **Quality Department**, and periodically presented to Management.

In product development, Sisme adopts a **360° life-cycle approach**, taking into account critical factors such as:

- After-sales technical support
- Integration with technical and management interfaces to improve communication and collaboration

Every motor produced is designed to **minimize environmental impact**, both through the choice of components and by using **sustainable packaging materials**.

Suppliers and collaborators are selected, qualified, and **continuously monitored** to ensure high-quality performance and constant compliance with regulations and customer expectations.



ASSOCIATION MEMBERSHIPS

GRI 2-28 ASSOCIATION MEMBERSHIPS



Since 2003, Sisme has established the **CRAL-SI-SME association**, promoting cultural, sporting, social, humanitarian, and recreational activities for its members. Membership is open to employees, former employees, and also their families and friends—fostering a broader and more engaged sense of community. Sisme is also an **active member of Confindustria**

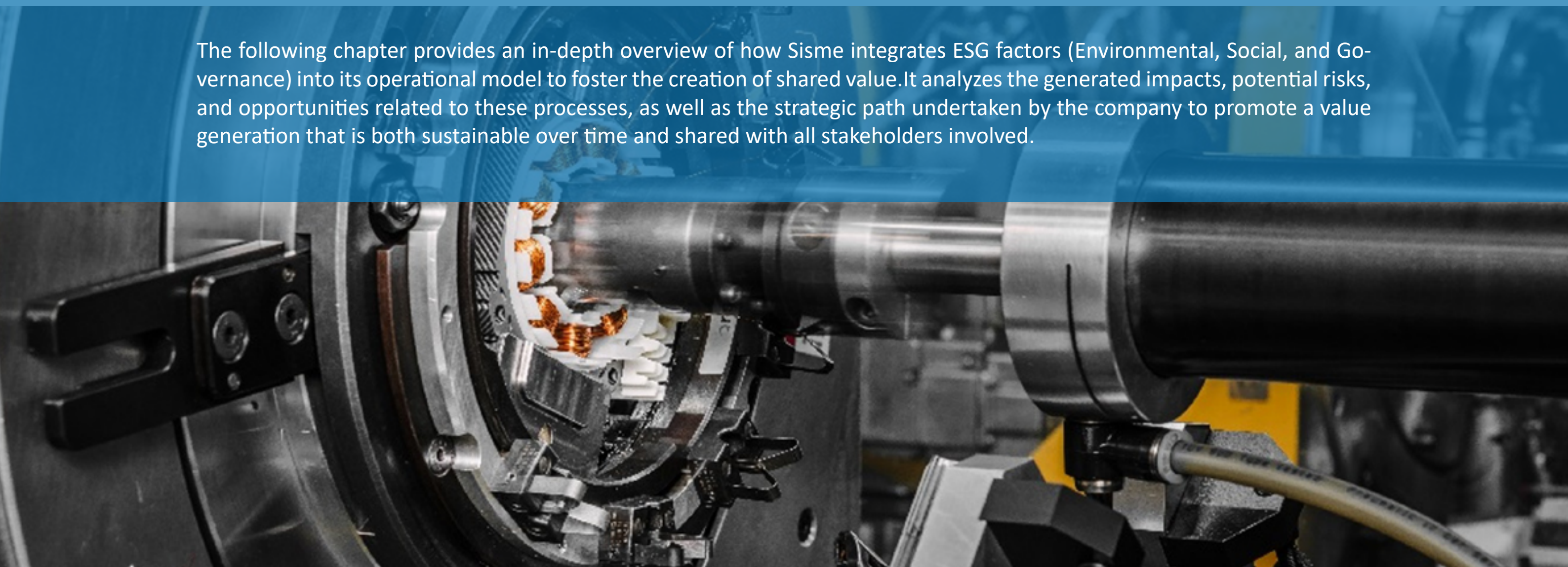
Como, a business association representing local companies and engaging with authorities and institutions at national and international levels. Furthermore, Sisme welcomes **Mechatronics students** through a project led by the Confindustria Como Metalworking Group, chaired by Serena Costantini, in partnership with **ITS Lombardia Meccatronica Foundation**.



CHAPTER 3

BUSINESS MODELS

The following chapter provides an in-depth overview of how Sisme integrates ESG factors (Environmental, Social, and Governance) into its operational model to foster the creation of shared value. It analyzes the generated impacts, potential risks, and opportunities related to these processes, as well as the strategic path undertaken by the company to promote a value generation that is both sustainable over time and shared with all stakeholders involved.



DESCRIPTION OF THE EXTERNAL CONTEXT

GRI 2-6 ACTIVITIES, VALUE CHAIN, AND OTHER BUSINESS RELATIONSHIPS

Sisme operates in the sectors of ventilation, commercial and industrial refrigeration, residential and commercial air conditioning, and household appliances. In these areas, its expertise in electromechanics represents a significant added value.

The Group positions itself as an ideal partner for delivering innovative, high value-added solutions, relying on strong technological know-how, highly integrated and automated processes, skilled and motivated human resources, and continuous improvement of products and processes.

Sisme operates in a competitive market, facing both large multinational companies and Italian firms of similar size. Despite being smaller

than the major players, the company manages to maintain profitability and financial indicators that are in line with industry leaders, especially in terms of investment rate and margin performance.



Through regular SWOT analyses, Sisme can assess risks and identify market opportunities. Among the medium- to long-term sustainability risks identified are:

- Unfavorable economic conditions in its core sectors;
- Increased financial exposure;
- Cash flow issues caused by extended payment terms granted to clients.

Environmental risks relate to compliance with regulations on the disposal and transport of hazardous waste, as well as meeting environmental requirements within its facilities.

Social risks include potential loss of essential permits, risk of bans or sanctions in case of irregular payments, violations of regulations regarding discrimination, child labor, maternity protection, and night work, reputational damage stemming from legal disputes or complaints.

Other management-related risks include:

- Dependence on sole-source suppliers;
- Quality and availability of exclusive or patented products/services;
- Supplier reliability;
- Potential increases in component costs.

Geopolitical instability has also had an indirect impact on the company, mainly through the rising cost of steel and growing inflation, both of which directly affect Sisme's economic performance.

Inadequate risk assessments and controls, along with insufficient training and information for employees, are identified as key health and safety risks.

In terms of logistics, issues have been reported regarding the incorrect identification and traceability of products, as well as errors in shipments by suppliers.

