FAAC TECHNOLOGIES

ESG Report
2025

WE OPEN WORLDS

TO A SUSTAINABLE FUTURE

WE OPEN WORLDS TO A SUSTAINABLE FUTURE

Contents

Gender Disclaimer:
The masculine form used here always refers simultaneously to women, men, and non-binary individuals.
Multiple designations are omitted to improve readability.

Chairman's Letter

We are pleased to present a new and significant chapter in our sustainability journey.

This journey began three years ago, with the awareness that comes from embracing the challenge of a blank page: not to erase our history, but to build a methodical, integrated, and measurable approach to corporate responsibility. Now, with the third edition of our Report, that blank page has become a clear roadmap, defining our impacts, our values, and the Group's strategic direction.

What began as a process of alignment with CSRD requirements has evolved into a true cultural shift. Sustainability is no longer a compliance exercise; it is now a core pillar of how we do business. It is embedded in global top management incentive plans, shapes discussions at Board level, and guides everyday decisions throughout our facilities around the world.

In this Report, we want to give proper visibility to everything we are already doing, highlighting a corporate identity built on concrete initiatives. Quality, safety, passion, and innovation: the pillars that made us a market leader, are the same principles that now drive our approach to sustainability.

Andrea Moschetti
Executive Chairman,
FAAC Technologies

Our next step is to look beyond the boundaries of the organization: to the supply chain, to our partners, and to the markets where we operate : Europe, the Americas, and Asia. These are profoundly different contexts, with different priorities, sensitivities, and paces. Extending ESG culture beyond our perimeter means engaging with this complexity without oversimplifying it and without compromising our principles.
We want to become ambassadors of this culture across the upstream value chain, selecting partners not only for efficiency and competitiveness, but also for the values they share. In an increasingly fragile geopolitical environment, building relationships grounded in shared responsibility is not idealism, it is strategy.

This is the challenge for the coming year and for the years ahead. It will not be easy. But we are convinced that the companies able to extend sustainability beyond their own boundaries, through dialogue with suppliers, markets, and communities, will be the ones to build lasting competitive advantage.

Thank you to our people, who give real substance to these commitments every day. Thank you to those who have supported us on this journey. And thank you to those who will read these pages: it is also for you that we continue to build.

| HQ Production Facility, Bologna, Italy |

HIGHLIGHTS 2025

676,1 mln
euros in net revenue

53
companies in 31 countries

4.382
people from more than 60 different nationalities

559
the people who joined the Group as a result of the acquisition of Garen[1]

Group Double Materiality analysis

Group Sustainability Strategy

[1]The acquisition was completed in December 2025.

01 Company overview

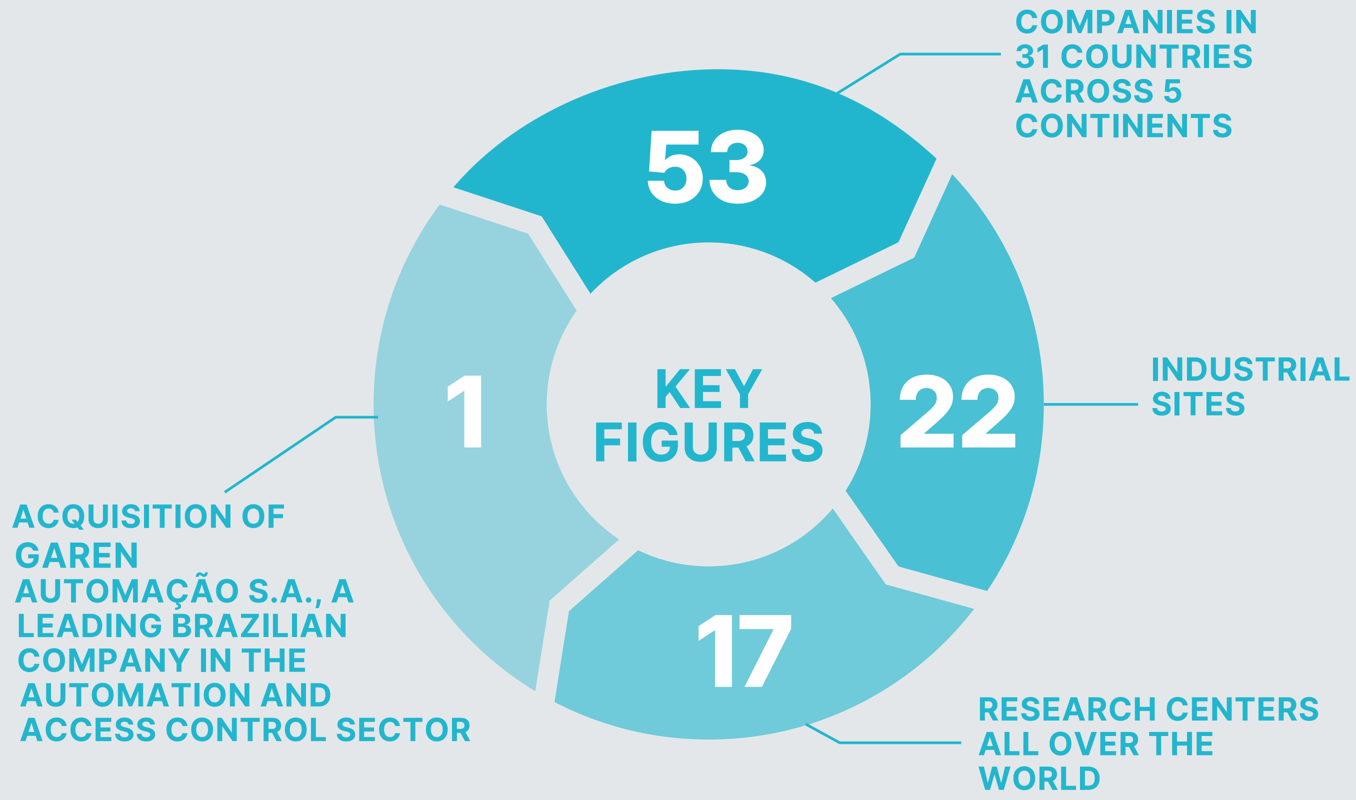
About us

FAAC TECHNOLOGIES IS A LEADING INTERNATIONAL GROUP

in automation and access control solutions for both vehicular and pedestrian applications across residential, industrial, commercial, and service contexts

We design and create innovative solutions, as well as offer maintenance services, to make mobility management simpler, safer, and more efficient for people, businesses, and communities.

Headquartered in Bologna, over more than 60 years we have grown into a strong, well-structured Group with a widespread global footprint spanning both manufacturing and commercial sites.



WITH NET CONSOLIDATED REVENUES OF €676.1 MILLION AND 53 COMPANIES OPERATING IN 31 COUNTRIES ACROSS EVERY CONTINENT, THE GROUP EMPLOYS MORE THAN 4,000 PEOPLE WORLDWIDE

Customer focus, a commitment to quality, a spirit of innovation, care for people, and high ethical standards are the values that have shaped FAAC Technologies throughout its history and continue to define the way we do business today. Every day, we work to deliver cutting-edge solutions that help make life easier and safer for our customers and end users.

| Magnetic's production area, Lörrach, Germany |

Headquarters outdoor area, Bologna, Italy

CORPORATE STRUCTURE

industrial company
commercial company
holding company

Structure updated as of December 31, 2025

From Bologna to the world

1965 1975

Our story began in 1965 with an insight from Giuseppe Manini. After his bicycle was stolen, he recognized a practical need: the gates of apartment buildings were often left open. From that insight came the first gate automation system, followed by the related patent. This marked the beginning of **FAAC, Fabbrica Automatismi Apertura Cancelli**. Within a few years, the original idea had grown into an industrial enterprise, marked by the start of mass production and the development of a commercial network.

1976 1983

FAAC strengthened its presence in Italy and began expanding internationally, establishing its first subsidiaries in Switzerland (1979) and France (1981). During this period, the Group's headquarters also took shape in Zola Predosa, Bologna, Italy, while electronic production expanded to Ireland with FAAC Electronics Ltd (at that time ELAB), marking another significant step forward in technological development. In 1983, the introduction of microprocessor-based boards marked an important milestone: systems became more advanced, broadening the possibilities of automation.

1984 1992

The Company's international expansion continued, first into Germany and Austria, and then into the United Kingdom, the United States, and Spain. In 1987, the iconic lion commercial firmly established the brand in the minds of the Italian public.

By the end of the 1980s, the adoption of SMT technology made pocket-sized remote controls possible, bringing automation even closer to everyday life.

1993 2004

1993 was a turning point: Autostrade SpA commissioned FAAC to supply automatic toll booth barriers, and the "Self Learning" (SLH) patent was registered, going on to reshape the transmitter market.

In the years that followed, targeted acquisitions (Automatica Casali, Genius brand in 1994, Spazio Italia in 1999, and Voltec in 2002), together with expansion into new markets from Poland to China and India, strengthened FAAC's international position.

2005 2016

Beginning in 2005, the Group entered a new phase of growth, driven by acquisitions that broadened its expertise and specialization, including ALTRON and DAAB.

Between 2007 and 2012, FAAC expanded into dynamic markets such as Australia, the Middle East, and Russia, reaching €210 million in revenue, a workforce of more than 1,000 employees, and subsidiaries in 16 countries.Between 2010 and 2016, further acquisitions across Europe, the Americas, and Africa strengthened the Group's presence, with strategic investments in Magnetic - a global leader in high-end barriers and access control - and in Datapark and ZEAG in the access control and parking sectors.

2017

At the end of the year, the Group had established a global footprint, with 18 manufacturing sites, 32 commercial units, €423 million in revenue, and three operating divisions: Access Automation, Access Control, and Parking.

2019 2023

Growth through acquisitions continued with the addition of part of ASSA ABLOY's European business in pedestrian automatic and high-speed doors, followed by the TIBA Group and its Texas-based distributor ATI, specialized in fee-based parking management systems.

In Italy, the Group also welcomed CoMETA, a leading manufacturer and distributor of security entrances, and Techno-Fire, a company specialized in the sale, installation, maintenance, and repair of technical closures.

2025

The Group's growth trajectory continued through targeted investments, including the acquisition of Brazil-based Garen Automação S.A., further strengthening its international presence.

60 Years of FAAC
1965 - 2025

During 2025, the FAAC Technologies Group celebrated its 60th anniversary through a series of initiatives held worldwide, engaging employees, customers, and local communities in opportunities for connection and participation. The celebrations began at the Group's Headquarters in Italy and were subsequently replicated across several countries, reflecting the Group's international presence and strong cohesion. In particular, dedicated events were organized by FAAC UK and FAAC Entrance Solutions UK, FAAC Benelux, FAAC France, FAAC Entrance Solutions France, FAAC Bulgaria, FAAC Ireland (NAL team), and the Group's other international operations, including Centurion in South Africa. The initiatives took different forms, including corporate events, family days, outdoor activities, and social gatherings, with the aim of strengthening the sense of belonging, promoting employee well-being, and fostering positive relationships with stakeholders. In some cases, such as in the United Kingdom, the celebrations also included charitable initiatives in support of local nonprofit organizations.

In Italy, the country where the Group was founded, an eight-city tour engaged more than 3,000 participants, including employees, customers, and partners, highlighting the Group's historical roots and corporate evolution. Serving as a unifying thread throughout the evenings was a distinctive storytelling project: a corporate video produced with the participation of writer Carlo Lucarelli. Through his unmistakable documentary style, FAAC's history was retraced as a journey of continuous evolution, beginning with the founder Giuseppe Manini's pioneering vision, continuing through the leadership of his son Michelangelo Manini, and leading to the Group's current global structure, now a strong international point of reference. A common element across all initiatives was the reference to the Group's founding values - innovation, quality, and reliability - also conveyed through the corporate video "Andiamo avanti!", which was distributed globally. These activities reflect FAAC Technologies' commitment to promoting an inclusive and participatory corporate culture, strengthening human capital and a shared sense of identity across the Group.

 | 60th Anniversary Event, Bologna, Italy |

| HQ Production Facility, Bologna, Italy |

THE SITES

53 COMPANIES
31 COUNTRIES
5 CONTINENTS

Thanks to more than half a century of experience and the many acquisitions completed over the years, **FAAC Technologies** has grown into a strong and well-structured Group. We operate across all continents through 53 companies in 31 countries, supported by 22 manufacturing sites and 17 research centers.

| HQ Office Area, Bologna, Italy |

Our vocation

CREATING SHARED WELL-BEING

At FAAC Technologies, we recognize that sustainability is not an optional extra, but an integral part of our mission. We embrace the responsibility of contributing to a new model of economic development, one grounded in environmental stewardship and the creation of shared value with the communities in which we operate.

Every project we undertake is guided by this objective:
GENERATING A POSITIVE AND LASTING IMPACT.
As part of our sustainability pathway, we have reflected on our vocation and the values at the core of our business, exploring the opportunity to further enhance our payoff through a sustainability-driven perspective.

The result:

WE OPEN WORLDS AND CREATE CONNECTIONS

Through people and technology, we innovate with long-lasting automated products and integrated solutions, leveraging partnerships and collaboration to build communities around shared values.

Connection reflects our ability to innovate through people and technology, developing integrated solutions and durable products, and above all building communities grounded in shared values through strong relationships and collaborative partnerships.

OUR VISION

To be a worldwide leader in high performance solutions for access and mobility needs. In a sustainable way. We operate in the market, we accept its rules and challenges, and we firmly believe in its ability to generate efficiency, economic growth, and wealth, but we are convinced that a company must recognize the value of the expectations of all stakeholders with whom it interacts, directly or indirectly

OUR MISSION

Everyday, everywhere, we offer reliable cutting-edge solutions to access and mobility needs, delivering solid returns to our stakeholders while ensuring respect of people, environment and ethical standards.

Our primary goal is to exceed our customers' expectations by delivering reliable products and services that consistently meet the highest safety standards. The path to achieving this mission lies in recognizing the professionalism and passion of all the people who contribute every day to making Faac Technologies Group a unique company in its sector: shareholders, employees, collaborators, suppliers, and customers.

OUR VALUES

ETHICS

Integrity

We speak the truth, respect laws, reject corruption and conflicts of interests

Social Responsibility

We are highly sensitive to social and environmental issues and we strive to meet the challenge.

PEOPLE

Respect

We respect people as human beings, their culture, their diversity. We aim for a work environment where merit is recognized and rewarded.

Care

We take care of our colleagues and we strive every day for a safe and motivating workplace, where teamwork is encouraged constantly.

ASPIRATIONS

Ambitions

We are highly determined and like dreaming big, driven by courage to experiment new ways of performing our jobs.

Protection

We are strongly committed to ensure the security and safety of our people (end-users, customers, employees).

STRATEGY

Customer First

Everything we do is aimed at providing uncompromising quality to our customers and optimizing their experience.

Innovation

We develop cutting-edge technologies to offer state of the art solutions for our customers.

| HQ Company Restaurant, Bologna, Italy |

Business Model and Our Brands

BUSINESS AREAS

Through our commercial brands, we operate in two key segments, united by the integration of advanced mechanical, electronic, and digital technologies:

ACCESS SOLUTIONS

SIMPLY CONNECT FAAC, FAAC, CoMETA, DAAB, MAGNETIC, ROSSI Produtos Inteligentes, TECHNOFIRE, VIKING, GENIUS, WOLPAC, CENTURION, CLEMSA, GAREN

PARKING SOLUTIONS

TIBA Parking Systems, HUB, PINK PARK, Parclick, Associated Time Instruments

Learn more

| HQ Production Facility, Bologna, Italy |

Operational Excellence and R&D

Our business model is built on quality at every stage of design.

We apply a "Lean Manufacturing" approach to maximize productivity through standardized procedures that minimize waste, thereby reducing the environmental impact of our production processes.

In 2025, our strong focus on innovation is reflected in tangible results that demonstrate our commitment to technological transition:

17 research Centers in 10 countries

146 mln invested in R&D over the past five years (2021–2025)

394 professionals dedicated to research activities

Quality, Safety and Durability

At FAAC Technologies, our products reflect who we are. We consider durability the primary pillar of sustainability: designing solutions that stand the test of time means reducing resource consumption and waste generation.

