
Filippi
LIGHT YOUR VISION
2025
Sustainability Report

Letter to stakeholders

CH. 01 Who we are

PAGE 04	*CH. 1.1*	Mission, Vision and Values of the company
PAGE 08	*CH. 1.2*	Profile and general information
PAGE 09	*CH. 1.3*	The route and the history

CH. 02 ESG sustainability and the UN 2030 Agenda

PAGE 10	*CH. 2.1*	Positioning Agenda 2030
PAGE 11	*CH. 2.2*	Highlights 2024 - 2025

CH. 03 Context analysis: from global to local

PAGE 12	*CH. 3.1*	Global trend analysis
PAGE 14	*CH. 3.2*	Analysis of the national context
PAGE 15	*CH. 3.3*	The regional context

CH. 04 Stakeholder engagement and materiality assessment

PAGE 17	*CH. 4.1*	The engagement procedure
PAGE 18	*CH. 4.2*	Materiality assessment and results
PAGE 21	*CH. 4.3*	Analysis of impacts, risks and opportunities and of double materiality

CH. 05 Governance

PAGE 25	*CH. 5.1*	Organization chart
PAGE 26	*CH. 5.2*	Strategy and business model
PAGE 27	*CH. 5.3*	ESG governance and due diligence
PAGE 28	*CH. 5.4*	Data analysis, organisational model, certifications
PAGE 29	*CH. 5.5*	Economic-financial performance
PAGE 30	*CH. 5.6*	Economic responsibility (value generated and distributed)
PAGE 31	*CH. 5.7*	Objectives

CH. 06 The environment

PAGE 33	*CH. 6.1*	Environmental policies
PAGE 33	*CH. 6.2*	Climate change
PAGE 38	*CH. 6.3*	Pollution, biodiversity and water
PAGE 41	*CH. 6.4*	Circular economy

CH. 07 Social

PAGE 47	*CH. 7.1*	Social policies
PAGE 48	*CH. 7.2*	Own workforce
PAGE 54	*CH. 7.3*	Supply Chain
PAGE 56	*CH. 7.4*	Social sustainability beyond corporate boundaries

CH. 08 Integrated sustainability and the path to improvement

PAGE 57	*CH. 8.1*	Definition of short, medium and long term objectives and KPIs to monitor
PAGE 59	*CH. 8.2*	Methodological note and glossary

Letter to **stakeholders**

We present our second Sustainability Report in the knowledge that this document is, first and foremost, a tool for transparency and dialogue.
In recent years, we have embarked on a journey to embed sustainability more firmly in our business decisions and processes. This takes time, the ability to measure what we do, and a willingness to review our priorities and working practices when necessary.

For 3F Filippi, sustainability means taking responsibility for the effects of our decisions over time: on the environment, on people, on our local area and, more broadly, on the relationships we build every day.

It also means questioning how we design, manufacture and innovate. In our industry, sustainability necessarily involves efficiency, quality, product life, resource use and the ability to develop solutions that meet today's needs while keeping tomorrow's in view.

This second Report allows us to observe with greater clarity the path taken, recognizing both the progress achieved and the areas in which it is necessary to continue working. We therefore do not consider the results reported in these pages as a goal, but as a basis on which to build future choices. A path of this type can only exist through the contribution of people. It is thanks to the skills, attention and daily decisions of those who work at 3F Filippi that objectives can progressively transform into concrete behaviors and actions. Sustainability, for us, does not represent a project separate from the company's activity, but a perspective through which we continue to look at our work and its evolution.

We know that much has been done, and that much still remains to be done.

Giovanni Bonazzi
CEO



01
Who we are

3F Filippi S.p.A. (formerly Fluorescent Fixtures Filippi) is a recognized Italian excellence in the professional and technical lighting sector. Since 1952, the company has designed and produced high-tech lighting systems for a wide range of sectors, from industry to healthcare environments. Strengthened by its technical know-how, 3F Filippi is synonymous with solutions that combine high performance, energy efficiency, reliability and safety at the highest levels.

The company exercises direct and integrated control over the entire production chain, ensuring transparency and traceability at every stage of the process.

All luminaires are designed, manufactured and tested exclusively in the Pianoro (Bologna) factories, confirming the commitment to responsible production and the enhancement of true Made in Italy.

1.1 *Mission, Vision and company values*



MISSION

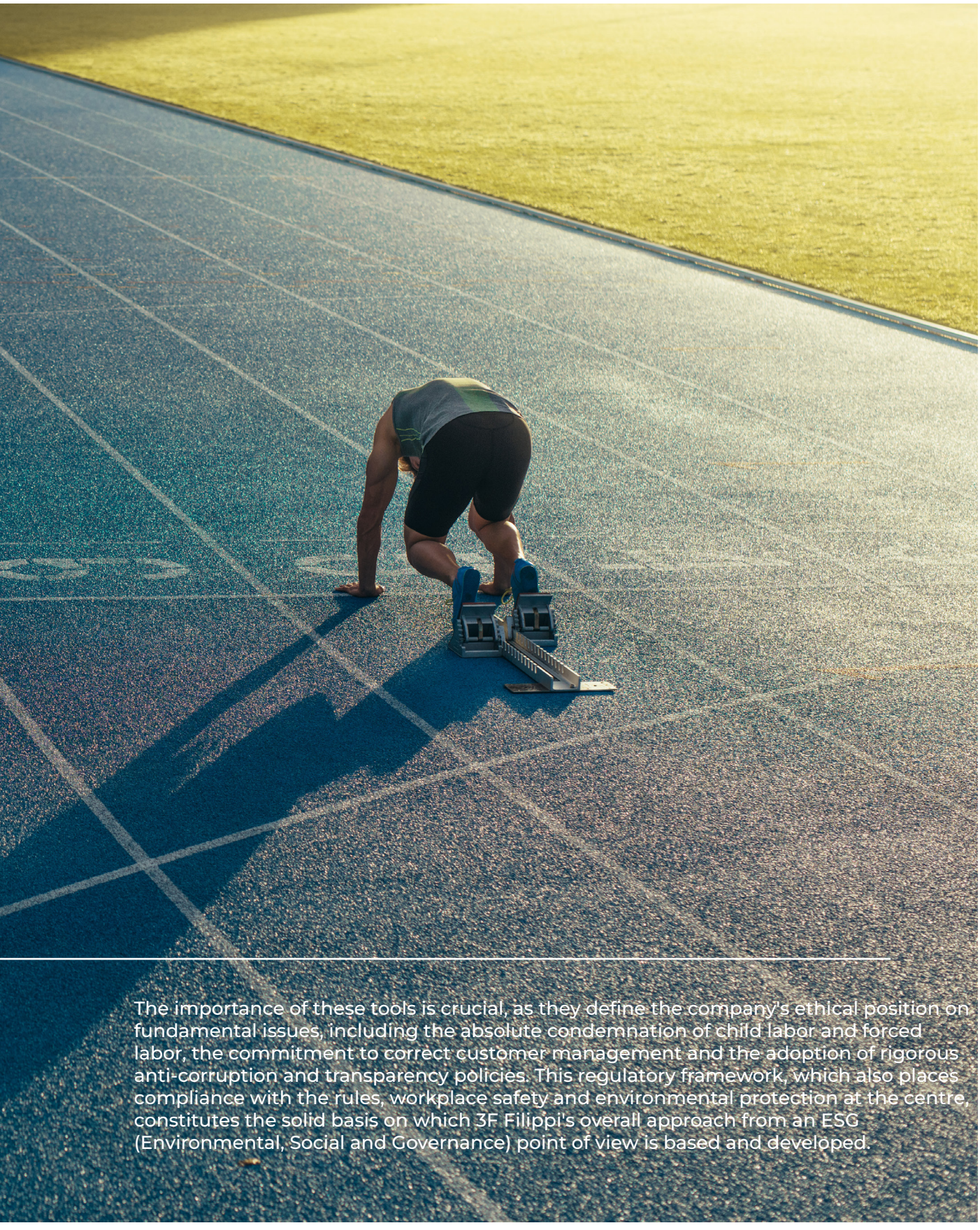
"Let's illuminate our future together". We want to stand out for our attention paid to the creation of cutting-edge products in the lighting panorama, combining artisan tradition with technological innovation from a sustainable perspective, respecting the environment and natural resources.

VISION

We imagine a world where lighting transcends functionality to become a beacon of innovation, sustainability and unparalleled quality.

Company values

3F Filippi demonstrates its solidity and the integrity of its value structure through the important certifications achieved over the years. For over twenty-five years the company has been ISO 9001 certified, a management system that not only guarantees high quality standards, but also strengthens its founding principles: reliability, technique and quality. These values are further formalized and detailed in the Code of Ethics, developed in 2017 following the adoption of the 231 Organizational Model.



The importance of these tools is crucial, as they define the company's ethical position on fundamental issues, including the absolute condemnation of child labor and forced labor, the commitment to correct customer management and the adoption of rigorous anti-corruption and transparency policies. This regulatory framework, which also places compliance with the rules, workplace safety and environmental protection at the centre, constitutes the solid basis on which 3F Filippi's overall approach from an ESG (Environmental, Social and Governance) point of view is based and developed.

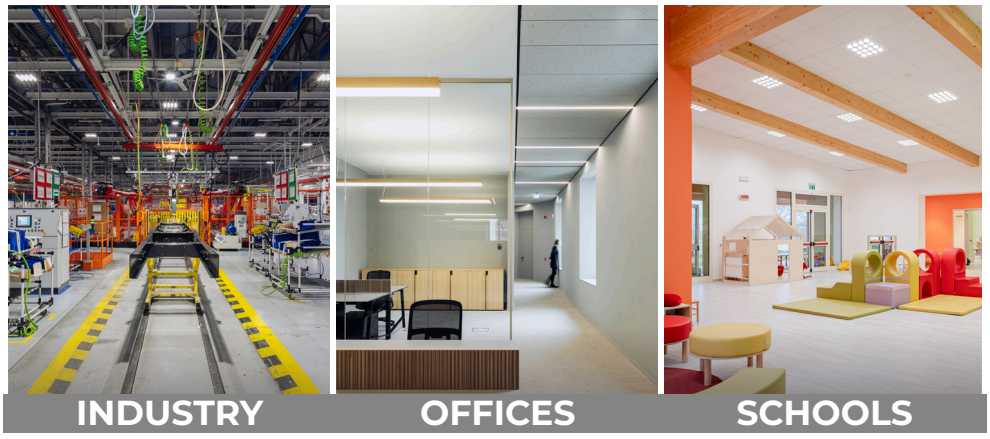
1.2 *Profile and general information*

3F Filippi is a company with a strong international vocation that continues to grow while maintaining its roots in the Pianoro area (Bologna). The quality of the products and customer satisfaction have always represented the pillars of its identity: a commitment that translates into a 360° service, capable of accompanying every lighting project from the conception phase to implementation and post-sales support.

Each lighting fixture is developed in full compliance with current regulations and in line with the specific needs of customers and end users, guaranteeing high performance, safety and long life over time.

The entire production cycle takes place in the two plants in Pianoro, on a surface area of over 50,000 m², where the company manages all processing phases internally: from the transformation of sheet metal and coils, using advanced laser cutting and welding, molding and profiling technologies, up to assembly and final packaging. The integration between automation and artisanal skills allows you to combine efficiency, precision and attention to detail.

Direct supervision of each production phase is accompanied by a company organisation that enhances the collaboration and growth of people: technical offices, research and development departments, internal laboratories, administrative staff and commercial network operate in synergy within a single large headquarters. This model encourages knowledge sharing, continuous innovation and a sense of belonging, fundamental elements for building value over time in a sustainable way.





1.3 Our journey and history

2025 – 3FGROUP

3F Group is established

3F Filippi, Targetti and Duralamp present an integrated system of expertise, technologies and complementary identities, united by a shared vision of light.

2023

Sustainability becomes measurable

The first Sustainability Report provides a transparent account of the company's environmental, social and governance commitments, results and objectives.

2019

The Goniophotometer comes into operation

In 2019, the Goniophotometer comes into operation, strengthening our in-house ability to measure and precisely verify luminaire photometric performance. This investment reinforces control over product quality, reliability and compliance.

2017

A new Italian lighting group is born

With the acquisition of Targetti and Duralamp, 3F Filippi strengthens its market presence and creates Italy's third-largest lighting group.

2010

Energy becomes sustainable

The installation of the photovoltaic system marks a further step towards reducing environmental impact and using energy from renewable sources.

2010

More space for a growing business

The Savena plant expands with an automated warehouse, a logistics area, a plastics moulding department and new offices, supporting 3F Filippi's growth.

2000

A new home for 3F Filippi

The opening of the Via del Savena headquarters expands 3F Filippi's production space and lays new foundations for future growth.

1995

3F Linda is launched

One of the most iconic products in 3F Filippi's history joins the range, destined to become a benchmark in professional lighting.

1985

The Testing Laboratory is established

With the purchase of its first testing machine, the laboratory begins operating, consolidating in-house control over product quality, safety and performance.

1960

The first Garganelli factory

Production grows and the first factory in Via Garganelli is built: a milestone in the company's industrial development.

1952

3F Filippi is founded

3F Filippi, short for Fluorescent Fixtures Filippi, is founded in the hills of Bologna.

02
ESG sustainability and the UN 2030 Agenda

2.1 *Alignment with the 2030 Agenda*

Goal 7	· Actions to encourage sustainable mobility (shelter for bicycles and scooters with electric charging points) · Energy efficiency actions for systems and buildings · Purchase of 100% renewable electricity · Self-production of electricity with 6,630 m2 of PV panels
Goal 12	· Waste prevention thanks to the reuse of some processing waste and the distribution of water bottles and installation of filtered drinking water dispensers · Projects to avoid food waste in the canteen
Goals 6,13,15	· Projects to enhance the biodiversity of the area, in particular with respect to pollinators; · Attention to the quality and quantity of waste water.
Goals 3,8,10	· Introduction of work-life balance tools into the company: remote working and flexible working hours · Increase in holidays linked to seniority · Donated leave scheme · Company canteen service · Laundry service with collection and return of items at the company premises · Accessibility of all 3F Filippi locations.
Goal 4	· Mandatory and optional employee training. · Scholarship for deserving employees and children · Work orientation day for students in their final year of secondary school
Goals 16, 17	· Collaborations with local bodies for the activation of internships and school-to-work programmes · Donations to local charities and projects · Projects to support the Food Bank · Distribution of surplus food from the company canteen in collaboration with Mondo Donna · Projects in support of AIL (Italian Association against Leukemia, Lymphoma and Myeloma) · Participation in the Race for the Cure to support the fight against breast cancer in Italy and adoption of initiatives aimed at prevention
Goal 9	· Sharing the code of ethics with suppliers · Presence of MOG 231/01 since 2017 · Investments in Cybersecurity, in new products and new production technologies · Presence of a level of company negotiation that integrates with the national level of the category



2.2 *Highlights 2024 - 2025*

Environment	2024	2025
Electricity purchased with Guarantee of Origin [%]	100	100
PV production of electricity [KWh]	1.087.242	1.091.415
Estimate of CO2 eliminated by PV system [Kg CO2/kWh = 0.70]	761.069	763.990
Protection of biodiversity [number of hives installed]	6	6
Non-hazardous waste [%]	98,5	97,61

Social	2024	2025
Human rights incidents [n°]	0	0
Optional training [hours]	830	603
Employees with access to remote working [n°]	94	53

Governance	2024	2025
Reports received via whistleblowing procedure [n°]	0	0
Support for local associations and charities [€]	10.000	1.1.000
Adoption of a code of ethics and a MOG according to Legislative Decree 231/01	■	■
Adoption of certified management systems	■	■
Adoption of company regulations for cybersecurity	■	■



03
Context analysis: from global to local

3.1 *Global trends*

The World Economic Forum's Global Risk Report describes the international landscape as "the era of competition", where geopolitical and geoeconomic tensions are redefining market priorities.