Sisme also recognizes significant opportunities in the growing market of vehicle electrification. In this context, the company is actively engaged in Research and Development projects related to:

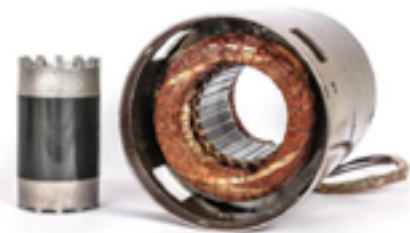
- Refrigeration systems for transport vehicles;
- Electric scooters, bicycles, and motorcycles;
- Cooling systems for electric motors;
- Other industrial applications.



SISME'S OFFER

The Group produces and sells

ROTO-STATORS



HERMETIC



LSPM



SEMI-HERMETIC

WATER MOVEMENT MOTORS



BRUSHLESS MOTOR PUMPS

pumps for dishwashers
(household appliances)

ASYNCHRONOUS AND BRUSHLESS MOTORS FOR ROTARY VANE PUMPS

(flow rate 50/350 l/h)

Main applications:

- Professional coffee machines
- Soda makers
- Reverse osmosis systems
- Beverage dispensers

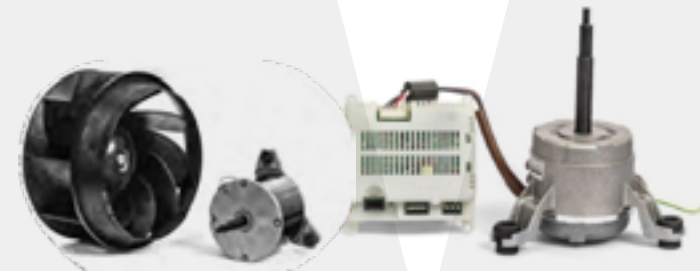


AIR MOVEMENT MOTORS



ASYNCHRONOUS AND BRUSHLESS MOTORS

for fancoil air conditioning applications



MOTORI ASINCRONI

for professional ovens



HIGH EFFICIENCY ASYNCHRONOUS AND BRUSHLESS MOTORS

for fume hoods



THE ADDED VALUE FOR THE CUSTOMER

GRI 2-6 ACTIVITIES, VALUE CHAIN AND OTHER BUSINESS RELATIONSHIPS

Constant research and innovation on materials, technologies and components

- **Design and industrialization of electric motors**
- **Research and development department based in Europe**
- **Commercial electronic (R&D), electrical, and mechanical expertise**

Long-term agreements

Strong in-house electromechanical skills and knowledge

Close cooperation with the customer (co-design of products)

Early involvement with market leaders in each segment

Global presence

Well-located production in Italy, Central Europe and China and commercial presence in North America

FOCUS

In Italy, there is an active Research and Development (R&D) department that serves the entire Group.

The R&D team carries out research activities in the fields of electronics, mechanics, chemistry, and materials science.

The main activities include:

- The study of innovative materials
- Mechanical, electromagnetic, and electronic design
- Product reliability analysis,
- Process validation
- Development, integration, and testing of software and hardware.

A crucial phase of the development process is the simulation and experimental testing stage. To support this activity, Sisme has a modern, well-equipped laboratory where all potential issues are carefully examined. Motors undergo rigorous tests to ensure their quality and durability over time.

To certify product suitability, the following tests are meticulously performed: surge tests, ground continuity tests, dielectric strength verification, electrical absorption checks, acoustic tests, and endurance tests.

A portion of these tests is then repeated post-production to ensure that quality standards are consistently maintained.



ERMETICO

LSPM

SEMI-ERMETICO

DESIGN & ENGINEERING

Sisme's headquarters in Olgiate Comasco (Italy) oversees the initial stages of new product development. Thanks to the use of state-of-the-art numerical simulation tools and 3D modeling software, the R&D division is able to translate its experience and technical know-how into customized projects that meet even the most complex customer requirements.

RAPID PROTOTYPING

Sisme quickly produces functional prototypes using both traditional machining methods and advanced technologies such as 3D printing and laser cutting. This approach enables the rapid transformation of 3D models into tangible components, accelerating the development and verification process.

TESTING AND VALIDATION

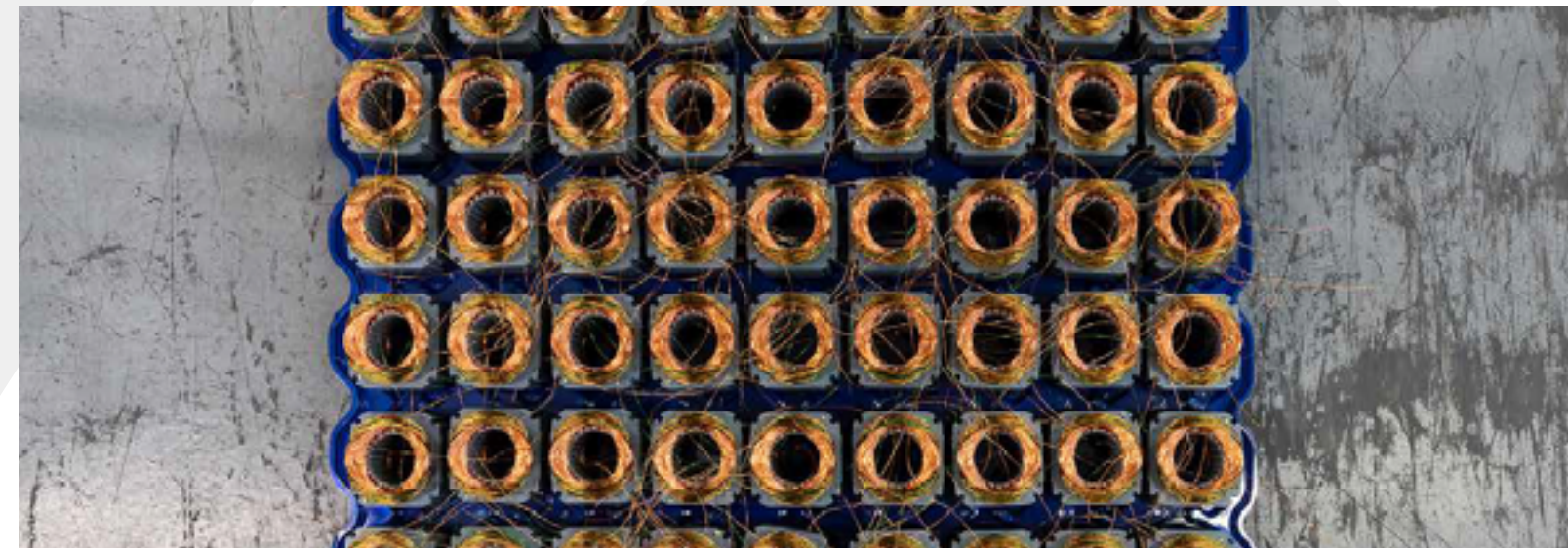
Within its in-house laboratory, Sisme conducts rigorous validation tests on prototypes to ensure full compliance with both mechanical and electrical design specifications. Sisme carries out several high precision tests:

surge tests, ground continuity checks, dielectric strength tests, electrical absorption measurements, acoustic tests, and endurance tests. These tests are also replicated after production to ensure consistent compliance with quality standards.