All our products undergo reliability testing that exceeds regulatory standards, ensuring complete safety for both people and the environment. This integrated approach allows us to leverage sustainability as a competitive advantage, transforming compliance with international directives into an opportunity for continuous innovation.

Performance Excellence: responsible process management

At FAAC Technologies, quality has always been focused on product and service compliance, with the objective of ensuring the highest levels of customer satisfaction.

With the introduction of the ESG approach, this concept has evolved, broadening the scope of stakeholders to include environmental, social, and governance considerations.

In this context, the Quality & Performance Excellence function directs its efforts toward three core objectives: customer satisfaction, operational efficiency, and environmental stewardship, pursued through a structured approach based on the systematic reduction of waste.

The link between Quality and Sustainability is grounded in the responsible use of resources: anomalies, waste, and inefficiencies all reflect suboptimal resource utilization.
Examples of inefficiency include rework, production scrap, low-value-added activities, extended lead times, and additional work required to address operational issues, each of which leads to unnecessary consumption of financial, energy, and human resources.

Reducing these inefficiencies enhances operational performance and directly improves the Company's overall impact, contributing to environmental, social, and economic sustainability.

FAAC Technologies adopts an integrated Quality and Performance Excellence model, based on a structured and data-driven approach that translates operational insights into corrective and preventive actions. Extending the concept of customer satisfaction to all stakeholders reinforces the role of quality and process efficiency as key enablers of responsible impact management.

Continuous improvement is guided by the application of the PDCA (Plan, Do, Check, Act) cycle, supported by key performance indicators, including the non-conformity lead time, which measures the organization's ability to quickly identify and resolve anomalies, reducing resource dispersion.
In particular:

Customer Claim Process (Qcells 2.0)

- 40% reduction in non-conformity lead time (2023–2025), with a direct improvement in customer responsiveness and reduced process waste;

Daily Operational Review (Asaichi) & IRS (Issue Resolution Index)

- 27% reduction in non-conformity events over the last three years.
- More than 80% of issues resolved at first intervention, resulting in greater responsiveness, reduced propagation of anomalies, and containment of waste.

FAAC Technologies does not limit itself to reacting to anomalies but adopts a structured approach to their prevention. In the design and development phases, tools such as FMEA (Failure Mode & Effect Analysis) and the Self-Quality Matrix have long been used to anticipate potential critical issues.

With the integration of ESG principles, risk analysis has been expanded to systematically include environmental, social, and governance impacts. In this context, the RAMP (Risk Analysis & Mitigation Plan) model strengthens the organization's ability to anticipate risks, ensure operational continuity, and reduce impacts across the entire lifecycle of processes and products.

The evolution toward Performance Excellence reflects a clear commitment to systematically aligning improvement tools with measurable outcomes, contributing to more efficient resource use and reduced energy and organizational consumption. In this sense, Performance Excellence serves as a key enabler of continuous improvement and the sustainability of business processes.

Certifications

ISO 14001:2015
Environmental Management System

- **FAAC S.p.A.** Italy
- **CoMETA S.p.A.** Italy
- **Magnetic Control System Sdn. Bhd.** Malaysia
- **FAAC Technologies Australia Pty Ltd** Australia
- **Centurion Systems Property Ltd.** South Africa
- **Magnetic FAAC India Pvt. Ltd.** India
- **Magnetic Autocontrol GmbH** Germany

ISO 9001:2015
Quality Management System

- **FAAC S.p.A.** Italy
- **FAAC Bulgaria EAD** Bulgaria
- **Indústrias Rossi Electromecãnica** Brasil
- **FAAC Electronics Ltd.** Ireland
- **FAAC International Inc.** USA
- **FAAC France S.A.S.** France
- **Magnetic Autocontrol GmbH** Germany
- **FAAC Nordic AB** Sweden
- **CLEM S.A.U.** Spain

ISO 45001:2018
Occupational Health and Safety Management System

- **FAAC S.p.A.** Italy
- **CoMETA S.p.A.** Italy
- **FAAC Technologies Australia Pty Ltd** Australia
- **Centurion Systems Property Ltd.** South Africa
- **Magnetic Control System Co. Ltd** China
- **Magnetic Control System Sdn. Bhd.** Malaysia

CoMETA S.p.A. Italy

SA8000:2014
Social Accountability Management System

ISO 37001:2016
Anti-bribery management system

ISO 20400:2017
Sustainable procurement — Guidance

HQ Production Facility, Bologna, Italy

Our Value Chain

For FAAC Technologies, understanding the dynamics that govern its value chain is the starting point for responsible business management.

Aware of the interconnected and interdependent relationships that run across the entire value chain, we oversee every stage, from sourcing to end-of-life management to ensure that technological excellence translates into shared value for our stakeholders

OUR OPERATING MODEL IS BUILT ON THREE INTEGRATED MACRO-AREAS

1 UPSTREAM:

RESPONSIBLE SOURCING

Value creation begins with the careful management of the supply chain, with a focus on hardware quality and operational continuity.

Raw material sourcing:
we manage the procurement of critical materials and raw materials required for the development of our components, laying the foundation for system durability.

Processing and semi-finished products:
we oversee the transformation of materials into high-value semi-finished products, ensuring full compliance with the technical requirements that define FAAC standards.

2 DIRECT:

THE HEART OF INNOVATION AND PRODUCTION

Core activities, under the Group's direct control, represent the driving force behind our ability to address the challenges of modern mobility.

R&D and Design:
through our research centers, we combine software intelligence with robust hardware to develop solutions that are both advanced and efficient.

Production and Assembly:
at our main manufacturing sites, components are transformed into finished systems for the Access and Parking Solutions business units, ensuring excellence in quality standards.

Corporate:
centralized coordination functions ensure strong governance, transparency, and compliance with Group policies across all countries in which we operate.

3 DOWNSTREAM:

DELIVERING VALUE TO CUSTOMERS AND MANAGING THE LIFECYCLE

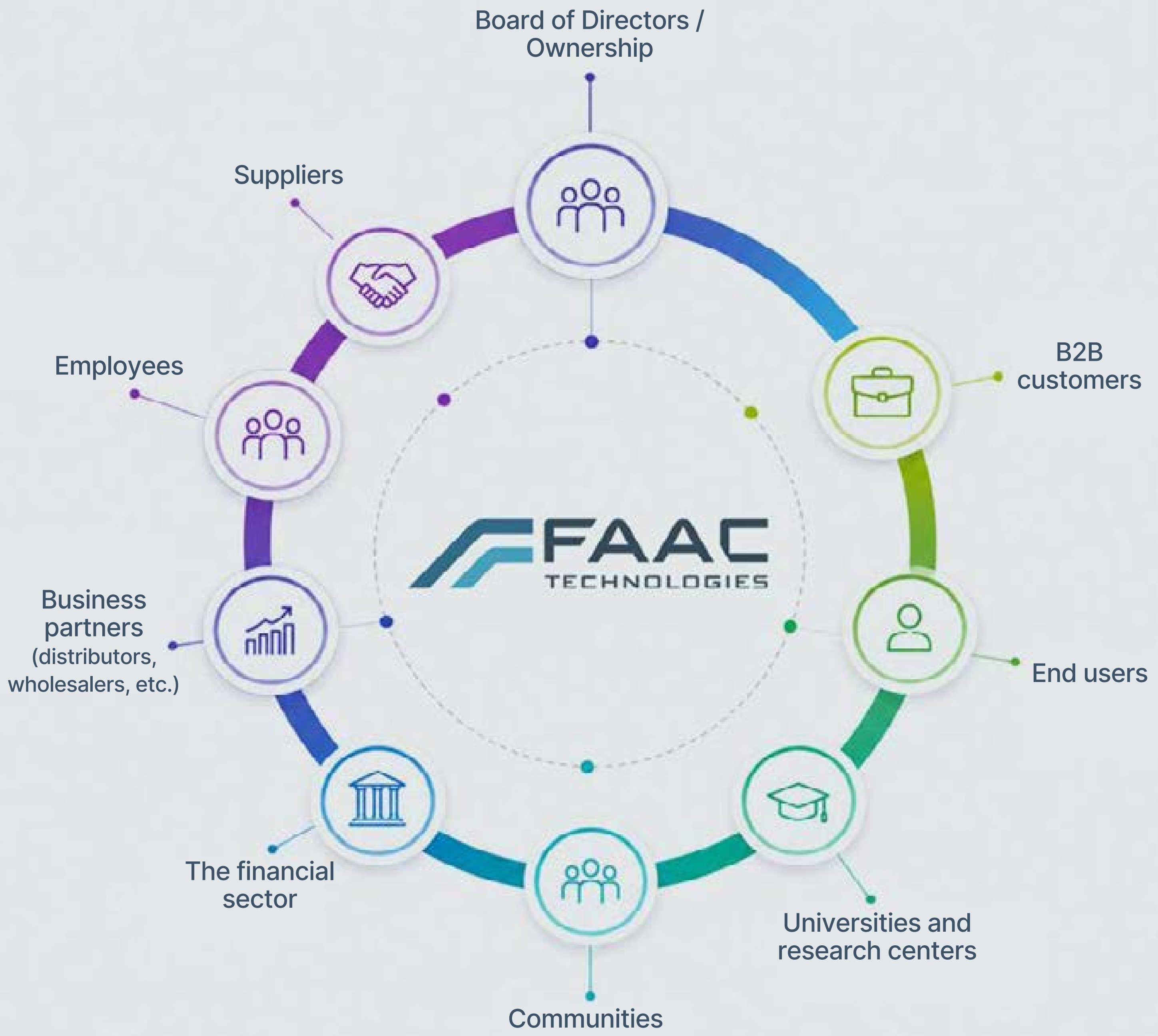
The value generated extends well beyond the manufacturing phase, supporting a global network of partners and professionals.

Sales and Distribution:
supported by an integrated logistics network, our solutions reach wholesalers, distributors, and retailers in more than 31 countries, ensuring a strong global presence.

Installation and Maintenance:
We support specialists and installers in the installation and servicing of our products, ensuring that they maintain their designed safety and reliability performance over time.

Use and End-of-Life:
we monitor how our systems are used and promote responsible end-of-life management processes, encouraging the recovery and proper disposal of resources once they reach the end of their operational life.

OUR STAKEHOLDER



| HQ office area, Bologna, Italy |

OUR INTERCONNECTEDNESS

At **FAAC Technologies**,
we believe that sustainability is a driver of business improvement, whose effectiveness depends on the proactive engagement of the entire supply chain.

Aware of the deep interdependence that characterizes the entire value chain, in 2025 we took a decisive step toward transforming commercial relationships into long-term partnerships guided by the principles of sustainable innovation.

Our goal is to create mutual value through a supply chain managed on the basis of objective data and shared growth pathways. Therefore, we completed a comprehensive analysis and mapping of our supply chain, aimed at integrating structured sustainability criteria into partner selection and management processes.
This mapping is not an end point, but rather the foundation for a co-evolution strategy with our suppliers: a shared improvement journey that enables us to evolve together toward a more resilient and interdependent supply chain.

AS A GLOBAL GROUP COMMITTED TO SOLID AND RESPONSIBLE GROWTH, WE:

- pursue balanced expansion strategies in which financial strength is complemented by the sustainability assessment of new partners and acquisitions
- invest significantly in research and development to define new technological standards that address environmental challenges, transferring this know-how across the value chain;
- create positive synergies across our brands by sharing best practices in supplier management to enhance the quality and reliability of our offering in every market in which we operate.

FAAC Technologies' supply chain primarily consists of suppliers of semi-finished products and raw materials, which are processed and assembled internally into finished solutions for the market.

Suppliers are key strategic partners for us: in Italy, more than 85% have been working with FAAC S.p.A. for over 10 years, reflecting long-standing relationships built on trust and strong, enduring collaboration.

| HQ Production Facility, Bologna, Italy |

CO-EVOLUTION STRATEGY

In line with our sustainability journey, in 2025 we undertook a significant methodological step forward by developing a detailed analysis and mapping of our supply chain, with the aim of integrating structured ESG (Environmental, Social, Governance) criteria into our management and collaboration practices.
This approach has enabled us to define a co-evolution strategy with our suppliers, transforming traditional supply relationships into a shared path of continuous improvement toward increasingly ambitious sustainability standards.
Beyond adhering to our Code of Ethics and passing rigorous financial and corporate assessments, our partners are now an integral part of an interdependent ecosystem. The value of this approach is reflected in delivery reliability, cost efficiency, and greater agility in responding to end-customer needs. In Italy, our key suppliers are subject to continuous audits, which, starting in 2026, will also include dedicated sustainability assessments.

Direct involvement in new product development within our OBEYA promotes both technical and cultural exchange, ensuring that our values of ethics and quality are consistently shared throughout the value chain. To further reinforce this approach, we continue to optimize our sourcing routes, prioritizing European and local suppliers.

OUR SITE IN BULGARIA

A significant share of supplies for Italy comes from our production site in Bulgaria, which represents a clear point of excellence in reducing transportation impacts.

18.000 m²
surface area

47
production lines

247
employees

24%
of the value purchased by FAAC Bulgaria comes from local suppliers[2]

20
suppliers within a 350 km radius

[2] Percentage calculated based on the principal suppliers (35), which account for 84% of the annual spending.

ESG Strategy

DOUBLE MATERIALITY ANALYSIS

In 2025, we undertook a process to update and expand the objectives of our Sustainability Plan, with the aim of proactively aligning with the Corporate Sustainability Reporting Directive (CSRD) and the methodological framework defined by the European Sustainability Reporting Standards (ESRS). The key element of this evolution is the adoption of the double materiality principle. This approach has enabled us to conduct a strategic assessment of our value chain from two complementary perspectives:

The process, structured in line with EFRAG guidelines, was carried out through several key phases to ensure scientific rigor and the active involvement of our priority stakeholders.

01 Context analysis:
industry desk research and benchmarking of strategic competitors to identify emerging trends.

02 Stakeholder mapping:
identification of the most relevant internal and external stakeholders across the value chain.

03 Stakeholder Engagement:
Survey: a large-scale consultation involving 3,317 employees, 44 strategic suppliers, and 8 key customers and partners.
Workshops and interviews:
impact, Risk and Opportunity (IRO) assessment sessions involving top management and key functions.

