



**UMBRA GROUP**

Let's move  
motion  
technology  
together

# **UMBRA GROUP CONSOLIDATED SUSTAINABILITY REPORT 2024**

## Summary

Letter to stakeholders .....	3
General information.....	5
Environmental information .....	29
Social information.....	59
Governance Information .....	76
Methodological Note.....	86
Annex 1 – Value Chain Mapping .....	88
Annex 2 – Disaggregations.....	101

## Letter to stakeholders

*“Together we have planted a great seed that will become a great tree.”*

*Valter Baldaccini, 9 Aprile 2014*

This phrase by Valter Baldaccini continues to embody the profound spirit of UMBRAGROUP. It encapsulates our sense of responsibility toward the future, our belief in growth founded on strong roots, and our vision of the company as a living organism made of people, relationships, and community.

For us, a company is not only technology or production; it is also care, listening, and giving back. These values guide us as we navigate an increasingly complex industrial landscape, continually striving for excellence, innovation, and shared value creation.

The year 2024 marks a significant milestone for UMBRAGROUP, as we have chosen to prepare our Sustainability Report in compliance with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). This decision reflects our commitment to integrating ESG—Environmental, Social, and Governance—principles into our strategies, processes, and daily operations.

This is not a mere formal requirement; it is the natural extension of a culture that has been part of us from the very beginning. Founded in 1972 in Foligno, UMBRAGROUP has grown into a global leader in high-precision motion-technology solutions for the aerospace, defense, and industrial sectors. With more than 1,600 employees across Italy, Germany, and the United States, we design and manufacture ball screws, bearings, electronic boards, and electromechanical actuation systems that support mission-critical applications worldwide.

This report has a dual purpose: to provide transparent updates on our progress, and to outline the developmental trajectory that will guide us in the years ahead. Sustainability is not just a goal for UMBRAGROUP—it is a journey of cultural and industrial transformation. Every decision we make is rooted in the conviction that generating value for the environment and society is essential to ensuring continuity, resilience, and the success of our Group.

To us, sustainability means reducing emissions, improving energy efficiency, minimizing waste, designing intelligently, maintaining safe workplaces, nurturing talent, and cultivating ethical relationships with suppliers and communities.

Human capital remains at the center of everything we do. We are building a corporate culture grounded in inclusion, safety, teamwork, and merit. By valuing each person, we create an organization that is resilient, vibrant, and ready to face the challenges ahead.

With this report, we set the foundations for transparent and measurable sustainability governance, continuous dialogue with stakeholders, and progressive alignment with the highest international standards.

The road ahead will not always be simple. But it is a path we embrace with responsibility, determination, and hope. And we walk it together with you—an essential part of our ecosystem—who inspire us every day to grow in harmony with the world around us.

Because the seed planted by Valter many years ago has become a tree. And today, from that tree, we aspire to grow forests.

Thank you.

**Sara Ortolani**

*Health, Safety, Environment & Energy UMBRA GROUP*

## General information

### Consolidation perimeter

The 2024 Consolidated Sustainability Report applies the same consolidation methodology used in UMBRAGROUP’s financial reporting. This ensures consistency, transparency, and comparability across all disclosures. The consolidated perimeter includes every company over which UMBRAGROUP exercises control, whether through majority ownership or governance authority.

The following companies are fully included within the reporting boundary:

Company	City	Country	Ownership (in %)	Consolidation
UMBRA GROUP S.p.A.	Foligno	Italy	Holding	/
Amco S.r.l.	Foligno	Italy	100%	Yes
Serms S.r.l.	Terni	Italy	100%	Yes
CO.ME.AR. S.p.A.	Spello	Italy	51%	Yes
B.S.P. S.p.A.	Spello	Italy	51%	Yes
ERA Electronic Systems S.r.l.	Perugia	Italy	100%	Yes
KUHN GmbH	Freiberg am Neckar	Germany	100%	Yes
PKE GmbH	Eltmann	Germany	100%	Yes
Umbra Cuscinetti Inc.	Everett	USA	100%	Yes
UGI Holding Inc.	Everett	USA	100%	Yes
<i>Linear Motion LLC</i>	Saginaw	USA	100%	Yes

All ESRS-relevant data—environmental, social, governance, and financial—are collected across every site and consolidated at Group level. Any exceptions, exclusions, or limitations are explicitly noted within the corresponding ESRS topical sections of this Report.

This consolidation approach ensures that the Sustainability Report accurately reflects UMBRAGROUP’s global operations, supply-chain dependencies, and the environmental and social impacts associated with its activities across the entire corporate perimeter.

### Document structure

The Group’s Sustainability Report is organized into four main sections, fully aligned with the European Sustainability Reporting Standards (ESRS) and the Corporate Sustainability Reporting Directive (CSRD). This structure ensures clarity, transparency, and full regulatory compliance:

- **General information:** This section provides the contextual foundation of the Sustainability Report. It includes disclosures related to governance, organizational structure, stakeholder relationships, strategy, and the Double Materiality Analysis. These elements guide the identification of material ESG topics and shape the narrative of the report.
- **Environmental information:** The second section focuses on the environmental aspects of sustainability, in accordance with the ESRS for Category “E” (Environmental). Information is reported on the following topics identified as relevant by the Double Materiality Analysis:
  - Climate change (ESRS E1)
  - Pollution (ESRS E2)
  - Water and marine resources (ESRS E3)
  - Circular economy and resource use (ESRS E5)
- **Social information:** The third section addresses social issues, in accordance with the ESRS criteria for the ‘S’ (Social) category, and includes the following key topics:
  - Own workforce (ESRS S1)
- **Governance information:** The final section is related to sustainability governance and corporate conduct, in line with the ESRS criteria for the ‘G’ (Governance) category. It addresses the following key issue:
  - Business conduct (ESRS G1)

## Group history

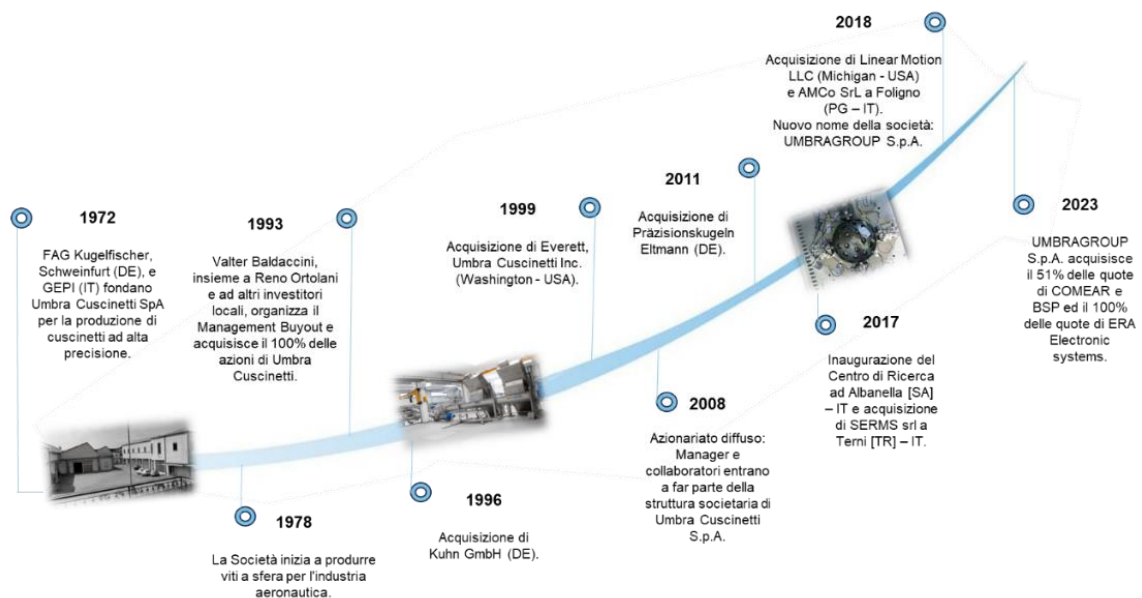
UMBRA GROUP was founded on April 1, 1972, in Foligno (Perugia), Italy, under the name Umbra Cuscinetti S.p.A., the result of a strategic joint venture between the Italian public entity GEPI and the German bearing manufacturer FAG. The initial vision was to establish a center of excellence to produce high-precision bearings intended for advanced mechanical and industrial applications. Over the years, this entrepreneurial intuition evolved into a global industrial model recognized for technological excellence and human-centered values.

In 1978, the company entered the aerospace sector by designing and producing high-precision ball screws, a turning point that would redefine its industrial identity and competitive position internationally. This innovation marked the beginning of UMBRA GROUP’s leadership in electromechanical actuation systems and mission-critical motion-control components.

The evolution of UMBRAGROUP is closely tied to the vision of Valter Baldaccini (1945–2014), an engineer from Cannara (PG) who embodied both technical expertise and profound human values. Baldaccini began his career as Head of the Technical Office, later becoming Production Director, Plant Director, General Manager, and eventually owner. In 1993, he led a successful management buyout, acquiring full ownership of the company and securing its independence while laying the foundations for strategic international growth.

From 1996 onward, UMBRAGROUP expanded globally:

- 1996 – Acquisition of KUHN Präzisionsspindeln und Gewindetechnik GmbH (Germany), strengthening expertise in precision spindles and screws.
- 1999 – Entry into the U.S. aerospace market through the acquisition of Northwest Gears, later renamed Umbra Cuscinetti Inc., based in Everett, Washington.
- 2011 – Acquisition of Präzisionskugeln Eltmann GmbH (Germany), expanding production capacity for high-precision steel balls.



At the same time, the Group invested significantly in research, engineering, and new industrial capabilities:

- 2012 – Opening of a new research center in Albanella (Salerno), specialized in advanced electric-motor technologies.
- 2015 – Inauguration of a modern plant in Foligno dedicated to electromechanical actuators and aerospace-grade systems.

In 2018, the Group adopted its current name, UMBRAGROUP S.p.A., consolidating an international identity built on innovation, quality, and social responsibility. In the same year, the Group strengthened its North American presence through the acquisition of **Thomson Aerospace & Defense** in Saginaw, Michigan, now operating as **Linear Motion LLC**, reinforcing its strategic position in aerospace, defense, and nuclear sectors.

In 2023, UMBRAGROUP expanded further by acquiring:

- 51% of COMEAR S.p.A., a leader in precision machining and advanced mechanical engineering;
- 51% of BSP S.p.A., specializing in high-value mechanical and industrial processes;
- 100% of ERA Electronic Systems S.r.l., expanding into electronics engineering, subsystem integration, and advanced digital solutions.

Today, UMBRAGROUP is a global leader with more than 1,600 employees across Italy, Germany, and the United States. The Group is internationally recognized by leading OEMs—including Boeing, Airbus, Leonardo, and major industrial manufacturers—for the design, production, and maintenance of ball screws, bearings, electromechanical actuators, and integrated electronic systems.

UMBRA GROUP's excellence is validated by prestigious certifications and recognitions, including NADCAP Gold Merit, EASA Part 21, and EASA Part 145, demonstrating compliance with the highest aerospace standards.

The legacy of Valter Baldaccini continues to inspire UMBRAGROUP through the work of the Valter Baldaccini Foundation, created to promote human dignity, social inclusion, and community development both locally and internationally. The Foundation embodies Baldaccini's belief that economic success must always be accompanied by solidarity and care for people.

Over more than five decades of history, UMBRAGROUP has grown from a local industrial initiative into a global technological leader, maintaining a unique combination of engineering excellence, social responsibility, and human-centered values.

## Valter Baldaccini Foundation



The Valter Baldaccini Foundation was established on May 4, 2015, to honor and carry forward the human, ethical, and social legacy of Valter Baldaccini, founder of UMBRAGROUP. His belief that economic success must be inseparable from solidarity, dignity, and care for people is the cornerstone of the Foundation's mission. The Foundation operates as an independent, non-profit organization supporting vulnerable individuals and communities in Italy and abroad.

The Foundation is dedicated to promoting human dignity, inclusion, and social development. Its programs focus on fostering opportunities for those experiencing economic hardship, social marginalization, health challenges, or lack

of access to education and essential services. These efforts reflect Valter Baldaccini's conviction that businesses have a responsibility not only to people within the company but also to the wider society.

The Foundation's initiatives are structured around several thematic areas:

- International socio-economic inclusion – Long-term projects in Ukraine, Kenya, and Burkina Faso support vulnerable individuals, provide vocational training, and create opportunities for local employment and self-sustaining development.
- Education and training – Programs for youth and adults improve access to schooling, technical training, and pathways to employment, especially for individuals in disadvantaged conditions.
- Health and prevention – The Foundation promotes health-education initiatives, including cancer-prevention campaigns and community health services across the Umbria region. These programs help reduce disparities in health access and improve well-being.
- Support for families and communities – Targeted interventions assist families facing economic or social hardship, offering concrete help and long-term support.

UMBRA GROUP is the founding partner of the Valter Baldaccini Foundation and maintains a close relationship grounded in shared values. Employees across the Group actively participate in volunteer programs, fundraising campaigns, and awareness initiatives. This partnership strengthens the cultural identity of UMBRA GROUP by embedding solidarity and social responsibility into its organizational fabric.

The Foundation embodies the values that distinguished Valter Baldaccini: humility, respect, compassion, and dedication to the well-being of others. Beyond its specific projects, the Foundation seeks to cultivate a culture of empathy and social justice, inspiring individuals and organizations to embrace these principles.

Through its activities, the Valter Baldaccini Foundation transforms values into action, fostering concrete improvements in people's lives and carrying forward a legacy that continues to guide UMBRA GROUP's growth and identity.

## **Our Identity**

UMBRA GROUP's **Corporate Purpose**, **Value Proposition** and **Values** represent the foundational principles that define the Group's identity and guide strategic and operational decision-making.

Together, they provide a robust reference framework for orienting people, processes and stakeholder relationships, while reflecting the Group's long-standing commitment to innovation and the creation of sustainable value.

### **Corporate Purpose**

In a rapidly evolving world, we believe that progress must be driven by safe and sustainable technologies, developed through collaboration among all market stakeholders.

Our Corporate Purpose stems from this vision: to act as a point of reference within an industrial ecosystem in which every actor plays a fundamental role.

We work side by side with our partners and customers to tackle complex challenges, accelerate innovation and actively contribute to societal development—because only together can we build solutions that truly make a difference.

### **Value Proposition**

*UMBRA GROUP is an agile, problem-solving partner for the motion technology industry.*

### **Valori**

The values shared by all UMBRA GROUP people are summarized by the acronym F.I.R.S.T., which represents the guiding principles of daily activities:

- **Focus on the Customer:** *“Customer satisfaction is the driving force of our operations. We want to establish a long-lasting partnership, based on mutual trust and confidence. We learn about the customer’s history and listen to their needs, so we can really make a difference. We strive to improve ourselves continuously, so we can offer pioneering solutions and create value!”*
- **Innovation:** *“We study new ideas that are conducive to innovation and the improvement of processes, skills, and interpersonal relations.”*
- **Respect:** *“We listen to everyone and are open to dialogue; we encourage professional discussion and the exchange of views. We create loyal relationships based on trust and confidence, both within the internal community and outside.”*
- **Social Responsibility:** *“We promote responsible attitudes at all levels and the development of positive, transparent relationships. The enterprise is a common good, belonging both to everyone who works within it and to the outside community.”*
- **Teamwork:** *“We cultivate passion and the determination to accept and overcome challenges, in keeping with our vision. Our strength lies in the Team!”*

## We work to be **FIRST**

Our values are clear and **non-negotiable**.  
They inspire our work every day and are shared  
with every person on our team.

Focus on the customer  
Innovation  
Respect  
Social responsibility  
Teamwork



Alongside these values, UMBRA GROUP embraces a cross-cutting principle:

- **Sustainability:** *“We are committed to generating sustainable growth by promoting behaviours and solutions oriented towards social, environmental and economic responsibility.”*

## Global Presence of the Group

UMBRA GROUP has a strong identity deeply rooted in Italy, combined with a clearly defined international vocation.

Today, the Group's organizational structure forms a global network that allows it to operate close to customers worldwide. This enables the delivery of tailor-made, technologically advanced, high value-added solutions, designed to meet complex requirements and to support partners throughout their innovation processes.

This international footprint not only strengthens the Group's competitive position, but also fosters a culture of knowledge sharing, allowing skills, experience and innovation to circulate across borders.

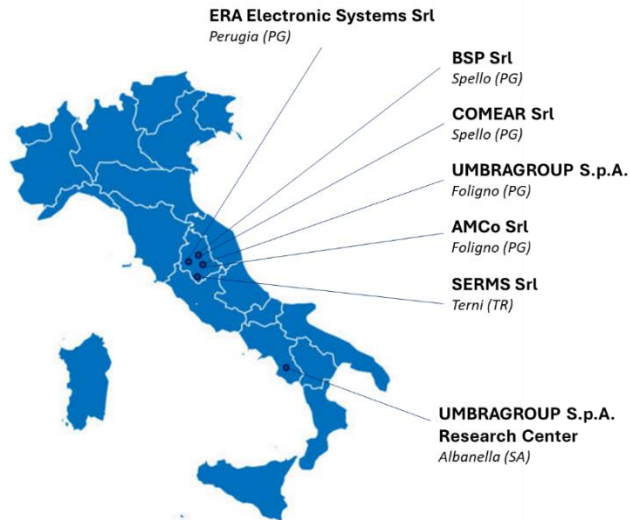
Acting as a Group means operating as a single, integrated system, capable of adapting to different market needs while maintaining consistent quality standards.

In every part of the world, UMBRA GROUP works with the same mindset: transforming challenges into opportunities and jointly building the future of motion technology.



## The Group Locations

*"A Group born in Italy with a global presence"*



- **UMBRA GROUP S.p.A.**

Founded in 1972 under the name Umbra Cuscinetti S.p.A., the company originated from a joint venture between the Italian public company GEPI and the German private company FAG, with the aim of producing ball bearings. In 2018, it adopted its current name, UMBRA GROUP S.p.A. As the Parent Company, with manufacturing plants in Italy, Germany and the United States, UMBRA GROUP serves aircraft manufacturers, integrated system suppliers, airlines and machine tool manufacturers worldwide.



- **SERMS S.r.l**

Founded in 2004 as a spin-off of the University of Perugia, SERMS joined the Group in 2017. The company specializes in Testing and Design activities applied to fundamental space physics and extended to innovative industrial applications.

The high technological requirements inherent in these activities involve continuous investment in advanced instrumentation and highly qualified personnel training, in compliance with stringent regulatory frameworks.

Integration into the Group has strengthened collaborations with research institutions and industrial partners, expanding the company's offering of Environmental Testing and Mechanical Design services for aerospace, automotive, naval and industrial sectors.

- **Aerospace Manufacturing Company S.r.l.**

Officially established in 2006 by shareholders of Umbra Cuscinetti S.p.A., the company is now a recognized operator in the manufacturing sector at national and international level.

It operates a production facility covering approximately 1,450 m<sup>2</sup>, with an additional 400 m<sup>2</sup> dedicated to offices. The company carries out high-precision mechanical machining, principally for aeronautical applications, including:

- Couplings
- Ball screws
- Ice breakers
- Stops
- Ball screw nuts
- Micro nuts
- Micro ball screws
- Diverters

- **CO.ME.AR.**

Founded in 1987 in Spello (PG) by Claudio and Lanfranco Becchetti, CO.ME.AR. currently employs approximately 200 people and operates one of the most advanced machine parks in Italy.

As of 4 October 2023, UMBRAGROUP holds 51% of the company's share capital, while the remaining 49% is owned by the CEO, Claudio Becchetti.

In the aerospace sector, CO.ME.AR. manufactures high-precision, complex mechanical components, including:

- Manifolds and hydraulic bodies
- Hydraulic components such as cylinders and pistons
- Bearing rings for turbines and gearboxes
- Mechanical parts for braking systems and landing gear
- Ball screw nuts and other actuator components (flaps, slats, spoilers, rudders, stabilizers, thrust reversers)

In the industrial sector, the company supplies products belonging to the following families:

- Precision components for machine tools and electro-spindles
- Mechanical parts for CNC waterjet and laser cutting machines
- Mechanical systems for electromechanical actuators used in presses and punching machines

- **B.S.P. S.r.l.**

Founded in 1994 in Spello (PG) by Claudio and Lanfranco Becchetti, B.S.P. joined the Group on 4 October 2023, with UMBRAGROUP acquiring 51% of the share capital.

The company employs approximately 100 people and operates a dedicated, highly specialized machine park, among the most advanced in Italy.

B.S.P. specializes in build-to-print manufacturing, particularly in the production of complex, high-precision bearing rings, serving leading customers in the aerospace and industrial sectors.

- **ERA Electronic Systems**

Founded in 2003 in Perugia by engineer Joseph Persampieri, with extensive experience in the Aerospace & Defense sector, ERA joined the Group in November 2023.

A long-standing strategic supplier to the Group, ERA shares UMBRAGROUP's mission to implement high-technology solutions for electrification.

The company provides integrated turn-key solutions, covering hardware, firmware, software and mechanical design, as well as production, qualification testing, RMA and Integrated Logistic Support (ILS).

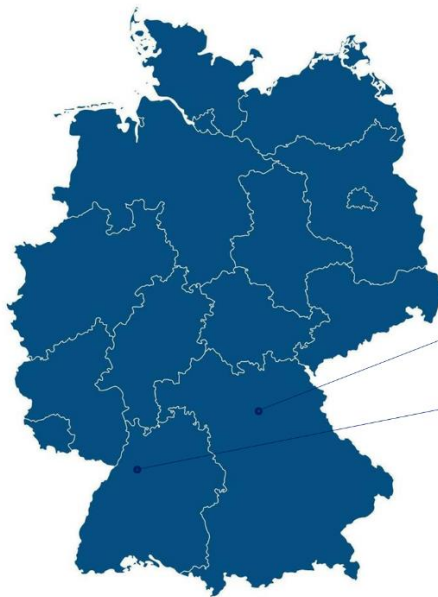
Applications include:

- Control systems for defense
- Safety-critical electronic communication and control systems
- Electromechanical actuation systems, including flight control surfaces
- Multi-platform energy distribution and conversion systems
- Automated test equipment and simulators

- **UMBRA GROUP S.p.A. Research Center**

In 2012, UMBRAGROUP inaugurated its Research Center in Albanella (SA, Italy).

The research centre dedicated to high-performance electric motors was established to support the development of electromechanical actuators and to expand UMBRAGROUP's expertise in software, electronics and mechatronics.



**Präzisionskugeln Eltmann GmbH**  
*Eltmann*

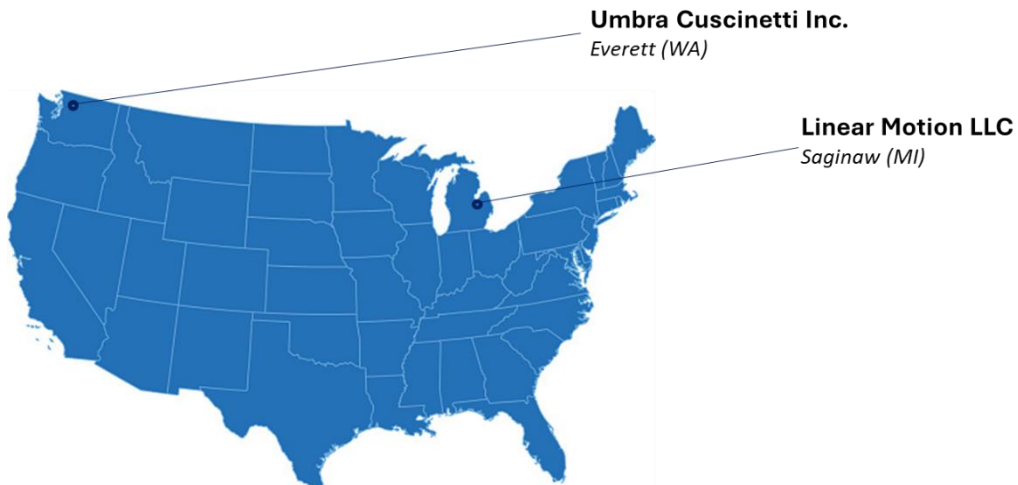
**KUHN-Präzisionsspindeln und  
Gewindetechnik GmbH**  
*Freiberg am Neckar*

- **Präzisionskugeln Eltmann GmbH**

This company specializes in the production of high-quality steel balls with diameters ranging from 18 to 200 mm. It maintains long-standing partnerships in the mechanical engineering, wind energy, electrical and aerospace sectors.

- **KUHN Präzisionsspindeln und Gewindetechnik GmbH**

Active since 1963, the company was founded by the Kuhn brothers, initially specializing in crankshaft grinding operations. Today it operates a production facility covering over 2,300 m<sup>2</sup>, with an additional 250 m<sup>2</sup> of office space, and specializes in the manufacturing of precision spindles and threaded components.