CERTIFICATIONS & QUALITY

All Sisme motors are manufactured in accordance with current European regulations, complying with the specific limits required for each product category.

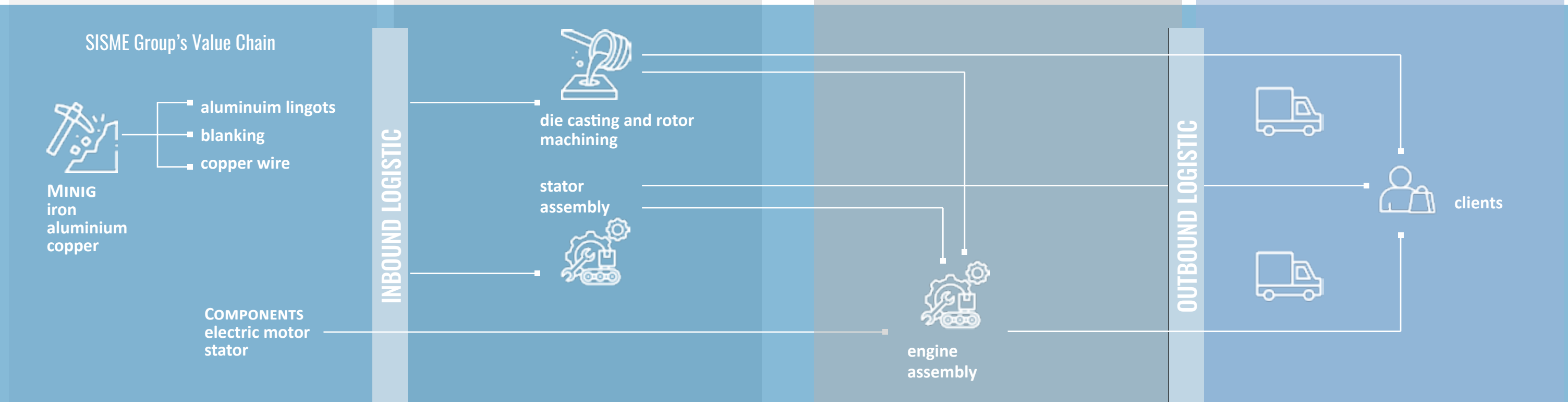
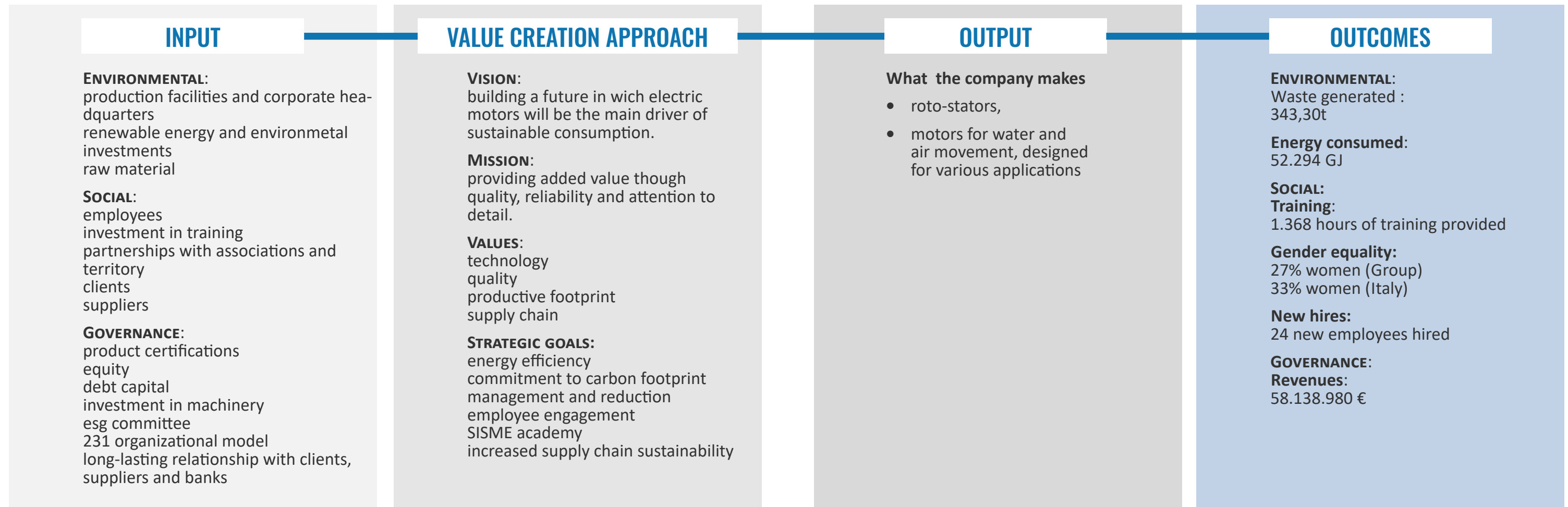
In the case of brushless motors, where electronic control boards play a key role, Sisme performs pre-analysis of conducted emissions, thereby supporting customers during the final validation phases with external certification bodies.



SHARED VALUE CREATION

GRI 2-6 ACTIVITIES, VALUE CHAIN AND OTHER BUSINESS RELATIONSHIPS

The diagram provides a summary of how Sisme creates shared value through ESG inputs, which the organization leverages and transforms into products and services (outputs) and resulting impacts (outcomes) through its business model.



STAKEHOLDER ENGAGEMENT

GRI 3-1 PROCESS TO DETERMINE MATERIAL TOPICS

GRI 3-2 LIST OF MATERIAL TOPICS

GRI 2-29 APPROACH TO STAKEHOLDER ENGAGEMENT

The first step in defining a corporate sustainability ESG strategy was taken through the materiality process. This approach aims to identify, within the most relevant topics, those that are actually “material”, i.e. of particular importance to the company, through careful consultation with its stakeholders. For the creation of the materiality matrix, a select group of national and international stakeholders was involved - including employees, customers, suppliers, financial institutions, consultants, trade associations and the local area - invited to participate in a dedicated survey. The objective was to collect their opinions on a series of issues potentially relevant to

the generation of shared value.