04 Validation:
final approval of the results by the ESG Committee.

FINANCIAL MATERIALITY RESULTS (OUTSIDE-IN)

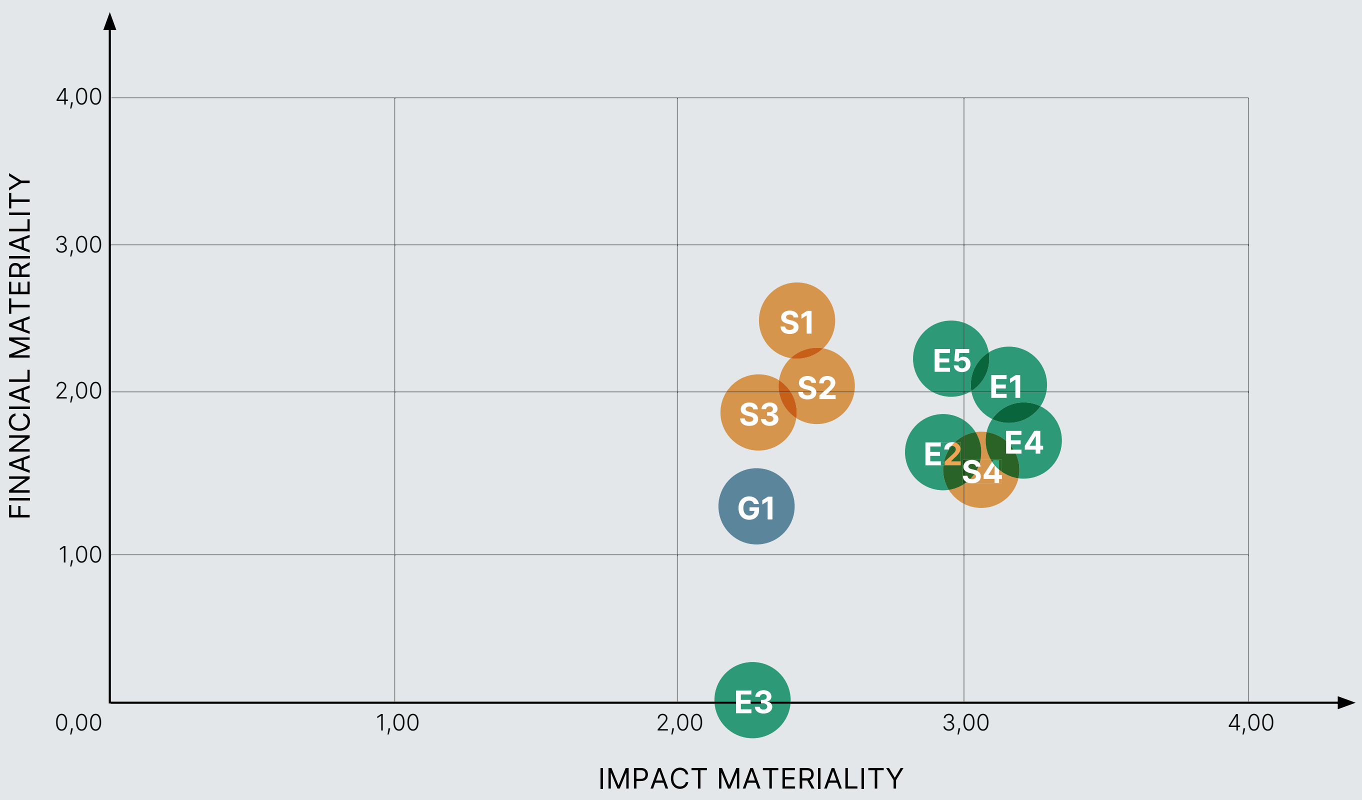
The Outside-In assessment maps how external ESG factors may negatively (risks) or positively (opportunities) affect FAAC's financial performance. Financial materiality has identified the following topics as the most significant: Own Workforce (S1), Resource Use and Circular Economy (E5), Climate Change (E1), Workers in the Value Chain (S2), and Affected Communities (S3).

Within the ESG landscape, financial risks are broad and cross-cutting. The most significant arise from potential increases in production costs driven by the need to comply with new environmental regulations. These are accompanied by social risks, such as exposure to inadequate working conditions along the value chain and the difficulty of achieving full supply chain traceability, including upstream activities such as mineral extraction. In addition, risks related to the Company's own workforce include challenges in attracting and retaining specialized professionals who are essential to our core business. The main opportunities for FAAC relate to circularity, supported by the durability of our products and improved resource efficiency through dedicated maintenance and repair services, as well as to the well-being of human capital through the adoption of welfare policies focused on physical, mental, and financial well-being. These elements represent key strategic pillars for the Group's economic resilience and long-term sustainability. The material topics identified are presented below, together with the assessments for "Impact Materiality," which captures both positive and negative impacts, and "Financial Materiality," which reflects risks and opportunities. The matrix provides a consolidated view of these dimensions (positive and negative impacts, risks, and opportunities).

IMPACT MATERIALITY RESULTS (INSIDE-OUT)

The assessment confirmed that the environmental dimension is the area in which FAAC Technologies generates the most significant impacts. The main topics identified are: Biodiversity and Ecosystems (E4), Climate Change (E1), Consumers and End Users (S4), Resource Use and Circular Economy (E5), Pollution (E2), Workers in the Value Chain (S2), and Own Workforce (S1). In terms of negative impacts, particular attention remains focused on Biodiversity and Ecosystems (E4) and on greenhouse gas emissions related to energy consumption, with the objective of mitigating the carbon footprint of industrial processes and preventing environmental impacts along the supply chain. At the same time, the most relevant positive impacts relate to Circular Economy (E5), driven by eco-design and the use of recyclable materials that reduce the consumption of virgin resources, as well as to the creation of value for Consumers and End Users (S4), supported by increasingly efficient and safe solutions.

DOUBLE MATERIALITY ANALYSIS



Topic	Impact Threshold: 2,41	Financial Threshold: 1,78
E1 Climate Change	3,17	2,01
E2 Pollution	3,02	1,59
E3 Water and Marine Resources	2,25	0,00
E4 Biodiversity and Ecosystems	3,24	1,63
E5 Resource Use and the Circular Economy	3,03	2,16
S1 Own workforce	2,50	2,38
S2 Workers in the value chain	2,59	2,00
S3 Affected communities	2,38	1,88
S4 End consumers	3,06	1,55
G1 Corporate Conduct	2,34	1,28

| HQ Office Area, Bologna, Italy|

MEASURE TO IMPROVE

In 2025, the FAAC Technologies Group further strengthened the transparency journey launched in previous years, evolving toward an increasingly structured and systemic approach to sustainability.

In this context, ESG performance measurement was extended consistently across the Group: continuous analysis and monitoring enabled the integration of local specificities into a single, cohesive **global strategic profile.**

Each Group company actively contributed to this process, turning its unique characteristics into key building blocks of a shared sustainable innovation strategy.

At the same time, FAAC Technologies further advanced its alignment with the Corporate Sustainability Reporting Directive (CSRD).

Building on the results of the double materiality analysis, we refined the identification of Impacts, Risks, and Opportunities (IROs), while strengthening our governance and data collection systems.

Accordingly, the current reporting cycle has been developed using the VSME (Voluntary ESRS for Non-Listed SMEs) framework. This represents an essential preparatory step toward the adoption of future ESRS standards, enabling the Group to test the robustness of its data flows and align its reporting processes in anticipation of upcoming regulatory requirements.

This methodological framework now ensures accurate monitoring and ESG performance reporting in line with the highest European standards, guiding the Group toward continuous and measurable improvement.

[3] The B Impact Assessment (BIA) is an evaluation tool developed by the non-profit organization B Lab, used by companies to measure and manage their social and environmental impact.
Each question contributes to a total score that can reach up to 200 points. The system is tailored to the company's size, industry, and geographic context to ensure a relevant and meaningful assessment.
The BIA goes beyond providing a score: it also serves as a practical guide to identifying strengths and areas for improvement, supporting organizations in their transition toward more sustainable practices.

IMPACT MEASUREMENT: THE BIA[3] AS A DRIVER OF CONVERGENCE

To quantify our impact objectively, we renewed the use of the B Impact Assessment (BIA) again this year. This internationally recognized tool remains at the core of our structured evaluation, enabling us to measure the social, environmental, and economic impact of our business on a global scale.

Through a set of over 200 questions tailored by geography and industry, the BIA allows us to map the contribution of each individual company and align it across five key areas:

GOVERNANCE
strengthening transparency, ethical standards, and a shared mission that guides responsible decision-making at every level of the Group;

WORKERS
ongoing monitoring of compensation, benefits, continuous training, and health and safety across all production sites;

COMMUNITY
consolidation of volunteering initiatives, promotion of diversity and inclusion, and strategic management of supplier relationships (co-evolution);

ENVIRONMENT
E improved energy efficiency, optimized waste management, and reduced environmental impact along the value chain (Scope 3);

CUSTOMERS
focus on product quality, safety, and durability as the core pillars of value delivered to end users.

| HQ Corporate Restaurant, Bologna, Italy|

IMPACT PROFILE

In 2025, the FAAC Technologies Group achieved a significant milestone in monitoring its ESG performance, further advancing the structured expansion of the B Impact Assessment (BIA) initiated in the previous reporting year.

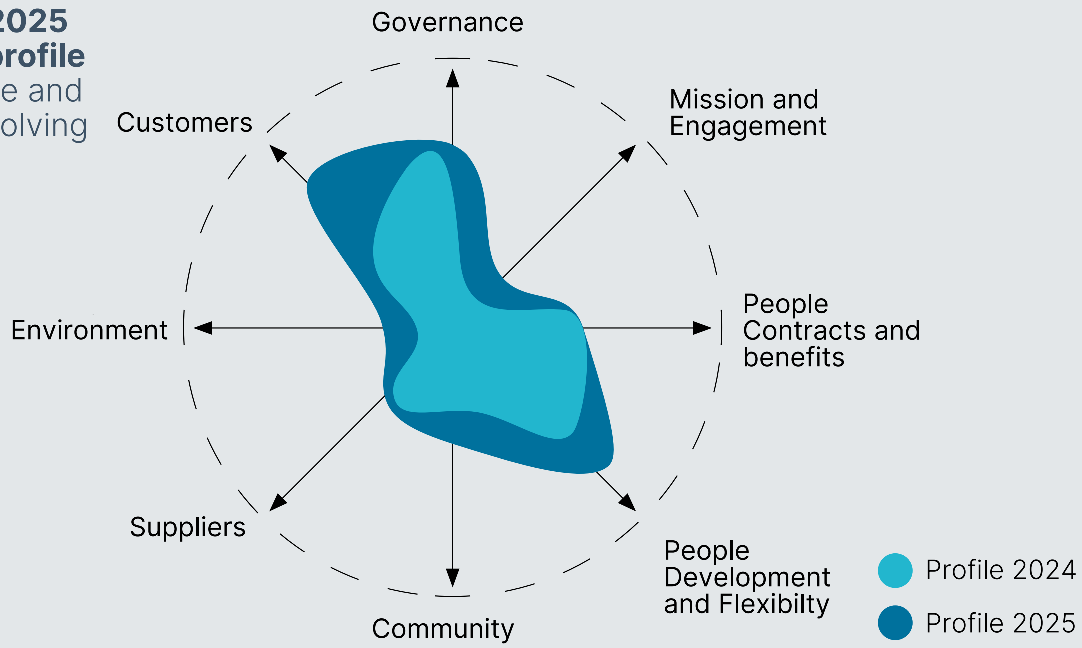
While 2024 focused on mapping activities and organizing operations into 15 geographic clusters, 2025 marked a phase of methodological consolidation, shifting from a fragmented analysis to an integrated view of a single global organization.

This year marked a significant shift, driven by the adoption of more structured and centralized Group-wide data collection tools. This enabled us to move beyond a cluster-based approach toward a model that more accurately reflects FAAC Technologies' impact as a fully integrated, consolidated organization.

The updated methodology is built on a refined weighting system, where each Group company contributes to the overall score based on its relative significance, measured through objective parameters such as headcount and share of total Group revenue.

This methodological enhancement, together with the strengthening of our ESG strategy, has led to a measurable improvement in our overall impact profile, highlighting both the Group's continued commitment and a more robust, structured approach to data management.

Overall, the **FAAC Technologies 2025 sustainability profile** reflects a mature and continuously evolving model.



THE DETAILED ANALYSIS OF THE BIA AREAS HIGHLIGHTS WIDESPREAD IMPROVEMENT, WITH AREAS OF EXCELLENCE IN KEY STRATEGIC DOMAINS

GOVERNANCE & MISSION

This remains a strong pillar, supported by enhanced ethical safeguards and increasing transparency in decision-making processes.

WORKERS

The performance of this area highlights the strength and effectiveness of global human resources policies, particularly those focused on welfare, professional development, and the adoption of flexible work models. The positive assessment of the HR area, characterized by its complexity due to the diversity of over 30 labor markets and related regulatory environments, has also benefited from increased synergies and knowledge sharing among the Group's HR departments, supported by the Unlocking Value initiative (see the "Working at FAAC" section for further details).

CUSTOMERS

The growing focus on customer experience, data protection, and the development of increasingly safe products confirms the strategic importance of this area, reflecting the Group's ongoing commitment to responding effectively to market dynamics and customer expectations (see the "Quality" and "R&D" sections for further details).

ENVIRONMENT

In line with the objectives set in the previous year, the Group has continued its transition toward a more measurable approach, strengthening the monitoring and management of resource consumption and improving the efficiency of production sites (see the "Environmental sustainability: a global and local challenge" section for further details).

COMMUNITY AND SUPPLIERS

Both areas show a positive trend, strengthening ties with local communities and further integrating sustainability criteria across the supply chain (see the "Our Interconnectedness" section for further details).

IMPROVEMENT PLAN

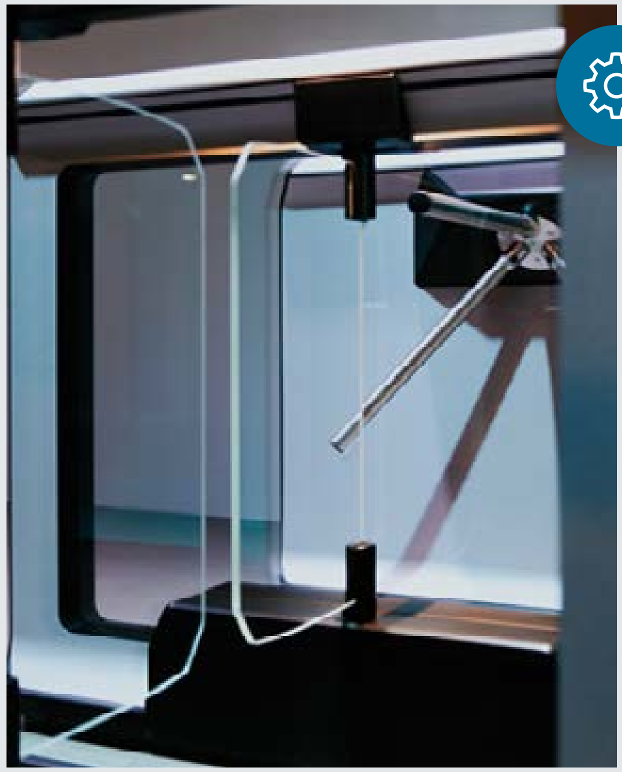
The FAAC Technologies Group's sustainability journey, launched with the 2023 Masterplan and further developed in 2024 through the transition from measurement to impact monitoring, reached a phase of methodological structuring and consolidation in 2025.

Over time, the Masterplan has become our guiding framework: a living document that shapes and directs the Group's decisions over a multi-year horizon, integrating environmental, social, and governance dimensions into the overall business strategy. For each area, specific objectives, key initiatives, and progress milestones are defined. Below, we present the strategic drivers and the main milestones that characterized the past year.

GOVERNANCE

Integration, Compliance, and Transparency at the Core of Corporate Identity

The strategic direction of Governance is centered on the full integration of socio-environmental responsibility into FAAC's culture and organizational structure. This approach places a strong emphasis on embedding ESG principles within the Company's mission and ensuring full alignment with the Corporate Sustainability Reporting Directive (CSRD), through the adoption of rigorous European standards (ESRS), the application of double materiality analysis, and the implementation of advanced digital monitoring platforms. At the same time, this pathway is designed to strengthen a robust and transparent communication framework toward all stakeholders, actively mitigating the risk of greenwashing and redefining the corporate narrative to consistently reflect the integrity, accountability, and reliability of our operations.



PRODUCT

Circular Innovation

Product sustainability represents one of the most complex and transformative challenges for our manufacturing model. Our strategic direction calls for a profound evolution of the industrial paradigm, moving beyond traditional approaches to integrate environmental, social, and circularity criteria at every stage, from design to end-of-life. This holistic vision positions durability, repairability, and material recovery as the true drivers of innovation. To advance this strategy, our priorities focus on enhancing impact measurement across the entire value chain and further structuring initiatives aimed at strengthening circularity. Key objectives under this approach include the launch of a Life Cycle Assessment (LCA) metrics project, the completion of dedicated circular economy training programs for the R&D function, and the development of a targeted roadmap for environmental impact disclosures (e.g., Environmental Product Declarations – EPD).

SUPPLIERS

Responsibility and Transparency Across the Supply Chain

Responsible supply chain management is a strategic pillar for FAAC, playing a key role in mitigating risks related to working conditions, regulatory compliance, and geopolitical instability, while generating shared value. The strategic direction aims to activate the supply chain as a critical lever to strengthen the Group's leadership, promoting transparency toward regulators and enhancing the role of high-performing business partners. To guide responsible sourcing, the 2025 strategy focused on identifying priority actions to integrate sustainability into procurement processes. Through targeted induction sessions involving a cross-functional team, efforts were directed toward establishing key working groups dedicated to the development of a Group-wide Supplier Code of Conduct, ESG risk analysis, and performance evaluation. This preparatory phase lays a solid foundation for the effective implementation and monitoring of ESG standards across the supply chain starting from the end of 2026.