**Umbracuscinetti Inc.**  
*Everett (WA)*

**Linear Motion LLC**  
*Saginaw (MI)*



**UMBRA GROUP**

- **Umbra Cuscinetti Inc.**

Founded in 1979 under the name Northwest Gears, the company was acquired by UMBRAGROUP in 1999 and renamed Umbra Cuscinetti Inc., strengthening brand recognition in the US market.

The facility comprises more than 5,000 m<sup>2</sup> of production space and over 1,000 m<sup>2</sup> of offices, ensuring high production capacity and robust infrastructure.

- **Linear Motion LC (Thomson® Aerospace & Defense)**

A historic brand in the aerospace sector, acquired by UMBRAGROUP in 2018 and renamed Linear Motion LLC.

Thanks to this acquisition, the Group expanded its presence in civil aerospace, defense and nuclear programmes.

The company manufactures aerospace ball screws, actuators and electromechanical systems, produced entirely in the United States. Facilities cover a total area of approximately 15,800 m<sup>2</sup>, including production and office space.

## The Group Business

UMBRA GROUP operates as a global technology partner, delivering advanced, safe and sustainable motion control solutions.

Its leadership is built on over fifty years of industrial experience, a strong innovation-driven approach and an international network of manufacturing sites and centers of excellence.

### MARKET SECTORS

The Group operates in two strategic business areas:

- Aerospace & Defense
- Industrial

#### *Aerospace & Defense*

*“Together, we promote sustainability and safety in flight”*

UMBRA GROUP is internationally recognized as one of the leading players in the design and production of safety-critical components for the aerospace and defense industries.

The product portfolio includes:

- Ball screws
- Linear and rotary electromechanical actuators
- Gears, shafts and bearings
- High-precision sub-systems designed to operate in extreme conditions
- Electronic and control boards

These solutions are applied in:

- Commercial and military aircraft
- UAVs (Unmanned Aerial Vehicles)
- Robotic platforms
- Satellites and space infrastructures

Within the Group, the SERMS division also provides highly specialized testing, qualification and simulation services in space environments, compliant with the highest international standards (ESA, NASA).

#### *Industrial*

*“Together, we power progress with high-performance solutions”*

Within the Industrial Business Unit, the Group develops motion control solutions for a wide range of sectors, with a strong focus on energy efficiency and process sustainability.

The product offering includes ball screws, bearings, actuators, electro-spindles, electric motors and high-precision mechanical components, applied in the following sectors:

**Automation** – Systems for robotics, packaging, semiconductors, winding and industrial braking

**Automotive and Off-road** – Technologies for steer-by-wire, brake-by-wire, handling and lifting systems

**Biomedical** – Micro-screws, electromechanical actuators and sub-systems for compact, high-precision pumps

**Energy** – Electromechanical actuators, bearings and solutions designed to reduce consumption and improve energy efficiency

**Transport** – Components for electrified mobility, powertrains and railway switch systems

**Machine Tools and Industrial Machinery** – Ball screws, bearings, electric motors and electromechanical actuators for lathes, presses, EDM machines, additive manufacturing, and machines for wood, glass, marble and stone

**Plastics and Metal Forming** – Technologies for moulding, thermoforming, bending, welding, laser cutting and calendaring

### *Aftermarket*

*“Support throughout the entire product life cycle for aerospace and industrial markets”*

UMBRA GROUP supports its customers throughout the entire business relationship, offering a wide range of after-sales services, aimed at addressing spare parts requirements and MRO (Maintenance, Repair and Overhaul) activities in both aerospace and industrial fields.

## Corporate Governance

The Parent Company, UMBRAGROUP S.p.A., is a joint-stock company governed by a Board of Directors composed of nine members, appointed by the majority shareholders and ratified by the Shareholders' Meeting.

The Board of Directors plays a central role in defining and overseeing the Group's strategy, ensuring that management is consistent with the organization's economic, environmental and social objectives.

Operational implementation of strategic guidelines is entrusted to a Chief Executive Officer, supported by a second CEO with specific responsibility for Health, Safety and Environment (CEO HSE).

Both executives hold executive roles and are responsible for managing activities in line with the approved strategic direction.

Key responsibilities of the Board also include:

- approval of the Industrial Plan, including sustainability objectives;
- monitoring of performance through Key Performance Indicators (KPIs), updated regularly through annual plan reviews and quarterly reporting.

In June 2023, the Board formally established a Sustainability Committee, composed of three internal Board members, with advisory, proposal-related and preparatory functions.

The Committee supports sustainability governance throughout the value chain, with particular focus on:

- climate transition and environmental protection;
- technological innovation and access to energy;
- energy efficiency and operational sustainability;
- health, safety and wellbeing of people;
- respect for human rights, integrity and transparency;
- development of local communities, diversity and inclusion.

The Committee meets on a quarterly basis and reports at least once a year to the Board of Directors on the progress of sustainability initiatives and related ESG indicators.

In parallel, the CEO HSE submits a dedicated report to the Board twice a year on occupational health and safety performance.

To safeguard transparency and corporate integrity, potential conflicts of interest—including multiple mandates, cross-shareholdings or family relationships—are monitored and publicly disclosed through the Group's website.

The Group has also implemented a whistleblowing platform, accessible to external parties, enabling anonymous reporting in compliance with applicable regulations and corporate values. The internal control system is further strengthened by the adoption of an Organization, Management and Control Model pursuant to Legislative Decree 231/2001, overseen by an independent Supervisory Body responsible for monitoring its effective implementation and continuous updating.

BOARD MEMBER	ROLE
<i>Reno Ortolani</i>	<i>Chair of the Board of Directors</i>
<i>Matteo Adolfo Notarangelo</i>	<i>Chief Executive Officer (CEO)</i>
<i>Beatrice Baldaccini</i>	<i>Vice Chair of the Board of Directors</i>
<i>Sara Ortolani</i>	<i>Chief Executive Officer – HSE</i>
<i>Leonardo Baldaccini</i>	Board Member
<i>Sonia Bonfiglioli</i>	Board Member
<i>Marco Fumagalli</i>	Board Member
<i>Marco Rossi</i>	Board Member
<i>Claudio Becchetti</i>	Board Member

## Our sustainability journey

Sustainability represents a concrete commitment towards the environment, people and the communities in which the Group operates.

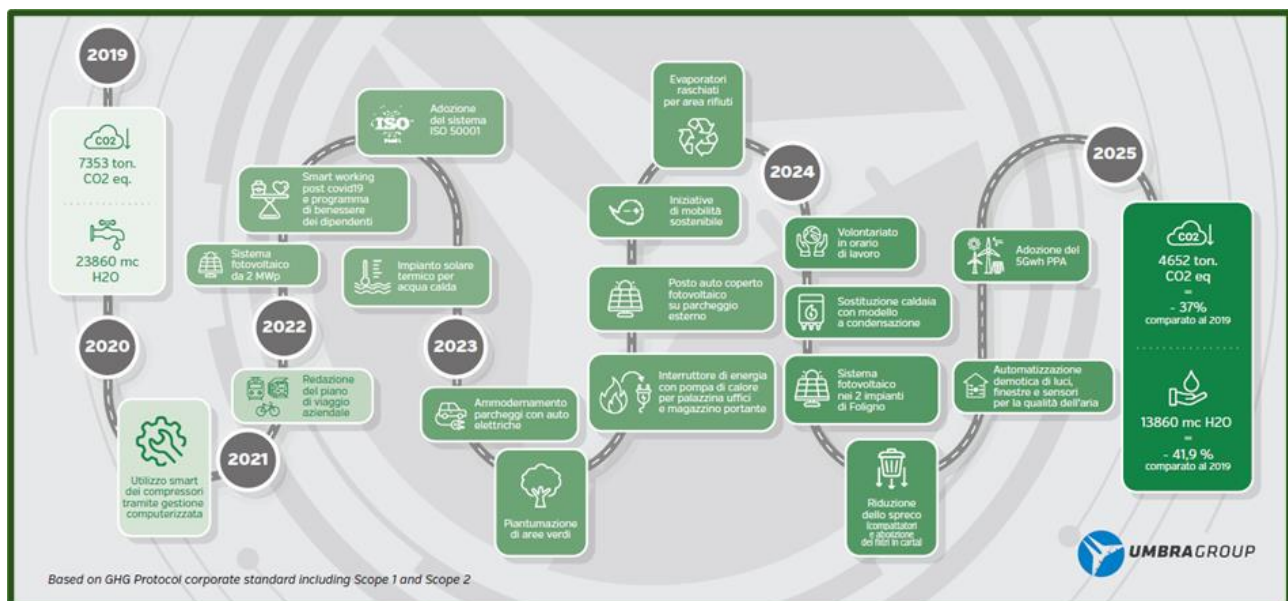
It means working every day to achieve development that meets the needs of the present generation without compromising the ability of future generations to meet their own needs.

The Group's sustainability journey is structured along two main strategic directions:

- Reducing the environmental impact of production activities through investments in technological innovation. The Group adopts state-of-the-art processes to design increasingly efficient, reliable and sustainable products, constantly monitoring environmental performance and promoting continuous improvement.
- Placing people at the core of the strategy. Employee wellbeing and occupational health and safety are absolute priorities. The Group promotes initiatives dedicated to work-life balance, physical and mental health, and a strong safety culture through targeted training programs, internal communication and inclusive activities involving the entire organization.

This approach is inspired by the United Nations 2030 Agenda for Sustainable Development, which defines globally shared objectives to build an equitable and durable future.

To guide this commitment in a structured manner, the Parent Company has defined a clear and articulated Sustainability Roadmap, identifying priority actions, areas for improvement and expected outcomes. The roadmap is supported by concrete, measurable objectives that allow the Group to monitor progress, transparently report results achieved and act responsibly throughout the entire sustainability transformation process.



## Certifications

To effectively manage key intangible variables linked to its business, the Parent Company has defined a reference framework towards which subsidiaries are progressively aligned. This framework is based on the implementation and certification of a set of international voluntary management system standards.

The following table summarizes the Group companies currently holding third-party accredited certifications related to the voluntary adoption of management systems for:

- Quality (ISO 9001, AS/EN 9100),
- Environment (ISO 14001),
- Energy (ISO 50001),
- Occupational Health and Safety (ISO 45001).

COMPANY	ISO 9001	AS/EN 9100	ISO 45001	ISO 14001	ISO 50001
UMBRA GROUP S.p.A.	✓	✓	✓	✓	✓
SERMS S.r.l.	✓				
AMCo S.r.l.	✓	✓			
CO.ME.AR S.r.l.	✓	✓	✓	✓	
B.S.P. S.r.l.	✓	✓	✓	✓	
ERA Electronic Systems S.r.l.	✓	✓	✓	✓	
KUHN GmbH	✓				
Präzisionskugeln Eltmann GmbH		✓		✓	✓
Umbra Cuscinetti Inc.	✓	✓			
Linear Motion	✓	✓			

## Double Materiality Analysis

The Double Materiality Analysis of UMBRAGROUP was developed through a structured process for identifying and assessing Impacts, Risks and Opportunities (IROs).

The assessment is based on:

- inputs collected from internal and external stakeholders, engaged to express their perspectives on the relevance of sustainability topics;
- evidence emerging from the value chain mapping, which enabled the identification of critical exposure points and potential effects throughout the operational phases.

This integrated approach allowed the Group to define a comprehensive and coherent representation of sustainability priorities.

The stages of the process are described below.

### Stakeholder Engagement

For UMBRAGROUP, sustainability is achieved through a relationship of trust and collaboration with a broad and diversified ecosystem of stakeholders.

Each stakeholder—internal or external—is recognized as a key contributor to building a shared and responsible development path.

The Group's main stakeholders include:

- Employees and collaborators, who embody the corporate culture of safety, wellbeing, innovation and quality at work;
- Customers and business partners in the Aerospace & Defense, Industrial and Space sectors, for whom the Group provides high-technology and sustainable solutions;
- Suppliers and the supply chain, with whom relationships are built on ethical processes, reliability and collaboration aimed at promoting sustainable practices;
- Local communities and territories, particularly those hosting Group operations (Foligno, Terni, Spello, Perugia, Albanella, Freiberg, Eltmann, Everett and Saginaw);
- Shareholders and investors, including the majority shareholder Poliscom, recipient of the Industria Felix award (2025);
- Institutions and authorities, engaged to ensure regulatory compliance and promote responsible industrial development;
- Agencies and the scientific community, including research organizations involved in innovation projects.

The Group adopts a structured stakeholder engagement approach that includes:

- preliminary stakeholder mapping and analysis;
- direct engagement through surveys, workshops, focus groups and interviews;
- continuous monitoring and transparent reporting through dedicated KPIs.



### Value Chain Mapping

Alongside stakeholder engagement, the Group performed a comprehensive value chain mapping, defined as the full range of activities, resources and relationships linked to the business model and operating environment.

This analysis reflects upstream activities such as extraction, metal forging, energy production and component manufacturing, as well as downstream activities including customer assembly operations, waste management services, logistics, transport and technical consultancy.

Detailed mapping tables are provided in Annex 1.

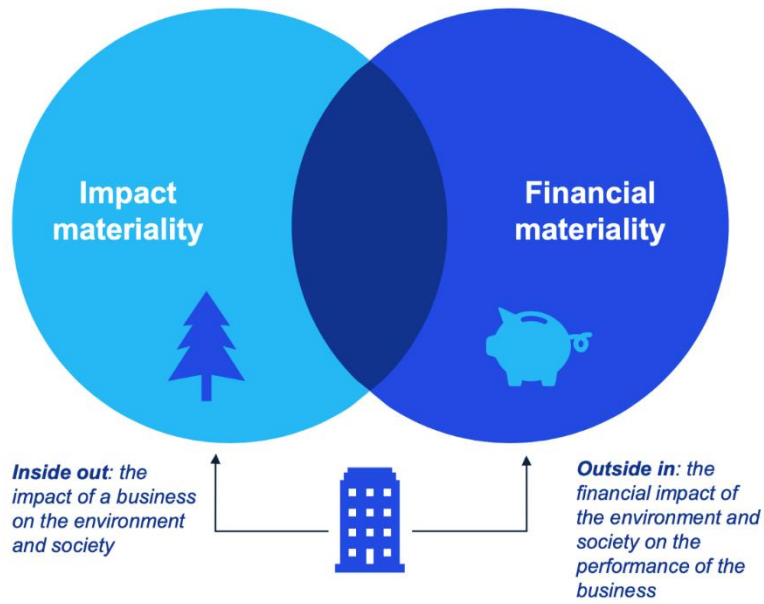
### Double Materiality Principle

Double materiality is a cornerstone of the ESRS framework and represents one of the distinguishing elements of sustainability reporting under the CSRD.

The Group conducted an initial internal assessment to identify material topics both from:

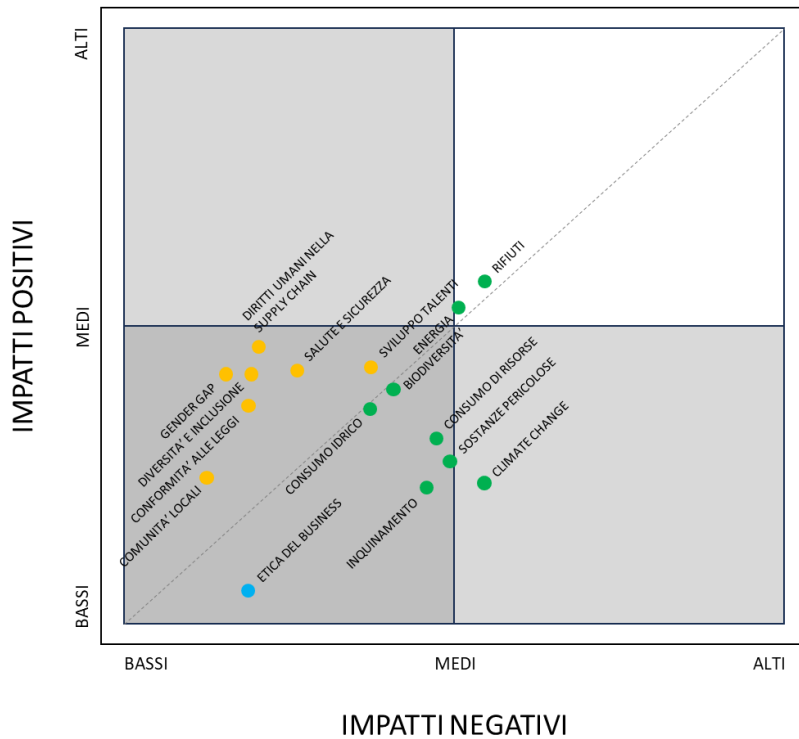
- an impact materiality perspective (impacts generated on the environment and society), and
- a financial materiality perspective (risks and opportunities affecting the Group's business).

The resulting materiality matrix is provisional and will be validated and updated in future reporting cycles.



### Impact materiality

Impact materiality refers to actual or potential effects generated by the Group's activities on the environment, people and the economy along the entire value chain.



The representation provided by the matrix, which reports the assessments of external stakeholders, clearly indicates a marked division between environmental and social issues.

Impact materiality refers to actual or potential effects generated by the Group’s activities on the environment, people and the economy along the entire value chain.

Environmental topics show higher perceived negative impacts primarily linked to:

- GHG emissions and climate change;
- use of raw materials and hazardous substances;
- pollution of environmental matrices.

In contrast, energy and waste management are increasingly associated with positive impacts, in the context of energy transition and circular economy models.

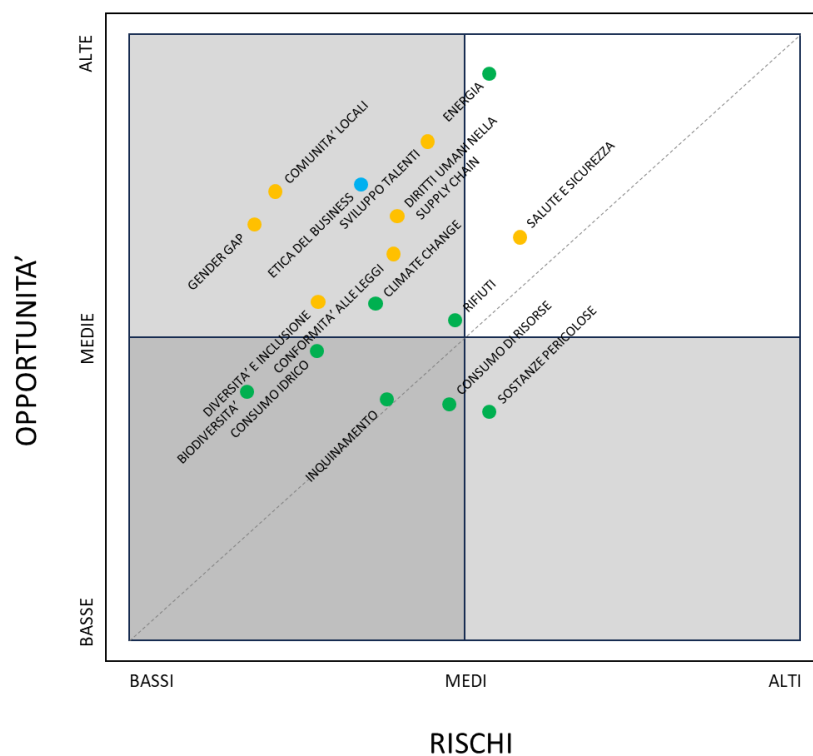
Social topics are perceived as enablers of positive impacts, particularly concerning:

- human rights in the supply chain;
- occupational health and safety;
- diversity and inclusion;
- equal opportunities.

### Financial materiality

Financial materiality evaluates ESG topics in terms of potential economic and financial impacts, including regulatory, operational and reputational risks, as well as opportunities related to sustainable transition.

Energy emerges as a strategic topic due to its cost volatility and impact on competitiveness.



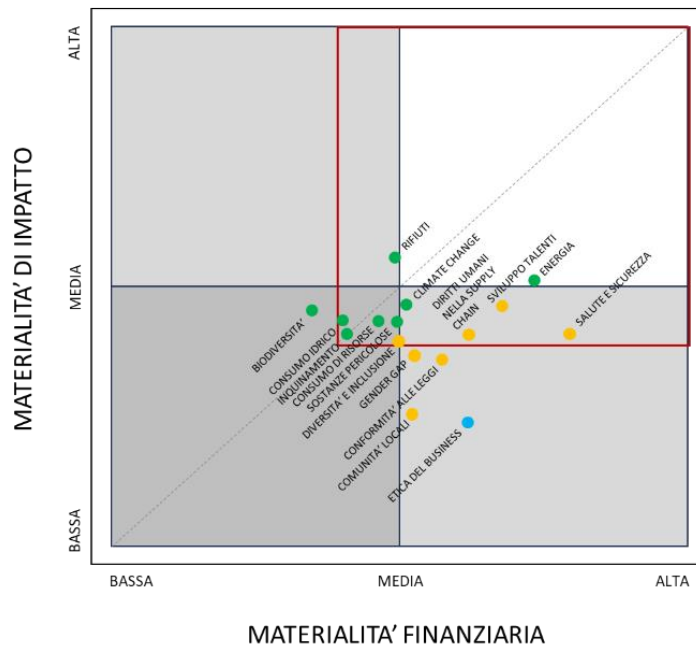
### Double Materiality Matrix

The double materiality matrix makes it possible to integrate, within a single conceptual framework, the two distinct inside-out and outside-in perspectives, which remain the reference points for assessing the relevant impacts, risks, and opportunities associated with the business of the Umbra Group and its long-term sustainability.

As part of the combined assessment, the materiality threshold defined by the Parent Company enables the identification of the material topics that therefore guide the Consolidated Sustainability Reporting:

- Energy, Climate change (ESRS E1)
- Hazardous substances (ESRS E2)
- Water consumption (ESRS E3)
- Resource consumption, Waste (ESRS E5)
- Talent development, Health and safety, Diversity and inclusion (ESRS S1)
- Human Rights in the supply chain (ESRS G1)

The guidance provided faithfully reflects the key issues currently facing the Group, irrespective of sustainability considerations: the cost of energy and the need to adapt to the decarbonization context; the costs and constraints related to raw material sourcing, with particular reference to reusable production waste within a circular economy perspective; the obligation to adequately manage hazardous substances and to design their progressive substitution; and the need to attract and retain talented managers, technicians, and skilled workers, in order to maintain the level of excellence that characterizes the precision mechanical engineering industry.



## Environmental information

The daily challenge faced by UMBRAGROUP is to pursue its corporate mission by going beyond mere compliance with increasingly stringent environmental regulations, adopting an approach oriented towards the continuous improvement of environmental performance.

This objective is achieved through ongoing and planned investments to ensure production processes are consistently aligned with the best available environmentally compatible technologies, as well as through the commitment, awareness and responsible behavior of every individual working within the Group, with respect to the territories in which it operates and future generations.

At the core of this approach lies the systematic assessment of environmental risks and opportunities, which allows resources to be directed towards areas of greater potential criticality and supports proactive, efficient management.

Through this preventive approach, the Group is able to anticipate and manage situations that could result in unexpected or undesirable environmental impacts, as well as legislative developments introducing new constraints or prohibitions.

Given the nature of the business and stakeholder sensitivity, the environmentally material aspects for the Group include:

- energy consumption and related climate-altering emissions;
- use of hazardous and polluting substances;
- water withdrawal and consumption;
- resource use and waste generation resulting from production processes.

### Environmental impacts, risks and opportunities

The table below summarises the Environmental Impacts, Risks and Opportunities (IROs) identified through the Double Materiality Assessment described in the introductory section of this Sustainability Report, conducted in accordance with the European Sustainability Reporting Standards (ESRS).

The analysis enabled identification of:

- actual and potential environmental impacts generated by Group activities;
- environmentally relevant financial risks and opportunities, considering the entire value chain.

IROs were assessed by considering both:

- the impact dimension (inside-out), and
- the risk and opportunity dimension (outside-in),

within an integrated and forward-looking perspective.

Each IRO includes:

- a description of the impact, risk or opportunity;
- indication of whether the impact is actual or potential;

- position along the value chain (upstream, own operations, downstream);
- the relevant time horizon (short, medium and/or long term).

These IROs form the basis for defining the strategies, policies, actions and targets described in the following sections.