Stakeholder involvement allowed for the collection of suggestions and insights that enriched the list of issues crucial to the company’s sustainability, while offering insights for possible common commitments and future collaborations. Stakeholders were also asked to rank the ESG issues according to perceived importance, assessing the degree of impact of each issue on the company’s ability to create value in the medium to long term.

The table shows the topics that were submitted for voting.:

- Energy Efficiency
- Environmental Footprint
- Climate Change Mitigation
- Natural Resources and Biodiversity
- Human Capital Development
- Employee Wellbeing, Diversity, and Inclusion
- Value Chain Sustainability
- Worker Health and Safety
- Regulatory Compliance
- Business Ethics
- Integration of ESG Aspects into Corporate Governance

The most voted ESG topics are :

- Energy Efficiency
- Human Capital Development
- Employee Wellbeing, Diversity, and Inclusion
- Value Chain Sustainability
- Regulatory Compliance

DOUBLE MATERIALITY ESG RISKS AND OPPORTUNITIES

To determine our material ESG topics, the significant themes were analyzed by applying the Double Materiality Analysis.

Double Materiality Analysis is a structured process that enables organizations to identify and select the most relevant ESG topics through a logical and gradual approach. This analysis is based on two different perspectives, which help identify the ESG topics with the greatest impact (material topics):

- **Inside-Out Perspective** examines the effects that the organization’s activities have on the external environment, particularly on the environment and society;
- **Outside-In Perspective** analyzes how sustainability-related issues affect the organization’s economic and financial situation.



RESULTS OF THE ANALYSIS

The analysis conducted through the Double Materiality matrix allowed for the identification of a series of priority topics for the organization, which form the foundation of the company’s sustainability strategy.

Regarding the environmental dimension, the most relevant topic identified is energy efficiency, which holds significant importance both in terms of impacts generated on the external environment and with respect to internal implications for business operations.

In the social dimension, the most relevant topics include human capital development, organizatio-

nal wellbeing, diversity and inclusion, as well as value chain sustainability. These aspects are considered materially significant both for their potential impacts on society and external stakeholders, and for the direct repercussions within the company.

Concerning the governance dimension, the priority topic identified is regulatory compliance. Other governance and business ethics aspects, while still important, are already adequately managed through structured processes and established organizational practices.

GRI 2-22 STATEMENT ON THE SUSTAINABLE DEVELOPMENT STRATEGY

SUSTAINABILITY STRATEGY

Sisme’s sustainability strategy confirms its consistency with what was outlined in the 2023 Sustainability Report.

Based on the material topics identified, the company has defined its strategic objectives for the 2024–2026 three-year period, structured along the three ESG dimensions (Environmental, Social, Governance), which remain fully valid.

Among the high-priority topics, Sisme continues to place particular focus on environmental aspects. In this regard, the primary strategic objective remains the improvement of energy efficiency in its production processes and operational sites, through initiatives aimed at recovering and reusing dissipated heat.

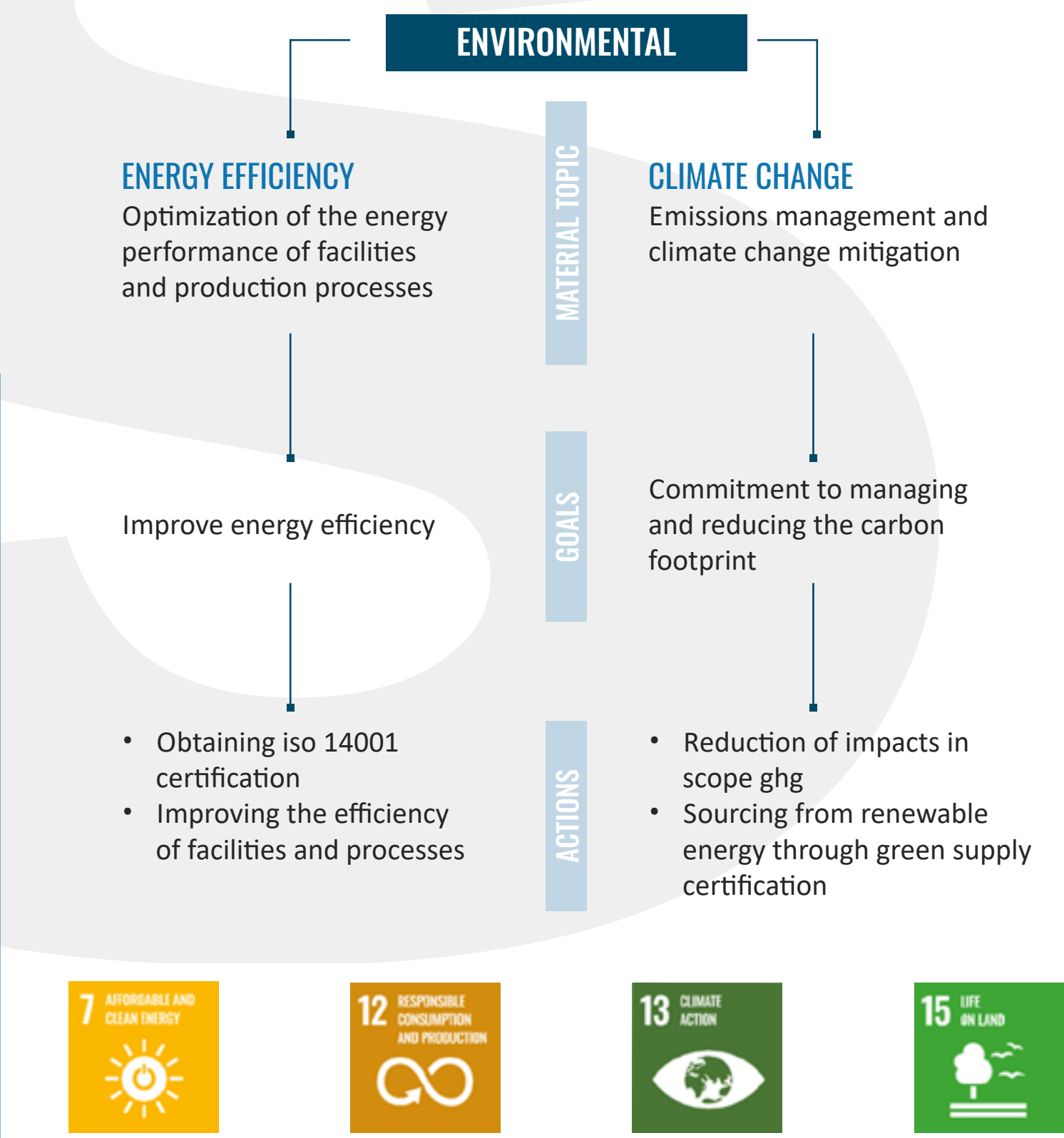
This is complemented by the second confirmed objective, aimed at the progressive reduction of the company’s Carbon Footprint, a topic considered strategic and shared with the entire network of stakeholders.