Geo-economic confrontation has become the main concern for 2026, as tariffs, sanctions and trade barriers are now regularly used as tools of pressure between great powers. Furthermore, technological acceleration has pushed disinformation generated by artificial intelligence to second place among global threats.

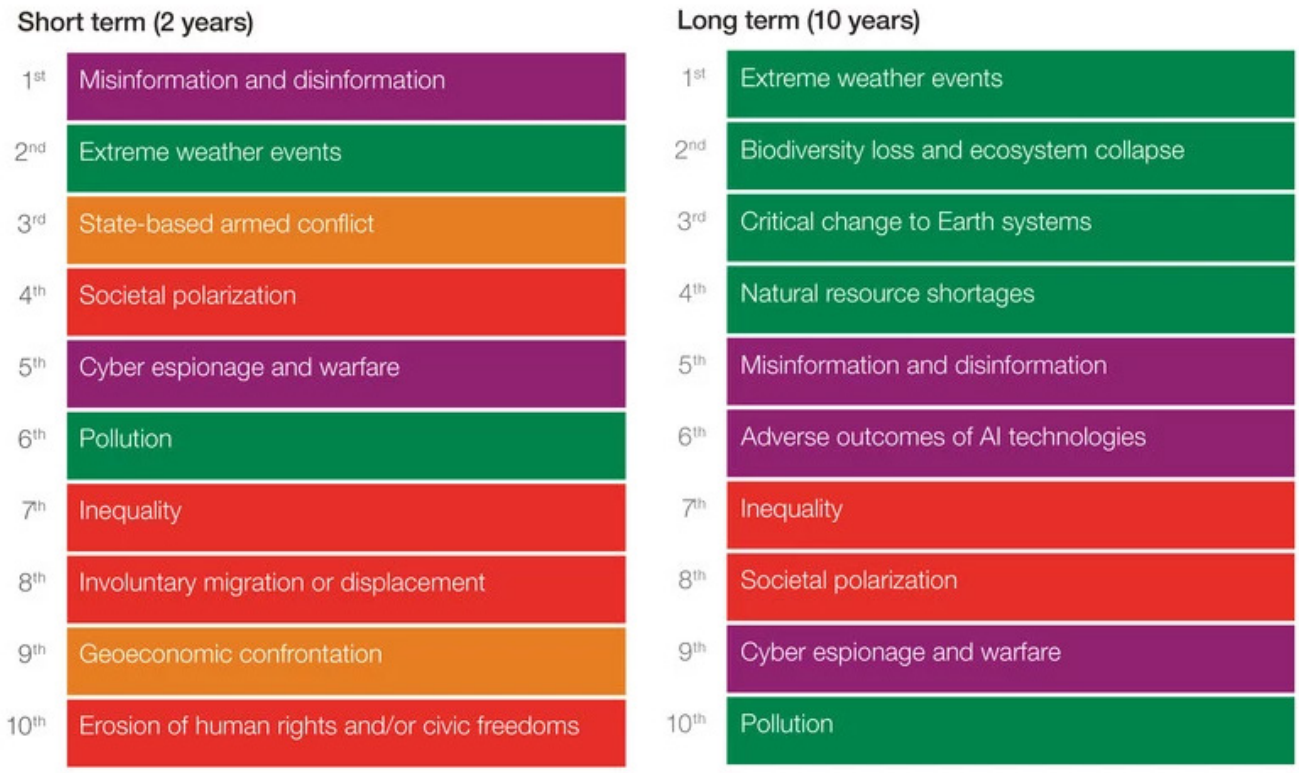
In general, in the short term (2 years) social concerns remain particularly relevant, while environmental risks dominate the long term ranking (10 years). In particular, in the first 3 positions we note concerns about extreme weather conditions, the loss of biodiversity and the compromise of biogeochemical cycles.

Global Risks Report 2025

Global risks ranked by severity

WORLD ECONOMIC FORUM

Please estimate the likely impact (severity) of the following risks over a 2-year and 10-year period.



Source: World Economic Forum, Global Risks Perception Survey 2024-2025

At a global level, attention towards environmental issues is growing, as concerns about the consequences of natural disasters and extreme events increase. An important piece of data from the European Environment Agency* concerns the estimate of annual economic losses due to climate change: in the EU in the three-year period 2020-2023 they appear 2.5 times higher than in 2010-2019. The global trends and dynamics of today and the future are of great interest to companies which may be affected both in terms of supplies and sales. 3F Filippi has taken steps to monitor all possible sources of risk in this area as it has commercial relationships with foreign companies. For this reason, the fluctuations of international markets and individual states are constantly monitored to update commercial strategies in an effective and timely manner.

** Source: https://www.eea.europa.eu/en/europe-environment-2025/main-report*

3.2 *The national context*

The most recent projections indicate constant growth of 0.5% for Italy for the two-year period 2025-2026*. The Italian economy is suffering from the stagnation of private investments, slowed down during 2025 by the uncertainty of foreign demand and the high costs linked to the industrial transition.

Geopolitical instability generates pressure on supply costs and logistics. In this context, the organisation's ability to diversify suppliers and monitor risks along the value chain becomes fundamental for the sustainability of the business. Furthermore, in line with the concerns also highlighted at a European level, the Bank of Italy in the 2025 Stability Report** also identifies hydrogeological risk as an element of interest.

Considering the increase in the frequency of extreme weather events, the Bank of Italy highlights that integrating physical risks into planning strategies is essential to ensure the financial resilience and sustainability of businesses. The recent disasters recorded at national level have accelerated the transition to a new resilience model certified by the mandatory insurance against natural disasters for all businesses. This legislation, which came fully into force after the deadline expired at the end of 2025, transforms the coverage of property, plant and machinery from an ancillary cost to an essential operational requirement.



** Source: Regional Economy and Finance Document 2025-2027 (PART 1) **Source: Financial Stability Report n.2 – 2025.*

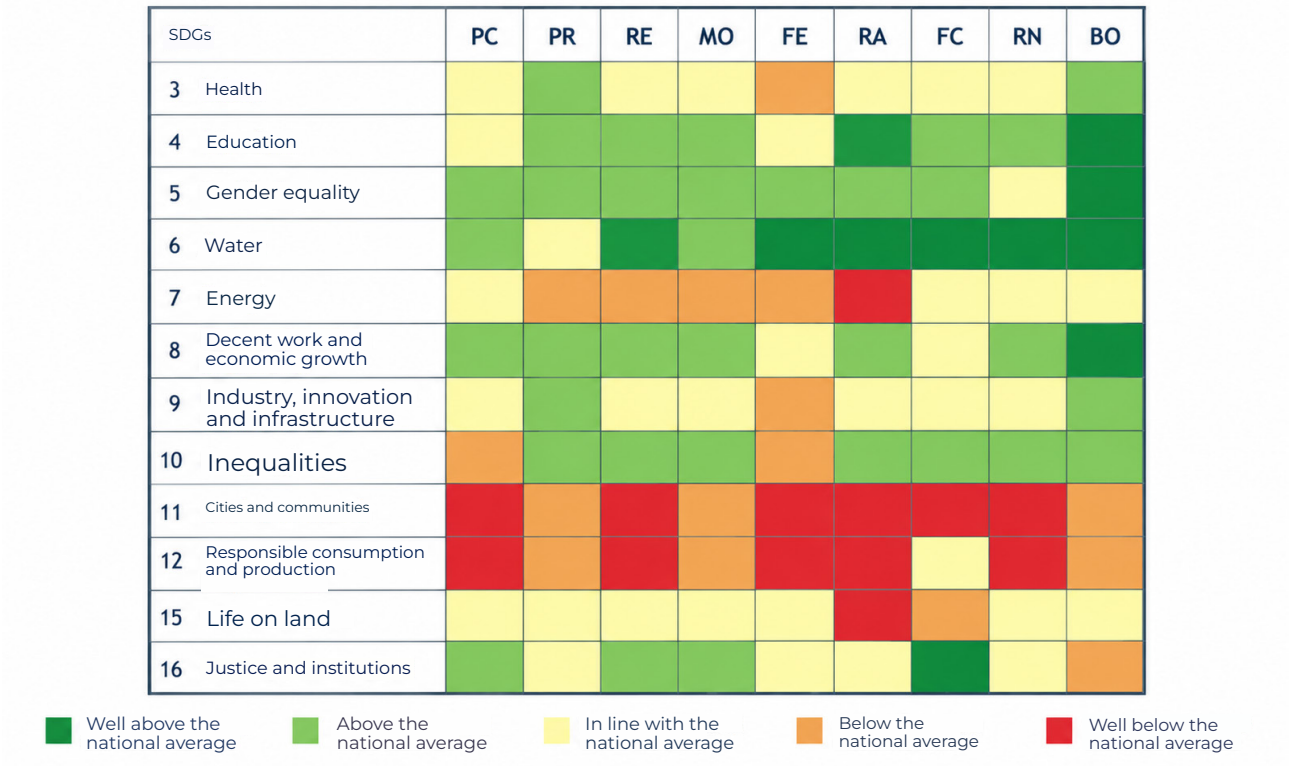
3.3 *The regional context*

Emilia-Romagna is growing at slightly higher rates than the national average (the regional GDP increased by 0.6% in real terms in 2024-2025), predicting further growth in 2026. The employment rate in 2025 stands at 71.9% but, also in this case, growth is expected in the following years.

In the report "Territories and sustainable development 2025" of the Italian Alliance for Sustainable Development (ASVIS), the positioning of the Emilia-Romagna region with respect to the 17 Sustainable Development Goals (SDGs) of the 2030 Agenda was analyzed and an improvement emerged, compared to previous years, for the following goals:

- Goal 4 “Quality education”, since the share of people benefiting from continuous training is increasing;
- Goal 12 “Responsible production and consumption”, since the rate of separate collection of urban waste has significantly improved;
- Furthermore, ASviS reports a slight improvement compared to Goal 5 "Gender equality", Goal 7 "Clean and accessible energy" and Goal 8 "Work and economic growth". However, there are still areas for improvement.

It is also possible to further separate the analysis and monitor the values of each province of Emilia-Romagna. The condition of Bologna, the province where the 3F Filippi headquarters is located, is slightly lacking in aspects such as: City and community (G 11), Responsible Consumption (12) and Goal 16 peace, Justice and Institutions". In each of these areas 3F Filippi takes actions to reduce its impact and generate an improvement at a local and global level. In particular, in 2025, there were numerous initiatives aimed at the territory and the community of Pianoro and Bologna.



*Source:https://asvis.it/public/asvis2/files/Comunicati_stampa/2025/CS_Emilia_Romagna_dati_sviluppo_sostenibile.pdf

04

Stakeholder engagement and materiality assessment



4.1 *The engagement process*

During 2024, 3F Filippi published its first Sustainability Report, strengthening its environmental and social commitment.

To better define the contents of this report, in 2025 the company conducted a materiality assessment based on a stakeholder engagement process, which not only identified the most relevant ESG issues for stakeholders in line with the SDGs of the UN Agenda 2030, but also made it possible to establish, in compliance with the CSRD directive, which ESRS must be reported. This process proved fundamental in guiding the company's sustainability reporting.

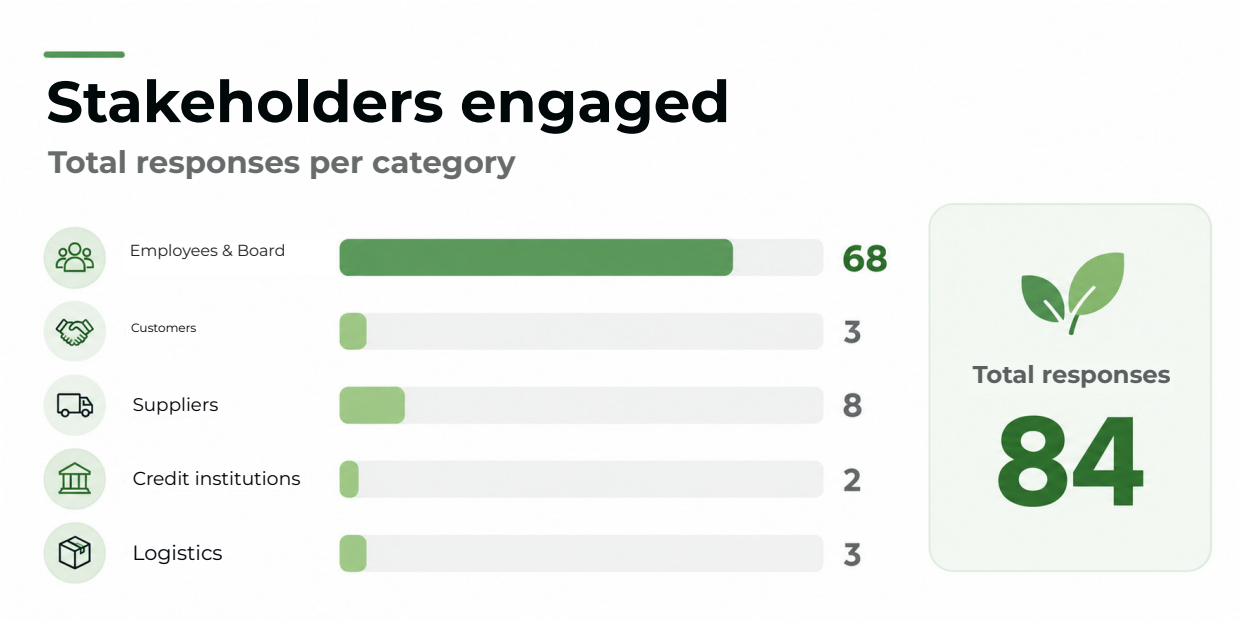
Creation of the questionnaire and selection of stakeholders

The survey contents were established by the 3F Filippi ESG team following an analysis of the context of risks and emerging trends, in line with the UN Agenda 2030 and the ESRS. The survey involved the administration of a questionnaire to all stakeholders that 3F Filippi considered relevant for its corporate business.

The stakeholder engagement activity therefore involved the following categories:

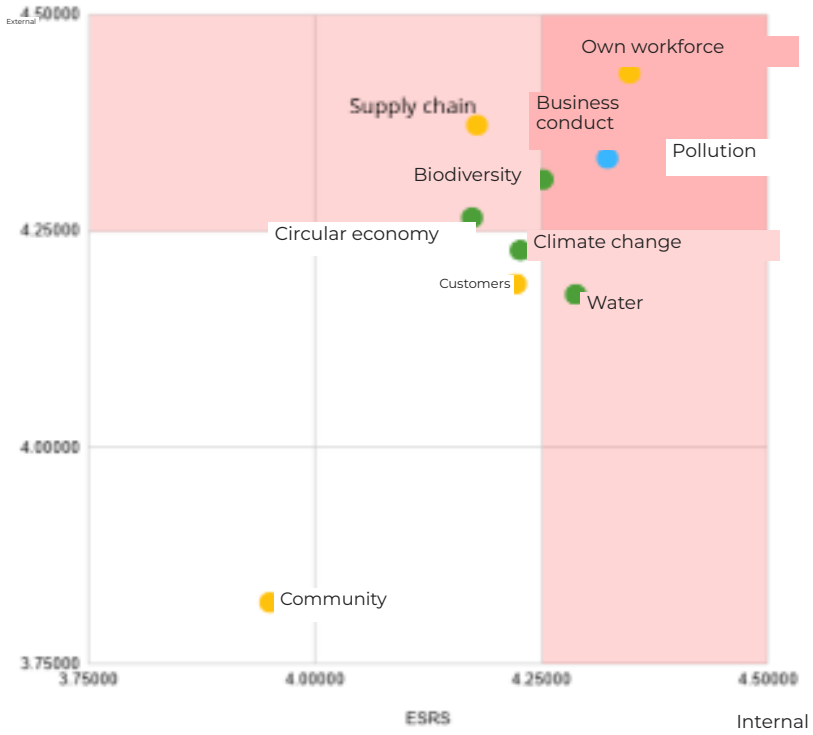
- Internal stakeholders: Employees and Board of Directors
- External stakeholders: Customers, Suppliers, Credit Institutions and Logistics.