ENVIRONMENT

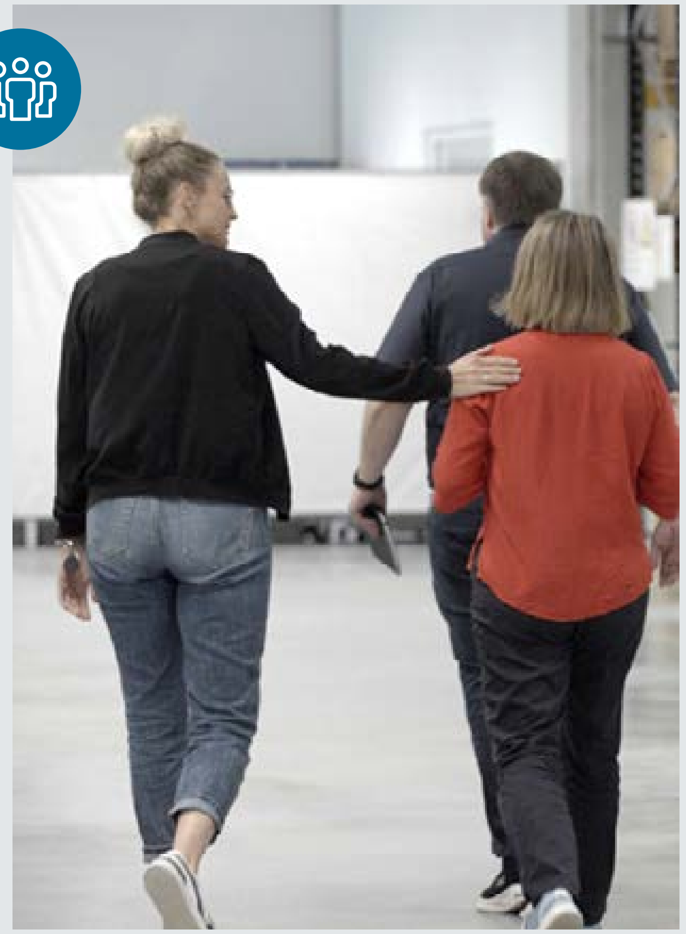
Decarbonization of the Business Model

The environmental dimension is the area where the urgency of the transition and the evolution of regulatory requirements are most clearly evident. Within this context, our strategic priority is the definition of a robust and ambitious Decarbonization Plan. 2025 marked a crucial phase in strengthening the analytical foundations, with a primary focus on initiating the systematic monitoring of Scope 1 and Scope 2 emissions. This journey will continue in 2026 with the completion of Scope 3 data collection, an essential step that will enable us to establish a comprehensive baseline, identify scientifically grounded reduction targets, and finalize a climate roadmap capable of guiding FAAC Technologies toward the reduction of its emissions.

PEOPLE

Value Culture

People are at the heart of our organization: the Masterplan recognizes that social sustainability begins internally, with the quality of work and the development of our people's capabilities. To translate this vision into a concrete and measurable strategic direction, the Group's actions are focused on enhancing human capital as a fundamental driver of both competitiveness and values. In line with this approach, during 2025 we structured our new Employee Value Proposition (EVP) through the global "Unlocking Value" initiative, built on a collective process of listening and strengthening the employee experience. The program aims to identify the key factors that currently shape employees' sense of belonging and the distinctive elements of working at FAAC, in order to highlight the strengths of the Group's Value Proposition. Segmented by professional job families, it also identifies areas for improvement, outlining a development path based on short- and medium-term action plans.



Environmental sustainability

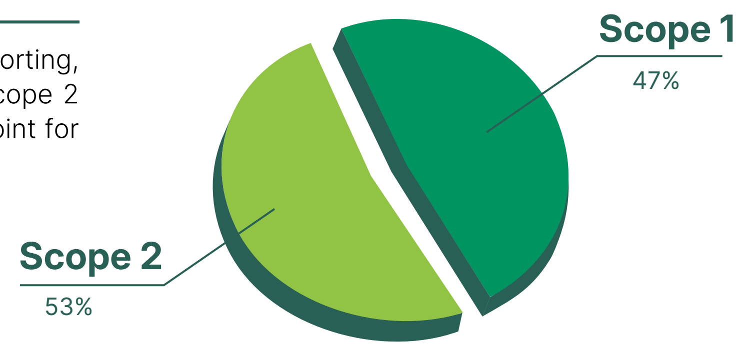
A Global and Local Challenge

At FAAC Technologies, we pursue a clear objective: to advance research and innovation in order to continuously reduce the environmental impact of our production and distribution activities across the entire value chain from design and procurement of materials and components to manufacturing and logistics.

Although the nature of our operations primarily focused on assembly, distribution, and service entails limited exposure to energy-intensive industrial processes, we are committed to leveraging our solutions to support the ecological transition. In 2025, we strengthened the Group-wide qualitative and quantitative reporting process (VSME), enabling a more coordinated and consistent management of environmental performance across the entire organization.

Decarbonization

In this initial phase of consolidated Group-level reporting, we have focused our monitoring on Scope 1 and Scope 2 emissions[4], which represent the essential starting point for defining our carbon footprint.
In particular:



Scope 1

Includes all direct emissions generated by the Company's operations. For FAAC Technologies, these primarily arise from fuel consumption (diesel and gasoline) used for the operation of our corporate fleet dedicated to service and sales, representing a key component of our service mode, as well as from the use of natural gas for heating in logistics and production sites.

Scope 2

Includes indirect emissions resulting from the generation of the electricity we purchase from the grid to power our global infrastructure.

[4] The implementation of the ESG data collection platform allowed, in its first year of operation, the tracking of energy consumption for only a limited number of companies. See the table in the appendix for details on the entities included within the reporting scope.

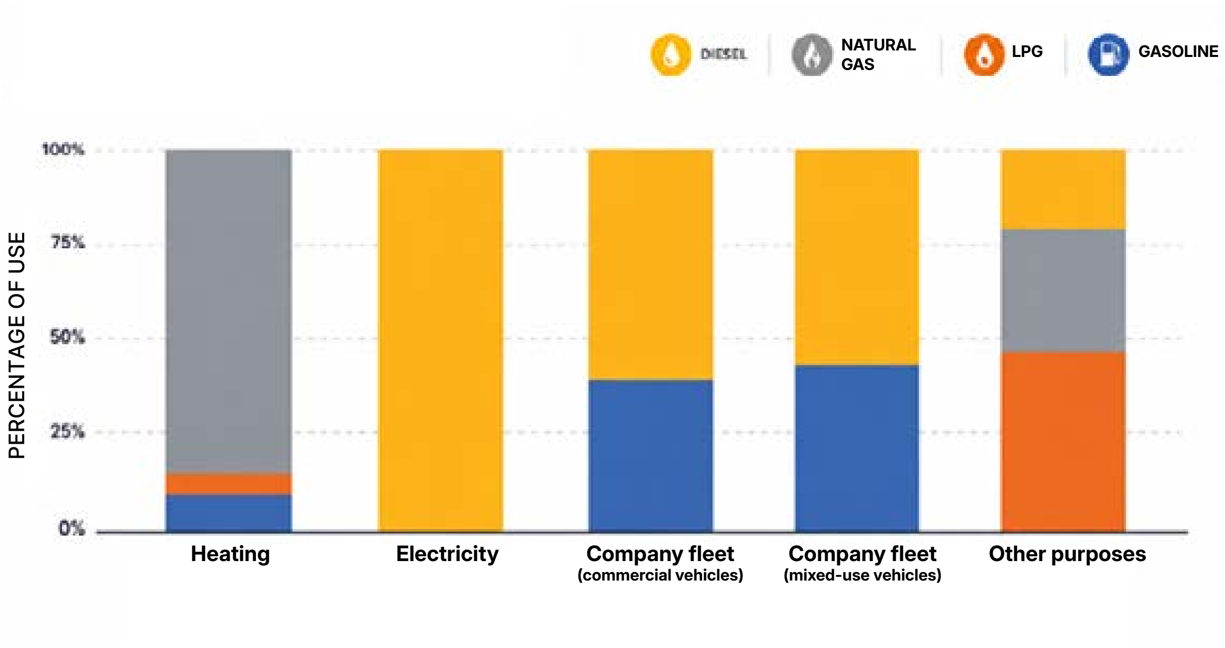
Scope 1

In 2025, FAAC Technologies generated 5.920 tCO_2e[5]

For heating purposes, natural gas remains the primary energy source, with volumes exceeding 722.153,00 Smc.

Corporate mobility also represents a significant component: across both operational fleets and mixed-use vehicles, diesel consumption exceeded 1.093.273,00 liters, while gasoline consumption reached approximately 773.052,00 liters.

This snapshot clearly outlines our priority areas for action, confirming the strategic need to accelerate improvements in plant efficiency, progressively renew and electrify the vehicle fleet, and adopt low-emission technologies, such as heat pumps.



[5] See the table in the appendix for details on the entities included within the scope of these data.

Scope 2

In 2025, indirect emissions (Scope 2) related to electricity purchased from the grid amounted to 6.592 tCO2e[6], calculated using the Location-Based methodology.

A total of 20.5% of the electricity consumed is sourced from certified renewable energy, supported by Guarantees of Origin, offsetting the remaining 79.5% derived from non-certified conventional sources.

However, a particularly strategic and highly significant element for our future decarbonization plan is the substantial volume of renewable energy generated directly at our sites.

Considering the Group's overall electricity demand, just over 2.2% of total energy consumption is fully self-generated through our photovoltaic systems.

	Units of measure	Total	Of which, renewable electricity certified by third parties[5]	Of which, electricity not certified by third parties[6]
Purchase of electricity	MWh	15.289,28	3157,37	12.131,91

	Units of measure	Total	Of which generated by solar photovoltaic systems	Of which generated by wind farms	Of which generated by hydroelectric plants
Self-generation of electricity (no combustion)[7]	MWh	335,22	335,22	0,0	0,0

[6] See the table in the appendix for details on the entities included within the scope of these data.

FAAC Technologies' decarbonization journey is being shaped through local initiatives implemented across individual entities, all aimed at optimizing and reducing emissions generated directly by the group's operations. The main initiatives are outlined below:

ELECTRIC TRANSITION OF THE FLEET

The progressive electrification of corporate fleets, supported by the installation of on-site charging infrastructure, is already well established in several countries, including Italy, France, the United Kingdom, Sweden, Poland, and the Benelux region. This transition is reflected in structured Group-level initiatives: for example, at FAAC S.p.A., 16% of the fleet is already electrified, with a target of exceeding 25% by 2026, while FAAC Benelux S.A. has completed the full conversion of its main corporate fleet.

RENEWABLE ENERGY AND BUILDING EFFICIENCY

Investments in photovoltaic self-generation continue, with a 400 kWp system planned at FAAC Electronics Ltd. in Ireland. In Brazil, Wolpac purchased I-REC certificates covering 100% of its annual electricity consumption for 2025 (937 MWh), generated by the Governador José Richa hydroelectric plant. During 2025, the photovoltaic infrastructure supporting the administrative and production facilities of Centurion Systems further strengthened its contribution to the Group's ecological transition, reaching a production of 144.228 kWh and avoiding over 2.2 tons of CO_2 equivalent emissions, also thanks to optimized energy flow management and backup systems.

NEW STRUCTURAL STANDARDS

MAGNETIC Autocontrol GmbH inaugurated a new high-efficiency headquarters in Lörrach, Germany, designed with a human-centered approach. The facility optimizes the use of natural resources to reduce environmental impact and is fully powered by green electricity through a modern heat pump system, combining technological innovation with employee well-being.

INNOVATION AND DIGITAL SERVICES

In addition to ensuring low standby consumption (below 0.5W, in line with European EcoDesign regulations), the Group is investing in services such as Simply Connect, our remote diagnostics platform. The potential of this tool to minimize on-site interventions is supported by recent operational evidence: in a pilot project conducted in the Netherlands, the platform enabled the full remote management of 12 out of 15 cases. Furthermore, a retrospective analysis of service activities for a specific client showed that more than 30% of intervention requests could have been resolved remotely using the application, confirming the strategic value of the solution.

[5] The data are not included in Scope 3 emissions and, where relevant, may be completed in 2026.

Logistics Optimization and Low-Impact Transport

In full continuity with the methodological approach introduced in 2024, which enabled the optimization of maritime container utilization, in 2025 the Group expanded and redirected its efficiency efforts toward road transport networks across Europe.

Specifically, the **Loading Capacity Optimization** project focused on logistics flows departing from the production site in Tutrakan (Bulgaria) and destined for the facilities in Zola Predosa (Italy) and FAAC France S.A.S. Through close collaboration between the Logistics, Customer Service, and R&D functions, compression testing on packaging was carried out, enabling increased pallet stackability and improving the average load capacity of heavy vehicles by 37%. This optimization made it possible to avoid a total of 67 trips during the reporting year, resulting in an estimated reduction of 74,8 tons of CO_2e emissions.

At the same time, for international express air shipments, the Group strengthened its partnership with DHL by joining the **GoGreen Plus** program, which promotes the use of Sustainable Aviation Fuel (SAF) through a book-and-claim approach. This investment, verified and certified by the independent third party SGS, supported the decarbonization of air freight transport, achieving an additional reduction of 20,62 tCO_2e in indirect emissions during 2025.

This same mitigation approach has also been extended to business travel through a direct agreement with Lufthansa Group. Through the certified purchase of 3.788 kg of SAF for corporate flights, FAAC S.p.A. avoided approximately 13,95 tons of CO_2e emissions. This initiative, validated by the independent auditor Müller-BBM Cert, delivered a 93,72% reduction in emissions compared to conventional fossil jet fuel, further demonstrating the Group's tangible commitment to reducing its carbon footprint.

| HQ Outdoor Area, Bologna, Italy |

Circular Economy

At FAAC Technologies, we are progressively focusing our efforts on the circular economy, recognizing its growing role within our sustainability and technological innovation strategy.

As a global Group with a broad portfolio of products and services, we recognize that our environmental impacts are closely linked to the use and processing of materials during the production phase, as well as to end-of-life waste management.
For this reason, we have chosen to move beyond a traditional focus on waste management alone and instead address the issue at its source: our priority lies in the durability, maintainability, and repairability of our products. Our primary objective is to extend the useful life of products as much as possible, thereby minimizing the need for the extraction and use of new virgin raw materials.

This approach translates into a holistic commitment that spans the entire value chain and is built on three main pillars:

Eco-design and longevity

Designing robust systems capable of delivering millions of operating cycles over time without loss of performance, while also improving energy efficiency during both use and standby phases.

Maintenance

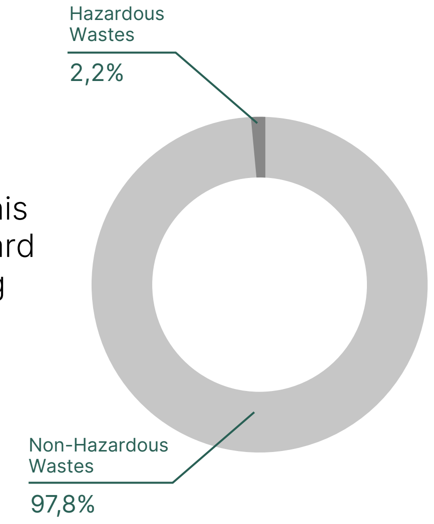
Promoting a service model that prioritizes modernization and the replacement of individual components rather than the full replacement of systems.

Responsible resource management

optimizing packaging by reducing the use of plastics in favor of recyclable materials, and ensuring a rigorous and certified end-of-life management process for Waste Electrical and Electronic Equipment (WEEE), including recovery and proper disposal.

Through this integrated model, FAAC Technologies leverages circularity as a concrete tool to reduce its global environmental footprint, while delivering more efficient and sustainable solutions to its customers.