IRO	TEMATICA	EFFETTO	±	VALUE CHAIN	ORIZZONTE TEMPORALE
IMPATTI	Mitigazione dei cambiamenti climatici	L'azienda genera emissioni GHG per la gestione delle proprie attività <span style="float:right">ATTUALE</span>	-	Own operations	BT
		L'azienda contribuisce indirettamente alla produzione di emissioni GHG generate lungo la catena di fornitura <span style="float:right">ATTUALE</span>	-	Upstream	MT
	Energia	L'azienda è responsabile del consumo energetico necessario allo svolgimento delle proprie attività <span style="float:right">ATTUALE</span>	-	Own operations	BT/MT/LT
		L'azienda contribuisce indirettamente al consumo energetico della propria catena di fornitura <span style="float:right">ATTUALE</span>	-	Upstream	BT/MT/LT
	Inquinamento dell'aria	L'azienda contribuisce indirettamente all'inquinamento atmosferico generato lungo la propria catena di fornitura <span style="float:right">ATTUALE</span>	-	Upstream	BT/MT
		L'azienda consuma energia attraverso l'uso di macchinari e impianti industriali, generando emissioni atmosferiche dirette <span style="float:right">ATTUALE</span>	-	Own operations	BT/MT
	Inquinamento dell'acqua	Operando in un'area a rischio idrico, l'azienda contribuisce alla pressione sulle risorse idriche locali tramite prelievo e uso di acqua nei processi produttivi <span style="float:right">ATTUALE</span>	-	Own operations	BT/MT
		Tramite le attività di approvvigionamento, l'azienda contribuisce indirettamente all'inquinamento delle acque lungo la catena di fornitura <span style="float:right">ATTUALE</span>	-	Upstream	BT/MT
	Inquinamento del suolo	Tramite le attività di approvvigionamento, l'azienda contribuisce indirettamente all'inquinamento del suolo per le attività dei soggetti a monte della catena di fornitura <span style="float:right">ATTUALE</span>	-	Upstream	BT/MT
		Senza un sistema di gestione ambientale efficace, l'azienda rischia di causare inquinamento del suolo e sottosuolo per dispersione di sostanze tossiche <span style="float:right">POTENZIALE</span>	-	Own operations	BT/MT
		L'azienda contribuisce indirettamente all'inquinamento del suolo causato dalle attività della catena di fornitura, legato al rilascio di sostanze inquinanti <span style="float:right">ATTUALE</span>	-	Downstream	BT/MT
	IMPATTI	Sostanze preoccupanti	L'azienda fornisce prodotti e componenti che possono contenere o essere trattati con sostanze chimiche soggette a restrizioni <span style="float:right">ATTUALE</span>	-	Downstream
L'azienda contribuisce indirettamente alla produzione di sostanze preoccupanti derivanti dalle attività di estrazione e produzione industriale a monte della sua catena del valore. <span style="float:right">ATTUALE</span>			-	Upstream	BT
Dalle attività dell'azienda potrebbero derivare, se non smaltite correttamente, utilizzo e produzione di sostanze dannose <span style="float:right">POTENZIALE</span>			-	Own operations	BT
Consumo idrico		L'azienda non ha piena visibilità sulle strategie di consumo idrico negli attori upstream, contribuendo allo stesso <span style="float:right">ATTUALE</span>	-	Upstream	BT/MT
		L'azienda non ha piena visibilità sulle strategie di consumo idrico negli attori downstream, contribuendo allo stesso <span style="float:right">ATTUALE</span>	-	Downstream	BT
		L'azienda è responsabile dei consumi idrici legati ai processi di produzione e trattamento termico delle viti a sfere e altri componenti meccanici <span style="float:right">ATTUALE</span>	-	Own operations	BT/MT
Prelievi di acque		L'azienda può contribuire ai prelievi di acqua dolce e al trattamento della stessa <span style="float:right">POTENZIALE</span>	-	Own operations	BT
Afflussi di risorse, compreso l'uso delle risorse		L'azienda ricorre all'acquisto di risorse, al rispettivo flusso in entrata e al consumo delle stesse <span style="float:right">ATTUALE</span>	-	Own operations	BT
		L'azienda contribuisce al flusso in entrata e al consumo di risorse dei soggetti a valle della propria catena del valore <span style="float:right">ATTUALE</span>	-	Downstream	BT
		L'azienda contribuisce all'acquisto/consumo di risorse necessarie per i processi produttivi da parte dei soggetti a monte della propria catena del valore. <span style="float:right">ATTUALE</span>	-	Upstream	BT
Deflussi di risorse connessi a prodotti e servizi		L'azienda genera un flusso in uscita di risorse materiali contribuendo alla produzione di rifiuti lungo la catena del valore <span style="float:right">ATTUALE</span>	-	Own operations	BT
		L'azienda contribuisce indirettamente al deflusso di risorse dei propri clienti derivante dall'impiego, manutenzione e dismissione dei componenti forniti <span style="float:right">ATTUALE</span>	-	Downstream	BT
Deflussi di risorse connessi a prodotti e servizi		L'azienda, tramite le proprie attività di approvvigionamento, contribuisce indirettamente al deflusso di risorse e materiali impiegati dai soggetti a monte della catena di fornitura. <span style="float:right">ATTUALE</span>	-	Upstream	BT

IRO	TEMATICA	EFFETTO	±	VALUE CHAIN	ORIZZONTE TEMPORALE
IMPATTI	Rifiuti	L'azienda, attraverso lo svolgimento delle proprie attività produttive/ di manutenzione, genera rifiuti industriali <small>ATTUALE</small>	-	Own operations	BT
		L'azienda riduce l'impatto ambientale grazie ad attività di ricondizionamento e rigenerazione di componenti <small>ATTUALE</small>	+	Own operations	BT
		L'azienda contribuisce indirettamente alla generazione di rifiuti derivanti dai processi produttivi a monte della catena di fornitura <small>ATTUALE</small>	-	Upstream	BT
		L'azienda contribuisce indirettamente alla produzione di rifiuti derivanti dalle attività svolte a valle della catena del valore <small>ATTUALE</small>	-	Downstream	BT
RISCHIO	Adattamento ai cambiamenti climatici	L'azienda, a causa di eventi meteorologici estremi, potrebbe subire danni fisici alle proprie strutture e incorrere in costi assicurativi	-	Own operations	MT/LT
		Eventi climatici estremi potrebbero comportare interruzioni operative e riduzione dei volumi produttivi	-	Own operations	BT/MT/LT
		Eventi climatici estremi potrebbero interrompere le forniture di materie prime o componenti critici	-	Upstream	MT
	Mitigazione dei cambiamenti climatici	Normative più stringenti sulle emissioni dei veicoli a combustibili fossili potrebbero obbligare l'azienda a rinnovare il proprio parco mezzi con veicoli elettrici o a basse emissioni	-	Own operations	LT
	Energia	L'azienda, in caso di aumento del costo dell'energia, subisce un aumento dei costi operativi	-	Upstream	BT
		L'azienda, scegliendo di acquistare energia proveniente da fonti rinnovabili, godrà di benefici futuri	-	Own operations	MT
		La dipendenza da fornitori energetici con basso utilizzo di rinnovabili potrebbe penalizzare il rating ESG dell'azienda presso clienti e istituti finanziari	-	Own operations	MT
	Inquinamento dell'aria	L'introduzione di normative più severe sull'inquinamento atmosferico potrebbe imporre una riduzione delle emissioni inquinanti delle attività aziendali	-	Own operations	LT
	Inquinamento dell'acqua	Normative più stringenti su scarichi industriali e uso delle risorse idriche potrebbero comportare costi aggiuntivi per l'adeguamento degli impianti di trattamento delle acque reflue	-	Own operations	MT/LT
	RISCHIO	Inquinamento del suolo	Attività dei fornitori in aree ad alto rischio ambientale potrebbero causare contaminazioni con impatti indiretti sull'azienda	-	Upstream
Sostanze preoccupanti		Una gestione non corretta delle sostanze chimiche pericolose potrebbe comportare sanzioni e danni reputazionali	-	Own operations	MT
Afflussi di risorse, compreso l'uso delle risorse		L'azienda, a seguito dell'irreperibilità di determinate risorse minerarie o naturali, rischia delle interruzioni delle proprie attività.	-	Upstream	LT
		Le normative europee sulla sostituzione di materiali ad alto impatto ambientale potrebbero determinare un aumento dei costi di adeguamento	-	Upstream	MT
		I nuovi standard europei su basse emissioni ed efficienza richiederanno l'adozione di componenti e materiali a minore impatto climatico	-	Upstream	MT
Rifiuti		In assenza di un'adeguata gestione dei rifiuti pericolosi che genera L'azienda potrebbe incorrere in rischi reputazionali e sanzioni.	-	Own operations	BT
OPPORTUNITA'	Mitigazione dei cambiamenti climatici	L'approvvigionamento di energia da fonti rinnovabili può migliorare la performance di sostenibilità dell'azienda	+	Own operations	MT
	Energia	Investimenti in efficientamento energetico possono ridurre i costi energetici e l'esposizione alla volatilità dei prezzi	+	Own operations	MT
	Inquinamento dell'acqua	Tecnologie per il riciclo, il riuso delle acque e l'efficienza idrica possono ridurre la dipendenza da risorse esterne e rafforzare il profilo ESG	+	Own operations	MT
	Inquinamento del suolo	Investimenti in sistemi avanzati di gestione e monitoraggio dei rifiuti possono ridurre il rischio di contaminazioni accidentali	+	Upstream	MT
	Deflussi di risorse connessi a prodotti e servizi	Sviluppare modelli di business circolari potrebbe generare nuovi flussi di ricavi e ridurre i costi di approvvigionamento	+	Own operations	MT/LT



## **CLIMATE CHANGE [ESRS E1]**

UMBRA GROUP assigns increasing importance to environmental issues and the challenges posed by climate change, promoting sound practices aimed at managing and mitigating impacts not only within its own operations, but across the entire value chain.

The Parent Company has adopted a set of policies and documents addressing climate and environmental topics in an integrated manner, including:

- the Environmental, Energy, Health and Safety Policy;
- the Code of Ethics;
- the Supplier Code of Conduct.

During the reporting period, the Group also prepared an ESG Sustainability Policy, which will be formally approved and disseminated in 2025. This policy addresses climate-related challenges by defining clear and measurable objectives for emissions reduction and climate risk adaptation.

The Group will also formalise a Climate Transition Plan for the mitigation of climate change, which will be made available in 2025.

To this end, the Parent Company is engaged in detailed quantification of the GHG Inventory, as a prerequisite for the validation of decarbonisation targets by the Science Based Targets initiative (SBTi). In parallel, concrete actions are being defined to reduce both direct and indirect emissions.

At present, incentive systems are not linked to GHG emission reduction targets or other climate-related performance indicators. However, the integration of ESG objectives into incentive mechanisms is planned for the near future, in line with the evolution of the Group's sustainability strategy.

### **Actions and Resources Related to Climate Change Policies**

The Group has initiated the planning of decarbonisation actions aimed at achieving defined targets.

A 2019–2025 Decarbonisation Roadmap was developed, focusing on the reduction of Scope 1 and Scope 2 emissions at the UMBRA GROUP S.p.A. site in Foligno, which represents the Group's main site and highest energy consumer.

In addition, a Group-wide decarbonisation roadmap with a 2025–2030 time horizon was defined to extend this approach to all subsidiaries.

In parallel, analytical and planning activities related to Scope 3 emissions have been initiated, including:

- reorganisation of internal databases to quantify incoming materials by weight and calculate emissions related to purchased goods;
- in-depth analysis of the "Use of Sold Products" category, considering that Group components contribute to the electrification of actuation systems, a key pillar of the Group's future strategy.

The main decarbonisation levers are:

**Scope 1**

- Electrification of thermal energy consumption through gradual replacement of natural gas systems with electric solutions for heating and cooling.
- Use of plants and equipment containing alternative refrigerants to reduce the use of high global warming potential gases.

**Scope 2**

- Increased efficiency of electricity consumption through technological and organizational measures.
- Self-production of renewable electricity via on-site photovoltaic systems.
- Purchase of certified renewable electricity through Power Purchase Agreements (PPAs) and Guarantees of Origin (GOs).

**Scope 3**

- Reduction of suppliers' environmental impact through collaboration along the supply chain.
- Employee awareness initiatives promoting sustainable commuting.
- Logistics optimization to reduce emissions from transport and distribution.

Di seguito si riportano invece le principali azioni attuate nel corso del 2024 da UMBRAGROUP S.p.A.:

**Energy efficiency**

Action	GHG reductions achieved in 2024
Replacement of AHU motors with ultra-high-efficiency motors	107 tCO <sub>2eq</sub>

*The intervention involved replacing the motors of the Air Handling Units (AHUs) with high-energy-efficiency models, reducing electricity consumption of the HVAC systems. This action makes a significant contribution to the reduction of indirect emissions (Scope 2) and to the improvement of indoor comfort in both production areas and offices.*

**On-site Renewable Energy Generation**

Action	GHG reductions achieved in 2024
Installation of a photovoltaic carport system in the employee parking area	224 tCO <sub>2eq</sub>

*The Solar Attack project consisted of installing a photovoltaic system on carport canopies within the employee parking lot of UMBRAGROUP S.p.A. The system has an installed capacity of approximately 880 kWp and an annual electricity production of about 1,050,000 kWh, covering approximately 8% of the total electricity consumption of the entire plant.*

*In addition to reducing indirect emissions (Scope 2) and generating energy savings, the project improves the comfort of parked vehicles, especially during summer periods.*

### **Logistic efficiency**

Action	GHG reductions achieved in 2024
Participation in the program DHL GoGreen Plus	29 tCO <sub>2eq</sub>

The DHL GoGreen Plus service enables the reduction of carbon emissions associated with shipments through the use of Sustainable Aviation Fuel (SAF), which results in lower emissions compared to conventional fuels. This initiative contributes to the decarbonisation of the logistics value chain and to the reduction of Scope 3 emissions related to the category “Upstream transportation and distribution”.

### **Employee awareness**

Action	GHG reductions achieved in 2024
Organisation of employee engagement initiatives to promote sustainable commuting	6 tCO <sub>2eq</sub>

Since 2018, UMBRAGROUP S.p.A. has promoted Ecomoving, a project aimed at encouraging sustainable mobility among employees by incentivising the use of public transport, car pooling, cycling and walking, thereby reducing Scope 3 emissions associated with the category “Employee commuting”.

Additionally, through the WeCity app, employees accumulate CO<sub>2eq</sub> points that can be converted into rewards based on the sustainability of their travel choices.

### **Smart-working**

Action	GHG reductions achieved in 2024
Adoption of smart working as a tool to reduce emissions from employee commuting	51 tCO <sub>2eq</sub>

The introduction of smart working has reduced employee commuting, leading to lower Scope 3 emissions related to mobility and associated with the category “Employee commuting”. In addition to enhancing work flexibility, this measure contributes to the Group’s decarbonisation strategy, generating both environmental and social benefits.

Several interventions are planned across all Group companies. Below is an overview of those expected in 2025:

Action	Company	Expected improvements	GHG reduction	Cost (k€)
Photovoltaic system (875 kWp)	UMBRA GROUP S.p.A.	Increase in renewable energy production and reduction of grid electricity purchases (Scope 2 reduction); energy price stabilization	244 tCO <sub>2eq</sub>	1.400

Action	Company	Expected improvements	GHG reduction	Cost (k€)
High-efficiency compressors	UMBRA GROUP S.p.A.	20% reduction in electricity consumption of compressors (Scope 2 reduction)	54 tCO <sub>2eq</sub>	150
Heat pumps	UMBRA GROUP S.p.A.	Reduction of natural gas consumption (Scope 1 reduction) and increase in electricity consumption (Scope 2 increase)	131 tCO <sub>2eq</sub>	300
Energy Release 2.0	UMBRA GROUP S.p.A.	Increase in the renewable share of purchased electricity (Scope 2 reduction)	1.088 tCO <sub>2eq</sub>	0
Photovoltaic system (186 kWp)	AMCO	Increase in renewable energy production and reduction of grid electricity purchases (Scope 2 reduction); price stabilization	57 tCO <sub>2eq</sub>	250

Interventions planned between 2026 and 2030:

Action	Company	Expected improvements	GHG reduction	Cost (k€)
Photovoltaic system (200 kWp)	UMBRA GROUP S.p.A.	Increase in renewable energy production and reduction of grid electricity purchases (Scope 2 reduction); price stabilization	61 tCO <sub>2eq</sub>	200
Boiler replacement	UMBRA GROUP S.p.A.	50% reduction in natural gas consumption (Scope 1 reduction)	413 tCO <sub>2eq</sub>	500
Cryogenic nitrogen systems	UMBRA GROUP S.p.A.	80% reduction of F-Gas losses (Scope 1 reduction)	280 tCO <sub>2eq</sub>	800
Energy efficiency measures	UMBRA GROUP S.p.A.	Reduction in total electricity consumption	1% of total consumption	0
Photovoltaic system (950 kWp)	Linear Motion LLC	Increase in renewable energy production and reduction of grid electricity purchases (Scope 2 reduction); price stabilization	251 tCO <sub>2eq</sub>	1.000

Action	Company	Expected improvements	GHG reduction	Cost (k€)
Photovoltaic system (400 kWp)	Umbra Cuscinetti Inc.	Increase in renewable energy production and reduction of grid electricity purchases (Scope 2 reduction); price stabilisation	101 tCO <sub>2eq</sub>	500
Power Purchase Agreement (PPA)	UMBRA GROUP S.p.A. AMCO COMEAR	Purchase of 16 GWh/year of renewable electricity (Scope 2 reduction)	3.482 tCO <sub>2eq</sub>	Variable based on the electric energy price
Energy efficiency measures	All (excluding UMBRA GROUP S.p.A.)	Reduction in total electricity consumption	5% of total consumption	0
Purchase of Guarantees of Origin	Group	Increase in renewable energy purchased (Scope 2 reduction)	2.829 tCO <sub>2eq</sub>	20

All the actions described are linked to investments and aligned with the Group's Industrial Plan.

Additionally, further initiatives supporting decarbonisation are envisaged:

- extension of sustainable commuting initiatives to other Group entities;
- achievement of ISO 14001 environmental management certification across all Group entities;
- commitment to the Science Based Targets initiative (SBTi) starting from 2026;
- identification of suppliers with the highest environmental impact and development of Scope 3 emission reduction plans related to the purchase of goods.

### Objectives related to climate change mitigation and adaptation

The Group has defined a strategic pathway towards climate neutrality by 2050, in line with international climate commitments. In addition to this long-term objective, the Group has also set short- and medium-term interim targets to ensure a gradual and measurable transition.

In particular, the Group's targets for 2030 are:

- a 59% reduction in Scope 1 emissions compared to 2020;
- a 100% reduction in Scope 2 emissions compared to 2020;
- 100% of electricity consumption sourced from renewable energy.

In parallel, a Group-wide activity is underway to quantify Scope 3 emissions, with the aim of defining specific decarbonization targets across the entire value chain.

Climate objectives are integrated into the Industrial Plan, which has been approved by the governing, management and supervisory bodies and includes the necessary investments (CapEx and OpEx) for the implementation of the planned actions, in alignment with the Group's ESG strategies.

Progress against ESG objectives, including those related to the energy transition, is monitored through the annual calculation of the GHG Inventory by the Sustainability Committees established by the Group, ensuring regular oversight and transparent reporting.

In 2026, the Group plans to join the Science Based Targets initiative (SBTi) and submit science-based emission reduction targets, in order to ensure alignment with the objectives of the Paris Agreement and to further strengthen the credibility of its decarbonization pathway.

### **Energy Consumption and Energy Mix**

The Group continuously monitors energy consumption with the objective of providing stakeholders with a transparent and comprehensive overview of its performance.

The reporting perimeter includes the following Group companies:

- UMBRAGROUP S.p.A.
- AMCo
- COMEAR
- BSP
- ERA
- Umbra Cuscinetti Inc.
- Linear Motion
- PKE
- KUHN

SERMS is excluded from the energy calculation perimeter, as it is considered not significant due to its small laboratory size and location within a university facility.

In 2024, the Group consumed a total of 44,534 MWh of energy, of which 14.93% (6,648 MWh) derived from renewable sources.

According to Commission Delegated Regulation (EU) 2022/1288, UMBRAGROUP belongs to sectors with a high climate impact, particularly manufacturing activities (NACE Code C).

Energy consumption and energy mix	U.M.	2024	2023
Consumption of coal fuels and coal products	MWh	0	0
Consumption of crude oil fuels and petroleum products	MWh	0	0
Consumption of natural gas fuels*	MWh	7.615	8.164
Consumption of fuels from other fossil sources	MWh	0	0
Consumption of electricity*, heat, steam or cooling from fossil sources, purchased or acquired	MWh	30.270	38.779
<b>Total energy consumption from fossil sources</b>	<b>MWh</b>	<b>37.886</b>	<b>46.942</b>
Percentage of fossil sources in total energy consumption	%	85,07%	98,61%
Total energy consumption from nuclear sources**	MWh	N/A	N/A
Percentage of energy consumption from nuclear sources out of total energy consumption**	%	N/A	N/A
Consumption of fuels from renewable sources	MWh	0	0
Consumption of electricity*, heat, steam and cooling from renewable sources, purchased or acquired	MWh	3.566	0
Consumption of self-generated renewable energy without the use of fuels	MWh	3.083	663
<b>Total energy consumption from renewable sources</b>	<b>MWh</b>	<b>6.648</b>	<b>663</b>
Percentage of renewable sources in total energy consumption	%	14,93%	1,39%
<b>Total energy consumption</b>	<b>MWh</b>	<b>44.534</b>	<b>47.605</b>

\* Data relating to electricity and natural gas consumption are derived from primary sources, namely utility bills collected from production plants and offices. Information on purchased heat consumption from PKE is provided by the supplier's metering system. For disaggregated data, reference is made to Annex 2.

\*\* Energy consumption from nuclear sources has not been calculated. This parameter will be subject to future assessment and calculation in order to ensure a uniform methodology across the different companies within the Group.

Non-renewable and renewable energy generation	u.m.	2024	2023
Non-renewable energy generation	MWh	0	0
Renewable energy generation	MWh	3.083	663

\* It is specified that, under the renewable energy generation item, the entire amount of energy fed into the grid is considered, and not only self-consumed energy. Renewable energy generation includes energy produced by photovoltaic panels. \* For disaggregated data, reference is made to Annex 2

Energy intensity of activities in high climate-impact sectors	u.m.	2024	2023
Total energy consumption from activities in high climate-impact sectors [41]	MWh	44.534	47.605

Net revenues generated from activities in high climate-impact sectors used to calculate energy intensity	Millions of €	281,9	278,2
Energy intensity associated with activities in high climate-impact sectors [40]	<b>MWh/ millions of €</b>	<b>158</b>	<b>171</b>

\* For the calculation of energy intensity, the total consolidated Group revenues generated from activities in high climate-impact sectors were considered, net of SERMS, as it is excluded from the reporting perimeter.

\* For disaggregated data, reference is made to Annex 2

## Greenhouse gas (GHG) emissions

GHG emissions reporting is conducted in accordance with the GHG Protocol – Corporate Accounting and Reporting Standard, published by the World Business Council for Sustainable Development (WBCSD).

The Group applies the operational control approach to define organizational boundaries, consolidating 100% of GHG emissions over which it has operational control.

At present, the reporting perimeter for Scope 1, Scope 2 and Scope 3 emissions includes:

- UMBRAGROUP S.p.A.
- AMCO
- COMEAR
- BSP
- ERA
- Umbra Cuscinetti Inc.
- Linear Motion
- PKE
- KUHN

Scope 3 emissions currently include:

- Category 1 – Purchased Goods and Services, and
- Category 4 – Upstream Transportation and Distribution.

The Group is committed to progressively improving the methodology and expanding Scope 3 coverage to all relevant categories and entities.

GHG emissions*	U.M.	2024	2023	2020
Gross Scope 1 GHG emissions**	tCO <sub>2eq</sub>	1.864	2.016	2.302
Gross Scope 2 GHG emissions*** (location-based)	tCO <sub>2eq</sub>	9.492	11.646	12.398
Gross Scope 2 GHG emissions*** (market-based)	tCO <sub>2eq</sub>	14.805	19.717	17.827
Gross Scope 3 GHG emissions****	tCO <sub>2eq</sub>	32.736	24.419	-
<b>Total GHG emissions (location-based)</b>	<b>tCO<sub>2eq</sub></b>	<b>44.091</b>	<b>38.081</b>	<b>14.699</b>
<b>Total GHG emissions (market-based)</b>	<b>tCO<sub>2eq</sub></b>	<b>49.405</b>	<b>46.153</b>	<b>20.128</b>

\* The methodology used by the Group to estimate total GHG emissions is primarily based on the multiplication of activity data related to emission sources by appropriately selected emission factors.

GHG emissions = Activity data × EF, where: GHG emissions represent the quantification of GHG emissions generated by the activity, expressed in tonnes of CO<sub>2</sub> equivalent (tCO<sub>2eq</sub>); activity data represent the quantity describing the activity related to GHG emissions (e.g. expressed in terms of energy, mass or expenditure); EF is the emission factor that links activity data to emissions.

For disaggregated data, reference is made to Annex 2.