The questionnaire was forwarded to all stakeholders via email and the number of responses obtained was 85, approximately 25% of those interviewed. In particular, 80% of the responses were provided by internal stakeholders and 20% by external stakeholders, as shown in the table below.



4.2 *Materiality assessment and results*

The materiality assessment is conducted by placing the scores of the internal stakeholders on the X axis and those of the external stakeholders on the Y axis of the materiality matrix. Those ESRSs that exceed the score of 4.25 are material for 3F Filippi, placing themselves in the top right area of the graph.



From the analysis conducted, it emerges, in particular, that:

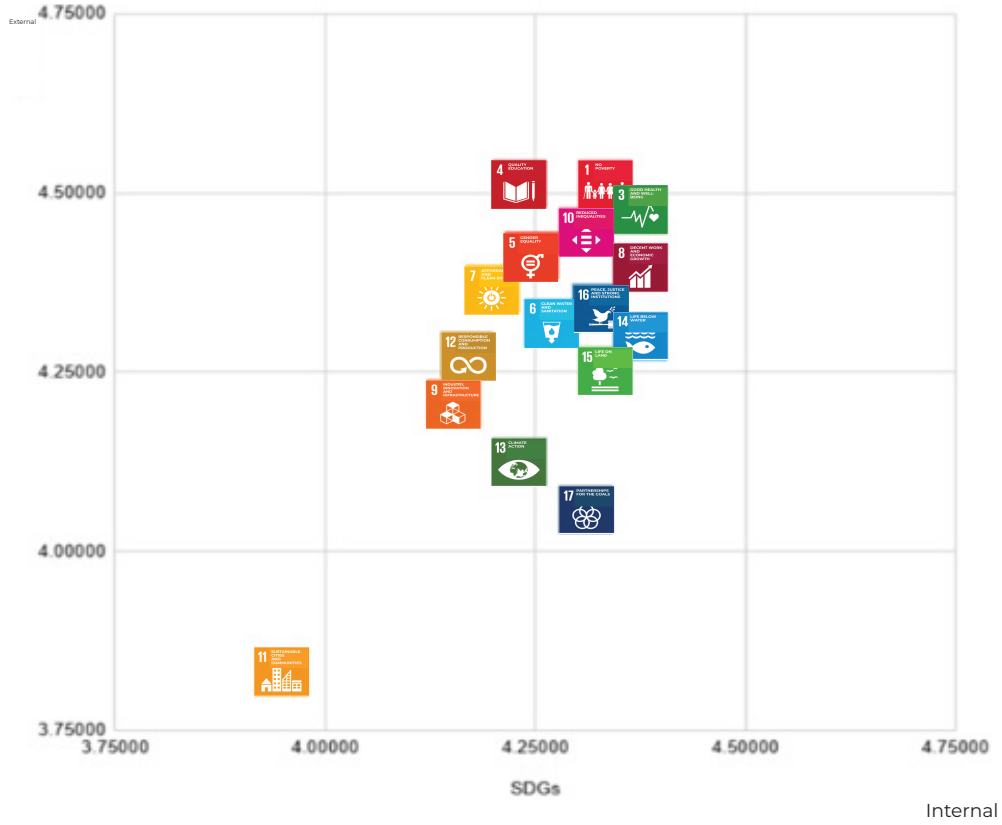
- for internal stakeholders, the issues relating to the own workforce, company conduct and the main environmental areas, such as pollution, protection of biodiversity and water management, take on a priority role, considered strategic for governance, operational continuity and risk management. External stakeholders also attribute high
- importance to the issues of own workforce, company conduct and pollution, together with other topics such as supply chain and circular economy, recognizing their direct impact on the overall sustainability of the business model and on the reliability of the company in the long term.

Just below the materiality threshold is the issue relating to climate change which will still be dealt with because it is considered mandatory by the CSRD.

Finally, the community theme emerges as relevant but secondary, with a score lower than the materiality threshold indicating an interest perceived as less immediate than strategic and operational priorities, while remaining the subject of monitoring as part of the overall commitment to sustainable development.

Materiality assessment for SDGs

The questionnaire scores can be reworked for the 17 SDGs of the 2030 Agenda, an important UN document that outlines the path towards a more just world. Once organized, the results are evident from the materiality matrix that follows. Also in this case, social and governance issues occupy the highest positions of the intersection, leaving environmental issues in the background.



The topics

To get an even more specific idea of the priorities of internal and external stakeholders, an analysis was conducted by topic, i.e. by the sub-themes investigated within the questionnaire.

In this way it is possible to grasp the priorities for internal stakeholders more carefully:

- Respect for human rights,
- Achieving the objectives of the 2030 agenda,
- Adequate pay and secure employment,
- Reduction in the use of worrying/dangerous substances,
- Innovation,
- Adaptation to climate change,
- Reduction of architectural barriers,
- and those for external stakeholders:
- Training,
- Adequate salary and secure employment,
- Equal pay,
- Anti-corruption,
- Water reuse,
- Health and safety,
- Human Rights Supply Chain.

Conclusions

From the materiality assessment it was therefore possible to identify the relevant themes for 3F Filippi's activity.

In addition to being useful for understanding the company itself, the materiality assessment for ESRS is fundamental for defining which topics will be covered in this report.

In particular, for 3F Filippi, the mandatory ESRS (E1 and S1) and the optional ESRS are relevant which, in the analysis, exceeded the score of 4.25 out of 5:

ESRS E1

Climate change, in particular with respect to SDG 7. Information relating to this ESRS can be found in Chapter 6.2

ESRS E2, E3 and E4

Pollution, water and biodiversity, in particular with respect to SDGs 6, 14 and 15. Information relating to this ESRS can be found in Chapter 6.3

ESRS E5

Circular economy, in particular with respect to SDG 12. Information relating to this ESRS can be found in Chapter 6.4

ESRS S1

Own workforce, in particular with respect to SDG 1, 3, 4 and 10. Information related to this ESRS can be found in Chapter 7.2

ESRS S2

Supply chain, in particular with respect to SDG 8. Information relating to this ESRS can be found in Chapter 7.3

ESRS G1

Business conduct, in particular with respect to SDG 16. Information relating to this ESRS can be found in Chapter 5.

4.3 *Impacts, risks, opportunities and double materiality assessment*

According to European legislation on the sustainability report and recent approaches on the subject, it is important to evaluate the impacts that 3F Filippi determines towards the outside (inside-out materiality) and that the outside world can have on 3F Filippi and its sustainability (outside-in materiality). These analyses, together, constitute double materiality.

The following table indicates, for each material topic, what impacts are generated by 3F Filippi's activities and how the organisation manages them internally.

Inside-out (Impact materiality)

Material theme	Impact description	Impact management	SDGs
Climate change	NEGATIVE · consumption of energy resources with effects on the climate · use of equipment that uses refrigerant gases with potential climate-altering effects	MEASURES · purchase of renewable electricity with Guarantees of Origin · energy production from a photovoltaic system, with self-consumption and feeding into the grid · adoption of the Home-Work Travel Plan · monitoring and management of energy resource consumption (electricity and methane gas) · periodic energy audits and annual energy reporting · progressive adoption of energy efficiency solutions for buildings and technological solutions with lower emissions impact for processes and systems	7, 13
Pollution and biodiversity	POSITIVE · preservation of the biodiversity of the area and protection of a species at risk of extinction and activation of awareness projects · increase in environmental awareness among employees, local communities and stakeholders · indirect contribution to the reduction of light pollution thanks to efficient and controlled lighting solutions NEGATIVE · production of urban and special waste · water discharges in the form of industrial and domestic waste water · emissions of polluting substances into the atmosphere · external noise · potential contamination of soil and environmental matrices in the event of environmental accidents · land consumption and alteration of local ecosystems linked to production activities	MEASURES · compliance with regulatory compliance for waste management, atmospheric emissions, water discharges and external noise · adoption of the ISO14001 system for the management of environmental issues and internal training on correct environmental practices aimed at preventing pollution · implementation of self-monitoring plans according to the single environmental authorisation · adoption of preventive measures to reduce the risk of accidental contamination and an environmental accident management plan with environmental emergency tests · adoption of a biodiversity protection and development project through the management of 2 company apiaries and organisation of awareness events on the protection of biodiversity	14, 15

Water	NEGATIVE · consumption of water resources · stress on local water resources in the event of periods of water scarcity	MEASURES · adoption of operating instructions and an internal monitoring plan on water consumption · emergency response in case of leaks · water quality monitoring	6
Circular economy	POSITIVE · contribution to waste reduction thanks to the design of durable and repairable products · extension of the useful life of products through maintenance and retrofit NEGATIVE · use of virgin raw materials with an increase in the volume of waste along the life cycle of the products · production of special waste and WEEE at the end of the products' life	MEASURES · use of a small quantity of recycled raw material · analysis of the life cycle of products to identify opportunities to reduce impacts · progressive integration of eco design criteria in product design · distribution of water bottles to each employee to reduce plastic waste · adoption of projects to reduce food waste in company canteens	12
Own workforce	POSITIVE · employment of a high number of employees determining the economic, safety and well-being situation in the workplace · development of technical and professional skills in the area · creation of a stable and inclusive working context · improvement of the quality of life of workers and their families POSITIVE · potential exposure of workers to professional risks typical of the sector	MEASURES · continuous dialogue with employees · increase in managerial skills with dedicated training for first and second company levels on topics of delegation, leadership, etc. · training and professional development programs for all employees on soft skills and hard skills · initiatives to improve organisational well-being · attention to equal treatment, inclusion and non-discrimination · monitoring of possible violations of human and individual rights	3, 4, 8, 9,10, 16
Supply chain	POSITIVE · promotion of stable and long-term supply relationships NEGATIVE · possible indirect impacts related to environmental risks, working conditions, human rights and safety along the supply chain	MEASURES · qualification and periodic evaluation of suppliers · request for compliance with regulatory and sustainability requirements · monitoring of critical suppliers · promotion of ethical and responsible behavior along the supply chain	8, 16
Business conduct	POSITIVE · promotion of ethical, transparent and responsible behavior towards external stakeholders · contribution to the dissemination of good governance and legality practices NEGATIVE · possible reputational, legal or regulatory non-compliance risks	MEASURES · adoption and dissemination of ethical principles and professional correctness · adoption and dissemination of an internal charter of values · compliance with current legislation · transparent management of relationships with customers, suppliers and institutions · adoption of MOG 231/01 for the prevention of incorrect practices · assessment and updating of all risks	8, 16

The following table indicates, for each material topic, the risks that impact 3F Filippi and how the organisation manages them internally.

Outside-in (Financial materiality)

Material theme	Risk description	Risk management	SDGs
Climate change	· greater frequency of extreme climatic events (heat waves, flooding) with possible impact on operational continuity and supply chain · possible damage caused by intense rainfall, including flooding, landslides, erosion of the river bank of the Savena stream. · possible damage to structures caused by the intensity of the winds	· assessment of the context and risks associated with climate change · assessment of microclimate risks and adoption of measures to prevent and mitigate the effects of heat waves · adoption of an internal emergency plan with specific actions aimed at counteracting the effects associated with intense rainfall and the possible flooding of the Savena stream · preparation of a system of anti-flooding bulkheads to protect the most exposed buildings of the via Garganelli plant · insurance coverage against catastrophe events for all buildings · conservative and extraordinary maintenance of the 3F Filippi photovoltaic park	7, 13
Pollution and biodiversity	· risk of tightening of environmental authorizations and the limits indicated therein · increase in waste management costs and environmental issues in general	· adoption of the ISO14001 system for the management of environmental issues and continuous monitoring of legislative compliance · internal training on correct environmental practices aimed at preventing pollution	14, 15
Water	· reduction in the availability of water resources due to drought or territorial restrictions · increase in the cost of water and treatment services · introduction of stricter limits on discharges	· checks on the quality of drinking water · self-checks aimed at verifying compliance with the limits for authorized discharges	6
Circular economy	· introduction of stricter limits on discharges · increase in the cost of virgin raw materials · limited availability of alternative or recycled materials of adequate quality · Increasing regulatory obligations on design, recyclability and extended producer responsibility	· reuse of plastic production waste through granulation · research and development on alternative materials and eco design solutions · collaboration with suppliers and industrial partners	12
Own workforce	· possible difficulty in finding specialist technical skills · risk of increased labor costs · possible impact on productivity and delivery times in the event of staff absences	· collaboration with external selection companies to search for new resources · training and skills development policies aimed at ensuring greater interfunctionality of the workforce · collaborations with local bodies for the activation of training internships and school-to-work programmes · monitoring of turnover and analysis of results	3, 4, 8, 9,10, 16
Supply chain	· dependence on critical suppliers and risk of supply chain disruptions · increase in raw material and transport prices · ESG risks transferred by suppliers (environmental, social, ethical)	· use of multiple strategic suppliers, · increase in stock or advance orders in the medium term for materials subject to variations in delivery times/costs and diversification of some components present in the products based on supply times · periodic evaluation and qualification of the supply chain · continuous dialogue with strategic suppliers	8, 16
Business conduct	· reputational risk linked to disputes or unethical behavior of third parties · growing stakeholder attention on governance and transparency	· adoption and dissemination of ethical principles and professional correctness · compliance with current legislation · transparent management of relationships with customers, suppliers and institutions · adoption of MOG 231/01 for the prevention of incorrect practices	8, 16

05
Governance

3F Filippi is a historic company in the lighting sector, deeply rooted in the Bolognese area for over seventy years. The headquarters and production plants are located in the municipality of Pianoro (Bologna), the operational heart and symbol of the bond between the company and its community of reference.

Production takes place entirely within the factories in Via del Savena and Via Garganelli, where semi-finished metal products and plastic components intended for technical luminaires are made. This integrated production model allows you to maintain direct control over every phase of the process, guaranteeing quality, traceability and valorisation of true Made in Italy. Over time, 3F Filippi has consolidated an approach based on continuity, innovation and responsibility, contributing to the economic and employment development of the area and promoting a sustainable, efficient and transparent supply chain.

The production process includes reception activities of raw materials such as iron, aluminum and steel strips and sheets, and metal processing such as stamping, drilling, shearing, bending, edging, cutting, welding and painting, as well as wiring, assembly and packaging of the finished products. The company produces over 100 different types of products, mainly intended for the lighting sectors for offices, industries, shops, hospitals, public transport and commercial areas.

3F Filippi is present on international markets in more than 50 countries and is aimed at professionals, designers and distributors with an offer of highly performing and sustainable LED lighting solutions, reflecting the values of Made in Italy and technological innovation. This geographical location and the production model represent the solid basis on which the company's sustainable governance activities are developed in its sustainability report.

3F Filippi adopts a traditional governance model, in which the Board of Directors (BoD) represents the only body with decision-making powers and to which all company functions refer. The Board of Directors holds the broadest powers and assumes responsibility for the ordinary and extraordinary management of the company, as well as for defining the strategic, economic-financial and sustainability guidelines. This body deals with all the activities necessary for the pursuit of the corporate purpose, with the exception of those reserved by law or bylaws to the Shareholders' Meeting. The Board of Directors is made up of three shareholder members: the President, the CEO and a Director.