Waste



Out of a total of 1.771 tons of waste generated in 2025, approximately 98% consisted of non-hazardous waste. This primarily includes iron and steel (32%), paper and cardboard packaging (18%), mixed waste (6%), and plastic packaging (4%).

The remaining 2% of hazardous waste mainly consists of oil emulsions (14%), used hydraulic oil (14%), lead-acid batteries (11%), and contaminated packaging (11%).

Recyclability and Reuse

Starting from the current reporting period, the evolution of our monitoring systems has enabled a more detailed tracking of material flows. This level of granularity makes it possible to distinguish, for each waste category, the quantities that can potentially be directed toward recovery operations (recycling or reuse) from those that must instead be disposed of in landfill.

This advancement in data collection has allowed us to analyze a scope of over 30 EER codes, highlighting strong performance in key categories:

Non-hazardous waste: Extremely high recycling rates have been achieved for several key streams, including HVAC filters (100%), wood (98%), and paper and cardboard packaging (94%).

Hazardous waste: Monitoring activities also highlighted particularly strong performance in the management of critical components, such as lead-acid batteries (75% recycled) and end-of-life monitors (82% recycled).

Waste Categoryi[7]	Waste diverted to recycling or reused	Waste intended for disposal	% Recycled	% Landfill
Non-hazardous waste	1.148.14	585.09	66%	33%
Hazardous waste	25.60	12.69	66%	33%
Total waste generated	1.173.75	597.78	66%	33%

Having this level of visibility is not merely an exercise in transparency; it provides a solid foundation for driving our continuous improvement strategy toward an increasingly circular economy.

[7] See the table in the appendix for details on the entities included within the scope of these data.

IN 2025, WE BEGAN IMPLEMENTING A NUMBER OF INITIATIVES AIMED AT IMPROVING RESOURCE EFFICIENCY:

RETROFIT KITS AND REPAIRABILITY

The French subsidiary promotes the modernization of existing doors through the adoption of dedicated retrofit kits and a structured policy that prioritizes repair over replacement.
This approach enables interventions to be carried out exclusively on defective components, avoiding the full replacement of the product. In addition, reinforcing this commitment across the value chain, FAAC France has introduced an innovative “Repair Score” in its product catalogs, a repairability index developed in collaboration with the Fédération Française du Bâtiment (FFB) to encourage sustainable solutions and guide the market toward repair rather than disposal.

ZERO-TO-LANDFILL

In 2025, Centurion Systems launched the ambitious “Zero-to-Landfill” program, aimed at reducing the share of waste sent to landfill to below 10% of the total generated. Alongside rigorous source separation of paper, plastics, metals, waste oils, and WEEE, all directed to certified recycling partners, the company introduced an on-site organic waste composting system through the installation of Bokashi bins.

MATERIAL SUBSTITUTION AND OPTIMIZATION

At Centurion, the use of polycarbonate (PC), an energy-intensive polymer containing bisphenol-A (BPA), has been eliminated from several high-volume plastic enclosures used for chargers and printed circuit boards (PCBs), replacing it with lower-impact engineering polymers.

Moreover, aluminum badges on sliding gate motors have been replaced with hot-foiled graphics, reducing the use of virgin metals. Finally, the design of the sliding operator range (Slider) has been optimized by reducing the size of the main cover trim by 60%, significantly decreasing material usage and manufacturing waste.

OPERATIONAL LIFETIME

Many products are designed for extended lifecycles; for example, MAGNETIC barriers are tested for over 10 million operating cycles.

DIGITAL MANUALS

The Group is pursuing several initiatives to minimize resource consumption. One example is the documentation project: the entire range of FAAC products is progressively replacing traditional printed instruction manuals with digital versions.

RAINWATER MANAGEMENT

FAAC Benelux has implemented a rainwater recovery system for sanitary use and utilizes permeable grass-covered parking surfaces.

EFFICIENCY AND PRODUCT LONGEVITY

Reduced Impact by Design

A product’s impact is determined as early as the design phase. For this reason, within our Product Development process, we are progressively integrating activities to map and measure the impacts of the materials used from the earliest design stages, also involving customers and other stakeholders across our value chain, with the aim of minimizing them.

ENVIRONMENTAL IMPACT DECLARATIONS

Since 2022, using the Life Cycle Assessment (LCA) methodology, we have analyzed the environmental impact of 61 products across all stages of their lifecycle. This analysis provides a solid data foundation to enhance the sustainability of both the product and its entire value chain.
Building on this approach, 2026 will see the publication of new Environmental Product Declarations (EPDs). This expansion will include:

This expansion will include:

AS3000
AS3000 sliding door automation
(AS3020 - Sliding Door Automation).

AS3000 with the TK35 profile
Complete entrance with AS3000 automation and TK35 profile
(Automatic Sliding Door AS3020 with TK35 frame system).

Airslide
Complete entrance with AS3000 automation, TK35 profile, and Airslide accessory
(Automatic Sliding Door AS3020 with TK35 frame system and Airslide).

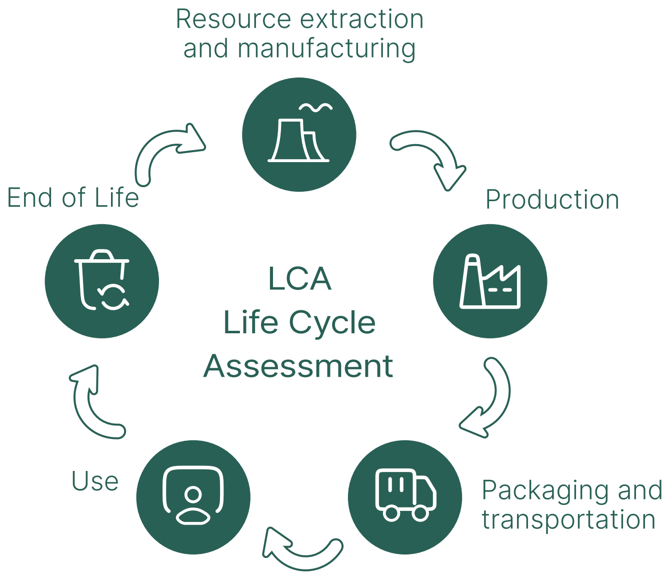
AS3000 with the TK50 thermal break profile
Complete entrance with AS3000 automation and thermally broken TK50 profile
(Automatic sliding door AS3020 with TK50 thermal break frame system).

AG4000
AG4000 revolving door
(AG4000 Automatic revolving door system).

In parallel, during 2026 and 2027, the Group will update several **Product Environmental Profiles** (PEPs). This strategic revision will be driven by the implementation of a new electronic control board designed to minimize energy consumption in standby mode.
Given that standby operation accounts for approximately 90% of the total operating time of these devices, the updated PEPs will enable the precise measurement and transparent communication of the significant environmental impact reductions achieved through this technological innovation.

| HQ Office Area, Bologna, Italy |

STRATEGIC LIFE CYCLE ASSESSMENT



FAAC recognized the need to translate data into an even more strategic and transformative approach: not only to quantify impacts, but to rethink the product as a whole, engaging the entire organization in a structured path of change. For this reason, in 2025, a sustainability assessment and improvement process was launched for a product currently undergoing an update. This initiative reflects a deeper cultural transformation: sustainability is no longer viewed as an external requirement, but as an embedded design value, to the point that design teams now proactively assess the environmental impact of every choice.
The initiative is being developed through a Strategic Life Cycle Assessment (SLCA), a science-based methodology that makes it possible to identify and qualify the main environmental and social impacts generated across the entire product life cycle, from raw material sourcing through production and distribution to use and end-of-life

The process involved the Company's main functions on a cross-functional basis - including Purchasing, Research & Development, Manufacturing, Logistics, Sales, and Marketing - with the aim of assessing the current application of sustainability practices and defining priority improvement pathways. A maturity analysis was carried out using a progressive scale ranging from regulatory compliance to the strategic integration of sustainability across the entire product life cycle.

The results of the assessment provide the basis for an ambitious improvement plan, both quantitative and qualitative, focused on concrete and measurable objectives, including increasing the use of recycled and recyclable materials, adopting Design for Disassembly principles, reducing logistics-related emissions through route optimization, and developing circular business models. The project forms part of FAAC's broader commitment to an integrated sustainability strategy capable of generating shared value for the Company, its value chain, and the communities it serves.

May 2025: A meeting with the "low-consumption" regulations

In anticipation of the upcoming European regulation requiring reduced standby energy consumption in residential automation systems, such as gate, garage, and automatic door operators, FAAC is developing LC (Low Consumption) equipment to support the market's transition toward greater sustainability. The LC functionality (Low Consumption) automatically reduces unnecessary energy use when the equipment has been inactive for 5 minutes, switches off accessories connected to the 24V supply, and optimizes the management of Bus2Easy and radio devices. The system then resumes full operation upon detecting an action or command, ensuring both energy efficiency and optimal performance. The entire FAAC product range subject to this regulation will adopt low-consumption configurations, maintaining standby power consumption below 0,5W.

| HQ Office area, Bologna, Italy |

Program SimplyNoWaste

Now in its fifth year, a two-year program has been defined for the SimplyNoWaste initiative, covering both 2025 and 2026.
Led by our 10 EcoAmbassadors, the program promotes sustainable behaviors across the Company through targeted, hands-on actions.

INFORMATION AND TRANSPARENCY

A bimonthly newsletter dedicated to sustainability, well-being, and everyday best practices. It features both informative and inspirational content (ESG, equality, culture, lifestyle) with the aim of raising awareness and engaging the corporate community.

CORPORATE LIBRARY

A shared space dedicated to the exchange and lending of books, designed to foster curiosity, learning, and dialogue. The initiative promotes a culture of sharing and supports personal development beyond day-to-day work activities

TALENT FAACTORY

Internal program that values employees' talents and skills, both professional and personal, through hands-on workshops and shared experiences. It fosters collective growth, cross-department collaboration, and mutual learning on both technical and personal topics.

LOCAL COMMUNITY CARE

"Puliamo il Mondo": Employee participation in an environmental volunteering initiative organized in partnership with the Municipality of Zola Predosa and Legambiente. The initiative provides employees with the opportunity to actively contribute to the care of the local area while strengthening a shared sense of community.

Circular Economy

RE-CIG PROJECT
Recovery of over 17 kg of cigarette butts annually (approximately 57,000 units) at Headquarters, converted into recycled cellulose acetate, with a saving of more than 39 kg of CO_2 equivalent.

RECHARGEABLE BATTERY STATIONS
Introduction of charging stations for AA and AAA batteries, aimed at reducing the use of disposable batteries. The initiative encourages more sustainable behaviors and facilitates the adoption of lower-impact solutions.

WEEE DISPOSAL AWARENESS
Initiative developed as part of the European Week for Waste Reduction to promote proper management of electronic waste. It aims to raise awareness of environmental impacts, resource recovery, and best recycling practices.

ECOSIA – SUSTAINABLE SEARCH ENGINE
Promotion of the use of Ecosia, a search engine that funds reforestation projects. The initiative raises awareness of the environmental impact of everyday digital activities, offering a simple way to contribute to sustainability.

Sustainable Mobility

LAUNCHED IN 2021 TO REDUCE EMISSIONS FROM COMMUTING AND IMPROVE WORK-LIFE BALANCE, OUR MOBILITY MANAGEMENT PROGRAM CONTINUES TO EVOLVE.

Carpooling and Carsharing

The strengthening of the carpooling service (in partnership with Jojob), the request to expand carsharing services within the Zola Predosa industrial area, and the inclusion of carpooling among the KPIs linked to performance-based incentives, supported by training activities and awareness campaigns, have significantly increased service adoption and employee engagement, achieving record results as early as September.

Collective Transport

Collaboration with other companies in the local industrial area to increase the frequency of the company shuttle has led to the consolidation of the service in 2025. The second afternoon run has been maintained due to high user satisfaction, ensuring operational continuity, with ongoing monitoring planned for future optimization.

Electric Mobility

Installation of a new electric vehicle charging station dedicated to customers and suppliers, complementing those already available for employees.

Cycling Mobility

In 2025, the Company completed new changing rooms, making them available to employees who choose sustainable commuting options such as cycling, thereby improving comfort. At the same time, a prudent approach has been maintained in expanding further initiatives due to the limited cycling infrastructure available in the industrial area.

Smart Working

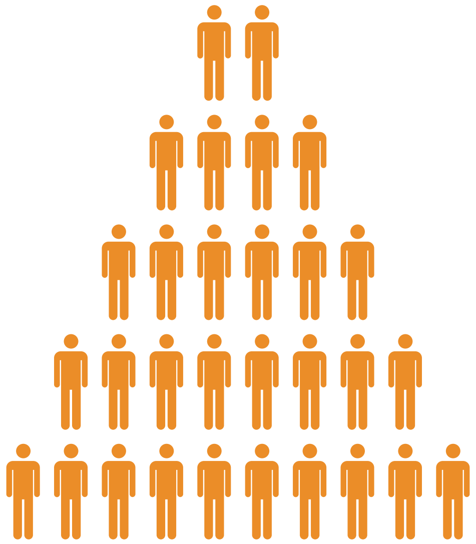
Individual agreements (up to 8 days per month) to promote flexible working arrangements and reduce emissions related to commuting.

| HQ Company restaurant, Bologna, Italy |

Working at FAAC Technologies

PEOPLE: OUR MOST IMPORTANT ASSET

We are an international Group composed of 53 legal entities, including Headquarters, manufacturing subsidiaries, and commercial companies, a complex organization driven by more than 4.000 people united by shared goals, as well as by the same passion, expertise, and commitment.



37%
Production and Logistics
The colleagues who make our products every day.

4.382
people from more than 60 different nationalities

9%
Research and Development
The technicians and engineers dedicated to the innovation and development of our solutions

43%
Sales, Distribution, Installation, and Service
Who manages the market and ensures ongoing support for our customers.

11%
Corporate function
Cross-functional departments that support the business, compliance, process quality, and infrastructure (Finance, HR, Legal, IT, etc).

In 2025, the social dimension of FAAC Technologies was further strengthened through an increasingly integrated approach across the Group's 53 legal entities. Activities were primarily developed along two key pillars: on the one hand, the rollout of the competency and performance framework; on the other, the implementation and enhancement of programs focused on employees' physical and psychological well-being.

Over time, the consolidation of positive experiences and high-impact initiatives across the Group's legal entities has led the Corporate HR Team to further develop the concept of the Employee Value Proposition (EVP). The objective is to identify, across the Group's diverse geographies, the distinctive elements that define what it means to work at FAAC Technologies today, and to provide a shared and consistent framework for our corporate philosophy.

The main measurable milestones achieved during the reporting year are presented below.

The "Unlocking Value" EVP project

During 2025, FAAC Technologies took a significant step forward in enhancing its people strategy through the launch of the global "Unlocking Value" project. The initiative was designed to identify and structure the elements that make the Group a distinctive workplace, translating them into a shared, consistent, and actionable Employee Value Proposition (EVP) at both global and local levels. The project stands out for its bottom-up approach based on design thinking, aimed at capturing the "authentic voices" of employees worldwide, developed in collaboration with the consultancy Amploom. The journey was launched during the International HR Meeting in Bologna (May 2025), where HR leaders from all regions worked together to define the strategic direction.

To ensure that the EVP initiative was grounded in an accurate representation of the organizational reality, the project team conducted a comprehensive and structured assessment activity involving a representative sample of 4.1% of the total workforce and generating more than 1.100 qualitative contributions.

The process ensured comprehensive coverage across three key dimensions:

- **GENERATIONAL**
  ACTIVE INVOLVEMENT OF GEN Z, MILLENNIALS, GENERATION X, AND BABY BOOMERS.
- **GEOGRAPHIC**
  REPRESENTATION OF ALL MAJOR GLOBAL REGIONS IN WHICH THE GROUP OPERATES.
- **PROFESSIONAL**
  INCLUSION OF ALL JOB FAMILIES, FROM CORPORATE AND SALES FUNCTIONS TO RESEARCH & DEVELOPMENT (MECHATRONICS AND DIGITAL), AS WELL AS HR DEPARTMENTS, INSTALLERS, AND LOGISTICS.