\*\* For the calculation of Scope 1 GHG emissions, the primary source of emission factors is DEFRA.

\*\*\* With regard to indirect Scope 2 emissions:

a) the location-based approach uses the national average emission factor related to the specific national energy mix for electricity generation (sources: ISPRA, UBA, EPA);

b) the market-based approach refers to contractual agreements entered with the electricity supplier. In the absence of specific contractual instruments between Group companies and the electricity supplier (e.g. purchase of Guarantees of Origin), this approach applies the national "residual mix" emission factor (sources: AIB European Residual Mix, Green-e Residual Mix).

\*\*\*\* Indirect Scope 3 emissions are calculated using emission factors sourced from the Ecoinvent database and EPA (United States Environmental Protection Agency) databases.

Direct Scope 1 emissions mainly arise from combustion processes and decreased compared to 2023 due to lower natural gas consumption and reduced F-Gas losses across all Group companies.

Gross Scope 1 GHG emissions*	U.M.	2024	2023
Gross GHG emissions from Emissions Trading System (ETS) schemes	tCO <sub>2eq</sub>	0	0
Gross Scope 1 GHG emissions	tCO <sub>2eq</sub>	1.864	2.016
Percentage of gross Scope 1 GHG emissions from ETS schemes	%	0%	0%

\* For disaggregated data, reference is made to Annex 2.

Scope 2 emissions include indirect emissions from electricity purchased from third parties for own consumption and emissions associated with heat purchased from the district/network.

In accordance with the GHG Protocol, emissions related to electricity consumption are calculated using two approaches:

- Location-based – considers the average emission intensity of the electricity grid where consumption occurs.

- Market-based – reflects the emissions of the electricity the company chooses to purchase, based on contracts or certifications.

In 2024, Scope 2 emissions decreased compared to 2023.

Emissions calculated using the location-based approach decreased mainly due to a reduction in overall electricity consumption, achieved both through energy efficiency initiatives and through increased generation and self-consumption from renewable sources.

Market-based emissions also showed a significant decrease, driven by the purchase of certified renewable electricity by the parent company UMBRAGROUP S.p.A., which in 2024 covered 23% of its consumption with green electricity.

This is an important milestone, as it is the first year in which the Group purchased certified electricity, and it marks the start of a pathway that will lead to achieving 100% renewable electricity by 2030.

The Group uses Guarantees of Origin (GOs) as a contractual instrument to certify the supply of electricity from renewable sources.

A further contribution to the reduction in emissions came from the sharp decrease in heat purchased from the network, which fell by 83% compared to 2023 and had a positive impact under both calculation approaches.

Gross Scope 2 GHG emissions	U.M.	2024	2023
Gross Scope 2 GHG emissions (location-based)	tCO <sub>2eq</sub>	9.492	11.646
Gross Scope 2 GHG emissions (market-based)	tCO <sub>2eq</sub>	14.805	19.717

Scope 1 and 2 emissions intensity for activities in high climate-impact sectors*	U.M.	2024	2023
Scope 1 and 2 emissions (location-based)	tCO <sub>2eq</sub>	11.355	13.662
Net revenues from activities in high climate-impact sectors used to calculate energy intensity	millions of €	281,9	278,2
<b>Emissions intensity (Scope 1 and 2) associated with activities in high climate-impact sectors</b>	<b>tCO<sub>2eq</sub>/millions of €</b>	<b>40</b>	<b>49</b>

\* Emissions intensity is calculated considering Scope 1 and Scope 2 GHG emissions (location-based) and the total revenues of the Umbra Group. For the calculation of emissions intensity, total consolidated Group revenues generated from activities in high climate-impact sectors were considered, net of SERMS as it is excluded from the reporting perimeter.

\* For disaggregated data, reference is made to Annex 2.

With the aim of improving the analysis of climate impacts, the Group has initiated an in-depth assessment of the different types of indirect emissions associated with its activities, with reference to the Scope 3 categories under the GHG Protocol.

Below are the Scope 3 categories calculated and the applicability criteria:

*Cat. 1: Purchased goods and services*

For 2024, this category includes the purchase of goods, including raw materials and by-products used, and services, mainly consisting of processing/operations outsourced to third parties. The calculation methodology uses as activity data: tonnes of purchased raw materials and by-products, USD spent on purchased products, and primary data on the energy consumption of suppliers involved in processing activities. The sources of the emission factors used were DEFRA, Ecoinvent, EPA and ISPRA.

*Cat. 4: Upstream transportation and distribution*

Emissions associated with the transport of goods and services purchased by the company, carried out using vehicles not owned by the company. The calculation methodology considers as activity data: the weight of raw materials and by-products purchased and transported, the transport mode used (sea and road), and distances in km from the supplier. The sources of the emission factors used were DEFRA and Ecoinvent.

In 2024, Scope 3 emissions increased by approximately 37% compared to the previous year (from 24,419 tCO<sub>2</sub>eq to 33,371 tCO<sub>2</sub>eq), mainly attributable to UMBRAGROUP S.p.A., which represents the most significant share of this type of emissions, and to the inclusion of new companies in the perimeter (PKE, Kuhn, Linear Motion, UCI).

On a like-for-like perimeter basis, however, Scope 3 emissions decreased, reflecting not only improved efficiency in the volumes of purchased goods, but also better data quality, which made it possible to refine the calculation methodology and to highlight the impact of services in a more realistic way.

<b>Scope 3 GHG emissions</b>	<b>U.M.</b>	<b>2024</b>	<b>2023</b>
Category 1 – Purchased goods and services	tCO <sub>2</sub> eq	32.736	23.553
– of which Goods	tCO <sub>2</sub> eq	31.889	23.334
– of which Services*	tCO <sub>2</sub> eq	847	219
Category 4 – Upstream transportation and distribution	tCO <sub>2</sub> eq	635	866
<b>Gross Scope 3 GHG emissions</b>	<b>tCO<sub>2</sub>eq</b>	<b>33.371</b>	<b>24.419</b>

\* For the calculation of Scope 3 emissions related to the purchase of goods, no primary supplier data were used. For services, primary data were collected from some suppliers along the value chain, involving only UMBRA GROUP S.p.A. and KUHN. To ensure methodological consistency, all other service suppliers for which primary data could not be obtained were excluded.

\* For the Scope 3 emissions of PKE, Linear Motion and UCI, the spend-based method was used, considering some of the purchased goods items. For these companies, Category 4 transport emissions were not calculated.

\* For disaggregated data, please refer to Annex 2.

Scope 3 emissions intensity for activities in high climate-impact sectors*	U.M.	2024	2023
Scope 3 emissions (Categories 1 and 4)	tCO <sub>2eq</sub>	33.371	24.419
Net revenues from activities in high climate-impact sectors used to calculate energy intensity	milions of €	281,9	189,9
<b>Emissions intensity (Scope 3) associated with activities in high climate-impact sectors</b>	<b>tCO<sub>2eq</sub> / milions of €</b>	<b>118</b>	<b>129</b>

\* For the calculation of emissions intensity, total consolidated Group revenues generated from activities in high climate-impact sectors were considered, net of the companies not included in the Scope 3 perimeter.

\* For disaggregated data, please refer to Annex 2.



## GHG removals and GHG mitigation projects financed through carbon credits

The Umbra Group does not carry out greenhouse gas removal and storage projects within its operations or value chain, except in non-material quantities and mainly through partnership initiatives.

These include the project “Bee responsabile, Bee UMBRA GROUP”, through which the Group joined the “Oasi della Biodiversità” initiative promoted by partner 3Bee. The project provides

for the remote protection of a beehive and the planting of a nectar-rich woodland consisting of 500 plants. This intervention contributes to biodiversity protection and, at the same time, supports CO<sub>2</sub> removals through tree planting.

The Group also does not purchase carbon credits to offset its GHG emissions outside the value chain: the company strategy prioritises improving the accuracy of the emissions inventory calculation and achieving direct emissions reductions, rather than relying on external offsetting mechanisms.

### **Internal carbon pricing**

The Group does not apply internal carbon pricing mechanisms; however, as part of the evolution of its decarbonisation pathway, it plans to assess the introduction of an internal carbon pricing system in the medium term, as a tool to support strategic decision-making and incentivise investments in low-emission technologies.

### **Expected financial effects of material physical and transition risks and potential climate-related opportunities**

The Group does not carry out a quantitative assessment of the expected financial effects arising from physical and transition risks linked to climate change, nor of related opportunities. However, it recognises the importance of integrating such analyses into the risk management process and strategic planning; therefore, an assessment pathway will be launched based on climate scenarios and methodologies compliant with ESRS standards, in order to estimate the potential impacts of climate-related risks and opportunities on assets, cash flows and revenues.

## **POLLUTION [ESRS E2]**

The Group actively works to prevent and minimize environmental pollution resulting from emissions into air, water and soil that could interfere with ecosystems or compromise quality of life.



The strategy is based on:

- strict compliance with applicable regulations;
- voluntary commitment to exceed legal requirements;
- continuous improvement through adoption of Best Available Techniques (BAT) and process innovation.

### Air Emissions

The Group companies regularly monitor their atmospheric emissions in compliance with the regulations in force in the different national contexts in which they operate.

The Italian subsidiaries carry out semi-annual and annual monitoring activities depending on whether or not they fall under the applicable regulatory regimes (Integrated Environmental Authorisation – AIA, Single Environmental Authorisation – AUA). Similarly, the US subsidiaries pursue both mandatory and voluntary objectives:

- Linear Motion LLC, in compliance with EPA / EGLE (Michigan) regulations, manages and monitors emissions of toxic substances with the aim of reducing them, and prepares and updates accident prevention plans.
- UCI, in the State of Washington, operates within the framework of binding environmental regulations such as the Clean Air Act, the Climate Commitment Act, and the Clean Fuel Standard, pursuing objectives related to the reduction of VOC emissions, the elimination

of hazardous substances (e.g. PFAS), and real-time monitoring of emission flows, subject to third-party verification and SBTi validation.

In addition to ensuring regulatory compliance, UMBRAGROUP S.p.A. has voluntarily set further targets to improve pollutant emissions performance, including the decommissioning of a galvanic line using cyanide salts and the progressive reduction in the use of solvents.

#### Water emissions

Due to the nature of their activities, some Group companies do not generate industrial wastewater, but only civil discharges. In other cases, such as UMBRAGROUP S.p.A., process water is treated and reintegrated into the production cycle, while residual pollutants are disposed of as waste in accordance with the provisions set out in the AIA.

The wastewater treatment system adopted by the Parent Company provides significant environmental benefits, as it allows for both a reduction in water withdrawals and a decrease in the amount of waste generated.

Monitoring activities required by industrial discharge permits, as in the case of COMEAR, are carried out through semi-annual analyses.

At the US subsidiaries, Linear Motion, in addition to minimising nutrient substances (e.g. nitrogen, phosphorus) in wastewater to prevent algal blooms in lakes and rivers, has developed a Stormwater Pollution Prevention Plan (SWPPP) that identifies potential sources of pollution and implements controls to prevent contaminated runoff from entering the waters of the State of Michigan.

#### Soil pollution

Considering the nature of its processes, the Umbra Group does not use substances or technologies that pose significant risks of soil contamination.

Nevertheless, prevention plans and operating procedures are in place to prevent accidental spills and to ensure the proper storage and disposal of materials, as part of environmental responsibility and risk prevention measures.

#### Substances of concern and substances of very high concern (SVHCs)

The Group places particular emphasis on the responsible management of hazardous and highly hazardous substances, especially those used to meet the stringent quality requirements of customers operating in the aerospace sector.

In collaboration with its customers, and through innovative research and development projects, the Group tests alternative, lower-impact substances in order to reduce chemical risks across the entire value chain.

In addition, through eco-design, solutions aimed at reducing the use of hazardous substances during the product use phase are promoted, such as the development of components requiring significantly reduced use of lubricants.



### **Air, water and soil pollution**

The Group manages its emissions to air, water and soil in compliance with the limits and requirements set out by applicable regulations.

To this end, periodic monitoring is carried out on a wide range of substances, including:

- Air pollutants, such as total dust, nitrogen oxides (NO<sub>2</sub>), carbon monoxide (CO), volatile organic compounds (VOCs), carbon dioxide (CO<sub>2</sub>), inorganic acids and chlorinated solvents;
- Water pollutants, including heavy metals (lead, nickel, copper, zinc, chromium), nutrients (nitrogen and phosphorus), chlorides, surfactants and hydrocarbons;
- Soil pollutants, mainly metals and persistent organic compounds.

In addition to the substances listed in Annex II of Regulation (EC) No 166/2006, the Group voluntarily reports other substances not included in the regulatory scope but relevant to its production context, such as surfactants, chlorides, total hydrocarbons and dust with oil mists, in order to provide a comprehensive representation of potential environmental impacts.

Monitoring activities are carried out within the framework of the environmental management systems of Group companies certified to ISO 14001 and make use of Best Available Techniques (BAT).

Substance	U.M.	2023	2024
<i>Fine particulate matter</i>	Kg	2.609	1.290
<i>Lead</i>	Kg	0,05	0,04
<i>Cadmium</i>	Kg	0,02	0,01
<i>Nickel</i>	Kg	0,05	0,05
<i>Copper</i>	Kg	0,05	0,04
<i>Total Chromium</i>	Kg	0,05	0,04
<i>Zinc</i>	Kg	0,05	0,82
<i>Iron</i>	Kg	0,05	0,04
<i>Total hydrocarbons</i>	Kg	0,02	0,01
<i>Mineral oils and persistent petroleum-derived hydrocarbons</i>	Kg	0,02	0,01
<i>Ammoniacal nitrogen (as NH<sub>4</sub>)</i>	Kg	3,78	3,10
<i>Nitrous nitrogen (as N)</i>	Kg	0,18	0,10
<i>Nitrate nitrogen (as N)</i>	Kg	28,56	17,61
<i>Anionic surfactants (MBAS)</i>	Kg	28,56	0,30
<i>Cationic surfactants</i>	Kg	0,30	0,25
<i>Non-ionic surfactants (BIAS)</i>	Kg	0,30	0,27
<i>Total surfactants</i>	Kg	6,04	0,82
<i>Chlorides</i>	Kg	121,18	25,05
<i>Orthophosphates</i>	Kg	11,18	1,74
<i>Phenols</i>	Kg	0,02	0,01
<i>Aromatic organic solvents</i>	Kg	0,02	0,01
<i>Nitrogen-containing organic solvents</i>	Kg	0,02	0,01
<i>Chlorinated solvents</i>	Kg	0,02	0,01
<i>Carbon monoxide (CO)</i>	Kg	7.401	4.883
<i>Carbon dioxide (CO<sub>2</sub>)</i>	Kg	82.350	70.760
<i>Nitrogen oxides (NO<sub>2</sub>)</i>	Kg	3.476	2.745
<i>Volatile organic compounds (VOCs)</i>	Kg	1.428	1.776
<i>Dust with oil mists</i>	Kg	1.172	1.104
<i>Chlorine and its compounds</i>	Kg	778	771
<i>Phosphates</i>	Kg	760	760
<i>Nitric acid and its salts</i>	Kg	760	760
<i>Sulphuric acid and its salts</i>	Kg	760	760
<i>Hydrofluoric acid (HF)</i>	Kg	760	760

Despite the increase in production value, in 2024 an overall reduction in emissions was recorded across most of the monitored categories. This decoupling of economic growth from pollution represents a clear signal of the effectiveness of the actions implemented and of the Group's continued commitment to environmental protection.

In 2025, the pathway towards the reduction of volatile organic compounds will continue, alongside the monitoring of nutrients in wastewater and the optimization of integrated environmental control systems, in line with European objectives for pollution reduction by 2030.

## **WATER AND MARINE RESOURCES [ESRS E3]**

The efficient management of water resources and wastewater represents one of the main priorities of the Umbra Group's environmental policies, whose ultimate objective is to preserve the availability of drinking water for future generations.

Monitoring consumption and promoting the rational use of water not only contributes to safeguarding the resource, but also helps reduce waste, improve operational efficiency and achieve economic benefits.

Through the measurement and analysis of consumption indicators, potential anomalies are identified and actions are planned to rationalize water withdrawals. The Group's resource conservation strategy also includes the active involvement of employees, who are continuously engaged and made aware of the importance of responsible water use and the reduction of waste.

Although no consumption threshold has been established in the literature beyond which an activity or process can be defined as "water-intensive", the operations carried out by the Umbra Group companies do not exhibit characteristics that require large quantities of water.

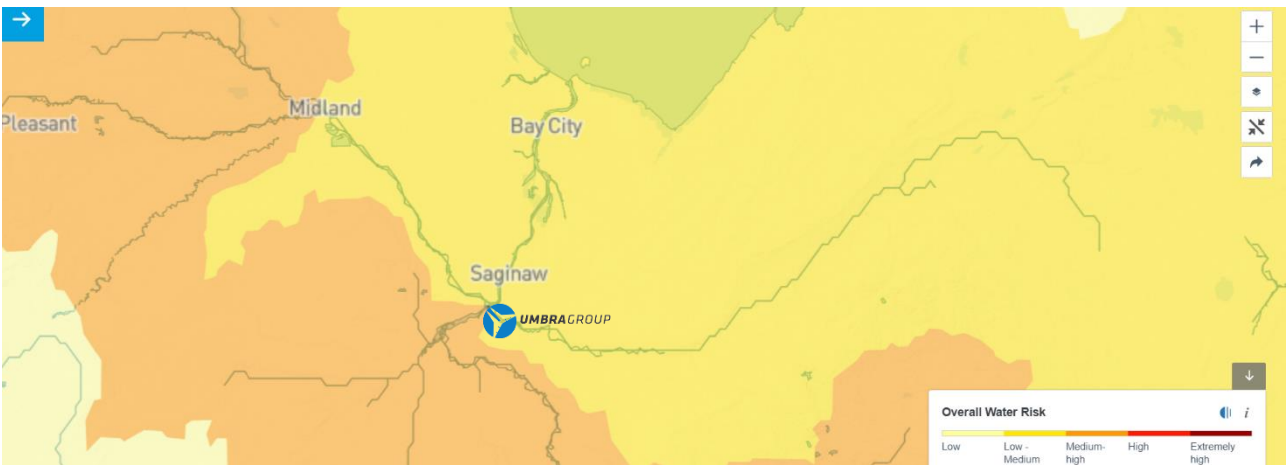
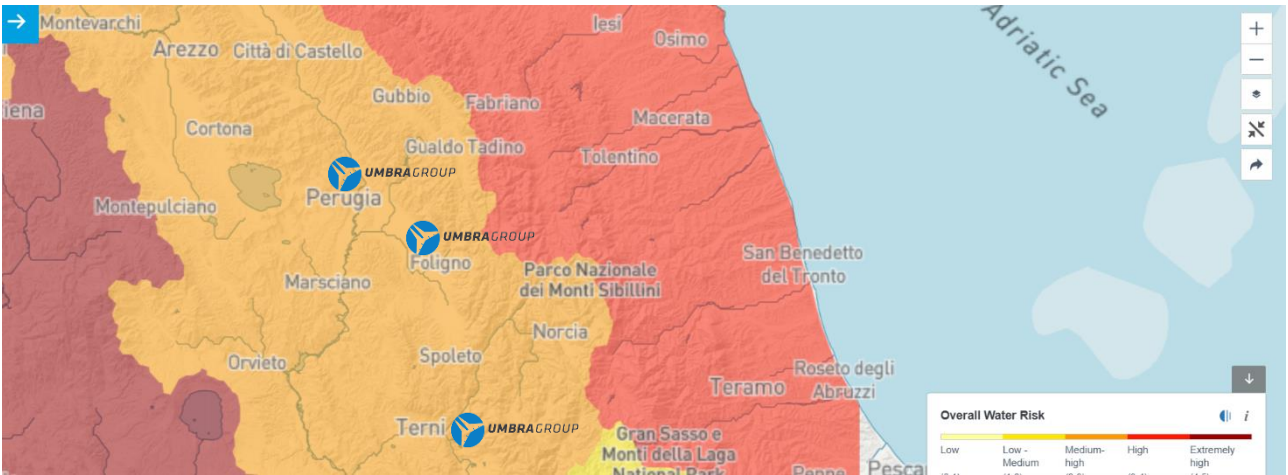
This aspect is particularly relevant in relation to water availability and water demand in the territories where production activities are located, factors that are reflected in water risk and water stress indicators.

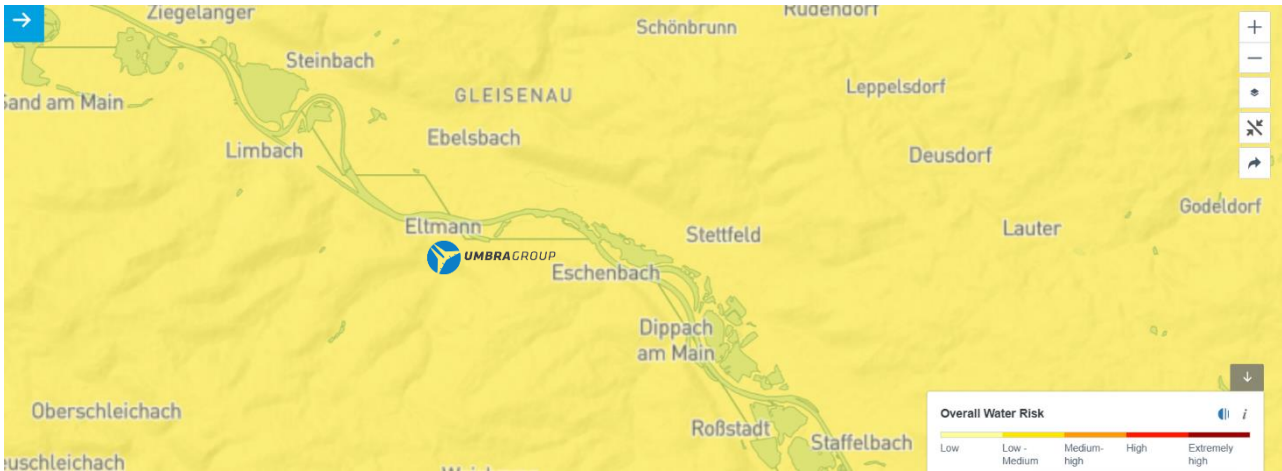
The thematic mapping (Water Risk Atlas) developed by the World Resources Institute clearly shows how the low water impact of the Group's processes, together with implemented resource preservation measures, are particularly important in certain operating contexts.

### **WATER-RISK AREAS**

Overall water risk measures all water-related risks by aggregating indicators from the categories "Physical quantity", "Quality", and "Regulatory and reputational risk".

Accordingly, the Italian Group companies located in the Umbria region operate in a territory characterized by medium-to-high water risk, unlike the German and US subsidiaries, which are located in areas with medium-to-low or low water risk.