5.1 *Organisational structure*

Members of the Board of Directors



Giovanni Bonazzi CEO

Mirella Mandrioli
President

Maria Cristina Bonazzi
Advisor

GRI 2-9 Composition of the highest governance body in December 2025

The President and the CEO are responsible for the operational management of the company and the control of the activities, as well as holding administrative, economic and financial responsibilities. The methods of appointment and replacement of the Board of Directors are provided for in the company Articles of Association; the directors remain in office for a maximum period of three financial years and can be re-elected.

The Board of Directors exercises supervisory functions over the company and conducts due diligence processes to identify and manage the economic, environmental and social impacts of the company, through the definition, application and control of internal procedures. To support this work, the following contribute:

- the auditing company; the board of auditors; the supervisory body (Legislative Decree
- 231/01); technical and legal consultants; certification bodies; the internal management
- control office.
-
-
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Decision-making power resides exclusively with the members of the Board of Directors, without delegations to bodies external to the highest governing body; however, there are responsible staff figures who support the Board of Directors in the various areas that can generate economic, environmental and social impacts. There is therefore a reporting system to the Board of Directors that monitors aspects such as sales, turnover, costs, finance, research and development, production, human resources, environment, safety and quality, as well as the results of internal and external audits and inspections by supervisory bodies.



5.2 *Strategy and business model*

3F Filippi adopts a traditional governance model that has proven to be solid and capable of responding effectively to the needs of its stakeholders, including at an international level. The company strategy, characterized by flexibility and ability to adapt, allows the company to constantly innovate its offer, developing tailor-made solutions for the different reference markets.

Since 2023, 3F Filippi's commitment has been strengthened with particular attention to sustainability, demonstrated by the publication of the first company Sustainability Report. The start of this path has allowed the company to structure a strategy, shared with the Board of Directors, to propose investments and innovative solutions aligned with the objectives of the UN2030 Agenda.

Corporate governance has therefore integrated sustainability as a strategic element, starting an in-depth review of processes, so that they actively contribute to the achievement of ESG objectives.

3F Filippi integrates innovation, sustainability and responsible growth into its business model, with constant attention to design, technology and environmental respect, generating value for all stakeholders.

Communication, internal and external, is based on values of excellence, innovation and sustainability, supported by:

- continuous monitoring of company processes to ensure alignment with objectives; training programs dedicated to employees to encourage professional development;
- the timely analysis of market needs to ensure timely integration of innovations; the
- promotion of an inclusive work environment that is attentive to the well-being of collaborators; the enhancement of curiosity as a driver of innovation.
-
-

Through these actions, 3F Filippi strengthens its governance with the aim of guaranteeing business continuity, promoting a culture based on excellence, responsibility and sustainability, thus ensuring a resilient and sustainable growth path.

5.3 *ESG governance and due diligence*

To align its business with the principles of sustainability, 3F Filippi has integrated ESG (Environmental, Social, Governance) criteria into its corporate governance model. To support this commitment, for the drafting of this Sustainability Report, the company has started a collaboration with an external consultancy firm to define a targeted strategy that promotes awareness and corporate responsibility on sustainability issues, through the definition of policies, objectives and concrete actions.

The strategic objective is to align activities and operations with the principles of the Sustainable Development Goals (SDGs), carefully monitoring the impacts, risks and opportunities linked to ESG factors. At the same time, a process of active stakeholder involvement was undertaken, to integrate their expectations and improve the quality of company decisions. In the short term, 3F Filippi is committed to monitoring results through performance indicators (KPIs) specifically identified in this report.

This approach makes it possible to integrate ESG risk factors into the company strategy, anticipating regulatory and market developments, and to maintain competitiveness thanks to clear, measurable and shared objectives.

The process is fundamental for understanding the actual needs of the company and for guiding increasingly effective initiatives on the environmental, social and governance front.

The priority actions on which the company's attention is focused are:

- insert sustainability principles at the center of the strategy, ensuring that every decision and activity reflects this commitment;
- take care of non-financial reporting, ensuring transparency and responsibility in communicating progress, challenges and results;
- promote a corporate culture of sustainability, involving all staff through training, communication and dedicated initiatives.

5.4 *Data analysis, organisational model, certifications*

Data analysis plays a fundamental role in monitoring company performance, also with regards to ESG parameters, through a dashboard that monitors the main KPIs that describe company objectives in particular for:

- monitor consumption and management of resources, promoting conscious management of natural resources; verify the effectiveness of welfare actions, training,
- staff safety, supply chain management, promoting actions capable of improving people's well-being and increasing the efficiency of company processes; strengthen decision-making responsibility, also through the support of external committees,
- improving the risk analysis process with the aim of making economic-financial performance more satisfactory.

Model 231, adopted in 2017, represents a fundamental governance tool for 3F Filippi that contributes to strengthening the culture of legality, transparency and corporate responsibility.

Through the adoption of Model 231, the company is able to integrate controls and procedures that guarantee compliance with current regulations and sustainability policies, promoting the mitigation of environmental, social and governance risks.

This approach increases the company's credibility towards stakeholders and supports a responsible and sustainable growth path, with clearly measurable and transparent objectives. The company, attentive to ethical issues and correct practices for conducting its business, has implemented internal systems for reporting any violations, which allow anyone who has the right, according to current legislation, to report illicit behavior or infringements of the Code of Ethics and the Organisation, Management and Control Model (MOG).

As required by law, a Supervisory Body (SB) has been established, appointed by the Board of Directors, with autonomy and powers of initiative and control. The SB has the task of supervising the correct implementation of the Code of Ethics and the MOG, reporting any irregularities or violations found to the highest governing body.

This structure guarantees an effective internal monitoring system aimed at preserving the principles of legality and transparency in company operations. In particular, the MOG is aimed at preventing and combating crimes in the form of corruption between private individuals, and applies to all company offices where employees are employed.

The voluntary certifications of the management systems that 3F Filippi has adopted, in addition to guaranteeing control over company processes, represent a first tool for orienting company actions on ESG aspects. The company has an integrated policy for Quality, Environment and Safety and a Code of Ethics that disseminates corporate values of Integrity and Responsibility to all stakeholders, to promote a corporate culture that is aware and active also on aspects of the protection of human rights. Ethics, integrity and regulatory compliance represent fundamental values that characterize the identity of 3F Filippi.

Particular attention is paid to regulatory compliance in the environmental and health and safety sectors in the workplace, aspects to which management first and foremost requests maximum attention, compliance with legal obligations and improvement of performance.

3F Filippi believes that to develop a cutting-edge and continuously innovating company, the active involvement of all its collaborators and partners is necessary, for this reason it has decided to maintain and update the compliance of its integrated management system (quality and environment), convinced that it is the best way to advance its quality and environmental objectives.

In order to concretely develop the concepts expressed in the integrated policy, 3F Filippi is also committed to developing the following activities:

- raise customer awareness of the benefits deriving from the use of high energy efficiency products; reorganize your processes with the aim of eliminating waste linked to
- inefficiencies; develop a policy of constant training and involvement of staff; prevent
- environmental crimes and accidents at work, as well as occupational diseases; protect
- the environment, reduce pollution, improve the circularity of products while reducing
- the overall impact of 3F Filippi; enhance human resources, individually and as a community, also on issues related to respect for the environment and the dignity of
- people; foster a welcoming and inclusive workplace.

Everything is reviewed at pre-established intervals by the company in order to analyze the results achieved and future objectives, pursuing constant improvement.

5.5 *Economic and financial performance*

During 2024, 3F Filippi faced a particularly challenging context, closing the year with a loss entirely absorbed through the use of the extraordinary reserve. It is important to underline that this result was generated by the provision of an extraordinary item of a non-managerial nature following the planned reorganisation process of one of the group's subsidiaries.

The economic performance of the year was however the subject of an in-depth analysis by the Board of Directors and the governance bodies, which assessed the causes and effects in light of the medium-long term strategic objectives, including those in the field of sustainability. This demonstrates the active role of the administrative bodies in monitoring and strategically addressing ESG issues, which are not separated from the evaluation of the overall economic-financial performance.

2025 represented a year of progressive recovery and consolidation of the company's core business, characterized by the implementation of a series of actions planned by company management across the entire company organisation. The financial year closed with a profit of 1.4 million euros, destined to further strengthen the extraordinary reserve, demonstrating the renewed economic and financial solidity.

In particular, investments continued in terms of technical, IT and human resources. Significant investments were made in the implementation of marketing and communication activities abroad and in the development of new product solutions to broaden the offering to the market. At the same time, from a commercial point of view, commercial strategies have been revisited or adopted on national and foreign markets. Of note is the implementation of projects for the implementation of processes and organisational solutions that will be implemented during the 2026 financial year, the final objective of which is to generate efficiencies in both economic and human capital management.

During the period, the company and the Group also launched initiatives aimed at the valorisation and reorganisation of shareholdings, supported by commercial strategies aimed at expansion and entry into new markets, with a view to sustainable growth and risk diversification.

Also in 2025, the commitment to responsible management was consolidated, through the adoption of measures aimed at containing costs, making processes more efficient and enhancing human capital, while ensuring full compliance with environmental, social and regulatory standards.

These interventions are part of a structured and integrated approach that aims to strengthen the organisation's resilience, promote transparency towards stakeholders and ensure constant consistency between economic performance and long-term sustainability objectives.

5.6 *Economic responsibility (value generated and distributed)*

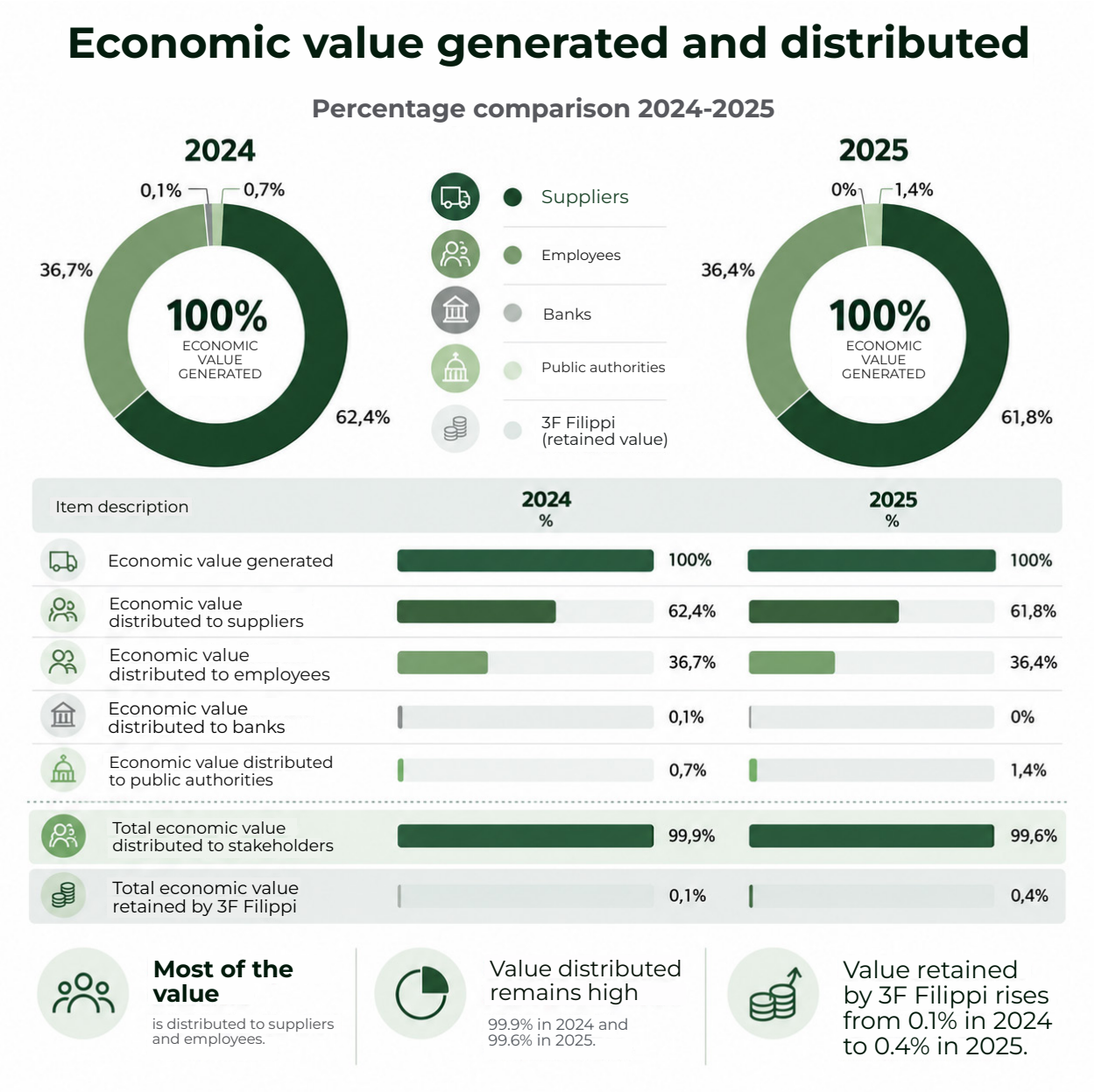
The economic value generated represents the company's ability to create and distribute wealth for the benefit of stakeholders who contribute to its development through resources, skills, services and relationships.

In the two-year period 2024-2025, 3F Filippi confirmed a business model oriented towards the balanced distribution of the economic value produced. In both years, in fact, almost all of the economic value generated was redistributed to stakeholders: 99.9% in 2024 and 99.6% in 2025.

The majority of the distributed value was allocated to suppliers, who received 62.4% of the economic value generated in 2024 and 61.8% in 2025, demonstrating the importance attributed to the production chain and relationships with industrial partners. A significant portion was also allocated to employees, equal to 36.7% in 2024 and 36.4% in 2025, confirming the company's attention towards the valorisation of people, the protection of employment and the growth of human capital.

The shares allocated to other stakeholders are smaller but still relevant in the context of value distribution. The Public Administration was allocated 0.7% of the economic value generated in 2024 and 1.4% in 2025, while the banking system was allocated 0.1% in 2024, reaching zero in 2025.

The economic value retained by 3F Filippi remains at very low levels, equal to 0.0% in 2024 and 0.4% in 2025: this trend reflects a management approach oriented towards the redistribution of the wealth generated and the creation of shared value for its stakeholders, in line with the principles of economic sustainability and corporate responsibility.



5.7 *Objectives*

Objective 1 Creation and training of a sustainability team

Introduce an ESG structure within the company organisation chart with adequate skills. Once the ESG team is structured, a training plan will be defined capable of providing individual members with an adequate level of knowledge of ESG issues and the European reporting standard.

KPI: N of hours of ESG training. Target: 4 hours of ESG training for each member by 2027.

Objective 2 MOGC Update Adapt the Organisational, Management and Control Model to make it consistent with current regulations

KPI: MOGC updated to the predicate crime rules as of 12.31.2026 Target: updated document and crime risk analysis revised by 2026.

06

The environment



6.1 *Environmental policies*

3F Filippi is aware of its role towards the country and the planet and intends to do its part in the fight against climate change, with the aim of pursuing the SDGs of the UN Agenda 2030. In fact, 3F Filippi has long been committed to reducing the environmental impact of its activities and considers protecting the planet an essential objective.

The company implements actions and sets concrete objectives in the circularity of production and use of sustainable energy. These objectives have been formalized within the policies that 3F Filippi has adopted

Policies and certifications

3F Filippi has adopted numerous policies in the field of environmental sustainability and has certified its environmental management systems according to the ISO 14001 standard, as well as adopting a home-work travel plan.

- Quality, environment and safety policy, an integrated policy which, with respect to environmental issues, places particular importance on the issues of energy efficiency, the elimination of waste and the reduction of impacts on the planet. Home-work travel
- plan, in accordance with the relevant national legislation. The 3F Filippi plan was defined through a survey and contains numerous development prospects and areas for improvement.