On the social front, Sisme reaffirms its commitment to promoting a safe, inclusive work environment oriented towards employee wellbeing. The company continues to invest in initiatives aimed at protecting workers’ health and safety, as well as enhancing skills through training and professional development programs. These actions seek to support the growth of individuals within the organization, contributing to the creation of a fair, collaborative, and stimulating workplace environment.

Sustainability of the supply chain also remains a strategic priority. In this regard, the company confirms the use of tools and platforms for ESG profiling of suppliers, in order to strengthen collaboration and promote responsible practices throughout the entire supply chain. Finally, in the governance area, Sisme reiterates its commitment to ensuring a structured system for reporting violations, aimed at effectively overseeing all types of misconduct.

2024–2026 THREE-YEAR SUSTAINABILITY PLAN

GRI 2-22 STATEMENT ON THE ORGANIZATION’S SUSTAINABLE DEVELOPMENT STRATEGY



2024–2026 THREE-YEAR SUSTAINABILITY PLAN

GRI 2-22 STATEMENT ON THE ORGANIZATION'S SUSTAINABLE DEVELOPMENT STRATEGY

SOCIAL

OUR PEOPLE

Corporate welfare and initiatives to create an inclusive work environment. Employee skills development and initiatives dedicated to young people

MATERIAL TOPIC

VALUE CHAIN SUSTAINABILITY

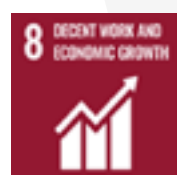
Monitoring the supply chain in terms of environmental performance, worker welfare, and respect for human rights

GOALS

ACTIONS

Employee engagement Employer branding Academy SISME

- MBO system
- White collar performance management
- Compensation policy, definition of career paths, retention policy
- Knowledge formalization
- Identification of training and resource development paths



Progressively increase value chain sustainability

Environmental product declaration (EPD) for SISME engines

MATERIAL TOPIC

GOALS

ACTIONS

2024–2026 THREE-YEAR SUSTAINABILITY PLAN

GRI 2-22 STATEMENT ON THE ORGANIZATION'S SUSTAINABLE DEVELOPMENT STRATEGY

GOVERNANCE

BUSINESS ETHICS

Pratiche relative alla condotta dell'azienda dei dipendenti in relazione alle proprie attività (politiche anti corruzione, politiche commerciali e di marketing, politiche anticoncorrenziali ...)

Supplier involvement on sustainability score

Invitation for sustainability score compilation of selected providers through open – es platform



231Organizational model, whistleblowing

Activation of the whistleblowing platform for all types of offenses



Management and control procedures

Procedure review



CHAPTER 4

ESG DIMENSIONS

This chapter of Sisme's Sustainability Report presents the main results achieved during the reporting period, along with the goals outlined in the company's sustainability plan, organized according to the three key dimensions of sustainability: environmental, social, and economic (ESG). For each of these thematic areas, the performance achieved, and future outlooks are monitored and evaluated through the application of international GRI standards and are linked to the United Nations Sustainable Development Goals (SDGs), thereby reaffirming Sisme's commitment to international guidelines and priorities on sustainable development.



SISME FOR THE ENVIRONMENT

Material topics Energy efficiency Fight against climate change

In 2024, Sisme continued its campaign to improve the efficiency of its facilities and processes. The relamping activities reached their final stages, with the replacement of fluorescent lamps with led lighting across nearly the entire production plant. Additionally, throughout 2024, the facility and electrical maintenance teams continued their efforts to enhance the energy efficiency of the company's sites. Following the 2023 work to shut down the central boilers during summer months, in 2024 the compressor room dryer was replaced — an intervention that resulted in an annual energy saving of approximately 60,000 kwh.

GRI 302-1 ENERGY CONSUMPTION WITHIN THE ORGANIZATION

	57694 GJ 2022
Total energy consumption of the organization in GJ	48699 GJ 2023
	52294 GJ 2024
	44171 GJ 2022
Energy produced from natural gas combustion in GJ	36987 GJ 2023
	40290 GJ 2024
	N/A 2022
Energy from gasoline combustion	140 GJ 2023
	233 GJ 2024
	N/A 2022
Energy from diesel combustion	471 GJ 2023
	398 GJ 2024
	13523 GJ 2022
Purchased electricity consumption in GJ	11099 GJ 2023
	11372 GJ 2024

GRI 302-3 ENERGY INTENSITY

	667,2 2022
Sales	916,1 2023
	899,5 2024
	5,6 2022
Thousands of minutes of production	6,4 2023
	6,3 2024
	6,6 2022
AVG Thousands of minutes of production	5,6 2023
	6,0 2024

GRI 305-1 EMISSIONI DIRETTE DI GHG (SCOPE1)

	2239 co ₂ eq 2022
Natural gas natural	1876co ₂ eq 2023
	2043 co ₂ eq 2024
	N/A 2022
Gasoline	10 co ₂ eq 2023
	17 co ₂ eq 2024
	N/A 2022
Diesel	33 co ₂ eq 2023
	29 co ₂ eq 2024
	2239 co ₂ eq 2022
TOTAL DIRECT EMISSIONS (SCOPE 1)	1919 co ₂ eq 2023
	2089 co ₂ eq 2024

GRI 305-2 INDIRECT GHG EMISSIONS FROM ENERGY CONSUMPTION (SCOPE 2)

	960 co ₂ eq 2022
Purchased electricity location-based approach (SCOPE 2)	903 co ₂ eq 2023
	925 co ₂ eq 2024

GRI 305-4 GHG EMISSION INTENSITY*

	37,0 MLN € 2022
Revenue	52,5 MLN € 2023
	51,9 MLN € 2024
	0,31 thousands of minutes 2022
Thousands of minutes of production	0,37 thousands of minutes 2023
	0,36 thousands of minutes 2024