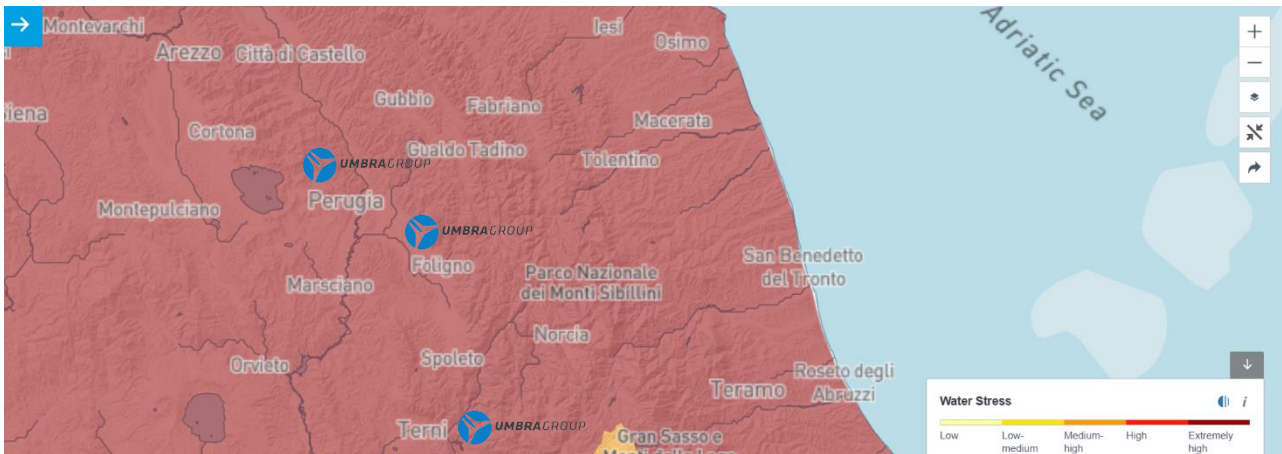


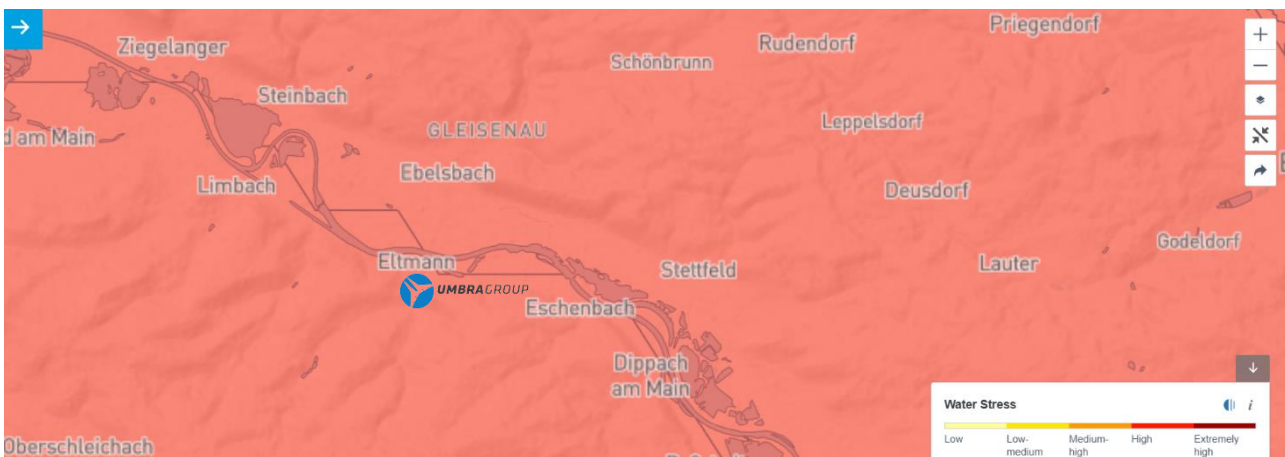
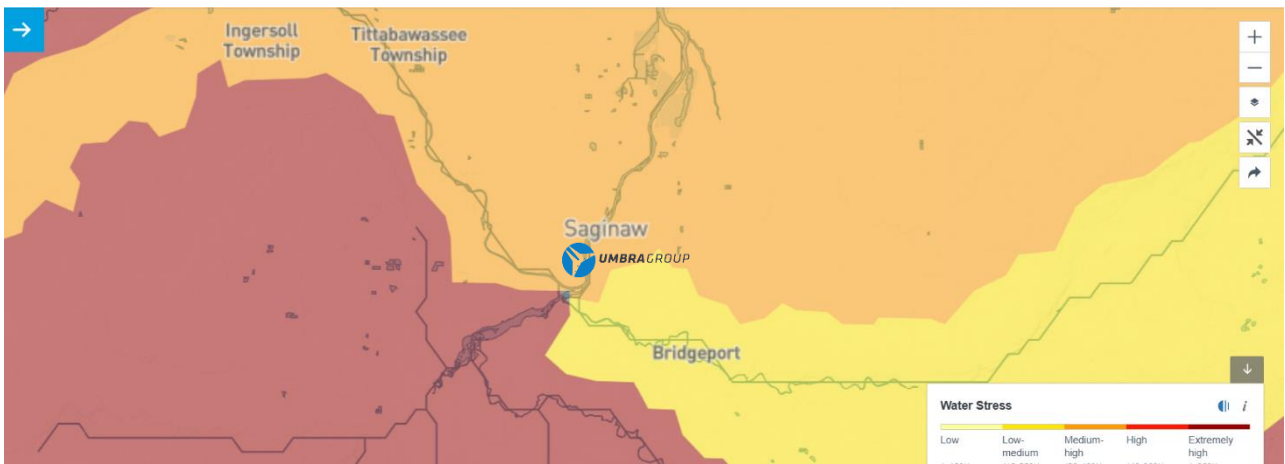


### WATER-STRESS AREAS

Baseline water stress measures the ratio between total water demand (including domestic, industrial, irrigation and livestock uses) and the available renewable surface and groundwater resources (including the impact of upstream water users and large dams on downstream water availability).

As higher values indicate greater competition among users, it is evident that in certain territories maintaining a low water-impact profile represents both a competitive factor and an expression of social responsibility.





The HSE Management System of the Parent Company, which guides the environmental policies of the subsidiaries, includes specific objectives and procedures for water resource management, with particular attention paid to groundwater abstraction, identified as a significant environmental aspect.

Among the main initiatives implemented in 2024 to achieve the objectives of reducing impacts on water resources, the following can be highlighted:

Reduction of water withdrawals

UMBRA GROUP S.p.A. installed a scraped-surface evaporator to increase the share of water recovered from industrial wastewater.

Water reuse

Within the production layouts of UMBRA GROUP S.p.A., several systems are in place for the recovery of process water.

Preservation of water bodies

Through cooperation with the Consorzio di Bonifica Umbra and VUS (Valle Umbra Servizi), a volunteering initiative has been scheduled for 2025, to be carried out during working hours, aimed at cleaning the riverbanks of the Topino River in the stretch crossing the city of Foligno, where the Parent Company is located.

**Water consumption**

During the quarterly meetings among subsidiaries in which environmental monitoring data are shared, improvements in water consumption are highlighted, together with the actions that led to such results, and progress towards the annual targets set for each subsidiary is assessed.

The aggregated 2024 data show that this process resulted in an actual reduction in water withdrawals (-3.9%), alongside an increase in the volume of water recycled and reused (+24.1%).

Thanks to the Group’s ability to decouple economic growth from resource exploitation, 2024 also recorded an improvement in water intensity, with a lower amount of water required per euro of revenue compared to the previous year (0.17 litres per euro, versus 0.18 litres in 2023).

Water consumption	U.M.	2023	2024
Total water consumption	m3	51.769	49.733
Total volume of water recycled and reused	m3	1.913	2.375



Indicator	U.M.	2023	2024
Total water consumption	m3	51.769	49.733
Total net revenues	mIn €	278.755.022	283.005.074
<b>Water intensity</b>	lt/€	0,185	0,175

\* For disaggregated data, reference is made to Annex 2.

## **RESOURCE USE AND CIRCULAR ECONOMY [ESRS E5]**

The extraction and consumption of resources represent central issues within the international sustainability framework and are particularly relevant for the mechanical engineering sector, which is closely interconnected with the extractive and metallurgical industries.

A significant number of metallic materials now fall within the list of Critical Raw Materials (CRMs) defined and periodically updated by the European Union. These materials may be used either as base elements for the production of alloys or as alloying elements that confer specific functional properties.

The critical nature of these materials results from the coexistence of multiple factors, including the capacity of existing deposits, the exploration of new mining sites, the availability of reserves and stockpiles, the degree of substitutability, the presence of alternative materials, and their geographical distribution.

The complexity of this context, together with contingent dynamics that may lead to supply constraints and consequent price volatility, is well understood by the Umbra Group. These challenges are addressed through a dual approach: on the one hand, by improving material efficiency through the adoption of advanced technologies that optimize material usage; on the other hand, by promoting circularity, through the recovery of production scraps as secondary raw materials and the refurbishment or revitalization of end-of-life products.

This strategy is underpinned by the operational management of the Group's subsidiaries, which actively assess both material supplies and suppliers, and design products that can be easily disassembled to enable component recovery or upgraded and refurbished to ensure additional years of useful life.

While the areas of intervention are numerous, the Group has placed particular emphasis on waste management, which—like all environmental topics—is primarily governed within the scope of ISO 14001-certified environmental management systems.

The main objective related to waste management is to achieve a 96% recovery rate by 2030, complemented by the progressive reduction of waste quantities disposed of in landfill.

Material recovery contributes, on the one hand, to reducing pressure on primary raw materials by enabling their reintroduction into the production cycle, and, on the other hand, to the recovery of residual economic value through the sale of scrap to qualified recycling operators.



### **Inbound resource flows**

The accounting of inbound resource flows is a process that is still under development at Group level, but it is of particular importance as it responds to multiple reporting and management needs.

On the one hand, the quantification of input materials by weight is instrumental to the calculation of Scope 3 greenhouse gas emissions indirectly attributable to the Group. On the other hand, it enables transparent disclosure to stakeholders regarding the extent of primary raw material extraction in relation to production volumes and generated waste.

Depending on the types of materials purchased and the characteristics of the respective suppliers, additional considerations arise concerning the environmental and social sustainability of the supply chain and procurement process.

The materials used by the Group's companies are numerous and highly diversified. They range from plants and machinery to electrical and electronic components; from wiring, tools and small metal parts to paints and solvents; from packaging and additives to workwear and office supplies—without neglecting, first and foremost, production materials.

As shown in the table below, referring to 2024 data, ferrous materials represent the largest share of inbound raw materials in terms of volume.

Raw material	Ton
Ferrous Material	2.134,52
Stainless Steel	774,82
Chemicals	437,39
Wood	283,68
Methanol	76,26
Non-Ferrous Material	54,01
Generic Gas	15,53
Lubricant	13,17
Titanium	10,27
Paper and Cardboard	8,11
Brass	5,74
Heat Treatment Salts	4,00
Plastic	2,39
Copper	2,10
Aluminium	0,42
<b>Total</b>	<b>3.822,41</b>

\* The materials listed are those used for the calculation of Scope 3.1 – “Purchased Goods and Services” under the GHG Protocol, with reference to raw materials, packaging and chemical substances. The data perimeter includes all Group companies, with the exception of the two U.S. companies Linear Motion and UCI, and the German company PKE.

## Outbound resource flows

Quantitative monitoring of waste concerns only the activities directly controlled by the Umbra Group.

Nevertheless, initiatives aimed at preventing and reducing the environmental impacts associated with waste management along the value chain are currently under development, with particular reference to the phases following product use.

After generation, waste is classified in accordance with applicable regulations and stored separately pending transfer to qualified operators, adopting all necessary segregation and containment measures.

As a result of the policies and objectives already in place, 2024 data confirm the continuation of a positive trend, characterized by an increase in the share of waste sent for recovery (from 93.6% in 2023 to 94.3% in 2024) and a decrease in the overall quantity of waste generated (–14.8%).

Despite the reduction in absolute terms compared to 2023, the percentage share of hazardous waste out of the total waste generated shows a slight increase.

Information on waste generated	Quantity	Quantity
	2023	2024
<b>Total waste generated</b>	4.653.344	3.964.048
<b>Waste diverted from disposal</b>	4.359.018	3.740.574
<b>Hazardous waste diverted from disposal</b>	1.105.079	1.048.432
<i>of which:</i>		
<i>preparation for reuse</i>	114	31
<i>recycling</i>	724.695	677.764
<i>other recovery operations</i>	380.270	370.637
<b>Non-hazardous waste diverted from disposal</b>	3.253.939	2.692.142
<i>of which:</i>		
<i>preparation for reuse</i>	1.692	290
<i>recycling</i>	2.723.568	2.194.036
<i>other recovery operations</i>	528.679	497.816
<b>Waste destined for disposal</b>	294.326	223.474
<b>Hazardous waste destined for disposal</b>	223.721	132.698
<i>of which:</i>		
<i>incineration</i>	27.050	34.000
<i>landfill disposal</i>	1.827	2.795
<i>other disposal operations</i>	194.844	95.903
<b>Non-hazardous waste destined for disposal</b>	70.605	90.776
<i>of which:</i>		
<i>incineration</i>	5.920	6.080
<i>landfill disposal</i>	1.235	81
<i>other disposal operations</i>	63.450	84.615

The data reported do not include the subsidiaries Serms S.r.l. and Kuhn GmbH. For disaggregated data, please refer to Annex 2.

## Social information

The contribution of every employee within the Umbra Group goes beyond the creation of unique products for customers; it also represents an opportunity to help build a working environment that values people, makes them feel like the beating heart of the organization, and promotes a harmonious balance between professional and personal life.

Working for the Umbra Group means embracing a lifestyle that integrates and enhances different aspects of daily life, including:

- professional growth and ambition,
- interpersonal relationships,
- a healthy balance between work and family life,
- the relationship with the Group and with the wider community.

The Parent Company integrates employees' interests within its Business Management System and its five-year People Strategy, in coherence with the Industrial Plan.

Formal spaces and tools are in place to ensure that employees are constantly informed and able to express their priorities, through periodic assemblies and structured feedback channels.

Employee listening practices include annual engagement surveys, individual interviews during onboarding and offboarding processes, as well as regular dialogue with employee trade union representatives.



The interests and needs of people are always central to corporate initiatives, whether aimed at safeguarding health and safety or at defining welfare measures, such as extended

supplementary healthcare coverage for family members, flexible working arrangements and work-life balance support services.

## Impacts, risks and opportunities related to social topics

The same methodological approach adopted for the identification and assessment of environmental Impacts, Risks and Opportunities (IROs) has been consistently applied to the identification and evaluation of social IROs, as presented in the table below.

IRO	TEMATICA	EFFETTO	±	VALUE CHAIN	ORIZZONTE TEMPORALE
IMPATTI	Salari adeguati	L'azienda offre salari competitivi e adeguati a garantire equa remunerazione e soddisfazione <small>ATTUALE</small>	+	Own operations	BT
	Dialogo sociale	L'azienda garantisce ai propri dipendenti spazi ed iniziative mirate al dialogo sociale tra le parti <small>ATTUALE</small>	+	Own operations	BT
	Salute e sicurezza	L'azienda crea un ambiente lavorativo sano e sicuro per i propri dipendenti <small>ATTUALE</small>	+	Own operations	BT
	Parità di genere e parità di retribuzione per lavori di pari valore	L'eventuale assenza di politiche per la parità di genere può favorire discriminazioni di genere <small>POTENZIALE</small>	-	Own operations	BT
	Formazione e sviluppo delle competenze	L'azienda investe nella crescita professionale offrendo corsi di formazione obbligatori e facoltativi <small>ATTUALE</small>	+	Own operations	BT
	Diversità	L'assenza di politiche sulla diversità può rendere il luogo di lavoro poco inclusivo <small>POTENZIALE</small>	-	Own operations	BT
	Lavoro minorile	L'azienda assicura un ambiente conforme alle normative, vieta il lavoro minorile e promuove condizioni sicure e dignitose <small>ATTUALE</small>	+	Own operations	BT
	Lavoro forzato	L'assenza di policy e procedure dedicate potrebbe favorire l'impiego di lavoro forzato <small>POTENZIALE</small>	-	Own operations	LT
RISCHI	Salute e sicurezza	L'adeguamento ad eventuali nuove normative sulla salute e sicurezza comporta un aumento dei costi	-	Own operations	BT/MT
OPPORTUNITA'	Salari adeguati	I salari competitivi permettono di rafforzare l'employer branding e riducono il turnover	+	Own operations	BT/MT
	Salute e sicurezza	Gli investimenti in tecnologie per la sicurezza permettono di ridurre assenteismo e costi da infortuni	+	Own operations	MT/LT
	Formazione e sviluppo delle competenze	La formazione continua dei dipendenti migliora la competitività aziendale	+	Own operations	MT/LT
		Gli investimenti nello sviluppo delle competenze riducono i costi di inserimento e formazione di nuovo personale	+	Own operations	BT/MT
	Diversità	Un ambiente inclusivo che garantisce pari opportunità e rispetto delle diversità contribuisce al benessere organizzativo	+	Own operations	BT/MT

## The workforce engagement process

Employee engagement takes place both directly, through information, consultation and feedback moments integrated into training and induction plans, and indirectly, through employee representatives (RSU and RLS), who participate in social dialogue forums and second-level collective bargaining.

The topics most frequently discussed within these dialogue processes include work organization, working time arrangements, remuneration and incentive policies, and the promotion of equal opportunities.

The frequency of engagement varies depending on the topics addressed; however, in general, industrial relations and employee dialogue take place on average once per month, without

prejudice to the need for more frequent engagement in the event of organizational changes or significant projects.

With regard to environmental matters and occupational health and safety, workforce engagement is ensured through the activities of the HSE Committees and dedicated periodic meetings involving the Head of the Prevention and Protection Service (RSPP), the Occupational Physician, Safety Managers and Workers' Safety Representatives (RLS).

Forms of engagement and dialogue are also taken for temporary agency workers, in order to verify and ensure compliance with ethical and contractual standards.

The planning and governance of workforce engagement activities are entrusted to:

- the Group Chief People Officer, for matters relating to employment, industrial relations, training and professional development, diversity and equal opportunities;
- the Chief Executive Officer for Safety and Environment, for environmental matters and occupational health and safety.

### **Processes to remedy negative social impacts**

The Group has developed a management and remediation system aimed at preventing, mitigating and addressing potential negative impacts on its workforce, ensuring fairness, impartiality and the protection of individuals.

This approach applies to all relevant social areas—including employment, industrial relations, health and safety, training, diversity and equal opportunities, anti-discrimination, freedom of association and the prevention of child and forced labour—and is based on accessible and traceable listening channels and verifiable intervention processes.

Employees may report issues, submit complaints or express needs through an integrated set of channels, which includes:

- the internal whistleblowing channel, governed by a dedicated procedure and complemented by the external ANAC channel (pursuant to Legislative Decree no. 24/2023);
- HR / People & Culture channels for requests and complaints;
- HSE channels (Intranet, SharePoint and noticeboards), as well as dialogue forums involving RLS, the Occupational Physician and HSE Committees.

These tools ensure confidentiality, accessibility and timely handling of cases, and are referenced during training activities, onboarding processes and corporate documentation available across all Group sites.

Each case is subject to impartial assessment by the competent function (HR, HSE or Supervisory Body), which, where necessary, involves workers' representatives and the Occupational Physician.

The process provides for the assessment of severity and root causes, the definition of remediation and prevention plans (e.g. cessation of improper conduct, restoration of conditions, training actions, technical or disciplinary measures), and the monitoring of effectiveness through indicators such as case resolution time, recurrence rates, audit results and periodic reviews.

The Group prioritizes direct dialogue with reporting parties and their representatives, promoting shared and verifiable solutions over time, thereby strengthening internal trust and a culture of responsibility.

The Group also applies all measures required to protect reporting persons.

### **Workforce-related objectives**

Given the high level of attention required for occupational health and safety in a sector such as precision engineering, the Group's main objectives are primarily focused on preventing and mitigating any risks that may affect workers.

To this end, Management, in cooperation with company managers, defines objectives taking into account:

- the assessment of environmental and organizational risks and opportunities;
- health and safety risks for workers;
- measurable performance indicators (e.g. the Safety Index, which is also included in the short-term incentive plan).

Communication of the process takes place mainly through:

- shared documentation (e.g. programs, minutes and reports);
- direct involvement of workers and their representatives within the HSE Committees and audit processes;
- semi-annual reporting during the General Assembly.



The high-level objective is to pursue a path of continuous improvement of the Safety Index, starting from the baseline defined in 2020 (SI: 0.151) and aiming at the progressive reduction of occupational injury risk for employees across the entire Group.

The result achieved in 2024 (SI: 0.069) already shows a significant decrease compared to the initial value, confirming the robustness of the final objective, which nevertheless represents an ambitious target. Achieving this target requires a continuous annual reduction of 10% for the entire Group in order to meet the defined trajectory.

The plan also highlights the importance of ISO 45001 certification as a key enabler for reducing the Safety Index, as it represents a valuable element in strengthening the internal occupational health and safety management system and allows for further standardization of internal practices.



### Characteristics of the company's employees

In 2024, the Group recorded a total of 1,555 employees, showing a slight increase (+0.7%) compared to 1,543 employees in 2023, confirming employment stability and the Group's ability to attract and retain talent across its companies.

The workforce is composed of 89.8% men (1,397 employees) and 10.2% women (158 employees). Women represent the component that contributed to the overall increase in headcount in 2024 (1,397 men and 146 women in 2023).

The predominance of male employees is mainly concentrated in the blue-collar category, which accounts for nearly 60% of the total workforce.

The Parent Company employs half of the total workforce (50.6%), followed by the U.S. subsidiaries Linear Motion and Umbra Cuscinetti Inc. (14.8%), and by COMEAR S.r.l. (12.6%).

Company	2024			2023		
	Men	Women	Total	Men	Women	Total
UmbraGroup S.p.A.	724	63	<b>787</b>	717	59	<b>776</b>
Amco Srl	54	3	<b>57</b>	53	3	<b>56</b>
SERMS Srl	4	1	<b>5</b>	4	1	<b>5</b>
Comear Srl	184	12	<b>196</b>	173	12	<b>185</b>
BSP Srl	93	11	<b>104</b>	95	11	<b>106</b>
ERA Srl	32	18	<b>50</b>	28	11	<b>39</b>
PKE	90	11	<b>101</b>	93	9	<b>102</b>
KUHN	21	3	<b>24</b>	29	5	<b>34</b>
LINEAR Motion e UCI	195	36	<b>231</b>	205	35	<b>240</b>
<b>Total</b>	<b>1.397</b>	<b>158</b>	<b>1.555</b>	<b>1.397</b>	<b>146</b>	<b>1.543</b>

\* For disaggregated data, please refer to Annex 2.

The vast majority of the workforce, equal to 98.2% of the total, is employed under open-ended contracts. Fixed-term contracts, on the other hand, show a significant decrease (-34.1%), as a result of both their conversion into permanent contracts and a greater stability of the production cycle, which has reduced the need for temporary workforce linked to specific market conditions.

Employees by contract	U.M.	2023			2024		
		Men	Women	Total	Men	Women	Total
Permanent contract	Number of people	1.365	137	<b>1.502</b>	1.379	149	<b>1.528</b>
Fixed-term contract	Number of people	32	9	<b>41</b>	18	9	<b>27</b>
Total workforce	Number of people	<b>1.397</b>	<b>146</b>	<b>1.543</b>	<b>1.397</b>	<b>158</b>	<b>1.555</b>

\* For disaggregated data, please refer to Annex 2.

The vast majority of the workforce (95.2%) is employed on a full-time basis, while a small but growing share of employees (+32.1%) works under part-time arrangements.

Employees working time by	U.M.	2023			2024		
		Men	Women	Total	Men	Women	Total
Full-time employees	Number of people	1.367	120	<b>1.487</b>	1.352	129	<b>1.481</b>
Part-time employees	Number of people	30	26	<b>56</b>	45	29	<b>74</b>
<b>Total workforce</b>	<b>Number of people</b>	<b>1.397</b>	<b>146</b>	<b>1.543</b>	<b>1.397</b>	<b>158</b>	<b>1.555</b>

\*For disaggregated data, reference should be made to Annex 2

### Characteristics of non-employee workers

In addition to its direct employees, the Umbra Group also engages non-employee workers who contribute to the achievement of the company's objectives through specific technical, commercial, and organizational support activities.

These collaborations represent a complementary component of the Group's workforce and are managed in full compliance with applicable regulations and with the ethical and sustainability principles that guide the Group.

Non-employees by type	U.M.	2023	2024
Self-employed workers	Number of people	2	3
Project-based workers	Number of people	1	-
Workers (non-agency) employed by service provider companies, both supporting the Sales function	Number of people	1	-
Workers (non-agency) employed by service provider companies, one supporting the Engineering function	Number of people	-	1
Workers made available by other companies primarily engaged in "research, selection and supply of personnel" activities	Number of people	70	75
<b>Total non-employees</b>	<b>Number of people</b>	<b>74</b>	<b>79</b>

\* For disaggregated data, please refer to Annex 2.

Accordingly, the principles of health and safety, equal treatment, decent working conditions and respect for human rights are also ensured for non-employee workers. Ongoing monitoring of these collaboration arrangements helps ensure that relationships with labor and service providers are governed by transparency, contractual compliance and the enhancement of human capital, including workers not directly employed by the Group.



### Collective bargaining and social dialogue

In 2024, 89% of the Group’s employees were covered by collective bargaining agreements, up from 87% in 2023.

The share of employees not covered by collective bargaining agreements mainly relates to employees of the Group’s U.S. subsidiaries, where the prevailing model—without prejudice to collective agreements at company or site level—is based on individual bargaining.

Trade union representatives are present in all Group companies, ensuring that each employee is free to choose whether or not to join a union.

		2023	2024
Number of employees covered by collective bargaining agreements	U.M.	Employees – EEA (for countries with more than 50 employees representing more than 10% of total employees)	Employees – EEA (for countries with more than 50 employees representing more than 10% of total employees)
	Number of employees covered by collective bargaining agreements	Number of people	Number of people
	1.350	1.391	
Total number of employees	Number of people	1.543	1.555
<b>Coverage rate</b>	<b>%</b>	<b>87%</b>	<b>89%</b>

*\*For disaggregated data, please refer to Annex 2.*

## Diversity

The composition of the Boards of Directors of the Group's companies highlights a clear predominance of the male component, a characteristic that reflects the overall workforce structure and, as previously noted, results in a ratio of approximately nine men for every ten employees.

This imbalance is closely linked to the nature of the Group's business, as UMBRAGROUP operates in the mechanical engineering sector, where historically—due to the physically demanding nature of the work—employment was almost exclusively male.