6.2 *Climate change*

6.2.1 Actions

For 3F Filippi, the energy transition and the fight against climate change are fundamental issues. For this reason, actions linked to the reduction of consumption and the production of renewable energy have been implemented, together with actions to combat the effects of climate change.

Mobility: 3F Filippi conducted the PSCL analysis as a strategic mobility management tool, aimed at reducing the use of individual private vehicles and promoting more sustainable modes of transport for employees' daily travel; this plan is part of the national regulatory framework on sustainable mobility and contributes to the environmental and social objectives of the 2030 Agenda, in particular to SDGs n° 3, 11, 12 and 13.

The latest PSCL (2025) is based on an analysis of the demand for company mobility carried out through a questionnaire involving 57% of employees, from which survey emerges a high proximity between home and place of work (around 75% of workers live within 20 km) and a strong prevalence of the use of private cars (around 80%), but also a good overall satisfaction with the commute from home to work.

These elements have oriented the company towards pragmatic and gradual measures, focused on incentives, support infrastructures and structural reduction in mobility demand. During 2024 2025 the company launched several concrete actions, including the installation of charging stations for electric vehicles, the provision of charging points for bicycles and electric micromobility, the promotion of remote working for compatible tasks and participation in territorial networks on mobility management. Furthermore, 3F Filippi maintains an active dialogue with public bodies and transport operators to improve accessibility to company offices. The Plan provides for continuous monitoring of the effects of the measures adopted and a periodic review of the objectives, in order to progressively improve the environmental impact of home-work travel and encourage more sustainable mobility behaviours.

Energy efficiency: 3F Filippi conducts a detailed environmental analysis that allows us to identify the most energy-intensive processes and solidly establish the areas for improvement.

In 2024 it carried out an energy efficiency intervention on the heating system serving the production departments of the Via Savena 28 plant aimed at insulating all the hot water distribution backbones which, created without any insulation, run inside the production environments; this intervention, together with the replacement of the plant's thermal power plant completed in 2023, allowed a saving of 38,479.7 m3 of methane gas in 2024 for a total of 32.17 TOE.

In 2025, other energy efficiency measures for buildings were carried out, including:
- redevelopment of the heating system serving the office building of the Via Garganelli plant, with the decommissioning of the methane gas powered boiler and installation of new heat pump units;
- replacement of the fiberglass perimeter infills present in the production departments in via Garganelli with low thermal conductivity honeycomb polycarbonate sheets, for a total surface area of approximately 530 m2;
- of the heating system serving the regional office of Rozzano (MI), powered by methane gas, also in this case using heat pump systems instead of traditional boilers.

In 2024, 4 rapid opening/closing doors were installed in the Via Garganelli plant aimed at reducing heat losses during the transit of forklifts. Renewable: All the electricity used by 3F Filippi is renewable and has a Guarantee of Origin. In 2025, certificates of Guarantee of Origin were purchased for a total of 1,958 MWh. Since 2011, a large photovoltaic system has been installed on the roof of the Via Savena headquarters which allows the production of renewable electricity. In 2025, the total electricity produced by the photovoltaic system amounted to 1,091.41 MWh.

6.2.2 Objectives

The company is aware that to guarantee the well-being of people and the planet it is necessary to drastically reduce emissions of climate-altering gases, until reaching carbon neutrality in 2050. For this reason, it has set ambitious but achievable objectives for the coming years.

Objective 1 Reduction of methane gas consumption 3F Filippi intends to replace the cooking oven of the manual painting system at the factory in via Garganelli and the heating system serving the management building and the canteen and services building of the headquarters in via Savena, currently powered by methane gas, with electrified systems in order to reduce the company's carbon footprint.

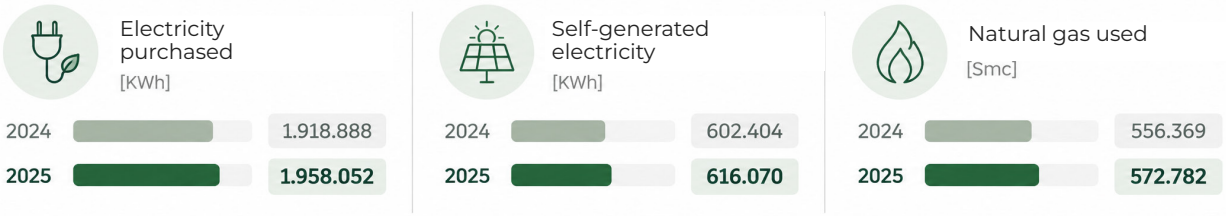
KPI: methane gas consumption [Sm3] / number of calendar days, on an annual basis.
Target: 6,000 Sm3/day, by 2028.

6.2.3 Metrics

The main objective of the ESRS E1 is to provide a clear and detailed framework for reporting information relating to greenhouse gas (GHG) emissions and managing the risks and opportunities related to climate change. This standard aims to ensure the transparency of business practices and support the achievement of the European Union's climate objectives. ESRS E1 is designed to be compatible and integrated with other international sustainability reporting standards, such as the GRI Standards and the Task Force on Climate-related Financial Disclosures (TCFD); this facilitates the adoption of globally consistent reporting practices and helps companies meet the expectations of international stakeholders. In particular, the metrics required by the ESRS E1 standard with respect to climate-altering gas emissions, energy used and self-produced energy were monitored in 3F Filippi.

FOCUS 1
Amount of energy used

Energy used



3F Filippi purchases electricity from the grid and, subsequently, purchases Guarantee of Origin certificates for all the electricity supplied, in order to completely eliminate the impact related to the use of electricity. A photovoltaic system is active at the Via Savena 28 site: the values reported in the table correspond to the consumption of energy self-produced by the 3F Filippi photovoltaic system, referring to the years 2024-25.

FOCUS 2
Renewable and non-renewable energy

The table shows the quantities of energy used by 3F FILIPPI during 2024 and 2025, divided between energy from renewable and non-renewable sources.

Renewable / Non-renewable

	2024		2025	
	kWh	%	kWh	%
Surface water	5.947.587	57,6%	6.123.042	58,0%
of which fresh water (<1,000 mg/l total dissolved solids)	2.521.292	42,4%	2.574.122	42,0%
Share of non-renewable electricity	0	0,0%	0	0,0%
Share of renewable electricity	2.521.292	100,0%	2.574.122	100,0%

As mentioned above, 3F Filippi uses totally renewable electricity and intends to electrify some processes currently powered by methane, further reducing the amount of total energy used from non-renewable sources.

FOCUS 3
Transport

The 3F Filippi company vehicle fleet is made up of three main categories:
- rental cars, mainly used for commercial activities,
- owned cars and light commercial vehicles (vans), intended for small transports between factories and local travel;
- heavy commercial vehicles (trucks), used for medium and long-distance transport.

3F Filippi systematically monitors the travel distances of its company fleet, with the aim of evaluating the environmental impacts linked to mobility and identifying possible areas for improvement in terms of sustainability. To calculate fleet-related emissions, national data provided by ISPRA (Higher Institute for Environmental Protection and Research) were used, differentiated according to the type of vehicle (passenger, light commercial and heavy commercial).

Type of vehicles	Mileage 2024 Km	Mileage 2024 CO_2 [t]	Mileage 2025 Km	Mileage 2025 CO_2 [t]
Cars	905.403	119,907	1.076.252	140,841
of which rental*	873.655	115,393	1.058,712	138,512
Light commercial vehicles (vans)	0	0	26.776	6,453
Heavy vehicles (trucks)	34.092	32,8	39.788	38,3
Grand total	**939.403**	**268,1**	**1.142.816**	**324,1**

* The rental cars are assigned for mixed use, so the distances reported also include areas not strictly connected with work activities. The values reported in the table, however, consider the total km travelled.

FOCUS 4
Refrigerant Gases

Equipment with refrigerant gases

	2024	2025	
Installed equipment	59	61	+2
potential tCO2	1.529,16	1.450,53	-78,63
tCO2 emitted	0	73,080	+73,080

Vehicle type	Mileage 2024 Km	Mileage 2024 CO_2 [t]	Mileage 2025 Km	Mileage 2025 CO_2 [t]
Cars	905.403	119,907	1.076.252	140,841
of which rental*	873.655	115,393	1.058,712	138,512
Light commercial vehicles (vans)	0	0	26.776	6,453
Heavy vehicles (trucks)	34.092	32,8	39.788	38,3
Grand total	**939.403**	**268,1**	**1.142.816**	**324,1**

3F Filippi uses refrigeration and air conditioning systems that have a significant quantity of F-gas and other refrigerant gases with climate-altering effects.

In the two-year period 2024-2025, the fleet of equipment containing refrigerant gases recorded a slight numerical increase from 59 to 61 units, following new installations and technological updates. At the same time, a reduction in potential equivalent CO_2 emissions is highlighted, decreasing from 1,529.16 tCO_2 to 1,450.53 tCO_2, confirming the company's commitment to the progressive renewal of the plants with solutions with a lower environmental impact. In 2025, following scheduled checks, there were also losses on a circuit equal to 73.08 tCO_2.

FOCUS 5
Avoided emissions

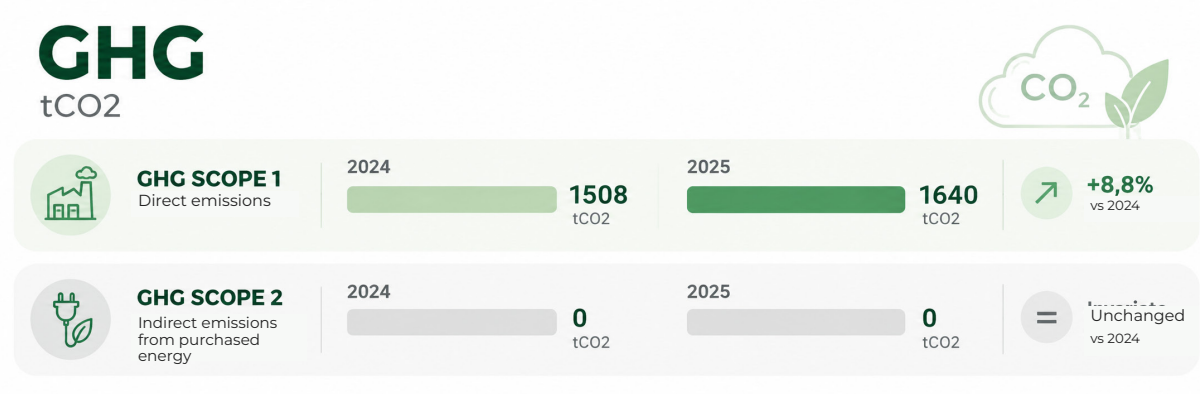
3F Filippi sources renewable energy with Guarantee of Origin. In this way, the emissions avoided in the two-year period 2024-25 amount to 677.6 (2024) and 740.8 (2025) tonnes respectively, for a total of 1,418.4 tonnes. This value was calculated on the basis of the energy mix of the purchase contracts which provides for 23.6% renewables in 2024 and 8% in 2025.

The photovoltaic system present on the roof of the factory in Via Savena 28, made up of 4510 panels, also produces a large quantity of renewable electricity, largely used by the company and a portion reintroduced into the grid.

In particular, in the three-year period 2023-2025 it showed overall stable performance with an annual production always exceeding 1 GWh; after the peak recorded in 2023 (1,139,152 kWh), production remained at similar values in 2024 (1,087,242 kWh) and 2025 (1,091,415 kWh), highlighting good operational continuity and reliability of the system. This production has allowed a significant environmental benefit, with an annual reduction in CO_2 emissions of between approximately 761 and 797 tonnes (years 2024 and 2023) and equal to approximately 764 tonnes in 2025.

FOCUS 6
GHG Scope 1 and 2

Based on the emissions linked to the consumption of electricity, methane gas, FGas and transport, it is possible to calculate the emissions of climate-altering gases, also in compliance with the GHG Protocol standard.



In particular, the Scope 1 GHGs reported in the table are made up of the direct emissions of 3F Filippi: these include emissions directly generated on site or for the production cycle. In particular, the following sources were included:

- Equivalent quantity of CO2 deriving from the combustion of the methane gas
- consumed; Equivalent quantity of CO2 deriving from FGas of refrigeration systems;
- Equivalent quantity of CO2 deriving from the use of fuels for the company fleet.

Scope 2 GHGs are instead calculated on the basis of the company's indirect emissions, including those relating to energy consumed in the company but produced elsewhere. In particular, they consist of the equivalent quantity of CO2 deriving from the consumption of electricity purchased from the network. This data is equivalent to 0 since all the electricity consumed comes from renewable sources with Guarantees of Origin.

6.3 *Pollution, biodiversity and water*

6.3.1 Actions

3F Filippi believes the well-being of ecosystems and the prevention of pollution are fundamental. In conducting its operations, 3F Filippi respects the regulations in force at Italian and European level. In recent years, actions have been introduced relating to:

Biodiversity: for 3F Filippi, the protection of biodiversity represents a concrete commitment that goes beyond the protection of species at risk, actively contributing to the maintenance of healthy and resilient ecosystems, for the benefit of local communities and future generations.

In this perspective, a project for the installation and management of two apiaries was started in 2023 at the sites of via Savena and via Garganelli, in collaboration with Apicoltura Urbana Srl Società Benefit. The initiative was created with the aim of supporting the survival of bees, species currently threatened by various factors such as the use of pesticides, habitat loss, the spread of parasites and climate change.

The project involves continuous monitoring thanks to periodic visits by the beekeeper and dedicated moments of involvement. In particular, during the collection of the supers - organized annually in the month of July - meetings open to all employees are promoted, with the possibility of participation also extended to their family members and companions. These occasions represent a moment of awareness and dissemination, during which the life of the colonies, the foraging activity, the production of honey and the fundamental role of bees in the ecosystem are illustrated.

The honey produced is subsequently analysed, put into jars and distributed to employees, helping to strengthen the link between the initiative and the corporate community, as well as consolidating awareness of the importance of protecting biodiversity.

Water discharges: the company has adopted differentiated measures in the two plants for the management of water discharges. In particular, in the Via Savena plant a prevention-oriented choice was made, through the use of detergents for washing the floors of the production departments derived from vegetable and natural raw materials, therefore with a lower environmental impact, in order to reduce the level of pollutants present in the waste water at source.

In the Via Garganelli plant, however, there is a purification plant which guarantees the treatment of industrial water and compliance with the legal limits set by the discharge authorisations. For both plants, periodic self-checks are also carried out on discharges, aimed at verifying maintenance of compliance with the applicable regulatory and authorization limits.

Atmospheric emissions: 3F Filippi manages atmospheric emissions deriving from its production processes in compliance with the Single Environmental Authorizations issued for the plants in Via Savena and Via Garganelli, in compliance with current legislation (Legislative Decree 152/2006). Emissions are mainly associated with plastic moulding, cutting and granulation activities at the Via Savena site, with phosphodegreasing, painting, laser cutting and welding processes and the use of machine tools at the Via Garganelli site. The conveyed emissions are equipped, where necessary, with dedicated abatement systems (such as bag filters or cartridge filters) in order to reduce the dispersion of pollutants into the atmosphere.

All authorized emissions are subject to periodic self-checks (annual or half-yearly depending on the emission points) according to the methods and frequencies established in the respective authorization provisions; the results of the monitoring carried out confirm constant compliance with the authorized limits. 3F Filippi also maintains suitable systems for recording the controls and operating conditions of the plants, ensuring the

traceability of environmental performance. This approach allows us to guarantee the control of impacts on air quality and to pursue continuous improvement of environmental performance.

Furthermore, 3F Filippi considers the prevention of pollution even in emergency conditions to be a central element of its environmental management system. Among the main risks assessed is that of fire, which could lead to indirect impacts on the environment, such as uncontrolled emissions into the atmosphere or contamination resulting from possible extinguishing water. To this end, the company has adopted specific internal emergency procedures and a Safety and Environmental Regulation for external companies and self-employed workers to define the behavior to be adopted in the event of fire. Particular attention is paid to the prevention of trigger causes and the limitation of environmental consequences through structured management of interventions.