The analysis framework was structured around four key dimensions of the employee experience within the Group:

Perks and Benefits the overall compensation package, benefits, and initiatives designed to support employees.

Growth and Development learning opportunities and professional development pathways.

Connection and Sense of Community the sense of belonging and strength of global connections.

Culture and Purpose corporate culture and the sharing of a common purpose.

The narrative summary of this collaborative journey is expressed in the **new EVP Statement:**

At FAAC Technologies, innovation begins with people. This is how we lead the way, from access automation, to intelligent control systems, to smart parking solutions. Our team across the world are empowered to do their best work.

HOW?

We unite them creating collaborative opportunities to learn and grow, and we inspire them sharing our deep sense of purpose.

The payoff **"Together we open worlds"** represents the meeting point between the Group's industrial excellence and its People Strategy. Building on the corporate payoff "We open worlds," it highlights how people's talent creates new opportunities for growth and innovation.

The project resulted in 147 specific initiatives, structured into a pragmatic roadmap with short-, medium-, and long-term milestones.
These actions are designed to strengthen engagement and well-being through targeted improvements in onboarding, career development, inclusivity, and both internal and external communication. In particular, with regard to communication, the project team conducted in-depth analysis of generational language patterns (Gen Z, Millennials, etc.), which informed the development of a coordinated writing framework for job postings, tailored to the specific generational target audience of each recruitment campaign. The ongoing monitoring of these initiatives reflects the Group's commitment to translating the EVP into a tangible, everyday experience for every employee.

| HQ Office Area, Bologna, Italy |

Well-being and Work-Life Balance

A CONCRETE COMMITMENT

The 2025 reporting year marked significant milestones in improving work-life balance, driven by high-impact initiatives implemented at Headquarters, which serve as best practices and reference models for the entire FAAC Technologies footprint.

Well-being, understood as a primary driver of both retention and performance, is positioned as a shared benchmark intended to progressively inspire and align Group-wide policies.

Evolution of agile working

The Group continues to promote hybrid working arrangements that balance employees' personal needs with operational requirements. FAAC's smart working model, first piloted in Italy in 2018 and consolidated through the latest policy issued in 2024, allows employees to work remotely for up to eight days per month. The model serves as a Group best practice, with local adaptations reflecting the needs of individual entities.

Inclusion and support for parenthood

Building on insights gained from the Gender Equality Certification (UNI/PdR 125:2022), we further expanded our welfare initiatives. Among these, parental coaching at Headquarters stands out, redesigned with an inclusive approach to provide concrete support for all forms of parenthood within the organization.

Physical well-being

The postural exercise program, already successfully implemented in production, was extended to office staff at Headquarters, with the aim of improving well-being and health at work. The program, lasting four hours, was delivered in small groups by specialized instructors and is designed to prevent musculoskeletal disorders, reduce stress, and improve concentration and posture, through simple and accessible exercises for all. A total of 260 employees participated (160 men and 100 women).

Collaborations with Educational Institutions

At FAAC S.p.A., we offer our employees the opportunity to enroll their children in the Summer Camp, a corporate welfare initiative designed for children aged 6 to 13. The summer camp runs for three weeks and is fully funded by the Company, including insurance coverage. Teenagers aged 14 to 18 can also participate as volunteers supporting the educators, taking on a formative and responsible role. The camp offers a wide range of outdoor recreational and sports activities (weather permitting), including theater workshops, talent shows, water games, and English-language activities. During the hottest hours of the day, activities move indoors, with dedicated spaces for summer homework and creative workshops. The service also includes lunch and daily snacks. In 2025, a total of 86 participants attended.

Support for Education and Training

In 2025, FAAC reaffirmed its commitment to supporting the academic paths of employees and their children by renewing the internal scholarship program, awarding a total of 30 scholarships. Of these, 20 scholarships were allocated to employees' children, equally divided between 10 awards for high school diplomas and 10 for university degrees. In addition, to further promote the professional and personal development of its workforce, the initiative included 10 scholarships dedicated to employees who successfully completed their studies while working.

| HQ Locker Rooms, Bologna, Italy |

Across our operations, Group-level well-being principles are translated into high-impact programs tailored to the specific socio-economic contexts of each geography.

Physical health and prevention

In Ireland, FAAC Electronics Ltd. launched the global **"Workplace Fitness Challenge"** through the MyLife app by Irish Life, encouraging employees to jointly reach a target of 2.5 million steps to unlock a €5,000 charitable donation.

In Brazil, Rossi, Wolpac, and ATA support sports activities through the **"Total Pass"** subsidy, providing employees with access to discounted gym memberships.

In South Africa, Centurion Systems promotes on-site well-being through the **"Hloni's Gym"** corporate fitness facility and targeted medical initiatives, including 107 flu vaccinations, 6 blood donation drives, and preventive cancer screenings for breast and prostate health.

Psycho-emotional support

In South Africa, Centurion Systems provided psychological and legal support to 85 employees through **Lyra Wellbeing**, a platform that enables individuals to access timely professional assistance in cases of emotional and psychological stress, helping to prevent negative impacts on both performance and well-being.

At FAAC Entrance Solutions UK, a team of **Mental Health First Aiders**—both office-based and field-based—has been established and trained to identify early signs of psychological distress and direct employees toward professional support. This initiative is actively promoted each year during Mental Health Awareness Week.

Similarly, the Group's Brazilian companies support psychological and physical well-being through the **"Avus" and "Estar Bem"** programs, offering two free specialist consultations per month (medical, psychological, or nutritional) along with dedicated pharmaceutical discounts.

Financial education and resilience

Centurion Systems delivered as many as 30 financial education sessions, led by Interface Africa, engaging more than 220 employees. The Company also facilitated tax filing processes for over 130 employees by hosting a mobile unit from the local revenue authority. In terms of financial resilience, Centurion established a partnership with the fintech platform **PayCurve**, promoting an ethical and flexible approach to salary management. During the reporting period, a total of 1,497 transactions were recorded, enabling employees to securely access a portion of earned wages ahead of payday. This initiative provided salary advances exceeding 2.9 million Rand, offering immediate financial support for unexpected expenses and reducing reliance on high-cost or predatory lending channels.

Organizational climate analysis

Employee engagement and organizational climate surveys are regularly conducted across several Group entities. For example, in Brazil, the companies carry out anonymous internal surveys on an ongoing basis, and specifically, Rossi undergoes annual independent assessment by the **Great Place to Work (GPTW)** institute, achieving a score of 84 out of 100 in 2025.

Growth and Development

We firmly believe that investing in a distinctive competency framework, continuous training, and the development of our people is a strategic driver for the Group's sustainable growth over time.

In 2025, this commitment was translated into a strong focus on the international rollout of our competency framework and performance management and development methodology.

At FAAC Technologies, we promote a culture of continuous learning, encouraging individuals to take an active role in their own development paths. Through the consolidation of the Performance Development Cycle (PDC), we strengthened the ongoing dialogue between managers and employees, enabling increasingly personalized and targeted development journeys, also developed in collaboration with leading external partners.

Designed to ensure a structured, fair, and transparent approach to performance management, the model is now adopted by over 30 legal entities worldwide. Of these, 38% have already entered the second year of the cycle, reflecting the progressive consolidation of practices focused on continuous improvement, accountability, and skills development.
In particular, the individual performance evaluation framework assesses not only results and technical expertise, but also behaviors and transversal competencies, structured within a model that includes 24 behavioral and organizational capabilities.

56% companies that have adopted the PDC

Performance Development Cycle

Through the PDC, the Group strengthens the alignment between corporate objectives and individual development, contributing to the creation of a professional environment grounded in fairness, recognition of individual contributions, and a long-term commitment to sustainability.

TRAINING AND PERSONAL DEVELOPMENT

Our objective for the 2025 reporting year was to ensure an equitable distribution of opportunities, a commitment that translated into the delivery of a total of 38.859 training hours. We aim to build an ecosystem where individual aptitudes align with organizational needs, ensuring that each Group site benefits from the transfer of high-level skills, essential to addressing the challenges of digitalization and sustainability.

	Total hours of training[8]	Average number of training hours
Man	24.785,46	9,38
Woman	14.073,80	12,35
Other	0	-
	38.859,26	10,84

Training activities designed and implemented in 2025 were developed along strategic paths aimed at ensuring a consistent and forward-looking set of competencies across all Group entities. Our training offering is primarily structured into two main areas:

- **Technical training** *(Hard Skills)*: aimed at strengthening the specialized know-how required for different roles within the organization. In this area, we promoted targeted and focused programs for development and product teams, ensuring continuous and timely technical updates aligned with evolving operational needs. Practical training was also provided to installation and service teams.
- **Cross-functional training** *(Soft & Human Skills)*: aimed at developing competencies that are applicable across different professional roles (soft or human skills), typically related to behavioral, relational, and managerial aspects, which directly impact both individual and organizational performance.

2025 saw a strong focus on skills development across the Group, with training pathways tailored to different organizational and geographic requirements. At Headquarters, sustainability-related training covered the entire sustainability value chain, starting from the core concepts of sustainable development, interdependence, and steward ownership, through to the technical aspects of CSRD/ESRS reporting. Particular emphasis was placed on double materiality (IRO analysis) and ESG risk management (physical, financial, and supply chain risks). For specific functions, dedicated modules were delivered on Green Claims and anti-greenwashing communication, sustainable finance, technical insights into innovative materials such as bio-based polymers, environmental compliance, product circularity, environmental impact certifications, environmental governance and carbon footprint, and sustainable logistics.
At Headquarters, several additional initiatives are worth highlighting:

- **Ethics and Inclusion:** we introduced mandatory training for all employees on the prevention of sexual harassment. This initiative is not only a legal requirement but also a tool to clearly define the boundaries of respectful professional conduct, reinforcing individual responsibility in maintaining a safe and inclusive work environment.
- **Cross-functional training:** in an increasingly complex digital environment, we ensured broad-based training on information security. The program was designed to equip employees with the knowledge needed to identify risks and protect sensitive data, ensuring full compliance with Group policies.
- **AI and technological literacy:** anticipating future challenges, we introduced professional development programs focused on Artificial Intelligence. These modules explored the evolution of Machine Learning and Natural Language Processing (NLP), with the aim of equipping employees with the tools needed to leverage AI effectively and create added value in their daily work through innovative solutions such as Large Language Models (LLMs).

[8] The companies within the FAAC Technologies scope excluded from the reporting of this data are as follows: Avtomatska Vrata d.o.o., FAAC Technologies De Mexico S. de R.L., FAAC Technologies Australia Pty Ltd, MAGNETIC Control System Co. Ltd., MAGNETIC Control Systems Sdn. Bhd., and Centurion System West Africa. Entities outside the reporting scope based on their number of employees: National Automation Ltd. and Pink Park Ltd.

Diversity, Equity and Inclusion

We have long been committed to fostering a work environment that values diversity as a source of cultural enrichment and a key driver of sustainable development. At FAAC Technologies, we encourage every individual to embrace and express their uniqueness, with the aim of unlocking the full potential of each person within an inclusive and merit-based culture.

In 2025, the Group's commitment to gender equality and inclusion translated into a number of concrete actions, including:

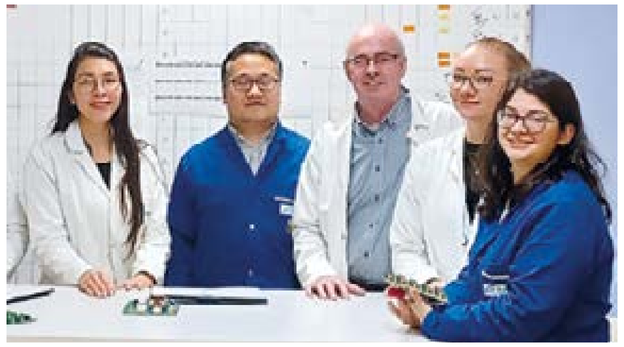
UNI/PdR 125:2022 Certification
FAAC S.p.A. has confirmed and strengthened its gender equality management system, leveraging insights gained from the certification renewal process to further enhance transparency and fairness in recruitment, development, and compensation practices.

Diversity Governance
The DE&I (Diversity, Equity & Inclusion) Steering Committee of FAAC S.p.A., in addition to continuing the monitoring of objectives related to gender equality certification in Italy, has also oriented its activities toward preparing the Group for upcoming international regulatory challenges, with particular focus on the Pay Transparency Directive expected in 2026.
At a global level, notable initiatives have also been implemented in the MEA and Latin America regions: in South Africa, Centurion Systems has fully operationalized the Employment Equity and Training Committee, ensuring strong alignment between inclusive employment policies and actual opportunities for skills development; in Brazil, the commitment to inclusion has been reflected in the ongoing "Rossi and Wolpac com Elas" ("Rossi and Wolpac with them") initiative, characterized by monthly activities and events focused on health, education, and the empowerment of female employees.

Digital Inclusion
Reducing internal barriers also requires addressing the digital divide within production departments. In 2025, Centurion Systems completed a major initiative that involved assigning corporate email addresses and enabling access to digital tools for all operational (blue-collar) employees in production.
This initiative enabled the digitization of internal communications, replacing paper-based noticeboards, and led to the formal establishment of the Workplace Forum. The launch of quarterly consultations now ensures transparent, inclusive, and equitable social dialogue across all levels of the organization.
Similarly, at FAAC S.p.A., production staff were also included in cybersecurity training initiatives, in line with all employees in office-based roles. Cyber threats are not only a risk for companies, but also for all individuals who use digital tools daily for information, social interaction, electronic transactions with public administrations, online purchases, and more.

MULTICULTURALISM AND INTERGENERATIONAL INCLUSION

As a global Group comprising 53 legal entities, we consider multiculturalism an essential competitive asset. Diverse perspectives and sensitivities represent for FAAC Technologies an inexhaustible source of energy, enabling us to capture global trends through an open and inclusive approach. We value local cultures across all regions in which we operate, ensuring respect for rights, dignity, and diversity at every site. However, multiculturalism extends beyond geographical, linguistic, or national backgrounds; it also encompasses the different generational cultures associated with age groups, each bringing distinct experiences, languages, expectations, and ways of interpreting work and organizational life. In this context, the Group promotes the Long Service Awards, initiatives designed to celebrate significant tenure milestones, demonstrating the ability to foster a stable working environment and retain talent over time. These awards also play a role within our age management approach, as they recognize accumulated experience, strengthen the sense of belonging, and acknowledge the contribution of more experienced employees in ensuring organizational continuity. For 2025, two representative examples of how this initiative has been implemented at local level are highlighted. In South Africa, Centurion Systems recognized 57 employees, including 42 celebrating 10 years of service and 2 exceeding 25 years. In parallel, FAAC S.p.A., building on a history of over 60 years, honored four long-standing employees, recognizing two careers of 30 years and two of 40 years of service within the Company.



PARENTAL SUPPORT

We are committed to enabling our people to fully express themselves in their role as parents, providing tools that foster a meaningful balance between personal and professional life. In line with the path initiated in 2018 at FAAC S.p.A., in 2025 we further enhanced our support program, making it even more inclusive.

INCENTIVES AND BENEFITS
Financial incentives for employees returning from maternity leave and bonuses for childcare enrollment have been confirmed.

THE "PARENTES" PROJECT

As part of its ongoing commitment to people's well-being and inclusion, the Group inaugurated "PARENTES", an innovative training program designed for all employees who are parents. The initiative builds on and further develops the experience of the "Mater" project (launched in 2019).

Structured into three modules of four hours each, tailored to the different stages of children's development (covering the entire age range from 0 to 18), the program was delivered through in-person sessions organized for groups of 25 participants.

The objective is to recognize and transfer into the professional context the transversal skills developed through family experience, such as change management, strategic problem-solving, and negotiation. Aligned with the Company's Competency Model, the initiative actively supports the commitments related to the Gender Equality Certification (UNI/PdR), fostering an increasingly inclusive and aware organizational culture.

STORIES OF INCLUSION

Our long-standing partnership with the Pictor Social Cooperative in Budrio (Bologna) continues. This organization is dedicated to vocational training and job placement for individuals facing vulnerabilities or disabilities. Through tailored pathways, we aim to enhance each individual's capabilities, fostering full social and professional integration.