GRI 305-1 EMISSIONI GHG

	3200 co ₂ eq 2022
TOTAL EMISSIONS GHG location based	2822 co ₂ eq 2023
	3015 co ₂ eq 2024

*Formula calculated based on GJ of energy consumed relative to revenue or to thousands of minutes of production

COMPANY PERFORMANCE

GRI 306-1 WASTE GENERATION AND SIGNIFICANT WASTE-RELATED IMPACTS

All the waste produced are the result of controlled production processes (in greater quantity from the die-casting department, then islands department, fhp department and in minimal part the offices) and of ordinary and extraordinary maintenance. The production scraps are collected and deposited in appropriate bins present in the department to then be emptied in the waste area designated for their temporary collection and remain waiting to be picked up and disposed of by authorized external waste handlers. The maintenance waste instead are immediately collected and brought to the temporary storage as mentioned above the life cycle of the waste is the following:

- 1a - waste produced in the department and in the laboratories 55%
- 1b - waste production from ordinary and extraordinary maintenance activities 45%
- 1c - waste production produced by the offices 5%
- 2a - waste collection in containers in the department
- 2b + 3b - waste collection and immediate transport in the temporary waste storage area
- 2c - waste collection in containers in the offices
- 3a - emptying of the containers present in the department in the appropriate containers present in the temporary waste storage area
- 3c - emptying of the containers in the containers present in the department in the appropriate containers of the temporary waste storage area
- 4a+4b+4c - request for collection and disposal to authorized entities and compilation of the related documentation

GRI 306-3 WASTE GENERATED

343,30 TOTAL TONS 2024

304,14 TOTAL TONS 2024
NON-HAZARDOUS WASTE

39,16 TOTAL TONS 2024
HAZARDOUS WASTE

GRI 306-3 WASTE GENERATED – GRI 306-4 WASTE NOT SENT TO LANDFILL – GRI 306-5 WASTE SENT TO LANDFILL

Metal scraps – ferrous scrap	103,35	TOTAL TONS 2024
	103,35	TOTAL TONS 2024 RECOVERY
Electrical and electronic material	1,41	TOTAL TONS 2024
	1,41	TOTAL TONS 2024 RECOVERY
Washing water	22,34	TOTAL TONS 2024
	0	TOTAL TONS 2024 RECOVERY
Sludges – Oils – Emulsions	22,34	TOTAL TONS 2024 DESTINED FOR DISPOSAL
	5,79	TOTAL TONS 2024
Die-casting scraps	4,81	TOTAL TONS 2024 RECOVERY
	22,34	TOTAL TONS 2024 DESTINED FOR DISPOSAL
Filter material	8,44	TOTAL TONS 2024
	8,44	TOTAL TONS 2024 RECOVERY
Waste from painting products	4,2	TOTAL TONS 2024
	4,2	TOTAL TONS 2024 RECOVERY
Packaging	3,23	TOTAL TONS 2024
	3,23	TOTAL TONS 2024 RECOVERY
Bulky waste	157,31	TOTAL TONS 2024
	157,31	TOTAL TONS 2024 RECOVERY
Other	36,6	TOTAL TONS 2024
	36,6	TOTAL TONS 2024 RECOVERY
TOTAL WASTE PRODUCED	0,625	TOTAL TONS 2024
	0,485	TOTAL TONS 2024 RECOVERY
	0,14	TOTAL TONS 2024 DESTINED FOR DISPOSAL
	343,30	TOTAL TONS 2024
	316,01	TOTAL TONS 2024 RECOVERY
	27,29	TOTAL TONS 2024 DESTINED FOR DISPOSAL

SISME FOR THE COMMUNITY

The main initiatives undertaken by Sisme in 2024 are listed below.

Sisme actively participates in community life, promoting projects that foster collaboration with local institutions and strengthen the relationship between the company and the community. These actions reflect a concrete sense of social responsibility while also offering the opportunity to enhance new skills, support professional growth, and stimulate the area's economic development.

School-Work Alternation Programs

Work-study programs and internships represent an important investment for Sisme in the future of young people and the local community. The company has always believed in the value of hands-on experience as a way to introduce young people to the workplace and support their professional growth.

Through active partnerships with schools and universities, Sisme opens its doors to students, offering real learning experiences in the company's environment. These initiatives not only enhance students' academic paths but also allow the company to contribute directly to developing future talent.

Welcoming young people means creating an inclusive, dynamic, and stimulating environment, where emerging talents can learn, grow, and express their full potential.

Support for Merit and Technical Training

Sisme strongly believes in the value of merit and supports young people who demonstrate commitment and talent. In this context, the company supported an initiative launched by the ITS Lombardia Meccatronica Academy Foundation, aimed at high-achieving students.

This support serves as a tangible incentive for continuing their studies and demonstrates trust in the abilities of the next generation. Through this partnership, Sisme strengthens its connection with the world of technical education, helping to train qualified professionals ready to take on future challenges.

Engaging with Youth and Building the Future

In 2024, Sisme participated in the Career Day promoted by Confindustria Como at Lariofiere Lecco. The event aimed to foster connections between companies, students, and young professionals. It was an opportunity for Sisme to present career growth opportunities and strengthen its dialogue with the younger generation, promoting industrial culture and human capital development.

Promotion of Cultural and Scientific Heritage

In 2024, Sisme supported the initiative "Music and Energy in the Spirit of Volta", promoted by Le Dimore del Quartetto in collaboration with the Municipality of Como, the Civic Museums, and the Alessandro Volta Foundation. The event, hosted for the first time at the Tempio Voltiano, brought together music and science in a unique reflection on the connection between art, energy, and innovation, marking the beginning of the celebrations for the bicentenary of Alessandro Volta's death.

School visit

School visits are a key component of Sisme's community engagement. These events allow students to interact directly with the company environment, offering them real-world exposure to the professional world. This contributes to enriching their education with practical skills and future-oriented career guidance.

SDGs



Gender Equality

In 2024, Sisme renewed its commitment to promoting gender equality by actively participating in initiatives aimed at empowering women in the metalworking sector.

The company took part in an event organized by the Committee for Female

Entrepreneurship of the Chamber of Commerce of Como-Lecco, in collaboration with Istituto Da Vinci Ripamonti and Università dell'Insubria.

This event offered a valuable opportunity to share professional experiences and promote the values of inclusion and equal opportunity, especially in view of Sisme's gender equality certification process.