Water consumption: 3F Filippi recognizes the importance of responsible management of water resources and constantly monitors its consumption in order to promptly identify any anomalies or losses and intervene with targeted corrective actions. With a view to continuous improvement and waste reduction, the company favors the adoption of low-consumption technical solutions, such as tap aerators with flow rate reduction, which allow waste to be reduced when using the services.

Furthermore, 3F Filippi guarantees free access to water to all employees through dispensers installed in all refreshment points, thus promoting people's well-being and conscious use of the resource. These practices contribute to limiting the overall environmental impact linked to the use of water resources.

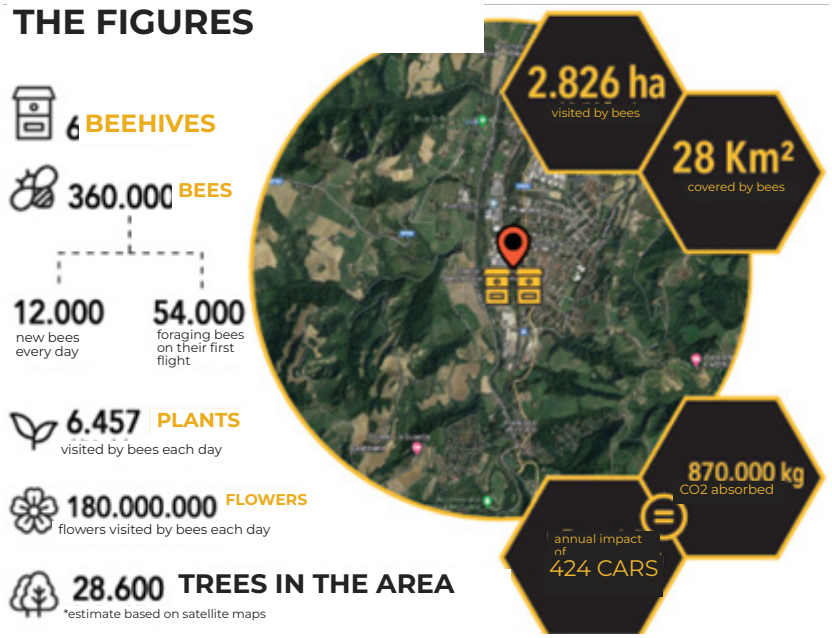
6.3.2 Objectives

3F Filippi wants to reduce its impact on ecosystems and avoid pollution. For this reason, it intends to pursue ambitious but achievable objectives for the coming years.

Objective 1 Reuse of purified water 3F Filippi intends to optimize the use of water resources by reducing waste and inefficiencies through the recovery of purified water for other purposes, such as washing the industrial flooring of the factory in via Garganelli.

KPI: % of washes carried out with reused water out of total washes. Target: 100% of washes by the end of 2026.

6.3.3 Metrics



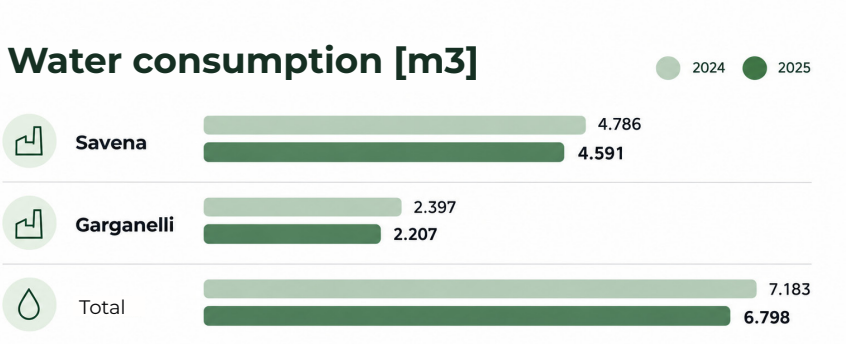


Biodiversity 3F Filippi does not operate in situations at risk for biodiversity. As part of the bee protection project (BeeTheChange), 3F Filippi has installed 6 hives in the green areas of its factories capable of hosting a total of up to 360,000 bees in the season of maximum development, during which up to 12,000 bees can be born every day. All the honey collected was a total of 69 kg in 2024 and 129 kg in 2025.

Pollution In the two-year period 2024–2025, no exceeding of the authorization limits was detected for the water discharge matrix (out of 6 samplings carried out in 2024 and 9 samplings carried out in 2025), nor for the atmospheric emissions matrix (out of 32 samplings carried out in 2024 and 2025); no costs were incurred to eliminate pollution or costs for compensation for damages since there were no cases of pollution or environmental damage.

Water

FOCUS 1
Water consumption



3F Filippi does not operate in water-risk areas.

During 2025, the overall consumption of water resources recorded a decrease compared to the previous year, going from 7,183 m^3 to 6,798 m^3, with a reduction of approximately 5.4%. This trend reflects the organisation's commitment to the efficient management and use of water and to containing the environmental impacts deriving from the use of water resources.



6.4 *Circular economy*

6.4.1 Actions

3F Filippi is aware of the importance of the circular economy for a company that uses raw materials, packaging and natural resources. The circular economy turned out to be an extremely relevant topic for external and internal stakeholders.

To this end, the company constantly promotes improvement initiatives aimed at reducing waste production at source, optimizing packaging materials and raising staff awareness for correct management and differentiation. Monitoring the quantities produced and their destinations allows us to identify efficiency improvement opportunities and reduce the overall environmental impact.

Product life cycle analysis: in 2025 3F Filippi started a first Life Cycle Assessment (LCA) study on a selection of products from the 3F Linda family, starting from the most representative item in terms of sales volumes (3F Linda 2x30W L1570, code 58616). The analysis aims to systematically evaluate the environmental impacts along the entire life cycle, from the procurement of raw materials to the end of life in terms of resource consumption, emissions and waste management, supporting design choices oriented towards eco-design and efficiency in the use of raw materials

Recovery and reuse of production waste: the company implements structured initiatives for the internal recovery of specific types of waste generated in production processes, valorising them through their reuse in company cycles. These materials, following adequate selection and treatment operations, are mixed with virgin raw materials and reintroduced into the processes as input for the creation of new semi-finished products. This approach allows us to reduce the use of virgin raw materials and reduce the quantity of waste generated, making a concrete contribution to the efficient use of resources and the reduction of overall environmental impacts.

Waste prevention: 3F Filippi's commitment to waste prevention materializes in the attention to the sustainability of packaging, pursued through structured eco-design activities. In this context, the company has participated in various CONAI tenders for EcoDesign, obtaining significant recognition and distinguishing itself as a point of reference in the lighting sector on this topic. This result demonstrates the effectiveness of the actions undertaken to reduce the environmental impact of packaging, through interventions aimed at minimizing materials, optimizing design solutions and improving recyclability.

To reduce the use of disposable plastic, water bottles were also distributed to all employees and drinking water dispensers were installed. In the company canteen all crockery is reusable and anti-food waste programs have been activated.

Waste management: 3F Filippi manages the production of waste resulting from its production activities by adopting measures aimed at reducing the environmental impact and correctly starting recovery and disposal, in compliance with current legislation, favoring, where possible, the recovery of material over disposal.

6.4.2 Objectives

To make an activity fully circular it is necessary that every step in the life of the product, from raw material to disposal, is carried out according to sustainability principles, as underlined by goal 12 of the UN 2030 Agenda. For this reason 3F Filippi sets some objectives in the field of the circular economy. Objective 1 Product life cycle analysis To quantify and, subsequently, reduce the impacts deriving from 3F Filippi's production, the company intends to progressively extend the life cycle analysis (LCA) approach to the main company products, consolidating the integration of the results into eco-design processes.

KPI: LCA coverage (%), calculated by comparing the sales volume of the products analyzed with LCA with the sales volumes of all the products sold in the previous year. Target: 40% at 31.12.2027.

6.4.3 Metrics

The main objective of ESRS E5 is to provide detailed guidelines for reporting business practices relating to the efficient use of resources and the implementation of Circular Economy principles. This standard aims to ensure that organisations are able to manage their resources with particular attention to the end of life of the products, trying to reduce the production of waste, creating an overall benefit in terms of climate-changing emissions and, last but not least, in terms of employment for the related industries generated by the circular economy sector.

In particular, the metrics required by the ESRS E5 standard were monitored with respect to the topics of raw materials and waste.

FOCUS 1
Recovery and reuse of production waste

Quantity of materials [Kg]

Reused material

2024	12.000
2025	12.193

Increasing
Reused material increased slightly in 2025.

Total raw materials used

2024	560.834
2025	550.284

Decreasing
The total raw materials used decreased in 2025.

In 2024–2025, approximately 12,000 kg/year of plastics were reused, deriving from production waste recovery activities, compared, respectively, to 560,834 kg (2024) and 550,284 kg (2025) of plastic raw materials used; this quantity represents just over 2% per year of the total raw material used in the process.



FOCUS 2
Waste production

Waste category	CER	2024		2025	
		kg Garganelli	kg Savena	kg Garganelli	kg Savena
Sludge produced by on-site treatment of effluents, other than those referred to in 06 05 02	06.05.03	2.724	0	2.715	0
Plastic waste	07.02.13	215	11.479	500	14.376
I discard paints and varnishes other than those referred to in item 08 01 11	08.01.12	408	0	0	0
Aqueous sludges containing paints and varnishes, other than those mentioned in 08 01 15	08.01.16	170	0	0	0
Sludge produced by the removal of paints and varnishes, containing organic solvents or other dangerous substances	08.01.17	0	0	1.050	0
Spent printing toners, other than those referred to in 08 03 17	08.03.18	0	85	0	100
Waste adhesives and sealants, other than those mentioned in 08 04 09	08.04.10	0	100	0	230
Aqueous liquid wastes containing adhesives or sealants, other than those mentioned in 08 04 15	08.04.16	0	225	0	230
Degreasing wastes other than those referred to in 11 01 13	11.01.14	267	0	0	0
Ferrous metal filings and shavings	12.01.01	14.746	189	21.492	400
Ferrous metal dust and particulates	12.01.02	71	0	0	0
Non-ferrous metal filings and shavings	12.01.03	3.887	0	2774	0
Filings and shavings of plastic materials	12.01.05	0	433	0	793
Emulsions and solutions for machinery, not containing halogens	12.01.09*	982	0	0	0
Sandblasting material residues, other than those mentioned in 12 01 16	12.01.17	98	0	0	0
Spent tool bodies and grinding materials, other than those mentioned in 12 01 20	12.01.21	15	0	0	0
Waste not otherwise specified	12.01.99	78.741	30.539	92.601	25.115
Mineral oils for hydraulic circuits, non-chlorinated	13.01.10*		4.200	0	0
Mineral oils for engines, gears and lubrication, non-chlorinated	13.02.05*	1.038	877	734	1.830
Other solvents and solvent mixtures	14.06.03*	367	95	0	57
Paper and cardboard packaging	15.01.01	5.163	40.090	6.611	38.280
Plastic packaging	15.01.02	1.401	46.420	4.685	37.419
Wooden packaging	15.01.03	10.050	22.739	7.410	21.329

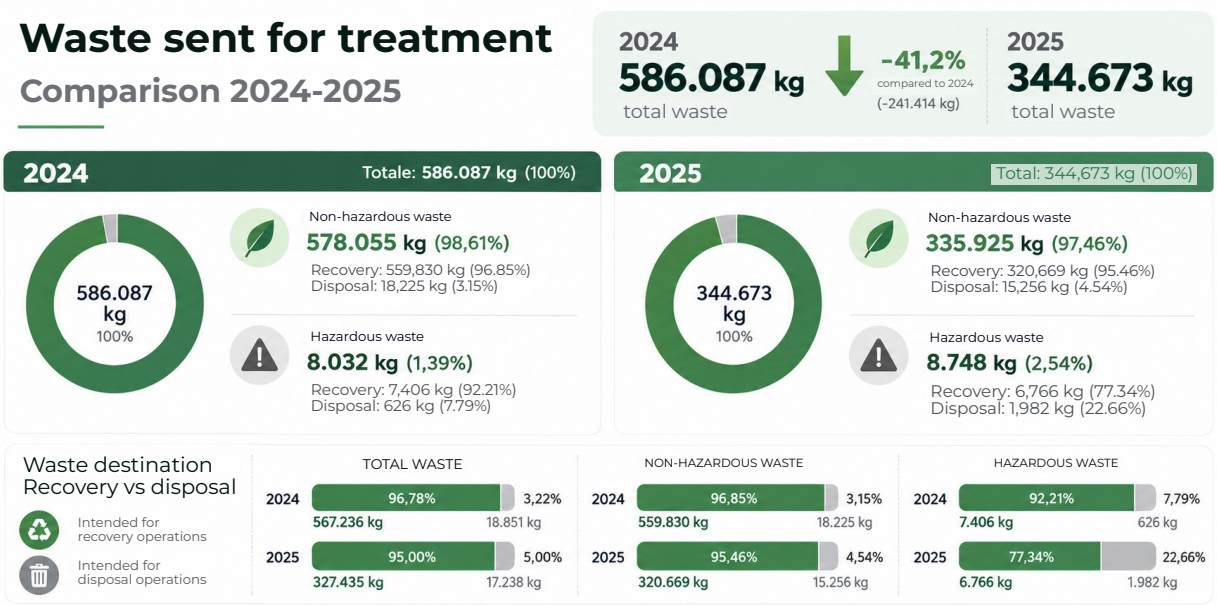
Metallic packaging	15.01.04	18.107	45.972	0	4710
Composite packaging	15.01.05	0	0	0	20
Mixed material packaging	15.01.10*	0	473	0	458
Packaging containing residues of dangerous substances or contaminated by such substances	15.01.11*	308	201	3896	189
Metallic packaging containing hazardous porous solid matrices (e.g. asbestos), including empty pressure containers	15.02.02*	0	41	0	29
Absorbents, filter materials (including oil filters not otherwise specified), rags and protective clothing, contaminated with dangerous substances	15.02.03	424	169	596	400
Absorbents, filter materials, rags and protective clothing, other than those mentioned in 15 02 02	16.01.06	790	136	448	284
End-of-life vehicles, not containing liquids or other dangerous components	16.01.06	0	490	0	340
End-of-life equipment, containing dangerous components (1) other than those referred to in 16 02 09 and 16 02 12	16.02.13*	0	20	0	44
End-of-life equipment, other than that referred to in items 16 02 09 to 16 02 13	16.02.14	595	2.253	0	1312
Components removed from end-of-life equipment other than those referred to in 16 02 15	16.02.16	64.349	165.918	160	30.959
Organic waste, other than that referred to in 16 03 05	16.03.06	25	0	0	62
Nickel-cadmium batteries	16.06.02*	0	50	0	125
Waste containing oils	16.07.08*	0	0	212	0
Aqueous liquid wastes, other than those referred to in 16 10 01	16.10.02	0	13.846	0	12.129
Glass	17.02.02	0	0	0	30
Plastic	17.02.03	167	235	0	20
Iron and steel	17.04.05	0	438	0	230
Cables, other than those mentioned in 17 04 10	17.04.11	146	0	0	0
Insulating materials, other than those referred to in 17 06 01 and 17 06 03	17.06.04	0	0	0	75
Saturated or depleted ion exchange resins	19.09.05	11	0	29	0
Fluorescent tubes and other waste containing mercury	20.01.21*	0	0	0	81
Bulky waste	20.03.07	0	2.205	0	5.120
TOTALS		**205.265**	**389.918**	**145.913**	**196.776**
		595.183		**342.689**	

1) The dangerous components of electrical and electronic equipment may include the accumulators and batteries referred to in items 16 06, marked as dangerous; mercury switches, glass of cathode ray tubes and other radioactive glass etc. sites, testifying to the intensity of the supply and shipping flows.