An eight-member cross-functional team from FAAC S.p.A., spanning HR, Procurement, and Production, manages and oversees assigned activities, actively supporting the cooperative in achieving its objectives. This collaboration continues to be a key lever in promoting and strengthening a culture of inclusion across the organization.

FARE IMPRESA IN DOZZA

Since 2019, FAAC S.p.A. has also been actively involved in the Fare Impresa in Dozza initiative, a social inclusion project established within the Bologna prison system in partnership with local industrial organizations and the Aldini Valeriani Foundation.

The program employs inmates in mechanical component assembly, ensuring formal employment under the national metalworking collective agreement. Since its inception in 2012, the initiative has provided employment opportunities to over 70 individuals, supporting the successful reintegration into society and the labor market of the majority of the 50 former inmates who have completed the program.

FAAC S.p.A.'s commitment goes beyond support: the Company plays an active role in driving the initiative forward, translating its values into concrete actions and offering real opportunities for professional reintegration through direct employment.

Work-related redemption at over 70 people, by helping them integrate into society

The partnership launched in 2021 in France between FAAC France S.A.S. and FERGUSS, a network dedicated to the employment of young people from underrepresented groups and to reskilling in the logistics sector, continued to deliver positive results.
Through 12-month training pathways, participants are integrated into our logistics teams and, upon completion, obtain a professional warehouse operator certification. Since the beginning of the initiative, approximately 20 beneficiaries have been involved, leading to 3 permanent hires.
Confirming the program's effectiveness, in 2025 the partnership with the FERGUSS network was further extended to FAAC Entrance Solutions France S.A.S.

20 new people from Ferguss | **3 hiring for permanent positions**

COMMUNITY ENGAGEMENT AND COMMITMENT

We have always been deeply rooted in the area where FAAC was founded, the province of Bologna, and attentive to its needs. Today, although we have grown into a Group with a strong global presence, our mission remains unchanged: to create value for our stakeholders, both in Italy and abroad. We believe that the well-being of communities is a key measure of a healthy and thriving society. This conviction drives us to invest in projects and initiatives in the territories where we operate, fostering a culture of positive impact grounded in equity and integrity.

Our commitment to communities is expressed through multiple areas of intervention, combining corporate support with the active involvement of our people.

Our main areas of focus include:

- Direct support: through financial and in-kind donations, as well as targeted investments aimed at generating long-term value for local communities.
- Networking approach: by developing strong partnerships with charitable organizations and local institutions, combining efforts to maximize social impact.
- Employee engagement: we actively promote a culture of corporate volunteering, organizing dedicated community service initiatives.
- Value of skills: alongside financial contributions, we provide pro bono services, leveraging our professional expertise to support those most in need.

PARTNERSHIP WITH MALPIGHI HIGH SCHOOL IN BOLOGNA

For several years, we have collaborated with the Malpighi High School, providing scholarships and supporting targeted initiatives aimed at developing the skills of future generations.

Obeya Lab

Born from the synergy between Malpighi High School and the Research & Development Center of FAAC S.p.A., the OBEYA LAB is an innovative 300 sqm space entirely built in wood and glass.

Open to all students in the city, the lab is designed to foster creativity and design capabilities, bringing young people into close contact with professionals in automation, mechatronics, and robotics.

Within this space, students develop special projects applying the OBEYA methodology, an effective tool for hands-on learning in teamwork and process optimization.

Business Game

Now in its fifteenth edition in 2025, the BusinessGame@School project aims to bridge the gap between education and corporate culture, guiding students in the development of real entrepreneurial ideas.

The initiative involves five student teams, each supported by mentors from leading organizations (Bonfiglioli S.p.A., FAAC S.p.A., Felsinea Ristorazione S.r.l., and FNDX S.r.l./Gellify Italia).

Following an initial general training module delivered by the main sponsor Deloitte, participants work alongside company mentors to bring their projects to life, transforming initial ideas into fully developed business concepts.

| HQ Office Area, Bologna, Italy |

CIVIC ENGAGEMENT

Our initiatives at FAAC S.p.A.

Imprese Riuscite

“Imprese Riuscite” is a corporate network established in 2017 through the initiative of Dino Corsini together with FAAC, Illumia, and Macron. The organization promotes charitable initiatives aimed at supporting vulnerable groups, ensuring that all funds raised are fully allocated to the nonprofit organizations involved. Since its inception, both participation and donation volumes have steadily increased.

Race for the Cure

Corporate participation in the “Race for the Cure” in Bologna supports the fight against breast cancer through both financial contributions and active employee involvement. Beyond direct donations, we provide structured support to organizations and foundations whose mission is to promote social development, health, and well-being within local communities.

Sant’Orsola Hospital Foundation

As a co-founding member (one of nine promoting organizations), FAAC Technologies actively supports the Sant’Orsola Hospital Foundation in Bologna. Its mission is to improve care pathways and enhance the quality of life of patients and their families. A particularly significant initiative is “Casa Emilia,” designed for patients and families who must travel long distances for treatment. The project offers access to independent living spaces and shared areas, allowing individuals to maintain a sense of home and community throughout their care journey. Demonstrating our strong and ongoing commitment, in 2024 Andrea Moschetti, Chairman of FAAC Technologies, was appointed President of the Foundation.

Virtus pallacanestro

Our long-standing sports partnership continues, with FAAC S.p.A. acting as official sponsor, supporting local sports and promoting values of inclusion and community engagement.

I.P.S.S.E.R. (Istituto Petroniano Studi Sociali Emilia-Romagna)

We continue to support this foundation, which operates in the social sector with a strong focus on combating gambling addiction, particularly among young people and children.

| HQ Office Area, Bologna, Italy |

COMMUNITY SUPPORT IN SOUTH AFRICA

The social responsibility of Centurion Systems is expressed through strategic investments aimed at generating long-term socio-economic impact in the communities in which it operates, in line with the principles of corporate citizenship and the requirements of the King IV governance code.

During 2025, social and ethical development initiatives were implemented along two main directions: ongoing support for non-profit organizations focused on vulnerable children, and the donation of technologies for public safety and environmental protection.

Centurion Systems provided financial, logistical, and operational support to seven local charitable organizations, ensuring the continuity of educational and nutrition programs:

- **Johannesburg Children's Home (JCH)**: continuous support to a facility that provides care and rehabilitation for orphaned children and those from highly disadvantaged family backgrounds.
- **Oratile ECD Centre:** funding for early childhood education and nutrition programs. In 2025, the organization significantly expanded its operations, extending its reach from the informal settlement of Diepsloot to Pretoria and rural areas of Limpopo Province, increasing the number of children supported.
- **Rays of Hope:** active contribution to psychosocial support and educational mentoring programs for young people and families in the Alexandra community, aimed at providing concrete pathways to overcome social vulnerability.
- **Impophomo:** financial and logistical support for community development and food security initiatives in vulnerable peripheral areas.

Leveraging its core technological expertise, Centurion Systems also implemented initiatives in 2025 focused on public safety and environmental protection:

- **"Secure Your School" campaign:** a national initiative aimed at improving safety levels in public schools located in high-risk areas. The Company donated and installed dozens of advanced automation and access control systems in schools across Cape Town, Gauteng, and the Soweto municipality.
- **Support to law enforcement:** donation of security and industrial automation systems to several South African Police Service (SAPS) stations, improving operational efficiency and safety management.
- **Biodiversity and environmental protection: support;** for the preservation of South Africa's natural heritage through the provision of road automation and security solutions for access points at the Rhino & Lion Nature Reserve, an important protected area, and for the VulPro rehabilitation center, a leading organization dedicated to vulture conservation in Africa.

| Outdoor area of the HQ offices, Bologna, Italy |

Governance

Our ownership structure represents a unique model within the international industrial landscape. It is the result of a continuous evolution that, from the 1960s to today, has transformed FAAC from a family-owned business based in Bologna into a leading global Group. This growth journey has been accompanied by a profound organizational transformation: today, the Group is structured into two Business Units and operates worldwide under a solid, managerially driven governance model.

The transfer of ownership to the Archdiocese of Bologna has established a framework based on a clear separation between ownership and operational management, which is entrusted to the Board of Directors and the executive leadership team. This “decoupling” enables us to operate in the market with professional efficiency while simultaneously pursuing the creation of shared value for all our stakeholders.

INVESTMENTS FOR GROWTH
Corporate profits are reinvested to support technological development and the consolidation of the Group..

DIVIDENDS FOR THE COMMUNITY
Distributed dividends are used by the sole shareholder for social and charitable purposes, supporting families, schools, and employment inclusion initiatives, with particular attention to individuals facing economic and social vulnerability.

GOVERNANCE STRUCTURE

The governance of the FAAC Technologies Group is ensured by the Board of Directors, currently composed of 9 members appointed by the Shareholders' Meeting for a term of up to three years.

The Board meets at least once every three months, and at least 50% of its members are independent or non-executive. In carrying out its responsibilities, the Board of Directors is supported by the Board of Statutory Auditors, the Remuneration and Nomination Committee, and the Supervisory Body.

CORPORATE GOVERNANCE

BOARD OF DIRECTORS

Andrea Moschetti - *Executive Chairman*
Giovanni D'Abramo - *Director*
Armando Stafa - *Director*
Franco Garilli - *Independent Director*
Leonardo Salcerini - *Independent Director*
Marcello Margotto - *Director*
Paola Bonomo - *Independent Director*
Paola Petrone – *Independent Director*
Claudio De Conto – *Independent Director*
Stefano Tamba - *Secretary*

BOARD OF STATUTORY AUDITORS

Alessandro Calzolari - *Chairman*
Giovanni Luca - *Statutory Auditor*
Stefano Nannucci - *Statutory Auditor*

REMUNERATION AND NOMINATION COMMITTEE

Armando Stafa - *Chairman*
Marcello Margotto - *Member*

SUPERVISORY BODY

Ugo Lecis - *Chairman*
Andrea Lanzoni - *Member*
Anna Tassinari - *Member*
Enrico Minelle - *Member*

EXTERNAL AUDITOR

On April 6, 2023, the Shareholders' Meeting of FAAC S.p.A. appointed PricewaterhouseCoopers S.p.A., Bologna office, headquartered at Via Farini 12, 40124 Bologna, as the company responsible for the statutory audit of accounts for the financial years 2023–2024–2025. The mandate has also been renewed for the subsequent three-year period (2026–2028).

LEADERSHIP TEAM[9]

TOP MANAGEMENT

Andrea Moschetti - *Executive Chairman*
Giovanni D'Abramo - *Group Managing Director*

CENTRAL FUNCTIONS

Enrico Minelle - *Chief Information & Information Security Officer*
Katia Marinangeli - *Chief Financial Officer*
Luca Baucknеht - *Chief People Officer*
Marco Monterastelli - *Chief Technology Officer*

REGIONAL & BU DIRECTORS

Renato Ridella - *Chief Divisional Officer - Business Unit PARKING*
Robert Kempton - *Chief Regional Officer - Americas*
Morgan Commerford - *Chief Regional Officer - MEA*
Fabio Tomi - *Chief Regional Officer - APAC*
Arno Steiner - *Chief Regional Officer - EUROPE*

[9] Organization, May 2026

HQ Office Area, Bologna, Italy

Sustainability Governance is managed operationally at the local level by diverse and multidisciplinary working groups, known as Local Teams. The ESG Committee defines and approves the Group's sustainability strategy and related budgets, while the ESG Office coordinates its operational implementation, risk monitoring, and regulatory compliance.

Information Security Management System (ISMS)

We continue to invest in infrastructure and operational controls, aligning with the highest international standards in data security and compliance within payment ecosystems. Our certifications provide tangible evidence of our commitment to safeguarding information, ensuring secure and reliable services, and, above all, building and maintaining the trust of customers, partners, and stakeholders, our Group's most valuable asset.

FAAC S.p.A.	HUB Italia S.r.l
Italy	Italy

ISO/IEC 27001:2022
Information security, cybersecurity and privacy protection — Information security management systems — Requirements

ISO/IEC 27017:2015
Information technology — Security techniques — Code of practice for information security controls based on ISO/IEC 27002 for cloud services

ISO/IEC 27018:2025
Information security, cybersecurity and privacy protection — Guidelines for protection of personally identifiable information (PII) in public clouds acting as PII processors

Integrity and Transparency

Corporate conduct is governed by the Group Code of Ethics, the Organizational and Management Model (Italian Legislative Decree 231/2001), and a set of anti-corruption, antitrust, and data protection principles applicable to all Group companies.

Whistleblowing

As of July 2024, a new whistleblowing procedure has been introduced, supported by a dedicated online platform that ensures confidentiality and timely handling of reports related to misconduct, abuse, or violations of gender equality.

Risk and Opportunity Management

The governance strategy aims to proactively mitigate risks arising from regulatory heterogeneity across the different jurisdictions in which the Group operates, with particular attention to the conduct of third parties (suppliers, installers, agents) and the security of IT infrastructure. At the same time, FAAC Technologies leverages the opportunities associated with strengthening a culture of compliance across the organization, progressively integrating ESG criteria into procurement processes and promoting a high level of transparency toward business partners.

External area of the HQ offices, Bologna, Italy

METHODOLOGICAL NOTE

This Sustainability Report (hereinafter also the "Report") of FAAC Technologies (below also "FAAC") constitutes the annual document dedicated to reporting the Group's sustainability performance and topics, and refers to the reporting period from January 1, 2025, to December 31, 2025.

Building on the approach adopted in previous reporting cycles, the scope of information and data includes all FAAC Technologies Group companies worldwide. To ensure maximum accuracy and transparency, information and data referring exclusively to one or more specific Group entities are clearly indicated within the text. For ease of reading, the acronym FAAC is used to refer to the entire FAAC Technologies Group, unless otherwise specified to indicate a specific company or commercial brand.

The Report is structured according to the three core dimensions of sustainability: Environment (E), Social (S), and Governance (G). While baseline data continue to be collected and processed using the B Impact Assessment infrastructure, with the active involvement of all subsidiaries within the scope, the 2025 reporting cycle marks a significant methodological advancement. In preparation for the entry into force of the Corporate Sustainability Reporting Directive (CSRD – EU Directive 2022/2464) and the progressive adoption of European sustainability reporting standards, the Group has structurally integrated the concept of double materiality into its processes. This development has enabled the identification and assessment of material ESG topics through a dual perspective: the impact perspective (inside-out), referring to the effects generated by FAAC's activities on the environment and society, and the financial perspective (outside-in), related to the risks and opportunities (IRO – Impacts, Risks, and Opportunities) that sustainability issues pose to the Company's development and positioning.

In line with the outcomes of the double materiality analysis, the Group's data collection process has been strengthened and aligned with the principles of the VSME (Voluntary SME European Sustainability Reporting Standards), the voluntary standard proposed by the European Financial Reporting Advisory Group (EFRAG). The adoption of VSME modules has enabled the structuring of KPIs in a more rigorous and comparable way, anticipating the logic of the ESRS (European Sustainability Reporting Standards).

FAAC Technologies Group is currently engaged in further refining its governance framework and data collection processes in line with identified material priorities, following a gradual transition plan that will lead to full compliance with CSRD requirements expected from the 2028 reporting year. This Report has been formally approved by the ESG Committee and the Board of Directors and is available for public consultation on the Group's website at:
https://faactechnologies.com/sostenibilita/

[10] In 2025, the following companies were excluded from data collection through the ESG data collection platform: FAAC Doors & Shutters UK Ltd. (United Kingdom), Zeag Parking Ltd. (United Kingdom), FAAC Otomatik Geçiş Sistemleri (Turkey), and FAAC Technologies Saudi LLC (Saudi Arabia), as they were not operational during 2025.
Garen Automação S.A. (Brazil) and Garen da Amazônia Indústria e Comércio de Produtos Eletrônicos Ltda (Brazil) were also excluded, as they joined the Group during 2025.