Technological developments on the one hand, and, in Umbra's case, the achievement of an international corporate dimension on the other, have however supported a slow but steady increase in female representation.

It is no longer uncommon to find women employed in shop-floor roles within the metalworking sector, and even less so to observe a growing presence in many staff functions, where female employees often stand out for their high level of education.

Through this process—slow when compared to the timelines of generational turnover, yet merit-based and steadily progressing—female leadership has increased, including within executive and governance bodies. The average representation of women on the Boards of Directors of the Group's companies is higher than that of the overall workforce, amounting to 18%.

The breakdown presented in the table shows that, despite cases in which the share of women reaches up to 33%, the limited size and odd number of Board members may still represent a structural constraint to achieving gender balance.

Umbra Group’s objective is to overcome any such constraints by combining its equal opportunity policies—aimed at broadening the range of opportunities available to women—with the individual merit of Board candidates, which the Group actively promotes and supports through training and skills development.

Company (year 2024)	Number of Board of Directors members by gender		Percentage of Board of Directors members by gender	
	Men	Women	Men	Women
UMBRA GROUP	9	3	75%	25%
AMCO	2	1	67%	33%
SERMS	2	1	67%	33%
COMEAR	3	–	100%	0%
BSP	3	–	100%	0%
ERA	5	–	100%	0%
PKE	2	–	100%	0%
KUHN	2	–	100%	0%
LINEAR MOTION	2	1	67%	33%
UCI	2	1	67%	33%

The distribution by age group remains unchanged compared to the previous year, with approximately one third of employees in a mature age bracket—therefore possessing significant work experience—and more than half of the workforce within the core 30–50 age range.

Data	2023				2024			
	Under 30	30-50	Over 50	Totale	Under 30	30-50	Over 50	Totale
Number of employees	198	847	498	<b>1.543</b>	199	854	502	<b>1.555</b>
Percentage of employees by age group	13%	55%	32%	<b>100%</b>	13%	55%	32%	<b>100%</b>

*\* For disaggregated data, please refer to Annex 2.*

Overall, the age structure reflects a workforce composition capable of ensuring the transfer of skills across generations and the continuity of corporate knowledge.

The Group continues to promote generational diversity as a driver of innovation and organizational resilience, also through policies aimed at the recruitment of young professionals and continuous training programs addressed to employees of all ages.

### **Adequate wages**

Within the Group, all workers receive adequate wages:

- the Italian companies of the Group – AMCo, BPS, COMEAR, SERMS and UMBRAGROUP – ensure remuneration levels in line with the relevant National Collective Bargaining Agreements (NCBAs), guaranteeing pay levels fully aligned with national collective bargaining standards, which in Italy are already higher than the minimum thresholds set by the EU Minimum Wage Directive;
- the Group’s German entities, KUHN and KPE, ensure fair remuneration conditions consistent with local regulations and with the Group’s commitments to decent working conditions;
- the Group’s U.S. entities, UCI and Linear Motion, ensure fair remuneration conditions consistent with local regulations and with the Group’s commitments to decent working conditions.

[Source: U.S. Bureau of Labor Statistics – Average hourly and weekly earnings of all employees on private nonfarm payrolls by industry sector, seasonally adjusted – Manufacturing, December 2024]



## Social protection

The Group as a whole ensures adequate social protection coverage for its employees, providing safeguards that are consistent and aligned with applicable national regulations.

The Italian companies of the Group – AMCo, BPS, COMEAR, ERA and UMBRAGROUP – guarantee all employees access to public social protection schemes, including coverage for illness, workplace injuries, disability, parental leave, retirement and support in the event of involuntary unemployment.

BPS, COMEAR, AMCo, and UMBRAGROUP also provide additional protections related to healthcare and workplace injuries.

In the Group's foreign entities as well, employee coverage against loss of income resulting from major adverse events is fully ensured, providing robust social protection conditions in line with the Group's commitments to employee welfare and well-being.



## People with disabilities

In 2024, the Umbra Group recorded a total of 78 people with disabilities, representing 5% of the total workforce; this percentage remains in line with the figure reported in the previous financial year.

The Parent Company oversees the implementation of policies and operational tools aimed at preventing any form of discrimination or harassment, including the Code of Ethics, which explicitly condemns all forms of discrimination based on disability.

People with disabilities	U.M.	2023	2024
Total number of employees	Number of people	1.543	1.555
Number of employees with disabilities		82	82
of which men		78	78
of which women		4	4
Percentage of employees with disabilities	%	5%	5%

\* For disaggregated data, please refer to Annex 2..

## Training and skills development

The Group systematically monitors employee participation in periodic performance reviews, ensuring fair and transparent evaluation processes.

In 2023, 58% of employees took part in a formal performance appraisal, with higher coverage among men (59%) compared to women (43%). In 2024, the overall share of employees subject to performance evaluation decreased, reaching 55%.

Participation spans all professional categories—executives, managers, white-collar employees and blue-collar workers—reflecting a widespread and integrated performance management system.

Employees who participated in periodic performance and career development reviews	U.M.	2023			2024		
		Men	Women	Total	Men	Women	Total
<b>Total number of employees</b>	Number of people	<b>1.397</b>	<b>146</b>	<b>1.543</b>	<b>1.397</b>	<b>158</b>	<b>1.555</b>
<b>Number of employees who participated in periodic performance reviews</b>		<b>830</b>	<b>62</b>	<b>892</b>	<b>787</b>	<b>72</b>	<b>859</b>
<i>of which executives</i>		32	6	<b>38</b>	31	6	<b>37</b>
<i>of which managers</i>		28	5	<b>33</b>	30	6	<b>36</b>
<i>of which white-collar employees</i>		163	36	<b>199</b>	144	44	<b>188</b>
<i>of which blue-collar workers</i>	607	15	<b>622</b>	582	16	<b>598</b>	
<b>Total number of periodic performance reviews agreed by management</b>	Number of reviews	1	1	<b>2</b>	1	1	-
<b>Percentage of employees who participated in performance reviews</b>	%	<b>59%</b>	<b>42%</b>	<b>58%</b>	<b>56%</b>	<b>46%</b>	<b>55%</b>
<b>Number of performance reviews conducted per employee</b>	Number of people	-	-	-	-	-	-

*\* For disaggregated data, please refer to Annex 2.*

Compared to 2023, the total number of training hours delivered to employees decreased by 16%, while remaining at very high average annual levels per employee: over 19 hours of training per employee, including mandatory courses and qualification-based training aimed at the development and enhancement of technical and managerial skills.

The gender distribution mirrors that of the overall workforce, confirming equal and non-discriminatory access to training opportunities for all employees.

## Health and Safety

UMBRA GROUP S.p.A. has made its formal commitment to safeguarding workers' health and safety a cornerstone of its Integrated HSE Management System, made public through the Integrated Policy document, which includes:

- the continuous assessment and updating of risks and opportunities related to workplace safety,
- the monitoring of accidents and near misses, with recording and analysis of events,
- training and specific instruction plans for accident prevention, including the internal emergency response team,
- objectives and KPIs for reducing accidents,

- procedures for the management of emergencies and critical facilities.

In line with its commitment to ensuring safe working environments, in 2024 a total of 1,350 workers were covered by the management system, equal to 83% of the total workforce; this level of protection is consistently extended to both employees and non-employee workers.

Own workforce covered by the health and safety management system	U.M.	2023	2024
<b>Total Number of Employees, of which:</b>		<b>1.615</b>	<b>1.638</b>
Employees		1.543	1.555
Non-employee workers		74	79
<b>Workers covered by the company's health and safety management system, of which:</b>	n	<b>1.335</b>	<b>1.350</b>
Employees		1.265	1.275
Non-employee workers		70	75
<b>% of workers covered by the health and safety management system, of which:</b>	%	<b>83%</b>	<b>82%</b>
Employees		82%	82%
Non-employee workers		95%	95%

\* For disaggregated data, please refer to Annex 2.



During the reporting period, no fatalities due to work-related causes were recorded, nor were there any deaths due to occupational diseases.

The Group recorded a total of 9 workplace accidents, with a frequency rate of 4.4 accidents per million hours worked; on average, each incident, including one case of occupational illness, resulted in a loss of 19 working days.

	2024
Number of fatalities due to work-related injuries and illnesses	-
Number of recordable workplace accidents	9
Number of recordable cases of work-related illnesses	2
Number of days lost due to work-related injuries and fatalities resulting from workplace accidents, work-related illnesses, and deaths due to illness	193
Number of fatalities due to work-related injuries and illnesses among workers in the value chain	-

<sup>\*</sup> For disaggregated data, please refer to Annex 2.

### **Work-life balance**

The Group ensures access to family-related leave in compliance with applicable regulations and its internal policies aimed at protecting parenthood and promoting work-life balance.

100% of employees have access to family-related leave. The type of leave may vary depending on the country in which the company operates. For example, in the United States there is no leave for caring for family members with specific illnesses; however, employees are entitled to maternity leave, although it is more limited compared to European regulations.

The Group ensures that all types of leave—from childbirth to caring for an ill family member—are available without discrimination and are part of a broader approach aimed at fostering a workplace attentive to employees' personal needs.

### **Remuneration**

The average gross hourly wage of workers across the various Group companies shows, in some cases, significant differences. However, these are attributable to the differing cost of living in the countries where they operate or, as in the case of UMBRAGROUP S.p.A. compared to its domestic subsidiaries, to the presence of a substantial proportion of Directors and Managers within the organizational structure.

Nevertheless, within each of the Group's operating entities, the average gross hourly wage shows no gender-related differences. In fact, in 2024, it amounts to €25.5 for men and €25.6 for women.

The salary structure, based on job roles and contractual classifications, shows that at Group level, the ratio between the highest remuneration and the median value of all other remunerations is, on average, 3.1 times.

Most Group companies fall below this value, with the exception of UMBRAGROUP S.p.A., where top management is located, and the German subsidiary PKE, which has increased the highest remuneration while keeping the median value of other remunerations unchanged.



### **Incidents, complaints, and severe human rights impacts**

For the purpose of the Consolidated Sustainability Report, it is noted that:

- in 2024, no cases of non-compliance were reported with the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, or the United Nations Global Compact principles, with regard to workers in the value chain, affected communities, and customers.
- in 2024, no severe human rights incidents occurred, nor were there any cases of non-compliance with the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines for Multinational Enterprises.

## Governance Information

Strong and transparent governance is the foundation of any sustainability journey.

Through clear rules, effective control processes, and responsible leadership, the Umbra Group ensures that strategic decisions are consistent with its values and ESG objectives.

### Impacts, risks, and opportunities related to governance topics

As with the identification of environmental and social IROs, the details for governance are also provided in the table below:

IRO	TEMATICA	EFFETTO	±	VALUE CHAIN	ORIZZONTE TEMPORALE
IMPATTI	Cultura d'impresa	L'assenza di monitoraggio delle performance ESG può sottovalutare impatti nella supply chain <small>POTENZIALE</small>	-	Upstream	BT/MT
	Gestione delle relazioni con i fornitori, incluse le pratiche di pagamento	L'assenza di politiche per la supply chain può generare pratiche scorrette verso i fornitori <small>POTENZIALE</small>	-	Own operations	MT
	Corruzione e concussione	Le politiche di contrasto prevengono e gestiscono eventuali casi di corruzione <small>ATTUALE</small>	+	Own operations	BT/MT
RISCHI	Condotta delle imprese	Il mancato rispetto delle policies etiche può portare a sanzioni e danni reputazionali	-	Own operations	BT/MT
		Valutazioni modeste nei rating ESG possono generare perdite di quote di mercato	-	Downstream	MT
		Valutazioni modeste nei rating ESG possono generare difficoltà nell'accesso al credito	-	Own operations	MT
		Ritardi nei pagamenti ai fornitori possono generare ripercussioni su supply chain e reputazione	-	Upstream	BT
OPPORTUNITÀ	Condotta delle imprese	L'assiduo rispetto dei termini contrattuali genera fiducia nel rapporto con i fornitori	+	Upstream	MT
	Gestione delle relazioni con i fornitori, incluse le pratiche di pagamento	Attraverso specifica selezione e monitoraggio aumenta il livello di sostenibilità della supply chain	+	Own operations	LT

### Business Conduct

Umbra Group has developed and disseminated a set of policies aimed at promoting a corporate culture based on principles of responsibility, transparency, and fairness, both in internal relations and in interactions with external stakeholders.

These policies are designed to identify, assess, and manage the significant impacts and risks associated with its activities, in compliance with applicable regulations and industry best practices.

They are periodically updated to reflect changes in the operational and regulatory environment, as well as to incorporate insights emerging from ongoing dialogue with the Group's stakeholders, including through activities related to the Double Materiality process.

In this context, the Parent Company:

- has adopted a Code of Ethics that formalizes the Umbra Group’s commitment to compliance with laws and to promoting values of integrity, fairness, and anti–corruption;
- has implemented an Organization, Management and Control Model (MOG) in accordance with Legislative Decree 231/2001;
- has established secure reporting channels and transparent procedures communicated to all employees;
- has adopted anti–corruption policies.

The Group’s policies are also communicated and shared with stakeholders through tools tailored to the target audience, such as publication on the corporate website, the dissemination of specific documents, and targeted information and training activities.

### **Code of Ethics**

The Code of Ethics represents the set of values that the Group recognizes, shares, and promotes, with the awareness that principles such as fairness, loyalty, and transparency are fundamental drivers of economic and social development.

As part of its direction and coordination activities, UMBRAGROUP S.p.A. ensures the dissemination of the universal principles and values contained in the Code of Ethics to all Group companies.



The Code of Ethics, structured into seven sections, is inspired by the main national laws and regulations on corporate social responsibility and commits corporate bodies, management, employees, and collaborators of the Group to comply with its provisions.

The Group's foreign subsidiaries share the Principles and Values expressed in the Code, either independently or encouraged by the Group, adapting them where necessary to their respective national regulations.

### **Model 231**

The governance structure of UMBRAGROUP S.p.A. is designed to ensure clarity in the allocation of roles and responsibilities, with a clear separation between decision-making, execution, and control functions.

The Parent Company has adopted an Organization, Management and Control Model (MOG) structured in accordance with Legislative Decree 231/2001, with the aim of preventing criminal offenses and ensuring business conduct aligned with the principles of legality, transparency, and accountability.

The model is based on an integrated system of governance, control, and training.



The Board of Directors is the highest governing body and plays a central role within the MOG:

- it ensures alignment between the organizational structure and risk management, making sure that decisions are traceable and consistent with ethical principles;
- it oversees the implementation of the internal control system;
- it assesses the effectiveness of preventive and corrective measures;
- it is responsible for managing impacts arising from unlawful conduct, both in terms of reputational risk and administrative liability;
- it adopts, amends, and supplements the MOG in accordance with Article 6 of Legislative Decree 231/2001;

- it reviews reports from the Supervisory Body (OdV) and takes action to update the model based on new regulations or identified critical issues.

The administrative bodies must ensure that the system is consistent with the Group's functional structure and that responsibilities relating to environmental, health, and safety matters are formally defined.

Management bodies are responsible for implementing the guidelines and procedures set out in the MOG, including:

- the operational management of business processes,
- staff training and development,
- internal communication and active employee engagement,
- monitoring of occupational health and safety risks.

Control bodies, through competent, independent, and impartial personnel, verify the following aspects:

- documented controls: every operation must be verifiable, consistent, and appropriate;
- segregation of duties: no individual may independently manage an entire process;
- documentation of controls: all controls must be traceable.

The MOG is published on the company intranet and is accessible to all employees, confirming the Group's commitment to promoting a culture of transparency and integrity.

## **Whistleblowing**

The Group places particular emphasis on preventing risks that could undermine the responsible and sustainable management of its business. In line with its mission and internal control system, it pays close attention to the timely identification of critical situations and their correction, thereby strengthening trust with its stakeholders.

Furthermore, in compliance with Legislative Decree 24/2023, UMBRAGROUP S.p.A. has implemented a dedicated software platform through which violations and misconduct under whistleblowing regulations can be reported, either in written or oral form. The system ensures the confidentiality of the whistleblower's identity and guarantees all protections provided by law.

Within the Group's Italian companies, the reporting system is currently being implemented based on the framework developed by the Parent Company, while in the German and U.S. subsidiaries, the process must take into account the specific national regulatory requirements.

## **Active and passive corruption**

Following the approach set by the holding company, the entire Group adopts a structured and systematic approach to preventing both active and passive corruption, based on a robust governance system and a coherent set of rules, procedures, and organizational safeguards.

The Organization, Management and Control Model (MOG) represents the primary reference tool for identifying, preventing, and combating unlawful conduct.

All functions potentially exposed to corruption risk are mapped within the MOG, which includes specific procedures and control protocols.

The anti-corruption system developed by the Parent Company is based on several integrated tools: the 231 protocols (Part C of the MOG), the prohibitions and principles of conduct set out in the Code of Ethics, the mapping of crimes and risk areas (Part B of the MOG), the whistleblowing reporting channel, the Supervisory Body, and functional operating procedures.

These elements jointly safeguard the entire operational cycle, ensuring continuous monitoring and the timely management of any critical issues.

In particular, the Code of Ethics establishes an absolute prohibition on offering or accepting money, goods, services, or other benefits aimed at influencing decisions, including indirectly through third parties, and imposes the obligation to maintain transparency and traceability in all business relationships.

Order and contract management procedures include a preliminary risk analysis and legal and responsibility screening, serving as “by design” safeguards to identify potential risk situations, such as atypical contractual conditions, non-standard payments, or the use of unofficial channels.



Similarly, the commercial areas (Aero, MRO, and Industrial) are governed by operating procedures that regulate authorization steps, segregation of duties, and document traceability.

Particular attention is given to the management of sponsorships and donations, which follow a formal approval process based on eligibility criteria, documentation, and traceability, as well as to trade fair and promotional activities, regulated by guidelines that define limits, approvals, and procedures for managing gifts, hospitality, and promotional materials, with the aim of preventing any form of undue benefit.

Relations with inspection bodies and Public Authorities are also governed by dedicated procedures that define roles, responsibilities, and formal communication methods, ensuring accurate record-keeping and the involvement of authorized company representatives.

These safeguards represent essential tools for ensuring fairness, transparency, and compliance with regulations in dealings with Public Administration.

At the organizational level, the Human Resources function, through the “Ethics & Integrity” function, promotes awareness and application of the Code of Ethics, the MOG 231, and the Whistleblowing policy through training activities, awareness campaigns, and thematic audits.

The 231 disciplinary system also provides for specific sanctions in the event of violations of the rules of conduct.

Complementing the governance framework, the Fraud Control Policy strengthens internal controls along the commercial and production chain, including the use of the whistleblowing channel to report any irregular or suspicious behavior.

All employees participate in mandatory onboarding training program on the principles and content of the MOG and the Code of Ethics, with annual updates or additional sessions in the event of significant changes to the model.

Training relating to the specific procedures of each area is instead carried out through on-the-job training activities led by managers or their delegates, to ensure a practical and consistent application of company principles in daily operations.

During the reporting period, no confirmed cases of active or passive corruption were identified within the Group, confirming the effectiveness of the prevention system and the commitment to an ethical, transparent, and responsible business model.

### **Supplier relationship management**

The responsible and transparent management of the supply chain represents a strategic element in ensuring the sustainability and robustness of the company's business model.

The Group recognizes that an ethical, efficient, and resilient supply chain is essential to guarantee product quality, operational continuity, and compliance with the environmental and social principles guiding its activities.

Relationships with suppliers are governed by a set of tools that define shared principles and responsibilities.

Interactions with external partners are regulated by the company's Code of Ethics, while the conduct and compliance requirements for suppliers are defined in the Supplier Code of Conduct, which promotes respect for human rights, international regulations, and best practices for sustainable business.

The Group gives preference to suppliers that hold the same certifications and therefore share a commitment to quality, safety, and environmental protection.

The procurement management system is based on specific criteria and procedures for supplier selection and evaluation, taking into account their technical capabilities, performance in terms of quality, delivery timeliness, and cost competitiveness, as well as minimum requirements in safety and environmental matters, verified through standardized checklists.



The selection of a new supplier always follows an on-site physical audit, ensuring full knowledge of and confidence in the partner.

The Group prioritizes long-term partnerships, particularly with suppliers considered highly strategic—such as those characterized by significant spending volumes, critical supplies, or single-source positions.

At the same time, increased attention has been given to the local supply chain, enhancing collaborations with local businesses, while maintaining—by strategic choice and, in some cases, due to customer certification requirements—a global presence.

Procurement staff are evaluated not only based on economic results but also against specific supply chain objectives, including quality, overall performance, efficient inventory management, and cost reduction.

The Parent Company pays particular attention to more vulnerable suppliers, especially local ones with a high economic dependence on Group orders. In such cases, closer monitoring is implemented and, where necessary, extraordinary support measures are adopted—even at the expense of company results—to ensure business continuity.

At the same time, the Group conducts risk analysis aimed at identifying second-sourcing solutions to mitigate risks related to potential supply chain disruptions.

Currently, suppliers are not required to hold specific sustainability certifications, as UMBRAGROUP S.p.A. is in the process of defining new ESG criteria to assess suppliers from a sustainability perspective.

Suppliers are, however, included in the monitoring of Scope 3 GHG emissions, thus contributing to the overall reporting of the Group's environmental impact.

Supporting and collaborating with suppliers is not only an ethical responsibility but also a strategic decision to build a strong, innovative, and sustainable supply chain. In this regard, the Group's approach is based on three pillars:

- in-depth knowledge of partners, going beyond the commercial relationship and gathering information on their sustainability profile through a dedicated questionnaire;
- definition of sustainability objectives, which by 2025 will be formalized and addressed both to suppliers and to purchased products and services, followed by the development and communication of a Supply Chain Sustainability Plan;
- promotion of a gradual and inclusive pathway, supporting suppliers in continuous improvement process, recognizing their different capabilities and resources, and ensuring adequate adjustment timelines.

As evidence of its commitment to strengthening dialogue with suppliers, UMBRAGROUP S.p.A. organizes an annual Supplier Meeting at its headquarters in Foligno, providing an important opportunity for discussion and sharing with strategic partners on results, future objectives, and prospects for joint growth.



### **Supplier payment practices**

The standard contractual payment terms applied by UMBRAGROUP S.p.A. provide for payment by bank transfer at 30, 60, or 90 days end of month from the invoice date.

The percentages of suppliers paid according to these terms are reported below:

Payment within 30 days	→	43,16% of suppliers
Payment within 60 days	→	21,80% of suppliers
Payment within 90 days	→	35,04% of suppliers

In the Group's other companies, payment terms range from a minimum of 14 days to a maximum of 90 days, with some cases—including depending on the type of supplier—also intermediate terms of 45 days.

As confirmation of the Group's commitment to complying with agreed contractual payment terms, in 2024 there was only one case of delay leading to the initiation of legal proceedings against the Parent Company, which is still pending.

## Methodological Note

Starting from the 2024 reporting year, the Umbra Group has voluntarily prepared the 2024 Consolidated Sustainability Report in accordance with Legislative Decree No. 125 of 6 September 2024 (hereinafter the “Decree”), which transposed into Italian law the provisions of Directive (EU) 2022/2464 on the Corporate Sustainability Reporting Directive (hereinafter “CSRD”), replacing the previous regulations on non-financial reporting (pursuant to Legislative Decree 254/2016).

Through this document, the Group aims to provide all stakeholders with key information on environmental, social, and governance matters, with the objective of illustrating its strategy, the commitments undertaken, and the actions implemented during the 2024 financial year (from 1 January to 31 December), as well as offering a view of its medium- and long-term outlook.

The report is intended to ensure clear, complete, and transparent disclosure, enabling stakeholders to accurately understand the Group’s activities, the results achieved, and the impacts generated on the environment and on people.

The 2024 Consolidated Sustainability Report has been prepared in line with the principles established by the CSRD and drafted in accordance with the European Sustainability Reporting Standards (hereinafter “ESRS”) issued by the European Financial Reporting Advisory Group (EFRAG).



## European Taxonomy

Within the context of this Consolidated Sustainability Report, no analysis of alignment with the European Taxonomy has been carried out.

The Taxonomy, introduced by EU Regulation 2020/852, establishes a common classification system to identify economic activities considered environmentally sustainable, with the aim of directing investments toward development models consistent with the objectives of the European Green Deal.

While acknowledging its strategic importance for sustainability reporting and transparency, the Group has decided to postpone this assessment to future editions of this report, when more appropriate data and internal tools will be available to ensure a comprehensive and accurate analysis of the environmental sustainability of its activities in relation to the EU Taxonomy.