The company produced a total of 595,183 kg of waste in 2024 and 342,689 kg of waste in 2025, of which 8,722 kg of hazardous waste in 2024 and 8,193 kg in 2025, which constitute 1.47% and 2.39% of the total waste respectively.

Waste production is characterized by a prevalence of certain categories linked both to production activities and to the management of materials and packaging. In particular, the main quantities are attributable to waste produced by the processing and physical treatment of metals (CER 12.01.XX) and to waste from electrical and electronic equipment (CER 16.02.XX), which represent a significant share of the total, highlighting the weight of 3F Filippi's production activities. A significant contribution also comes from packaging waste (paper and cardboard, plastic, wood and metals, etc.) present in both sites, demonstrating the intensity of the supply and shipping flows.

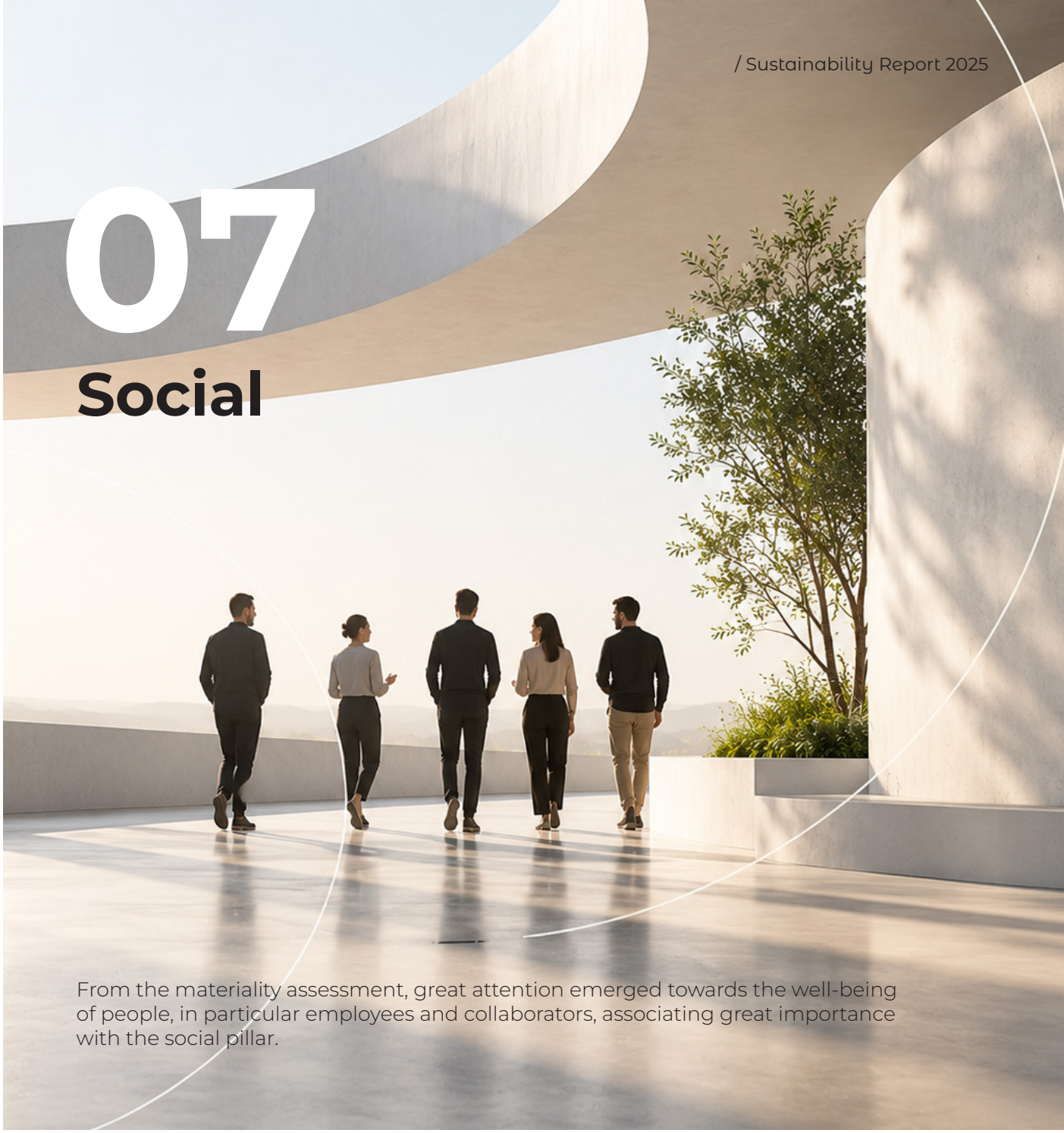
FOCUS 3
Waste sent for treatment



The overall waste delivered during the two-year period 2024-2025 is almost entirely non-hazardous (97.46% in 2025 and 98.61% in 2024), showing, overall, a high incidence of recovery operations (95.46% in 2025 compared to 96.85% in 2024) compared to disposal operations.

Hazardous waste, while remaining at low volumes, increased slightly in 2025 (2.54% in 2025 and 1.39% in 2024) and was entirely sent for disposal. Overall, the data highlights a management oriented towards the valorisation of recoverable fractions (95% in 2025 compared to 96.78% in 2024), against a residual quota destined for disposal (5% in 2025)

07
Social



From the materiality assessment, great attention emerged towards the well-being of people, in particular employees and collaborators, associating great importance with the social pillar.

7.1 *Social policies*

3F Filippi has always placed the protection of people and ethical responsibility towards individuals and society at the center of its corporate interests. On the safety front, the company adopts a rigorous accident prevention policy and a risk management system that fully complies with national regulations on health and safety at work.

Relations with all stakeholders are instead guided by the Company Code of Ethics, the official document that defines the fundamental values and rules of conduct for the organisation. The principles linked to human rights and gender equality also find space and protection within the Code: although dedicated and separate policies for these specific areas are not yet structured, their values are reported in the document. The Code also regulates relations with the Public Administration and with suppliers, examining the issue of combating corruption in synergy with the Organization and Management Model (MOG 231/01). To guarantee this system of protection, a Whistleblowing channel compliant with the law is active, which allows you to report any offenses or violations in a protected and confidential manner.

7.2 *Own workforce*

Personnel management at 3F Filippi is based on an ethical and responsible approach, in line with national and European regulations and international standards. The company considers the training, safety and well-being of employees as founding values. With a view to continuous improvement, 3F Filippi has chosen to align its business strategies with the principles of the UN Agenda 2030, to consolidate and increase its commitment to social sustainability.

7.2.1 Actions and metrics

Starting from the composition of its workforce and the contractual types prevalent in 3F Filippi, we note that the average number of employees in 2025 stands at 234 units, a slight decrease compared to the previous year. The analysis revealed that there are 232 permanent contracts and only 2 fixed-term contracts. Most workers work full-time and only 2 women have a part-time contract.



In 2025, 18 employees terminated their employment relationship, but as many figures were hired during the year, confirming a dynamic renewal of the workforce. For this reason, at the end of the reference year, the overall number of employees was 234, recording an overall turnover of 7.7%. Furthermore, there were 8 non-employee workers who actively collaborated with 3F Filippi in 2025.

As regards collective bargaining, it emerged that 100% of 3F Filippi employees are covered by the National Collective Agreement. The same percentage applies to collective dialogue, which is guaranteed to the entire company population also through representation in the workplace.

In Italy, the determination of an adequate salary for employees is not regulated by a minimum wage established by law. Consequently, assessing whether employees receive fair pay requires a specific analysis, which takes into account various factors. Until 2025 3F Filippi has not performed an analysis of the Living Wage but does not rule out evaluating this calculation for the future. Furthermore, the company ensures salary compliance by scrupulously adhering to the salary levels set out in the relevant National Collective Labor Agreement (CCNL). This approach ensures that wages are in line with industry standards, providing an objective and verifiable basis for assessing pay adequacy.

Type of social protection provided

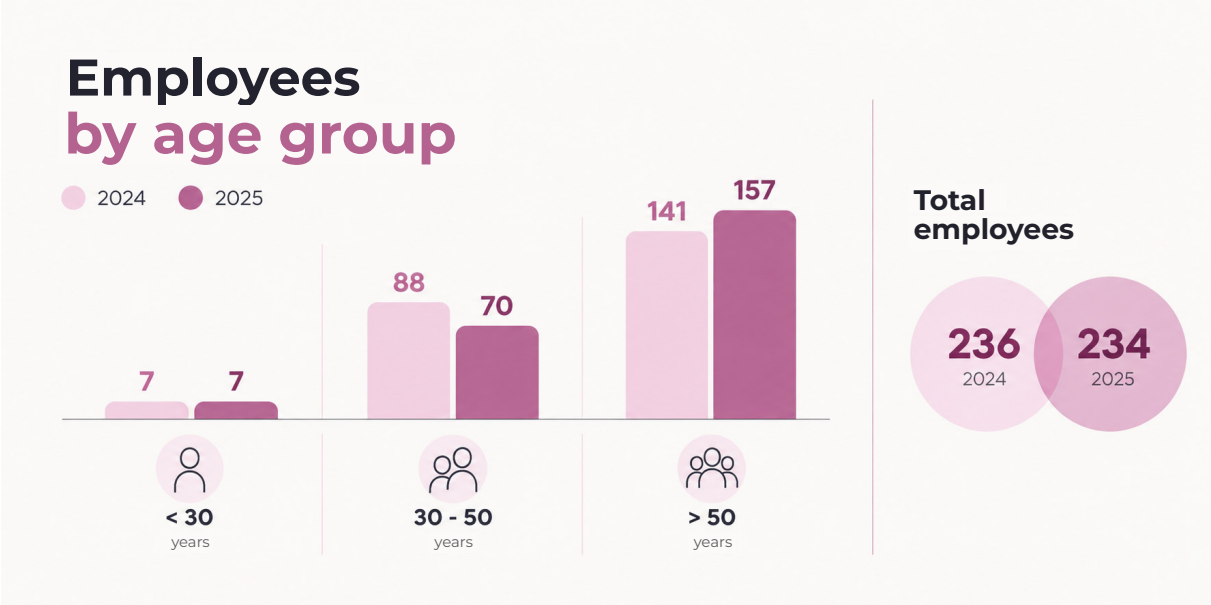


Again in application of the relevant CCNL, 3F Filippi ensures social protection protection for all its employees. Gender Equality and D&I

The percentage of male (67.5%) and female (32.5%) presence recorded in 3F Filippi is in line with the averages of the manufacturing sector. This structural gap derives from external social and educational factors, which lead women to move less frequently towards technical-productive professions on the assembly line. It is important to underline how the composition of the staff is determined exclusively by the dynamics of spontaneous application flows and not by company selection criteria.

3F Filippi actively promotes a culture of inclusion and equity, evaluating candidates solely on the basis of professional skills, regardless of gender. The same imbalance emerges in the gender distribution in roles of responsibility, where there are 13 men and 3 women, while the situation is the opposite as regards top management, with a female majority (2 women and 1 man).

3F Filippi's Gender Pay Gap is aligned with national averages, with a pay gap between male and female employees of 15%, but the company intends to implement actions to further reduce the percentage in the coming years. At the moment, a check has not been conducted on the adequate salary of employees but 100% of employees receive a salary higher than the minimum thresholds defined by the relevant CCNL.



Now investigating the distribution by age group, it emerges that in 2025 the employees of 3F Filippi can be divided as follows:

In response to the progressive increase in the average company age, 3F Filippi has intensified its collaborations and initiatives with the university world. The objective is to attract and recruit young talent, a fundamental strategic choice both to encourage the grafting of new skills and to proactively manage the natural generational turnover expected for the coming years.

FOCUS 1
Career guidance and attracting new talent

During 2025, 3F Filippi consolidated its bond with the Bolognese area, promoting numerous initiatives dedicated to the orientation and attraction of university and high school students. The objective is twofold: to introduce the company to new generations and support them in building their professional future. The main activities of the year included:

- training and cultural meetings with high schools: a meeting was held with the Liceo Steam International of Bologna on the issues of judgement, self-esteem and dehumanization in the world of work and a second meeting, focused on 3F Filippi products, at the Liceo Artistico Arcangeli of Bologna; professional orientation meetings:
- at the Career Day of the University of Bologna and the Istituto Superiore Belluzzi-Fioravanti of Bologna and Giordano Bruno of Budrio; participation in the Work
- Placement Project (PIL) at the Faculty of Political Sciences of the University of Bologna.

In terms of work inclusion and regulatory compliance, 3F Filippi fully respects the obligations established by Law 68/99. The company currently has 13 employees registered in the protected categories and is fully compliant with the remaining mandatory quotas.

Finally, the number of incidents or complaints resulting from episodes of decimation or harassment is equal to 0. Likewise, there were no serious human rights incidents, fines or sanctions.

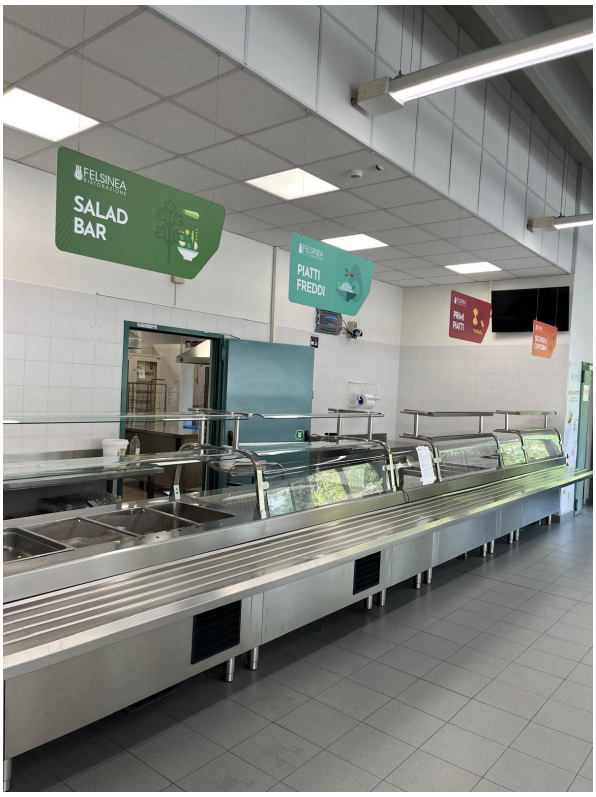
Regarding the balance between professional and private life, 3F Filippi has chosen to adopt some favorable solutions for its employees. In particular, in 2025, the number of hours of paid leave for bereavement and serious family reasons was increased and the possibility of using additional paid leave for the inclusion of children in nursery school was recognised. All staff have the opportunity to take leave for family reasons and during 2025, 8 employees took advantage of this leave. Additionally, when the role allows, workers have the option to request to activate hybrid mode. In this case, 53 employees were able to access remote working in 2025.

Employees are also granted hourly flexibility in coming and going, in accordance with internal rules. The company has not joined corporate welfare platforms but employees can take advantage of the canteen service, benefits and affiliated services, one of these is "Komodoo. My best wash".



KOMODOO
by MyBestWash





The 3F Filippi canteen service is available to the entire workforce within the company walls. The canteen offers balanced, complete and sustainable meals with particular attention to specific diets, ensuring inclusion regardless of ethnic origin or individual needs.

Among actions related to work-life balance, the initiative adopted during 2024 stands out, the year in which a collaboration with "Komodoo. My best wash" was activated to allow its employees to use a laundry service directly in the company. In addition to representing an important solution for employees, the initiative creates a positive impact on the community, actively contributing to the development of a local startup, founded in Castel Maggiore in 2022.