ENERGY CONSUMPTION		
total consumption of fuel from non-renewable sources	Unità	25.405,69
Gasoline	MWh	6933,51
for heating	MWh	769,16
for electricity generation	MWh	0,00
for company fleet (business-use vehicles)	MWh	4733,55
for company fleet (mixed-use vehicles)	MWh	1.430,80
for other purposes (please specify in notes)	MWh	0,00
LPG	MWh	373,17
for heating	MWh	298,16
for electricity generation	MWh	0,00
for company fleet (business-use vehicles)	MWh	21,58
for company fleet (mixed-use vehicles)	MWh	8,94
for other purposes (please specify in notes)	MWh	44,49
Natural Gas	MWh	7.285,44
for heating	MWh	7.201,75
for electricity generation	MWh	0,00
for company fleet (business-use vehicles)	MWh	0,00
for company fleet (mixed-use vehicles)	MWh	23,04
for other purposes (please specify in notes)	MWh	60,65
Diesel	MWh	10.813,56
for heating	MWh	0,00
for electricity generation	MWh	0,00
for company fleet (business-use vehicles)	MWh	8.390,87
for company fleet (mixed-use vehicles)	MWh	2.392,37
for other purposes (please specify in notes)	MWh	30,33
B – TOTAL CONSUMPTION OF FUEL FROM RENEWABLE SOURCES	MWh	0,00
Biomass (including the organic fraction of combusted waste)	MWh	0,00
for heating	MWh	0,00
for electricity generation	MWh	0,00
for other purposes (please specify in notes)	MWh	0,00
ELECTRICITY CONSUMPTION	MWh	15.494,84
Purchase of electricity	MWh	15.289,28
of which renewable certified electricity – from third parties	MWh	3157,37
of which non-certified electricity – from third parties	MWh	12.131,91
Self-generated electricity (non-combustion)	MWh	335,22
of which produced by photovoltaic systems	MWh	335,22
of which produced by wind power systems	MWh	0,00
of which produced by hydropower systems	MWh	0,00
Electricity sales	MWh	129,65
Electricity sold – to third parties	MWh	129,65
REFRIGERANT GASES	kg	-
R410A	kg	-
R407C	kg	-
R32	kg	-
TOTAL ENERGY CONSUMPTION	MWh	40.900,53

For these indicators, the scope of data collection should be considered partial. Not all of the Group's legal entities have reported on all of the indicators required by the VSME standards.

[11] In this first reporting exercise, the scope of data collection should be considered partial. Not all of the Group's legal entities have covered all of the indicators required by the VSME standards. .

MODULE B3A ENERGY AND GREENHOUSE GAS EMISSIONS (29.)	Renewable (MWh)	Non renewable(MWh)	Total (MWh)
Electricity	3.362,93	12.131,91	15.494,84
Fuels	0,00	25.405,69	25.405,69
Total	40.900,53		

In this first reporting exercise, the scope of data collection for this indicator should be considered partial. Not all of the Group's legal entities have covered all of the indicators required by the VSME standards.

MODULE B3b ENERGY AND GREENHOUSE GAS EMISSIONS (30.)	Greenhouse gas emissions (tCO2e)
Scope 1	5.920,23
Scope 2 (Location-based)	6.591,82
Total	12.512,04

The companies within the FAAC Technologies scope that are excluded from **Scope 1** reporting are as follows: ATA Service Comercio e Servicos Ltda, Associated Time Instruments Company Inc., FAAC AG, FAAC Middle East Fze, FAAC Technologies De Mexico S. de R.L.,HUB Parking Technologies Gulf LLC, Magnetic FAAC India Pvt. Ltd., Parclick S.l., Pink Park Ltd., T.I.B.A R&D (1986) Ltd., Wolpac Colombia Sas, HUB Parking Technologies Canada Ltd.,HUB Parking Technologies Proprietary Ltd.

The companies within the FAAC Technologies scope that are excluded from **Scope 2** reporting are as follows: FAAC Technologies Austria GmbH, FAAC Hungary KFT, Avtomatska Vrata d.o.o., Associated Time Instruments Company Inc., FAAC AG, FAAC Shanghai G.&D. Syst. Controls Co. Ltd., FAAC Middle East Fze, FAAC Technologies De Mexico S. de R.L., HUB Parking Technologies Gulf LLC, Magnetic Control Systems Sdn.,Parclick S.l., Pink Park Ltd., T.I.B.A R&D (1986) Ltd., FAAC International Inc., Wolpac Colombia Sas, HUB Parking Technologies Canada Ltd.,HUB Parking Technologies Proprietary Ltd.

MODULE B3c ENERGY AND GREENHOUSE GAS EMISSIONS (31.)	Value (tCO2e/€)
Greenhouse gas intensity (tCO2e/€ in revenues)	0,0000185

In this first reporting exercise, the scope of data collection for this indicator should be considered partial. Not all of the Group's legal entities have covered all of the indicators required by the VSME standards.

MODULE B5b BIODIVERSITY(34.)	Zone
Number and area (in hectares) of sites owned, leased, or managed that are located within or in proximity to biodiversity-sensitive areas	2,15
34. a) total land use (in hectares)	16,79
34. b) total sealed surface area	11,65
34. c) total on-site nature-oriented area	1,49
34. d)total off-site area allocated to nature	1,15

The companies within the FAAC Technologies that are excluded from the reporting of this data are as follows: FAAC Technologies New Zealand Pty Ltd, FAAC Hungary KFT, Avtomatska Vrata d.o.o., FAAC Entrance Solutions UK Ltd, ATA Service Comercio e Servicos Ltda, Associated Time Instruments Company Inc.,FAAC Benelux S.A.,FAAC AG, CLEM S.A.U., Centurion Systems Property Ltd., HUB Parking Technology Usa Inc., FAAC Middle East Fze, FAAC Technologies De Mexico S. de R.L., HUB Parking Technologies Gulf LLC, HUB Italia S.r.l., FAAC Technologies Australia Pty Ltd, Magnetic Control System Co. Ltd., FAAC Nordic AB, Parclick S.l., Pink Park Ltd., TIBA LLC., FAAC UK Ltd., FAAC International Inc., Wolpac Colombia Sas, HUB Parking Technologies Canada Ltd., HUB Parking Technologies Proprietary Ltd.

MODULE B6 WATER	Value (m³)
Total water withdrawal (the amount of water withdrawn within the boundaries of the organization (or facility))	128.160,03
Amount of water withdrawn at sites located in areas with high water stress	3.276,51
Water consumption calculated as the difference between the company's water withdrawal and the water discharged from its production processes	3.621,60

The companies within the FAAC Technologies group that are excluded from the reporting of this data are as follows: Avtomatska Vrata d.o.o.,ATA Service Comercio e Servicos Ltda, Associated Time Instruments Company Inc., FAAC AG, Centurion Systems West Africa, FAAC Middle East Fze,FAAC Technologies De Mexico S. de R.L., HUB Italia S.r.l., FAAC Technologies Nederland B.V., Parclick S.l., Pink Park Ltd., TIBA LLC., FAAC UK Ltd., FAAC International Inc., Wolpac Colombia Sas, HUB Parking Technologies Canada Ltd., HUB Parking Technologies Proprietary Ltd

Appendix[11]

TOTAL WASTE GENERATED, OF WHICH:		Waste diverted to recycling or reused (t)	Waste Intended for Disposal (t)
Non-hazardous waste	1.733,24	1.148,15	585,09
08.03.18 Exhausted printing toner	0,76	0,72	0,04
15.01.01 Paper and cardboard packaging	326,17	305,52	20,65
15.01.02 Plastic packaging	75,43	63,54	11,89
15.01.03 Wooden packaging	227,50	188,35	39,15
15.01.06 Mixed-material packaging	28,76	26,81	1,95
15.02.03 HVAC filters	0,04	0,04	0,00
16.02.14 End-of-life equipment	62,89	59,59	3,30
16.05.05 Fire extinguishers	0,56	0,48	0,08
16.06.04 Alkaline batteries	1,42	0,08	1,34
17.02.01 Wood	24,33	23,81	0,52
17.02.02 Glass	16,75	5,89	10,86
17.04.02 Aluminum	59,58	57,30	2,28
17.04.05 Iron and steel	566,04	373,04	192,99
17.09.04 Mixed waste	115,86	35,07	80,79
20.03.99 Cigarette butts	0,17	0,02	0,15
Other (please specify the type of waste in the notes)	226,97	7,88	219,10
Hazardous waste	38,30	25,61	12,69
08.03.12 3D printing inks	0,03	0,03	0,00
12.03.01 3D printing washing solutions	0,00	0,00	0,00
13.01.05 Oil emulsions	5,41	3,60	1,81
13.01.10 Waste hydraulic oil	5,65	4,72	0,94
15.01.10 Contaminated packaging	4,35	1,17	3,18
15.01.11 Spray cans	0,63	0,17	0,46
15.02.02 Contaminated filtering materials	1,05	0,58	0,47
16.02.11 Equipment containing CFCs	0,89	0,08	0,81
16.02.13 End-of-life monitors	0,73	0,60	0,13
16.02.15 Hazardous components from equipment	1,40	1,40	0,00
16.06.01 Lead-acid batteries	4,48	3,38	1,11
16.10.01 Degreasing detergents	0,73	0,02	0,71
20.01.21 Fluorescent tubes	0,18	0,02	0,16
Other (please specify the type of waste in the notes)	12,75	9,83	2,93
Total waste generated	1.771,54	1.173,75	597,78
Quantity of radioactive waste generated	0,00		

The companies within the FAAC Technologies group that are excluded from reporting data on non-hazardous waste are as follows: FAAC Hungary KFT, FAAC Entrance Solutions UK Ltd, Associated Time Instruments Company Inc., FAAC AG, Centurion Systems West Africa, HUB Park. Tech. USA Inc., FAAC Middle East Fze, FAAC Technologies De Mexico S. de R.L., HUB Parking Tech. Gulf LLC, FAAC Technologies Australia Pty Ltd, Parclick S.l., Pink Park LTD, TIBA LLC, FAAC U.K. Ltd., Wolpac Colombia Sas, HUB Park. Tech. Canada Ltd., HUB Parking Tech. Proprietary Ltd, FAAC Technologies De Mexico S. de R.L..

MODULE B8a
WORKFORCE – GENERAL CHARACTERISTICS (39., 177.)

Contract type	N° of people
Fixed-term contract	208
Permanent contract	3.571
Total	3.779

The companies within the FAAC Technologies group that are excluded from reporting data are as follows: MAGNETIC Control System Co. Ltd.

MODULE B8b
WORKFORCE – GENERAL CHARACTERISTICS (39., 178.)

	N° of people [12]
Men	2.642
Women	1.139
Other	0
Not reported	0
Total	3.781

[12] Excluded: MAGNETIC Control System Co. Ltd. The report mentions 4,382 people, but this figure also includes Garen, which was excluded from the scope.

The companies within the FAAC Technologies group that are excluded from reporting data are as follows: MAGNETIC Control System Co. Ltd.

MODULEB8c
WORKFORCE – GENERAL CHARACTERISTICS (40.)

	Value
Number of employees who left the company	464
40. If a company has 50 or more employees, it must report its employee turnover rate for the reporting period.	9%

The companies within the FAAC Technologies group that are exempt from reporting data on non-hazardous waste are as follows: MAGNETIC Control System Co. Ltd. In addition, companies with fewer than 50 employees are not required to report: FAAC Hungary KFT, FAAC Benelux S.A., FAAC AG, FAAC Shanghai G.&D. Syst. Controls Co. Ltd., FAAC GmbH Germany, Techno-Fire S.r.l., HUB Italia S.r.l., National Automation Ltd., Pink Park LTD, FAAC Polska Sp. Zo.o., HUB Parking Tech. Proprietary Ltd.

MODULE B9
WORKFORCE – HEALTH AND SAFETY

	Value
41. The company must report the following information regarding its employees: :	
41. a) the number of reportable workplace accidents,	56
Hours worked	23.118.211,81
41. a) the rate of reportable workplace accidents	0,48
41. b) the number of deaths resulting from workplace accidents and occupational diseases	0

The companies within the FAAC Technologies group that are excluded from the reporting of this data "the number of reportable workplace accidents" are as follows: AERO NZ, FAAC Benelux S.A., FAAC AG, FAAC Shanghai G.&D. Syst. Controls Co. Ltd. , Centurion Systems West Africa, FAAC Technologies Australia Pty Ltd, MAGNETIC Control System Co. Ltd., Magnetic FAAC India Pvt. Ltd., Parclick S.l., Pink Park LTD, FAAC Polska Sp. Zo.o., FAAC U.K. Ltd., Wolpac Colombia Sas, HUB Park. Tech. Canada Ltd., FAAC Technologies De Mexico S. de R.L..

The companies within the FAAC Technologies group that are excluded from the reporting of this "hours worked" data are as follows: AERO NZ, ATA Service Comercio e Servicos Ltda, FAAC Benelux S.A., FAAC AG, CoMETA S.p.A., FAAC Shanghai G.&D. Syst. Controls Co. Ltd. , Centurion Systems West Africa, FAAC Technologies Australia Pty Ltd, Wolpac Solucoes Em Controle De Acesso LTDA, MAGNETIC Control System Co. Ltd., Magnetic FAAC India Pvt. Ltd., Parclick S.l., Pink Park LTD, FAAC Polska Sp. Zo.o., FAAC U.K. Ltd., Wolpac Colombia Sas, HUB Park. Tech. Canada Ltd., FAAC Technologies De Mexico S. de R.L..

MODULE B10a WORKFORCE – COMPENSATION, COLLECTIVE BARGAINING, AND TRAINING (42. A), 42. B))	
	Value (%)
Percentage pay gap between its female and male employees	10%

The companies within the FAAC Technologies group that are excluded from the reporting of this data are as follows: Centurion Systems West Africa, MAGNETIC Control System Co. Ltd., FAAC AG. Out of scope by dimension: FAAC Benelux S.A.With the exception of one male employee: FAAC Shanghai G.&D. Syst. Controls Co. Ltd.

MODULE B10c WORKFORCE – COMPENSATION, COLLECTIVE BARGAINING, AND TRAINING (42. C))	
	Value
Number (No.) of employees covered by collective bargaining agreements	1.813,6
Percentage (%) of employees covered by collective bargaining agreements	33%

MODULE B10d WORKFORCE – COMPENSATION, COLLECTIVE BARGAINING, AND TRAINING (42. D)		
	Hours	Average hours
Men	24.785,46	2642
Women	14.073,80	1139
Other	0,00	0,00
Not reported	0,00	0,00
Total	38.859,26	10,28

The companies within the FAAC Technologies group that are excluded from the reporting of this data are as follows: Avtomatska Vrata d.o.o., FAAC De Mexico S. de R.L., FAAC Technologies Australia Pty Ltd, Magnetic Control System Co. Ltd., Magnetic Control Systems Sdn., Centurion System West Africa.
Out of scope based on number of employees: National Automation Ltd., Pink Park Ltd.

MODULE B11 CONVICTIONS AND FINES FOR CORRUPTION AND EXTORTION		
	Unit	Description
Number of convictions	N°	0
Fines Imposed for Violations of Anti-Corruption and Anti-Bribery Laws	€	0,00

MODULE C5a ADDITIONAL CHARACTERISTICS (GENERAL) OF THE WORKFORCE		
	Unit	Value
Men at management level	N° of people	-
Women at management level	N° of people	-
Ratio of women to men at management level for the reporting period	%	-
Self-employed workers without employees working exclusively for the Company	N° of people	-
Temporary workers provided by companies primarily engaged in employment activities	N° of people	-

Although the data were collected, they are not yet fully consistent, as the Italian executive level does not have a direct equivalent in international contractual classifications. It is therefore necessary to more precisely define the roles and responsibilities associated with this level, in order to ensure proper comparability at an international level.

MODULE C5b ADDITIONAL CHARACTERISTICS (GENERAL) OF THE WORKFORCE (TOTAL)	
Types of Workers	N° of people
Self-employed individuals without employees who work exclusively for the company	27
Temporary workers provided by companies engaged primarily in "employment activities"	131

MODULE C9 GENDER DIVERSITY REPORT ON THE GOVERNING BODY	
	N° of people
Men in the Governing Body	7
Women in the Governing Body	2
Gender Diversity Report	29%

It is considered the group's governing body.

FAAC TECHNOLOGIES

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