# Annex 1 – Value Chain Mapping

## Upstream Value Chain

UPSTREAM					
BUSINESS RELATIONSHIP	SECTOR GROUP	SECTOR	BUSINESS ACTIVITY	DESCRIPTION	RESOURCE DEPENDENCY
Specialty metals suppliers	Mining Manufacturing	Mining Metal Processing	B.07.10 Extraction of iron ores  B.09.90 Support activities for other mining and quarrying  C.24.10 Manufacture of basic iron and steel and of ferro-alloys  C.24.41 Production of precious metals  C.24.42 Production of aluminium  C.24.43 Production of lead, zinc and tin  C.24.44 Production of copper  C.24.45 Production of other non-ferrous metals  C.25.11 Manufacture of metal structures and parts of structures	Procurement of specialty metals for the production of components, parts, and products.	Mineral Materias

UPSTREAM					
BUSINESS RELATIONSHIP	SECTOR GROUP	SECTOR	BUSINESS ACTIVITY	DESCRIPTION	RESOURCE DEPENDENCY
Industrial machinery suppliers	Manufacturing	Machinery Equipment	& C.28.99 Manufacture of other special-purpose machinery	Procurement of industrial machinery for the production process	Various Metals Plastic
Industrial tools suppliers	Manufacturing	Machinery Equipment	& C.28.15 Manufacture of bearings, gears, gearing and driving elements C.28.41 Manufacture of metal forming machinery C.28.49 Manufacture of other machine tools	Procurement of tools for the production process	Various Metals
Industrial manufactured goods suppliers	Manufacturing	Machinery Equipment	& C.26.11 Manufacture of electronic components C.26.20 Manufacture of computers and peripheral equipment C.26.51 Manufacture of instruments and appliances for measuring, testing and navigation C.27.11 Manufacture of electric motors, generators and transformers	Procurement of industrial manufactured goods for the production of parts, structures, and final products across the various stages of the industrial manufacturing process	Specialty Steel
Suppliers HW/SW	Manufacturing	Electronics	C.26.11 Manufacture of electronic components C.26.20 Manufacture of computers and peripheral equipment	Procurement of HW/SW for industrial automation and process digitalization.	Various Metals Plastic

UPSTREAM					
BUSINESS RELATIONSHIP	SECTOR GROUP	SECTOR	BUSINESS ACTIVITY	DESCRIPTION	RESOURCE DEPENDENCY
			C.26.51 Manufacture of instruments and appliances for measuring, testing and navigation  C.27.11 Manufacture of electric motors, generators and transformers		
Certification service providers	Service	Professional & Commercial Services	O.84.13 Regulation and contribution to more efficient business operations  N.82.99 Other business support service activities n.e.c. (not elsewhere classified)	Request for certification services to ensure compliance of processes and products with regulatory and industry standards in the areas of quality, energy management, environmental sustainability, occupational health and safety, and product compliance	-
Energy resource suppliers	Utilities	Power Production and Energy Utilities Water and Waste Services	D.35.12 Transmission of electricity  D.35.30 Steam and air conditioning supply  E.36.00 Water collection, treatment and supply	Energy resources for the operation and powering of machinery, offices, workshops, etc.	Energy Water

UPSTREAM					
BUSINESS RELATIONSHIP	SECTOR GROUP	SECTOR	BUSINESS ACTIVITY	DESCRIPTION	RESOURCE DEPENDENCY
Packaging suppliers	Manufacturing Services	Chemicals & Biofuels Professional & Commercial Services	C.22.22 Manufacture of plastic packaging goods N.82.92 Packaging activities	Packaging products of various types and materials for the transport and delivery of goods	Plastic Paper
Supplier(s) of transport means and/or transport services	Sales and Trade Transportation	Wholesale & Retail trade Transportation	G.45.11 Sale of cars and light motor vehicles N.77.11 Renting and leasing of cars and light motor vehicles H.49.41 Freight transport by road H.50.20 Sea and coastal freight water transport H.51.21 Air freight transport	Owned and/or leased means of transport (trucks, vans, etc.)	Mineral Resources
Financial service suppliers	Financial Institutions	Capital markets	K.64.19 Other monetary intermediation K.64.91 Financial leasing K.64.92 Other credit granting	Granting of loans, financing, and other forms of bank and non-bank credit.	
Machinery suppliers	Manufacturing	Machinery Equipment	C.28.99 Manufacture of other special-purpose machinery	Machinery and equipment for workshop and maintenance activities	Mineral Resources

UPSTREAM					
BUSINESS RELATIONSHIP	SECTOR GROUP	SECTOR	BUSINESS ACTIVITY	DESCRIPTION	RESOURCE DEPENDENCY
Suppliers of industrial processing services	Manufacturing	Metal Processing	C.24.20 Manufacture of tubes, hollow profiles and related fittings, of steel C.25.93 Manufacture of wire products, chains and springs C.25.94 Manufacture of fasteners and screw machine products C.25.99 Manufacture of other fabricated metal products n.e.c. (not elsewhere classified).	Outsourcing of industrial processing activities to third parties.	Processed and semi-processed products

## Own Operations

CORE			
SECTOR GROUP	SECTOR	BUSINESS ACTIVITY	DESCRIPTION
Manufacturing	Machinery & Equipment	C.28.15 Manufacture of bearings, gears, gear systems, and drive elements	Design and production of ball screws, bearings, and high-precision mechanical and mechatronic components
Manufacturing	Metal Processing	C.24.20 Manufacture of tubes, hollow profiles and related fittings, of steel C.25.73 Manufacture of tools C.25.93 Manufacture of wire products, chains and springs C.25.94 Manufacture of fasteners and screw machine products C.25.99 Manufacture of other fabricated metal products n.e.c. (not elsewhere classified)	Non-destructive testing (NDT) (magnetic particle testing, metalloscopic inspection, liquid penetrant testing, ultrasonic testing)
Services	Professional & Commercial Services	M.71.20 Technical testing and analysis	Non-destructive testing (NDT) (magnetic particle testing, metalloscopic inspection, liquid penetrant testing, ultrasonic testing)
Manufacturing	Metal processing & Aerospace & Defence	C.33.11 Repair of fabricated metal products	Provision of scheduled maintenance, disassembly, analysis and reassembly services, safety stock management, dedicated training, and supply of spare parts

CORE			
SECTOR GROUP	SECTOR	BUSINESS ACTIVITY	DESCRIPTION
		C.33.18 Repair and maintenance of military fighting vehicles, ships, boats, aircraft and spacecraft	
Services for special processes	Metal processing	C.24.51 Casting of iron C.24.52 Casting of steel C.24.53 Casting of light metals C.24.54 Casting of other non-ferrous metals C.25.51 Treatment and coating of metals C.25.52 Heat treatment of metals C.25.53 Machining of metals	Provision of heat and thermochemical treatment services for steels (quenching and tempering, precipitation hardening, annealing, gas carburizing, low-pressure carburizing, nitriding, sub-zero treatment, induction hardening), surface treatments (chrome plating, passivation, phosphating, cadmium plating, silver plating, copper plating, anodizing, black oxide coating, shot peening, Zn-Ni coating), and testing of mechanical properties and structural characteristics (magnetic particle inspection, liquid penetrant testing, acid etching and inspection of ground parts, eddy current testing, chemical analysis, tensile and impact testing, hardness and microhardness testing, metallography).

### Downstream Value Chain

DOWNSTREAM				
BUSINESS RELATIONSHIP	SECTOR GROUP	SECTOR	BUSINESS ACTIVITY	DESCRIPTION
	Manufacturing	Aerospace & Defence	C.20.51 Manufacture of explosives	Supply of ball screws, electromechanical actuators, splined shafts, gearboxes, and ring gears

DOWNSTREAM				
BUSINESS RELATIONSHIP	SECTOR GROUP	SECTOR	BUSINESS ACTIVITY	DESCRIPTION
Defense and Aerospace Customers			C.25.40 Manufacture of weapons and ammunition C.30.30 Manufacture of air and spacecraft and related machinery C.33.16 Repair and maintenance of aircraft and spacecraft C.30.40 Manufacture of military combat vehicles	Applications: Accessories, Stabilizer fin, Anti-rotation systems, Hatch, Afterburner cone, Nose fairing, Pilot window, Flap, Propeller brake, Landing gear door, Thrust reverser, Launchers, Pylon, Positioners, Radar, Ladder, Main gearbox, Electromechanical system, Steering systems, Slat, Stabilizer, Thrust vector
	Manufacturing	Aerospace & Defence	C.30.30 Manufacture of air and spacecraft and related machinery C.33.16 Repair and maintenance of aircraft and spacecraft C.30.40 Manufacture of military combat vehicles H.51.22 Space transport	Supply of gyroscopes and ball screws for the aerospace sector  Applications: Electric brakes, Thrust positioners, Navigation systems, Turbo pumps, Thrust vector control, Wave rider
	Manufacturing	Aerospace & Defence		Supply of ball screws, electromechanical actuators, torsion shafts, mechanical joints,

DOWNSTREAM				
BUSINESS RELATIONSHIP	SECTOR GROUP	SECTOR	BUSINESS ACTIVITY	DESCRIPTION
			C.30.30 Manufacture of air and spacecraft and related machinery	pinions, gearboxes, geared sectors, safety rods, and trapezoidal screws Applications: Accessories, Elevators, Flaps, Brakes
				Supply of electromechanical actuators Applications: Accessories, Landing gear, Accessories
		Automobiles & Other Transport Vehicles	C.29.32 Manufacture of parts and accessories for motor vehicles	Supply of ball screws and electromechanical actuators Applications: Accessories, Brakes
				Supply of ball screws Applications: Thrust reversers, Flow control valves
Industrial market customers	Manufacturing	Automobiles & Other Transport Vehicles	C.22.11 Manufacture of motor vehicles	Supply of ball screws and electromechanical actuators Applications: Brake-by-wire, Drive-by-wire, Dampers, In-wheel motors, Side loaders, Truck lifts
	Manufacturing	Automobiles & Other Transport Vehicles	C.30.20 Manufacture of railway locomotives and rolling stock	Supply of ball screws and electromechanical actuators

DOWNSTREAM				
BUSINESS RELATIONSHIP	SECTOR GROUP	SECTOR	BUSINESS ACTIVITY	DESCRIPTION
				Applications: Suspension bearings, Switching points
	Energy	Oil & Gas - Upstream & Services	B.06.10 Extraction of crude petroleum B.06.20 Extraction of natural gas B.09.10 Support activities for petroleum and natural gas extraction	Supply of ball screws and electromechanical actuators  Applications: Boosters, Oil & Gas, Pumps, Storage, Valves, Wave energy, Wind power
	Manufacturing	Chemicals & Biofuels	C.22.22 Manufacture of plastic packaging goods	Supply of ball screws and electromechanical actuators  Applications: Packaging
		Electronics	C.26.11 Manufacture of electronic components C.26.20 Manufacture of computers and peripheral equipment	Supply of ball screws and electromechanical actuators  Applications: Robotics
		Electronics	C.26.11 Manufacture of electronic components C.26.20 Manufacture of computers and peripheral equipment	Supply of ball screws, electromechanical actuators  Applications: semiconductors
		Automobiles & Other Transport Vehicles	C.29.32 Manufacture of parts and accessories for motor vehicles	Supply of ball screws and electromechanical actuators

DOWNSTREAM				
BUSINESS RELATIONSHIP	SECTOR GROUP	SECTOR	BUSINESS ACTIVITY	DESCRIPTION
				Applications: Brakes
		Roller shutters	-	Supply of ball screws, electromechanical actuators Applications: roller shutters
	Manufacturing Tool	Metal Processing	C.28.91 Manufacture of machinery for metallurgy C.28.92 Manufacture of machinery for mining, quarrying and construction C.25.50 Forging, pressing, stamping and roll-forming of metal; powder metallurgy C.25.50 Forging, pressing, stamping and roll-forming of metal; powder metallurgy C.25.99 Manufacture of other fabricated metal products n.e.c. (not elsewhere classified)	Supply of ball screws, electromechanical actuators, medium- and large-size bearings, electro-spindles, and milling heads  Applications: Additive Manufacturing, Electrical Discharge Machining (EDM), Flowforming, Grinding, Lapping, Marble/Glass processing, Milling, Nesting, Peeling, Rotary tables, Transfer systems, Turning, Wood/Aluminum processing, Waterjet
	Manufacturing	Metal Processing	C.25.50 Forging, pressing, stamping and roll-forming of metal; powder metallurgy	Supply of ball screws, electromechanical actuators, and medium- to large-size bearings Applications: Bar rolling, Bending, Diecasting, Laser cutting, Metal sheet rolling, Panel Bender, Punching, Ring, Rolling, Straightening, Welding, Wire and Tube

DOWNSTREAM				
BUSINESS RELATIONSHIP	SECTOR GROUP	SECTOR	BUSINESS ACTIVITY	DESCRIPTION
	Manufacturing	Chemicals & Biofuels	C.20.16 Manufacture of plastics in primary forms C.22.29 Manufacture of other plastic products	Supply of ball screws, electromechanical actuators, and medium-large size bearings Applications: Blow molding, Hot runner systems, Injection molding, Thermoforming
	Manufacturing	Medical Equipment & Services	C.26.60 Manufacture of irradiation, electromedical, and electrotherapeutic equipment	Supply of ball screws and electromechanical actuators Applications: Chromatography, Diagnostic radiology, Microscopy
Suppliers of waste collection and management services	Energy	Water & Waste Services	E.38.21 Treatment and disposal of non-hazardous waste E.38.22 Treatment and disposal of hazardous waste E.38.32 Recovery of sorted materials	-

DOWNSTREAM				
BUSINESS RELATIONSHIP	SECTOR GROUP	SECTOR	BUSINESS ACTIVITY	DESCRIPTION
Logistics Suppliers	Transportation	Transportation	H.49.20 Rail freight transport H.49.41 Freight transport by road H.50.20 Sea and coastal freight transport by water H.50.40 Inland water freight transport H.52.29 Other support activities for transportation H.52.10 Warehousing and storage H.51.21 Air freight transport	-

## Annex 2 – Disaggregations

**Table of energy consumption and mix**

Energy consumption and mix	U.M.	2024									2023								
		UMBRA GROUP S.p.A.	AMCO	ERA	COMEAR	BSP	KUHN	PKE	LINEAR MOTION	UCI	UMBRA GROUP S.p.A.	AMCO	ERA	COMEAR	BSP	KUHN	PKE	LINEAR MOTION	UCI
Consumption of fuels from coal and coal products [38a]	MWh	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Consumption of fuels from crude oil and petroleum products [38b]	MWh	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Consumption of fuels from natural gas [38c]	MWh	5.307	143	-	-	-	146	1.115	488	416	5.583	159	-	-	-	146	1.146	546	585
Consumption of fuels from other fossil sources [38d]	MWh	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

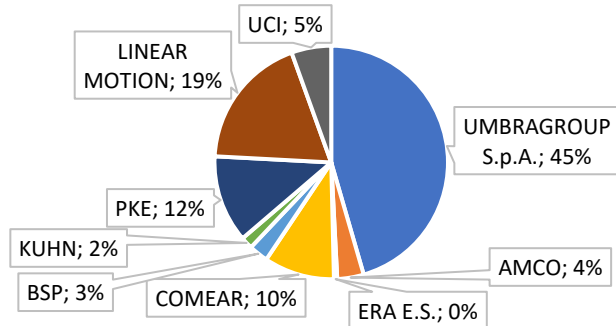
Consumption of electricity, heat, steam, or cooling from fossil sources, purchased or acquired [38e]	MWh	11.937	1.244	171	3.698	1.011	488	3.473	6.577	1.670	18.171	1.182	169	3.913	1.259	585	5.353	6.510	1.637
<b>Total energy consumption from fossil sources [37a]</b>	<b>MWh</b>	<b>17.244</b>	<b>1.387</b>	<b>171</b>	<b>3.698</b>	<b>1.011</b>	<b>634</b>	<b>4.588</b>	<b>7.066</b>	<b>2.087</b>	<b>23.754</b>	<b>1.341</b>	<b>169</b>	<b>3.913</b>	<b>1.259</b>	<b>730</b>	<b>6.498</b>	<b>7.056</b>	<b>2.222</b>
Percentage of fossil sources in total energy consumption [RA34]	%	74%	100%	100%	88%	83%	100%	100%	100%	100%	99%	100%	100%	94%	93%	100%	100%	100%	100%
<b>Total energy consumption from nuclear sources [37b]</b>	<b>MWh</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Percentage of energy consumption from nuclear sources over total energy consumption [RA34]*	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Consumption of fuels from renewable sources [37c] (1)	MWh	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Consumption of electricity, heat, steam, and cooling from renewable sources, purchased or acquired [37cii]	MWh	3.566	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Consumption of self-generated renewable energy not derived from fuels [37ciij]	MWh	2.385	-	-	488	209	-	-	-	-	329	-	-	238	96	-	-	-	-
<b>Total energy consumption from renewable sources [37c]</b>	<b>MWh</b>	<b>5.951</b>	<b>-</b>	<b>-</b>	<b>488</b>	<b>209</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>329</b>	<b>-</b>	<b>-</b>	<b>238</b>	<b>96</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Percentage of renewable sources in total energy consumption [RA34]	%	26%	0%	0%	12%	17%	0%	0%	0%	0%	1%	0%	0%	6%	7%	0%	0%	0%	0%
<b>Total energy consumption</b>	<b>MWh</b>	<b>23.195</b>	<b>1.387</b>	<b>171</b>	<b>4.186</b>	<b>1.220</b>	<b>634</b>	<b>4.588</b>	<b>7.066</b>	<b>2.087</b>	<b>24.082</b>	<b>1.341</b>	<b>169</b>	<b>4.151</b>	<b>1.355</b>	<b>730</b>	<b>6.498</b>	<b>7.056</b>	<b>2.222</b>

### Total Energy Consumption from Fossil Fuels

MWh

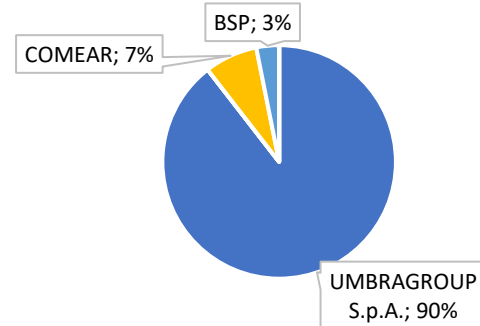
Year 2024



### Total Energy Consumption from Renewables

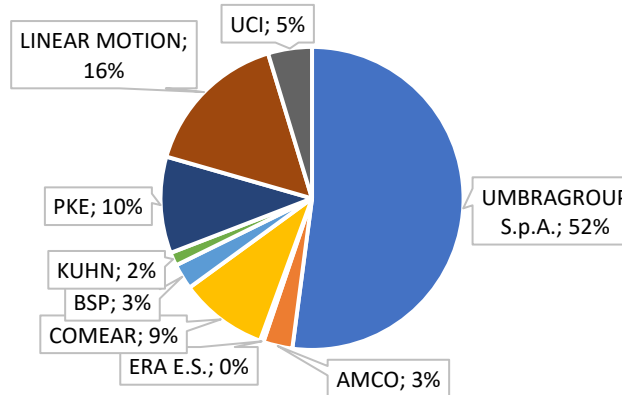
MWh

Year 2024



### Total Energy Consumption MWh

Year 2024



### Table of renewable and non-renewable energy production

Production of non-renewable and renewable energy	u.m.	2024			2023		
		UMBRA GROUP S.p.A.	COMEAR	BSP	UMBRA GROUP S.p.A.	COMEAR	BSP
Non-renewable energy production	MWh	-	-	-	-	-	-
Renewable energy production	MWh	2.385	488	209	329	238	96

### Table of energy intensity of activities in high climate impact sectors

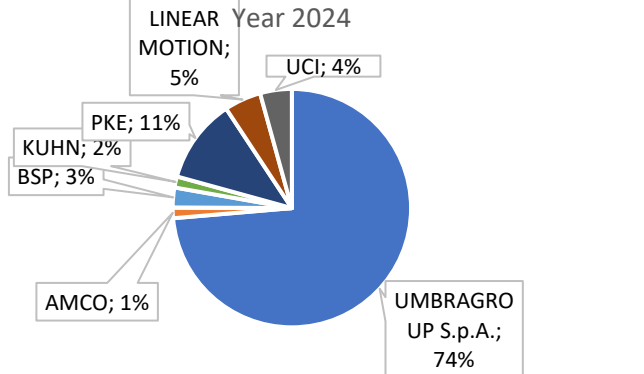
Energy intensity of activities in high climate impact sectors	u.m.	2024									2023								
		UMBRA GROUP S.p.A.	AMCO	ERA	COMEAR	BSP	KUHN	PKE	LINEAR MOTION	UCI	UMBRA GROUP S.p.A.	AMCO	ERA	COMEAR	BSP	KUHN	PKE	LINEAR MOTION	UCI
Total energy consumption from activities in high climate impact sectors [41]	MWh	23.195	1.387	171	4.186	1.220	634	4.588	7.066	2.087	24.082	1.341	169	4.151	1.355	730	6.498	7.056	2.222
Net revenues derived from activities in high climate impact sectors used to calculate energy intensity	milioni di €	136,2	5,1	10,13	15,54	12,65	4,24	13,67	55,77	28,60	142,96	5,11	11,93	15,16	14,71	4,12	15,33	43,47	25,39
Energy intensity associated with activities in high climate impact sectors [40]	MWh/milioni di €	170	273	17	269	96	150	336	127	73	168	263	14	274	92	177	424	162	87

## Table of GHG Emissions

GHG Emissions	U.M.	2024									2023								
		UMBRA GROUP S.p.A. HQ	AMCO	ERA E.S.	COMEAR	BSP	KUHN	PKE	LINEAR MOTION	UCI	UMBRA GROUP S.p.A. HQ	AMCO	ERA E.S.	COMEAR	BSP	KUHN	PKE	LINEAR MOTION	UCI
Gross Scope 1 GHG emissions	tCO <sub>2</sub> eq	1.372	27	-	-	50	28	213	93	80	1.525	30	-	-	-	28	218	104	111
Gross Scope 2 GHG emissions location-based	tCO <sub>2</sub> eq	3.373	271	37	805	220	181	1.229	2.896	479	4.690	305	44	1.010	325	230	1.707	2.866	469
Gross Scope 2 GHG emissions market-based	tCO <sub>2</sub> eq	5.267	549	76	1.632	446	353	2.339	3.673	470	9.096	592	85	1.959	630	421	2.839	3.636	461
Gross Scope 3 GHG emissions	tCO <sub>2</sub> eq	10.842	-	900	1.320	5.060	20	3.236	7.702	4.290	16.912	52	514	1.417	5.524				
- Cat. 1 – Purchase of goods and services	tCO <sub>2</sub> eq	10.606	-	899	1.305	4.677	20	3.236	7.702	4.290	16.515	49	513	1.391	5.085				
- Cat. 4 – Upstream	tCO <sub>2</sub> eq	236	-	1	15	383	-				397	3	1	26	439				

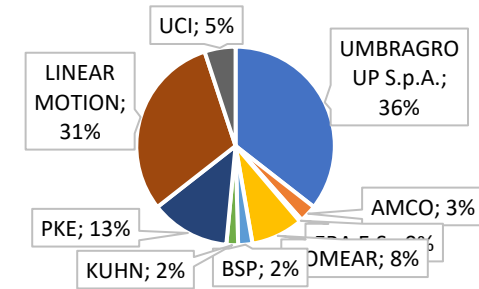
<i>transport and distribution</i>																			
<b>Total GHG emissions location-based</b>	tCO <sub>2</sub> eq	15.587	298	937	2.125	5.330	229	4.678	10.691	4.849	23.127	387	558	2.427	5.849	258	1.925	2.970	580
<b>Total GHG emissions market-based</b>	tCO <sub>2</sub> eq	17.481	576	976	2.952	5.556	401	5.788	11.468	4.840	27.533	674	599	3.376	6.154	449	3.057	3.740	572

### Scope 1 GHG Emissions (tCO2eq)



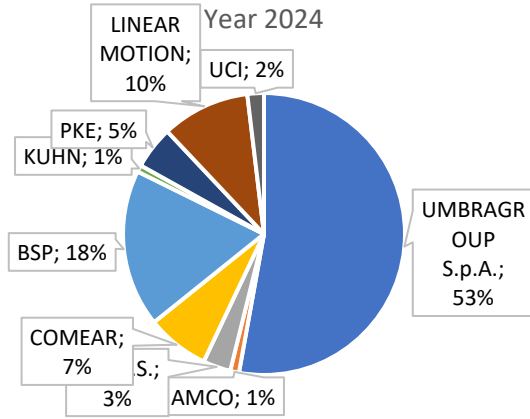
### Scope 2 GHG Emissions location-based