Promotion of Sustainable Innovation in the Construction Sector

In 2024, Sisme hosted the event "Smart Building and Building Information Modelling (BIM)", organized by the Chamber of Commerce of Como-Lecco in collaboration with ComoNExT – Innovation Hub. The event explored key themes related to smart construction, with a particular focus on technologies and skills aimed at making buildings more efficient, safe, and sustainable. This initiative is part of Sisme's broader commitment to promoting innovation and advancing the adoption of environmentally sustainable solutions.





HEALTH & SAFETY

GRI 403-9 WORK-RELATED INJURIES

As part of its Sustainability Report, Sisme reaffirms its long-standing commitment to Occupational Health and Safety, based on a continuous improvement approach and the systematic application of technical and organizational measures aimed at reducing workplace risks. The primary objective is the prevention of workplace injuries, with the ambitious goal of achieving zero accidents, through ongoing attention not only to physical safety but also to organizational well-being and the promotion of healthy work environments.

Risk assessments related to HSE (Health, Safety, Environment) areas are carried out rigorously by the designated internal service, in full compliance with current regulations and within the required time-frames. To support this commitment, Sisme has launched several initiatives aimed at raising safety standards, including investments in electric and pneumatic manipulators installed on production lines. These devices facilitate the handling of materials, semi-finished, and finished products, significantly improving workstation ergonomics and greatly reducing the risks associated with Manual Handling of Loads (MHL).

These actions are part of a long-term strategy, which includes the identification of progressive and measurable objectives over time, demonstrating Sisme’s determination to continuously evolve in this area.

The value of Safety is continuously communicated throughout the organization through the work of the Prevention and Protection Service and all roles involved in the company’s safety framework—from Managers to Supervisors—in collaboration with Workers’ Safety Representatives, who serve as direct liaisons with the workforce.

Sisme places central importance on spreading a culture of safety, promoting the active engagement of employees and offering targeted training programs, in accordance with Legislative Decree 81/08 and subsequent amendments, as well as State-Regions Agreements, with particular attention to the specific risks present in the company’s production environment.

376.886
Number of hours worked

5,3
Recordable injury rate

8
TYPES:
burn, foreign body

2
Recordable injuries

1
Severe injuries

0
Fatalities



COMPANY PERFORMANCE

GRI 2-7 EMPLOYEES

Total number of permanent employees:	231	76 WOMEN 155 MEN
Total number of permanent employees:	221	73 WOMEN 148 MEN
Total number of fixed-term employees:	10	3 WOMEN 10 MEN
Total number of employees with non-guaranteed hours:	0	0 WOMEN 0 MEN
Total number of part-time employees:	13	7 WOMEN 6 MEN
Total number of full-time employees:	218	69 WOMEN 149 MEN

GRI 401-1 HIRING OF NEW EMPLOYEES AND EMPLOYEE TURNOVER

New hires: under 30 age group	15	4 WOMEN 11 MEN
New hires: 30-50 age group	8	3 WOMEN 5 MEN
New hires: over 50 age group	1	0 WOMEN 1 MEN
TOTAL NEW HIRES	24	7 WOMEN 17 MEN
*Percentage of hires relative to total employees	10%	3% WOMEN 7% MEN
Employees leaving: under 30 age group	11	1 WOMEN 10 MEN
Employees leaving: 30-50 age group	7	2 WOMEN 5 MEN
Employees leaving: over 50 age group	13	3 WOMEN 10 MEN
TOTAL LEAVERS	31	6 WOMEN 25 MEN
*Percentage of leavers relative to total employees	13%	8% WOMEN 16% MEN

**Unlike in previous years, the percentages have been calculated based on the total number of employees*

GRI 2-30 COLLECTIVE AGREEMENTS 2024

*Percentage of employees covered by collective agreements relative to the total number of employees

100% * All employees are covered by the CCNL

GRI 404-1 AVERAGE NUMBER OF TRAINING HOURS EACH YEAR FOR EACH EMPLOYEE

Average training hours

8

14 WOMEN
8 MEN

TOTAL TRAINING HOURS

1.368

177 WOMEN
1.191 MEN

Type of training

Total MANDATORY training hours

586

117 WOMEN
469 MEN

Total non-mandatory training hours

782

60 WOMEN
722 MEN

Internal/External training

Total INTERNAL training hours

88

61 WOMEN
27 MEN

Total EXTERNAL training hours

1280

116 WOMEN
1164 MEN

Training topics

Total SAFETY training hours

566

116 WOMEN
450 MEN

Total TECHNICAL training hours

457

9 WOMEN
448 MEN

Total SUSTAINABILITY training hours

345

52 WOMEN
293 MEN

GRI 405-2 RATIO OF WOMEN’S BASE SALARY AND REMUNERATION COMPARED TO MEN’S

	2022	2023	2024
LEVEL D2	1	1.03	1.02
LEVEL C1	Only MEN	Only MEN	Only MEN
LEVEL C2	0.99	1	0.66
LEVEL C3	0.89	0.92	0.85
LEVEL B1	0.93	0.92	1.09
LEVEL B2	1	Only MEN	0.79
LEVEL B3	Only MEN	Only MEN	Only MEN
LEVEL A1	0.9	1.02	Only MEN





GRI 405-1 DIVERSITY IN GOVERNANCE BODIES AND AMONG EMPLOYEES

TOTAL EMPLOYEE GENDER 76 WOMEN
155 MEN

Percentage of employees by gender

Employee percentage: <30 2,7% WOMEN
4,3% MEN

Employee percentage: 30-50 11,7% WOMEN
24,7% MEN

Employee percentage: >50 18,6% WOMEN
38% MEN

TOTAL GENDER REPRESENTATION ON THE BOARD OF DIRECTOR 1 WOMEN
4 MEN

Gender percentage 20% WOMEN
80% MEN

Percentage:<30 0% WOMEN
0% MEN

Percentage: 30-50 0% WOMEN
20% MEN

Percentage: >50 20% WOMEN
60% MEN



SISME FOR GOOD GOVERNANCE

In an increasingly complex and ever-changing global economic environment, ethics, regulatory compliance, and responsible risk management are not merely operational requirements but strategic pillars for the sustainable success of the company. For Sisme, integrity in corporate conduct is an essential value, embodied through concrete actions and effective control mechanisms.

THE SUPERVISORY BOARD

Sisme relies on an independent Supervisory Body to ensure compliance with ethical principles, current regulations, and corporate policies through continuous activities of control, prevention, and improvement.