FOCUS 2
Health and safety

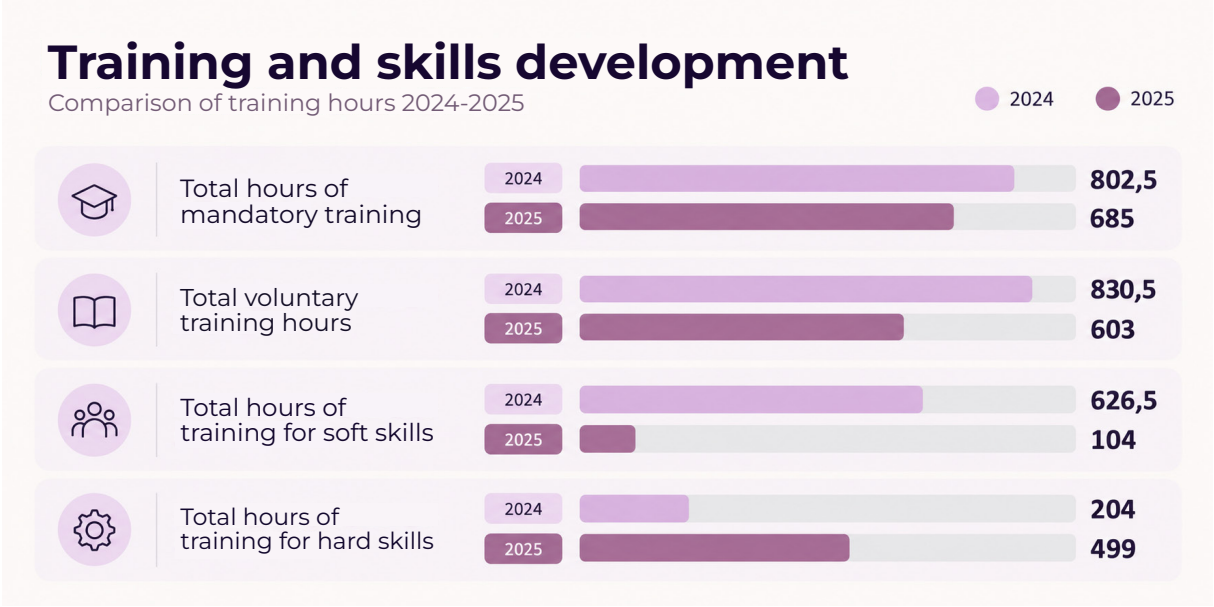
Regarding safety and health at work, 3F Filippi uses protocols drawn up on the basis of the risk assessments provided for by Legislative Decree 81/08. To guarantee the protection of employees, it subjects staff to a health surveillance protocol and manages training and training programs in line with current legislation.

The company manages safety and health at work through a structured Safety Management System, a system based on risk assessment and the adoption of specific policies and procedures, with constant monitoring. Figures such as: internal RSPP and ASPP, safety managers, supervisors, competent doctor and RLS are present and involved. The direct participation of workers, including through their representatives, is crucial to identify dangers, assess risks and implement the most effective prevention measures. The analysis of near-accidents and direct reports contribute to a process of continuous improvement, strengthening the company's commitment to a safe working environment. The metrics relating to health and safety, for the year 2025, recorded 4 accidents in work activities, for a total of 52 days lost, while 7 near misses were recorded. The company will continue its commitment to keeping accident data low or equal to zero.

In this context, it is important to underline that 100% of workers are subject to the social protection mechanisms provided for by law, such as: illness, unemployment, accidents at work, leave and retirement.

FOCUS 3
Training

An important aspect to which 3F Filippi pays great attention concerns the development of skills and the level of training of its workforce. The company guarantees and proactively promotes the development of skills through mandatory and optional continuous professional training. The importance given to these choices, supported by the management, led to the achievement of commendable data regarding the annual training plan, as shown in the table.



The total number of training hours provided in 2025 is equal to 1285 hours. What is appreciable is the time invested in optional training (830.5 hours in 2024 and 603 hours in 2025), with particular concentration on soft skills (626 hours in 2024 and 104 hours in 2025), often underestimated in corporate environments. In this context, it is important to add that a follow-up on training and managerial skills is carried out frequently, to meet any needs of the first and second levels of the company promptly.

7.2.2 Objectives

The company, in general, intends to maintain the overall positive trend with which it has been proceeding in recent years. In particular, however, it wishes to focus on some areas where there is room for improvement.

Objective 1 Gender equality certification 3F Filippi intends to integrate its management system with the UNI/PdR 125:2022 scheme, with the aim of structuring and strengthening company policies and practices oriented towards gender equality, the valorisation of diversity and the creation of an inclusive working environment. Target: Certification according to the UNI PdR 125:2022 standard by the end of 2026.

Objective 2 Collaboration with Universities and Technical Institutes To cope with the increase in the level of seniority of the company population, 3F Filippi has decided to encourage the number of meetings with universities and technical institutes. Through orientation activities and Career Days the company has the opportunity to make itself known in the area and increase its attractiveness.

KPI: N of meetings per year Target: 5 meetings by 2027

Objective 3 Security awareness campaign. The company provides the number of mandatory training hours required by Decree 81/08 every year but intends to increase awareness on the topic through a dedicated communication campaign.

KPI: % of workers reached annually by safety awareness initiatives (in addition to mandatory training). Target: 70% by the end of 2027.

7.3 *Supply Chain*

Supply chain management is crucial for an adequate application of 360-degree ESG principles, as it also allows you to monitor and manage the activities that take place along the value chain.

Currently, 3F Filippi does not have an ESG assessment of suppliers but a supplier qualification policy is active. In particular, there are two procedures that are used by the purchasing office in exchange relationships with suppliers:

- a preventive evaluation procedure for potential suppliers, which indicates the set of qualitative criteria that stakeholders must respect to be selected; a monitoring
- procedure, which involves the active control of the supplier base and the active evaluation of each actor, according to technical-qualitative criteria.

7.3.1 Actions and metrics

3F Filippi tends to prefer collaboration with local partners whose production sites are located near Bologna or Emilia-Romagna, thus structuring a type of short and local supply chain. Approximately 30% of suppliers are short-haul and 90% are domestic.

This choice criterion is applied to the majority of supplies not only to support the local economy, but also to obtain maximum logistical efficiency and reduce environmental impact.

Although it does not yet use formal ESG criteria, the company ensures that its ethical principles are respected throughout the supply chain by sharing binding documents and materials for its suppliers. In fact, in every purchase order, the company Code of Ethics and the Organizational Model 231/01 are mentioned, both of which can be downloaded from the website for review. These documents clearly set out 3F Filippi's values and expectations on correctness and safety at work, ensuring that each partner respects the company's commitment to issues such as quality and social responsibility.

In order to guarantee maximum strategic alignment and synergistic collaboration with its partners, the 3F Filippi Purchasing Office maintains a constant dialogue with suppliers, alternating face-to-face meetings and video-call sessions. These interactions ensure fluid management of the supply chain but are not currently quantified over the course of the year and for this reason the company is structuring a dedicated tracking system that allows the frequency of such meetings to be promptly monitored in future financial years.

To date, it has never been necessary to intervene in the Supply Chain due to problems or scandals related to the well-being of workers or human rights and, for this reason, 3F Filippi has never had to take corrective actions.

7.3.2 Objectives

Objective 1 Supply chain monitoring and classification of suppliers with ESG criteria. The company intends to implement a structured supply chain monitoring system, aimed at evaluating and classifying suppliers based on environmental, social and governance (ESG) criteria. Through the adoption of specific indicators and data collection tools, it will be possible to analyze the performance of partners in terms of sustainability, encouraging more informed and responsible procurement choices. This approach will also allow us to identify areas for improvement and promote growth paths shared with suppliers, strengthening transparency and alignment with company objectives.

KPI: % of active suppliers evaluated according to ESG criteria out of the total active suppliers Target: 50% of active suppliers in the reference period, with a turnover exceeding €50k, classified according to ESG criteria by 2027

Objective 2 Selection of sustainable suppliers. Following the creation of the evaluation system, stakeholders will be selected in line with 3F Filippi's ESG principles.

Following the implementation of the ESG evaluation system, the company intends to progressively orient its procurement choices towards suppliers in line with the sustainability principles adopted. The objective is long-term and aims to consolidate a responsible supply chain, favoring partners who demonstrate adequate environmental, social and governance performance, thus contributing to the overall improvement of standards along the value chain.

KPI: % of active suppliers aligned with the 3F Filippi sustainability principles out of the total active suppliers Target: progressive annual increase in ESG-qualified active suppliers, reaching 50% by 2030

7.4 *Social sustainability beyond company boundaries*

The community did not appear to be a material topic for 3F Filippi and for this reason it was not investigated according to the requirements set by the CSRD, however, there are numerous initiatives that the company manages every year in favor of the Bologna area.

In addition to all the projects, already described previously, in collaboration with schools, universities and trade associations, 3F Filippi's commitment towards third sector bodies and associations is not lacking. In 2025, in fact, the company continued its numerous charitable initiatives, aimed at opening 3F Filippi to the outside world and connecting its staff with the bodies and associations active in the area. The primary objective is to encourage a two-way exchange which, on the one hand, offers 3F Filippi employees a source of professional and human enrichment through encounters with different realities and situations, and on the other, allows us to spread knowledge of our company within the local community.

In particular, during 2025 the company participated and/or organized the following events:

- “Race for the Cure”, in support of research and prevention of breast cancer, while promoting internal awareness on the issues of health and solidarity, raised in the company, carried out in collaboration with the Food Bank, through which food items
- were donated to support people in difficulty, institutional dinner of the first levels of the company at the Penal Institute for Juveniles of Bologna, as a moment of meeting and
- raising awareness on social issues, helping to support the educational and reintegration activities promoted by the structure, sale of sweets Easter holidays in favor of the Italian Association against leukemia, lymphoma and myeloma, aimed at raising funds to support scientific research activities and patient assistance,
- collaboration with the "Mondo Donna" association for the distribution of surplus food from the company canteen, intended to support people in conditions of social fragility.



08

Integrated sustainability and the path to improvement

8.1 *Short-, medium- and long-term objectives and KPIs to monitor*

PERIOD	THEME	OBJECTIVE	DESCRIPTION	KPIs	TARGET
Short (2027)	Governance	Creation and training of a sustainability team	Once the ESG team is structured, a training plan will be defined capable of providing individual members with an adequate level of knowledge of ESG issues and the European reporting standard.	No. of training hours ESG	4 hours of ESG training for each member
Short (2026)	Governance	Update MOGC	Adapt the Organisational, Management and Control Model to make it consistent with current regulations	MOGC updated to the predicate crime rules	Updated document and revised crime risk analysis

Short (2026)	Environment	Reuse of purified water	Optimize the use of water resources by reducing waste and inefficiencies through the recovery of purified water for other purposes, such as washing the industrial flooring of the factory in via Garganelli	% of washes carried out with reused water out of total washes	100%
Medium (2027)	Environment	Product life cycle analysis	The company intends to extend the LCA approach to the main company products	% LCA coverage on total sales volume	40%
Short (2026)	Social	Gender equality certification	The company intends to integrate its management system with the UNI/PdR 125 scheme		Certification according to the UNI PdR 125:2022 standard
Short (2027)	Social	Collaboration with universities and technical institutes	The objective aims to increase the attractiveness of the company through orientation activities and career days	No. of meetings per year	+ 5 meetings
Medium (2027)	Social	Safety awareness campaign	% of workers reached annually by the campaign	% of workers reached annually by the campaign	+70%
Medium (2027)	*Social*	*Supply chain monitoring and classification of suppliers based on criteria ESG.*	*% of active suppliers assessed according to ESG criteria out of total active suppliers*	*% of active suppliers assessed according to ESG criteria out of total active suppliers*	*+50% of suppliers active in the reference period with a turnover exceeding €50k*
Long (2030)	*Social*	*Selection of sustainable suppliers*	*Following the creation of the evaluation system, stakeholders will be selected in line with 3F Filippi's ESG principles.*	*% of active suppliers aligned with ESG principles compared to the total*	*+ 50%*

8.2 *Methodological note and glossary*

This Sustainability Report, unlike the previous edition, was created taking inspiration from the European Sustainability Reporting Standards (ESRS), in line with the European directive (CSRD - Corporate Sustainability Reporting Directive). The objective is to provide standardized and transparent information on the ESG performance of the corporate organisation, capable of communicating with the main European companies and the public.

This document is not subject to external assurance.

Sustainability Report
Document that communicates the performance and economic, environmental and social impacts of an organisation in a transparent and systematic way

Biodiversity
Variety of life forms on Earth, species and ecosystems, which define the abundance and richness of an environment

Carbon Footprint
Total measurement of greenhouse gas emissions caused directly and indirectly by an individual, organisation, event or product

Value chain (Supply Chain)
Process that allows a product or service to be put on the market for the customer starting from the supplier's product or service

CSRD
Corporate Sustainability Reporting Directive, European Directive n. 2022/2464 regarding corporate sustainability reporting

CO2
Carbon dioxide, one of the main greenhouse gases attributed to the increase in global temperatures

Due Diligence
Process of investigating and evaluating environmental, social and governance risks associated with business operations or potential investments

ESG
Acronym for Environmental, Social and Governance. These are the non-financial criteria used to evaluate the performance and sustainability of a company or investment

ESRS
Acronym for European Sustainability Reporting Standards. It is a set of standards developed to allow companies to report their environmental, social and governance performance in a transparent, comparable and complete manner.

Circular economy
Economic model that aims to reduce waste and extend the useful life of materials and products through reuse, repair, recycling and recovery.

Greenhouse Gas (GHG) or climate-altering emissions
Gases that trap heat in the atmosphere, contributing to climate change. They include, in particular, carbon dioxide, methane, nitrogen oxide.

Corporate governance
Corporate management and control system that includes the practices and processes that ensure the responsible, transparent and ethical management of the organisation.

Environmental impact
Direct and indirect effects of an organisation's activities on the natural environment, including air, water, soil, biodiversity and climate.

Diversity and inclusion
Practices and policies that promote the participation and enhancement of people with different demographic characteristics, experiences and perspectives.

KPI
It is a quantifiable metric used to measure and evaluate the success of an organisation, a project or specific activities against set objectives. (Key Performance Indicator).

Materiality
Principle that determines which information is relevant and significant for stakeholders and can influence decisions and evaluations.

Model 231
Documentary structure that companies can adopt to prevent administrative liability for crimes committed in their interest or advantage by directors, managers or employees.

OdV
Independent supervisory body established within an organisation (typically companies) with the task of supervising the functioning and compliance with Model 231.

Corporate Social Responsibility
Voluntary integration of social and ecological concerns into business operations and interactions with stakeholders.

Natural Resources
Materials and components that can be found in the natural environment, such as minerals, forests, water and soil, used for the production of goods and services.

SDG's
Acronym for Sustainable Development Goals, or Sustainable Development Goals, adopted by the United Nations in 2015 as part of the 2030 Agenda for Sustainable Development. The SDGs are 17 global goals that aim to end poverty, protect the planet and ensure prosperity for all by 2030.

Health and Safety at Work
Measures and practices adopted to ensure that the working environment is safe and that the health of employees is protected.

TCFD
Task Force on Climate-related Financial Disclosures. International group created to develop recommendations on how companies should disclose financial information relating to risks and opportunities related to climate change.

Sustainability
Ability to satisfy the needs of the present without compromising the ability of future generations to satisfy their own needs, balancing economic, environmental and social aspects.

Stakeholders
Individuals or groups who can influence or be influenced by an organisation's activities, products or services, including employees, customers, suppliers, local communities, investors and regulators.

WEF
World Economic Forum. An international non-governmental organisation based in Switzerland that describes itself as committed to improving the state of the world through public-private cooperation.

3F Filippi

LIGHT YOUR VISION