The Body is composed of two external members and one internal member, selected for their expertise in legal, organizational, and technical fields. Each member is tasked with:

- verifying compliance with legal requirements and internal regulations;
- promoting a culture of risk awareness and continuous improvement;
- fostering a safe, transparent, and respectful working environment;
- overseeing adherence to corporate values and ethical standards.

This composition guarantees a multidimensional and impartial perspective, strengthening the credibility and effectiveness of the entire governance system.

Furthermore, the Supervisory Body is responsible for monitoring and updating internal procedures—both operational and administrative—ensuring their alignment with regulatory developments, organizational changes, and the company’s strategic priorities. This cyclical review process enables Sisme to promptly respond to new challenges while maintaining a steadfast commitment to transparency and legality.

Ultimately, the Supervisory Body is not merely a control entity but a guardian of the corporate culture based on responsibility, integrity, and respect for rules—essential values for building trust and lasting value.



WHISTLEBLOWING: PROTECTION FOR EVERYONE

In line with the highest ethical standards, Sisme has implemented a Whistleblowing Policy, an essential tool to encourage the responsible reporting of any non-compliance, irregularities, or misconduct within the organization. The aim is to promote a culture of transparency where everyone feels free to contribute to collective improvement.

The policy includes:

- secure and confidential channels for reporting;
- guarantees of anonymity and maximum protection for the whistleblower;
- an absolute prohibition of retaliation or discrimination against those who report in good faith.

During 2024, one report was received through the whistleblowing system.

In the previous three years, there were no incidents of non-compliance concerning gris below:

GRI 406-1 INCIDENTS OF DISCRIMINATION AND CORRECTIVE MEASURES TAKEN

GRI 417-2 INCIDENTS OF NON-COMPLIANCE CONCERNING LABELLING AND PRODUCT AND SERVICE INFORMATION

GRI 417-3 INCIDENTS OF NON-COMPLIANCE CONCERNING MARKETING COMMUNICATIONS

GRI 418-1 FOUNDED COMPLAINTS REGARDING BREACHES OF CUSTOMER PRIVACY AND LOSS OF CUSTOMER DATA

GRI 2-27 COMPLIANCE WITH LAWS AND REGULATIONS

GRI 201-4 FINANCIAL ASSISTANCE RECEIVED FROM THE GOVERNMENT

	617.870 € 2022
Tax reliefs and tax deductions	638.000 € 2023
	460.824 € 2024
Investment subsidies, research and development and other relevant forms of contributions	146.266 € 2022
	123.172 € 2023
	49.621 € 2024

GRI 204 -1 PROPORTION OF SPENDING ON LOCAL SUPPLIERS

	60% 2022
Percentage of expenditure to suppliers of goods or services based in Italy	30% 2023
	48% 2024
Percentage of expenditure to eu-based suppliers of goods and services	31% 2022
	44% 2023
	24% 2024
Percentage of expenditure to suppliers of goods or services based in non-eu countries	9% 2022
	26% 2023
	28% 2024

METHODOLOGY

THE BOUNDARIES OF SUSTAINABILITY REPORTING DRAFTING PRINCIPLES

The Sisme Group's Sustainability Report for the year 2024 represents the natural continuation of a journey that began in 2020, which has led the company to develop a solid awareness in the area of measuring and monitoring sustainability-related performance indicators. Over these years, Sisme has consolidated a management model that increasingly integrates ESG principles in an organic manner, strengthening its commitment to environmental, social and economic responsibility.

With the start of the three-year period 2024-2026, which represents the current phase of the ESG plan, the Group continues to maintain the objectives, policies and strategies already defined in the 2024-2026 plan, thus confirming the consistency and stability of its sustainability path. This document, therefore, not only traces an accurate account of the actions and results achieved to date, but also reaffirms Sisme's constant commitment to continue along this path with determination and rigour.

Through the Sustainability Report 2024, the company intends to maintain a transparent and constant dialogue with all its stakeholders, providing a clear and up-to-date picture of the commitments undertaken, the governance model adopted, the operational policies in place, and the identification and management of the main risks, opportunities and impacts linked to ESG issues considered material to the organisation.

The first chapter of the sustainability report is dedicated to providing an introductory overview of the Sisme organisation.

This section presents the elements that make up the company's identity and traces the history of the company, from its origins to its most recent successes, highlighting the main milestones that have marked its growth and consolidation in the market. To complete the picture, the ownership structure is described: taken together, these aspects contribute to providing an overall picture of the organisation from an institutional and strategic point of view.



GRI DISCLOSURES TABLE

Sisme S.p.A. has reported the information cited in this GRI content index for the period from January 1, 2024, to December 31, 2024 with reference to the GRI standards.

GRI STANDARDS	DESCRIPTION	PAGE
GRI 2: General disclosures 2021	2-1 ORGANIZATIONAL DETAILS	12
GRI 2: General disclosures 2021	2-2 ENTITIES INCLUDED IN THE ORGANIZATION'S SUSTAINABILITY REPORTING	12
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GLOSSARY

Agenda 2030 for sustainable development : plan of action by UN adopted in 2015 to promote sustainable development on a global scale by 2030, broken down into 17 goals and 169 targets.

Sustainability report: a document that communicates the environmental, social and economic performance of an organization.

Carbon footprint: indicator that measures the total amount of greenhouse gas emissions, expressed in CO₂ equivalent, generated by an activity, a product, an organization or a person.

ESG (Environmental, Social, Governance): criteria used to assess the environmental sustainability, social impact and quality of governance of an organisation, especially in the financial and corporate sphere.

Circular economy: an economic model that aims to minimise waste, maintain the value of products, materials and resources for as long as possible, through reuse, recycling and remanufacturing.

Global Reporting Initiative (GRI): international organisation that develops standards for sustainability reporting, used by companies and organisations to communicate economic, environmental and social impacts.

Governance: set of rules, processes and practices through which an organisation is directed and controlled, with the aim of ensuring transparency, accountability and integrity in decision-making.

SDGS (sustainable development goals): the 17 sustainable development goals established by the UN in the 2030 agenda to address global challenges such as poverty, inequality, climate change, peace and justice.

Stakeholders : people or groups influenced by an organisation's activities or who can influence them (e.g. employees, customers, investors, local communities).

Shared value: strategy that creates economic value by addressing social needs through the core business.

Dual materiality analysis: assessment that considers both the impact of environmental, social and governance issues on the company (financial materiality) and the impact of the company on society and the environment (impact materiality).

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