Year 2024



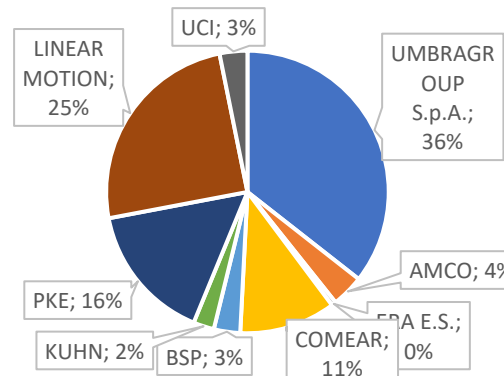
### Scope 1 and 2 GHG Emissions location-based

Year 2024



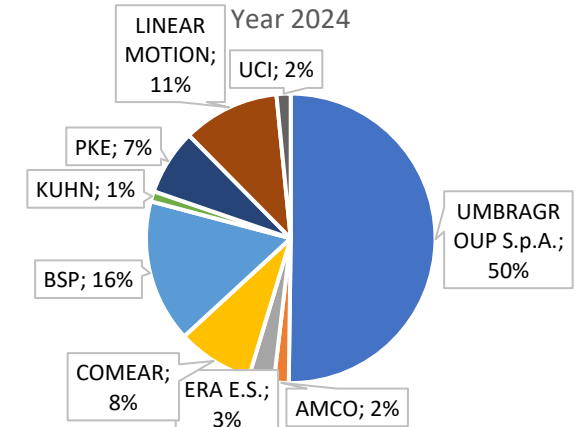
### Scope 2 GHG Emissions market-based

Year 2024



### Scope 1 and 2 GHG Emissions market-based

Year 2024

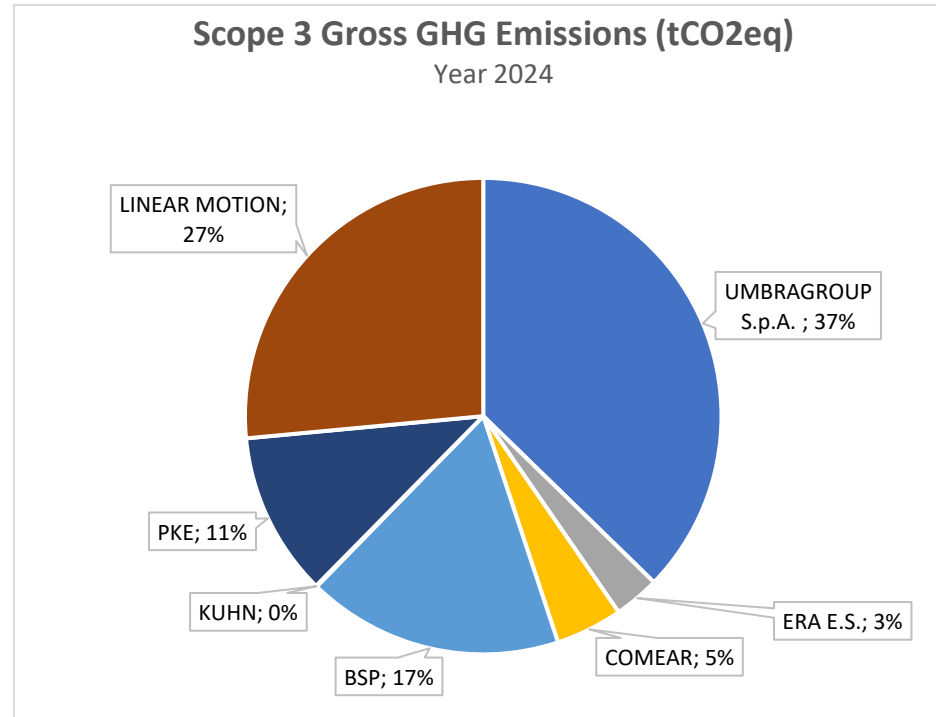


**Table of Scope 1 and Scope 2 emissions intensity of activities in high climate-impact sectors**

Scope 1 and Scope 2 emissions intensity of activities in high climate-impact sectors	u.m.	2024									2023								
		UMBRA GROUP S.p.A.	AMCO	ERA E.S.	COMEAR	BSP	KUHN	PKE	LINEAR MOTION	UCI	UMBRA GROUP S.p.A.	AMCO	ERA E.S.	COMEAR	BSP	KUHN	PKE	LINEAR MOTION	UCI
Scope 1 and Scope 2 location-based emissions	tCO <sub>2</sub> eq	4.745	298	37	805	270	209	1.442	2.989	559	6.215	335	44	1.010	325	258	1.925	2.970	580
Net revenues from activities in high climate-impact sectors used to calculate energy intensity	million €	136,2	5,1	10,1	15,5	12,7	4,2	13,7	55,8	28,6	143,0	5,1	11,9	15,2	14,7	4,1	15,3	43,5	25,4
Scope 1 and Scope 2 emissions intensity associated with activities in high climate-impact sectors.	tCO <sub>2</sub> eq/million €	35	59	4	52	21	49	105	54	20	43	66	4	67	22	63	126	68	23

**Table Scope 3 GHG emissions**

Scope 3 GHG Emissions	U.M.	2024									2023								
		UMBRA GROUP S.p.A. HQ	AMCO	ERA E.S.	COMEAR	BSP	KUHN	PKE	LINEAR MOTION	UCI	UMBRA GROUP S.p.A. HQ	AMCO	ERA E.S.	COMEAR	BSP	KUHN	PKE	LINEAR MOTION	UCI
Category 1 – Purchased goods and services	tCO <sub>2</sub> eq	10.606	0	899	1.305	4.677	20	3.236	7.702	4.290	16.515	49	513	1.391	5.085				
- of which goods	tCO <sub>2</sub> eq	9.759	0	899	1.305	4.677	20	3.236	7.702	4.290	16.363	31	513	1.348	5.079				
- of which services	tCO <sub>2</sub> eq	847	0	0	0	0	0				152	18	0	43	6				
Category 4 – Upstream transportation and distribution	tCO <sub>2</sub> eq	236	0	1	15	383	0				397	3	1	26	439				
<b>Scope 3 gross GHG Emissions</b>	<b>tCO<sub>2</sub>eq</b>	<b>10.842</b>	<b>0</b>	<b>900</b>	<b>1.320</b>	<b>5.060</b>	<b>20</b>	<b>3.236</b>	<b>7.702</b>	<b>4.290</b>	<b>16.912</b>	<b>52</b>	<b>514</b>	<b>1417</b>	<b>5524</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>



**Table of Scope 3 emissions intensity of activities in high climate-impact sectors**

Scope 3 emissions intensity of activities in high climate-impact sectors*	U.M.	2024									2023								
		UMBRA GROUP S.p.A. HQ	AMCO	ERA E.S.	COMEAR	BSP	KUHN	PKE	LINEAR MOTION	UCI	UMBRA GROUP S.p.A. HQ	AMCO	ERA E.S.	COMEAR	BSP	KUHN	PKE	LINEAR MOTION	UCI
Scope 3 Emissions (Categories 1 and 4)	tCO2eq	10.842	0	900	1.320	5.060	20	3.236	7.702	4.290	16.912	52	514	1.417	5.524				
Net revenues from activities in high climate-impact sectors used to calculate energy intensity	million €	136,2	5,1	10,1	15,5	12,7	4,2	13,7	55,8	28,6	143,0	5,1	11,9	15,2	14,7				
<b>Scope 3 emissions intensity associated with activities in high climate-impact sectors</b>	<b>tCO2eq / million €</b>	<b>80</b>	<b>0</b>	<b>89</b>	<b>85</b>	<b>400</b>	<b>5</b>	<b>237</b>	<b>138</b>	<b>150</b>	<b>118</b>	<b>10</b>	<b>43</b>	<b>93</b>	<b>376</b>				

## Table of hazardous substances

Substance	U.M.	UMBRA GROUP S.p.A.		BSP		COMEAR		LINEAR MOTION	
		2023	2024	2023	2024	2023	2024	2023	2024
Fine particulate matter	Kg	2.503	1.134	-	16,32	106,00	140,00	-	-
Lead	Kg	-	-	-	-	0,05	0,04	-	-
Cadmium	Kg	-	-	-	-	0,02	0,01	-	-
Nickel	Kg	-	-	-	-	0,05	0,05	-	-
Copper	Kg	-	-	-	-	0,05	0,04	-	-
Total chromium	Kg	-	-	-	-	0,05	0,04	-	-
Zinc	Kg	-	-	-	-	0,05	0,82	-	-
Iron	Kg	-	-	-	-	0,05	0,04	-	-
Total hydrocarbons	Kg	-	-	-	-	0,02	0,01	-	-
Mineral oils and persistent petroleum-derived hydrocarbons	Kg	-	-	-	-	0,02	0,01	-	-
Ammoniacal nitrogen (as NH <sub>4</sub> )	Kg	-	-	-	-	3,78	3,10	-	-
Nitrite nitrogen (as N)	Kg	-	-	-	-	0,18	0,10	-	-
Nitrate nitrogen (as N)	Kg	-	-	-	-	28,56	17,61	-	-
Anionic surfactants (MBAS)	Kg	-	-	-	-	28,56	0,30	-	-
Cationic surfactants	Kg	-	-	-	-	0,30	0,25	-	-
Non-ionic surfactants (BIAS)	Kg	-	-	-	-	0,30	0,27	-	-
Total surfactants	Kg	-	-	-	-	6,04	0,82	-	-
Chlorides	Kg	-	-	-	-	121,18	25,05	-	-
Orthophosphates	Kg	-	-	-	-	11,18	1,74	-	-
Phenols	Kg	-	-	-	-	0,02	0,01	-	-
Aromatic organic solvents	Kg	-	-	-	-	0,02	0,01	-	-

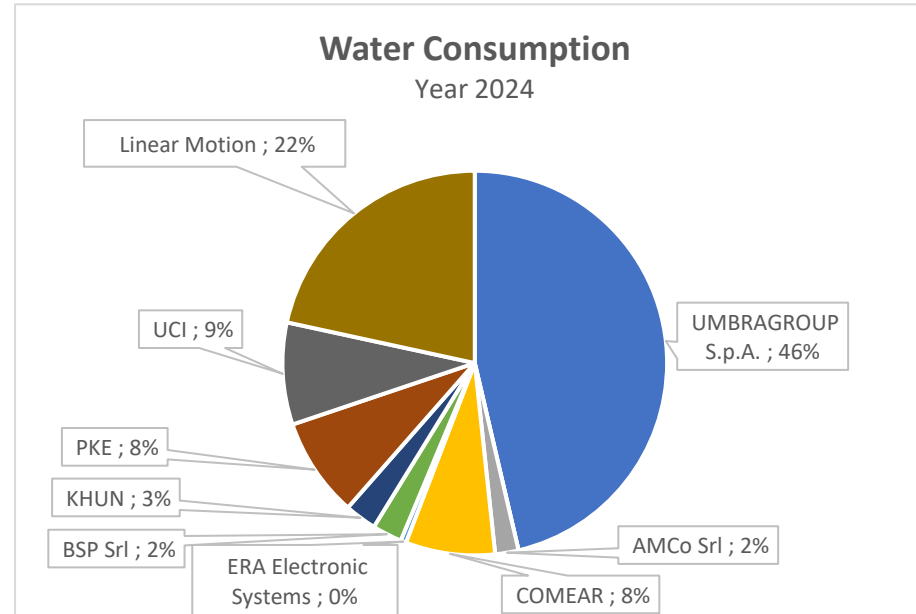


UMBRA GROUP

Nitrogenated organic solvents	Kg	-	-	-	-	0,02	0,01	-	-
Chlorinated solvents	Kg	-	-	-	-	0,02	0,01	-	-
Carbon monoxide (CO)	Kg	4.251	2.593	-	-	-	-	3.150	2.290
Carbon dioxide (CO <sub>2</sub> )	Kg	-	-	-	-	-	-	82.350	70.760
Nitrogen oxides (NO <sub>2</sub> )	Kg	3.476	2.745	-	-	-	-	-	-
Volatile organic compounds (VOCs)	Kg	1.428	1.776	-	-	-	-	-	-
Dust with oil mists	Kg	1.172	1.104	-	-	-	-	-	-
Chlorine and its compounds	Kg	778	771	-	-	-	-	-	-
Phosphates	Kg	760	760	-	-	-	-	-	-
Nitric acid and its salts	Kg	760	760	-	-	-	-	-	-
Sulfuric acid and its salts	Kg	760	760	-	-	-	-	-	-
Hydrofluoric acid (HF)	Kg	760	760	-	-	-	-	-	-

## Table of water consumption

Company	Total water consumption (m3)		Total volume of recycled and reused water (m3)		Total net revenues (mln €)	
	2023	2024	2023	2024	2023	2024
UMBRA GROUP S.p.A.	22.332	23.048	1.676	2.109	142.960.585	136.240.744
SERMS Srl	-	-	-	-	567.628	1.071.589
AMCo Srl	1.301	975	-	-	5.108.544	5.085.190
COMEAR	5.966	3.742	185	201	15.163.964	15.541.620
ERA Electronic Systems	173	232	-	-	11.931.224	10.130.826
BSP Srl	1.399	1.240	52	65	14.706.954	12.654.971
KHUN	896	1.333	-	-	4.118.952	4.235.914
PKE	3.616	4.156	-	-	15.333.985	13.674.566
UCI	4.985	4.266	-	-	25.391.442	28.596.661
Linear Motion	11.101	10.741			43.471.744	55.772.993
<b>Total</b>	<b>51.769</b>	<b>49.733</b>	<b>1.913</b>	<b>2.375</b>	<b>278.755.022</b>	<b>283.005.074</b>

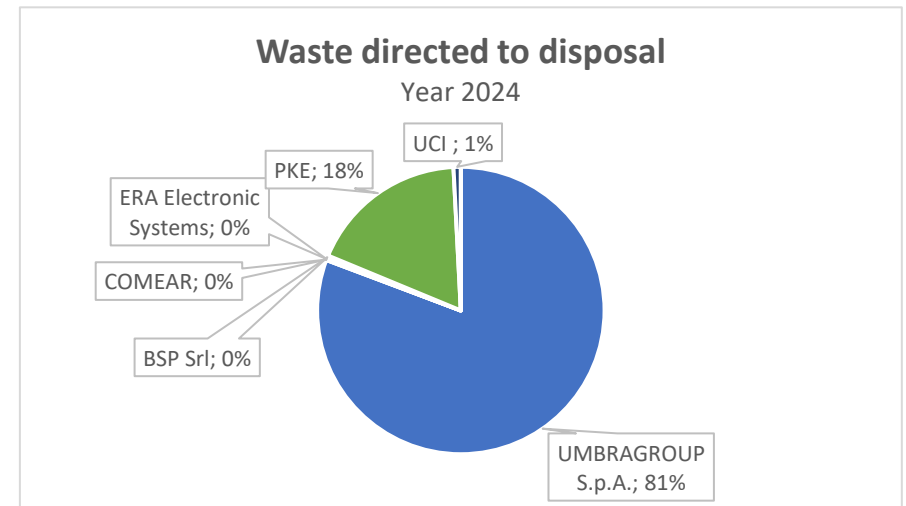
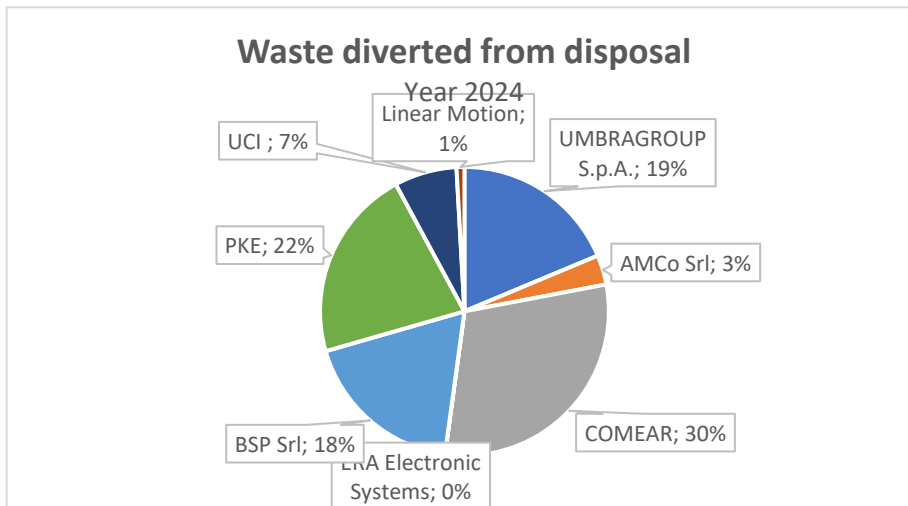
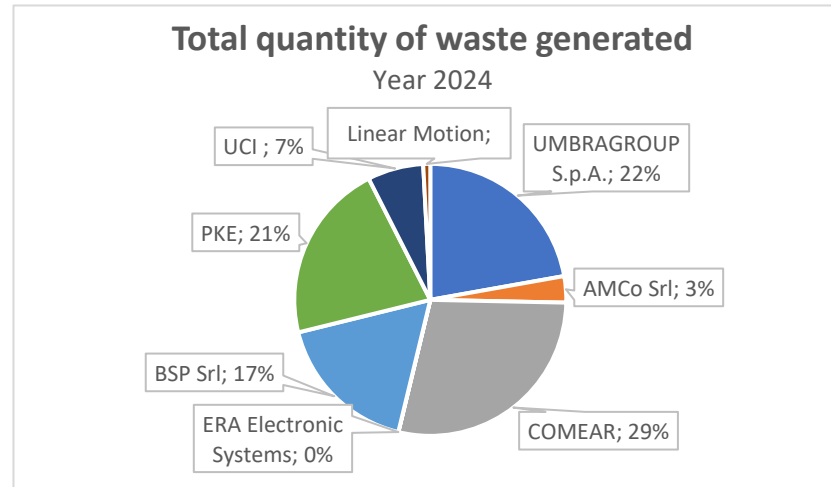


## Table of resource outflows

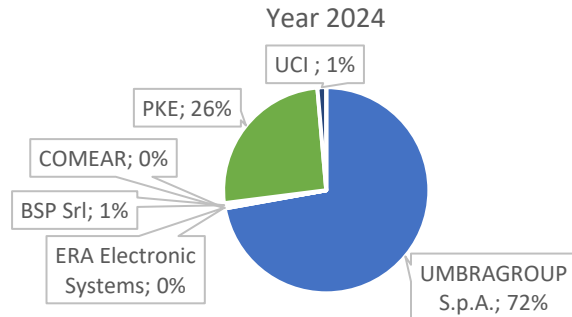
Information on waste generated	U. M.	UMBRA GROUP S.p.A.		AMCo Srl		COMEAR		ERA Electronic Systems		BSP Srl		PKE		UCI		Linear Motion		Total 2023	Total 2024
		2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024		
Total quantity of waste generated	Kg	986.085	879.935	142.000	124.000	1.341.099	1.127.542	1.909	444	883.656	688.566	983.000	847.010	280.390	263.380	35.205	33.171	<b>4.653.344</b>	<b>3.964.048</b>
Waste diverted from disposal	Kg	727.894	699.540	142.000	124.000	1.340.996	1.127.381	1.806	321	882.936	687.686	951.080	806.930	279.183	261.545	33.123	33.171	<b>4.359.018</b>	<b>3.740.574</b>
Hazardous waste diverted from disposal	Kg	254.565	260.910	93.270	77.480	660	1.100	114	31	21.195	20.646	566.220	530.920	138.935	126.778	30.120	30.567	<b>1.105.079</b>	<b>1.048.432</b>
Of which:																			
Preparation for reuse	Kg	-	-	-	-	-	-	114	31	-	-	-	-	-	-	-	-	<b>114</b>	<b>31</b>
Recycling	Kg	-	-	-	-	660	1.100	-	-	21.195	20.646	566.220	530.920	134.630	122.600	1.990	2.498	<b>724.695</b>	<b>677.764</b>
Other recovery operations	Kg	254.565	260.910	93.270	77.480	-	-	-	-	-	-	-	-	4.305	4.178	28.130	28.069	<b>380.270</b>	<b>370.637</b>

Non-hazardous waste diverted from disposal	Kg	473.329	438.630	48.730	46.520	1.340.336	1.126.281	1.692	290	861.741	667.040	384.860	276.010	140.248	134.767	3.003	2.604	<b>3.253.939</b>	<b>2.692.142</b>
Of which::																			
Preparation for reuse	Kg	-	-	-	-	-	-	1.692	290	-	-	-	-	-	-	-	-	<b>1.692</b>	<b>290</b>
Recycling	Kg	-	-	-	-	1.340.336	1.126.281	-	-	861.741	667.040	384.860	276.010	134.630	122.600	2.001	2.105	<b>2.723.568</b>	<b>2.194.036</b>
Other recovery operations	Kg	473.329	438.630	48.730	46.520	-	-	-	-	-	-	-	-	5.618	12.167	1.002	499	<b>528.679</b>	<b>497.816</b>
Waste directed to disposal	Kg	258.191	180.395	-	-	103	161	103	123	720	880	31.920	40.080	1.207	1.835	2.082	-	<b>294.326</b>	<b>223.474</b>
Hazardous waste directed to disposal	Kg	194.741	95.780	-	-	40	120	103	123	580	840	26.000	34.000	1.207	1.835	1.050	-	<b>223.721</b>	<b>132.698</b>
Of which:																			
Incineration	Kg	-	-	-	-	-	-	-	-	-	-	26.000	34.000	-	-	1.050	-	<b>27.050</b>	<b>34.000</b>
Landfilling	Kg	-	-	-	-	40	120	-	-	580	840	-	-	1.207	1.835	-	-	<b>1.827</b>	<b>2.795</b>
Other disposal	Kg	194.741	95.780	-	-	-	-	103	123	-	-	-	-	-	-	-	-	<b>194.844</b>	<b>95.903</b>

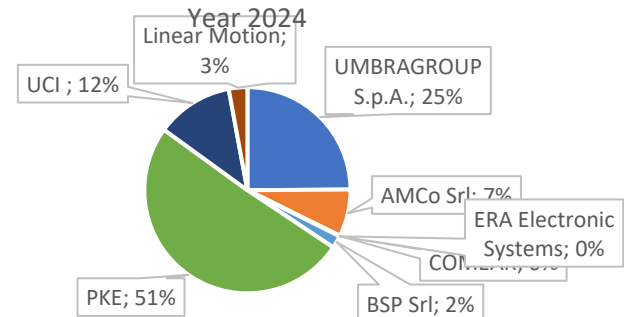
operatio ns																			
Non- hazardou s waste directed to disposal	Kg	63.45 0	84.615	-	-	63	41	-	-	140	40	5.920	6.080	-	-	1.032	-	<b>70.605</b>	<b>90.776</b>
Of which:																			
Incinerati on	Kg	-	-	-	-	-	-	-	-	-	-	5.920	6.080	-	-	-	-	<b>5.920</b>	<b>6.080</b>
Landfillin g	Kg	-	-	-	-	63	41	-	-	140	40	-	-	-	-	1.032	-	<b>1.235</b>	<b>81</b>
Other disposal operatio ns	Kg	63.45 0	84.615	-	-	-	-	-	-	-	-	-	-	-	-	-	-	<b>63.450</b>	<b>84.615</b>



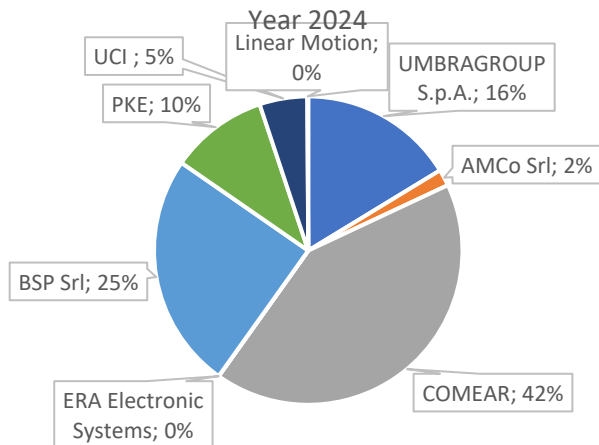
### Hazardous waste directed to disposal



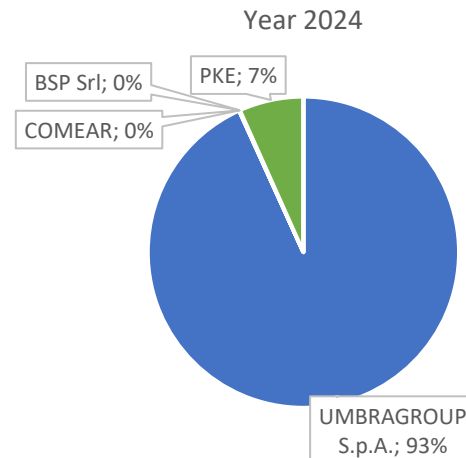
### Hazardous waste diverted from disposal



### No-hazardous waste diverted from disposal



### Non-hazardous waste directed to disposal

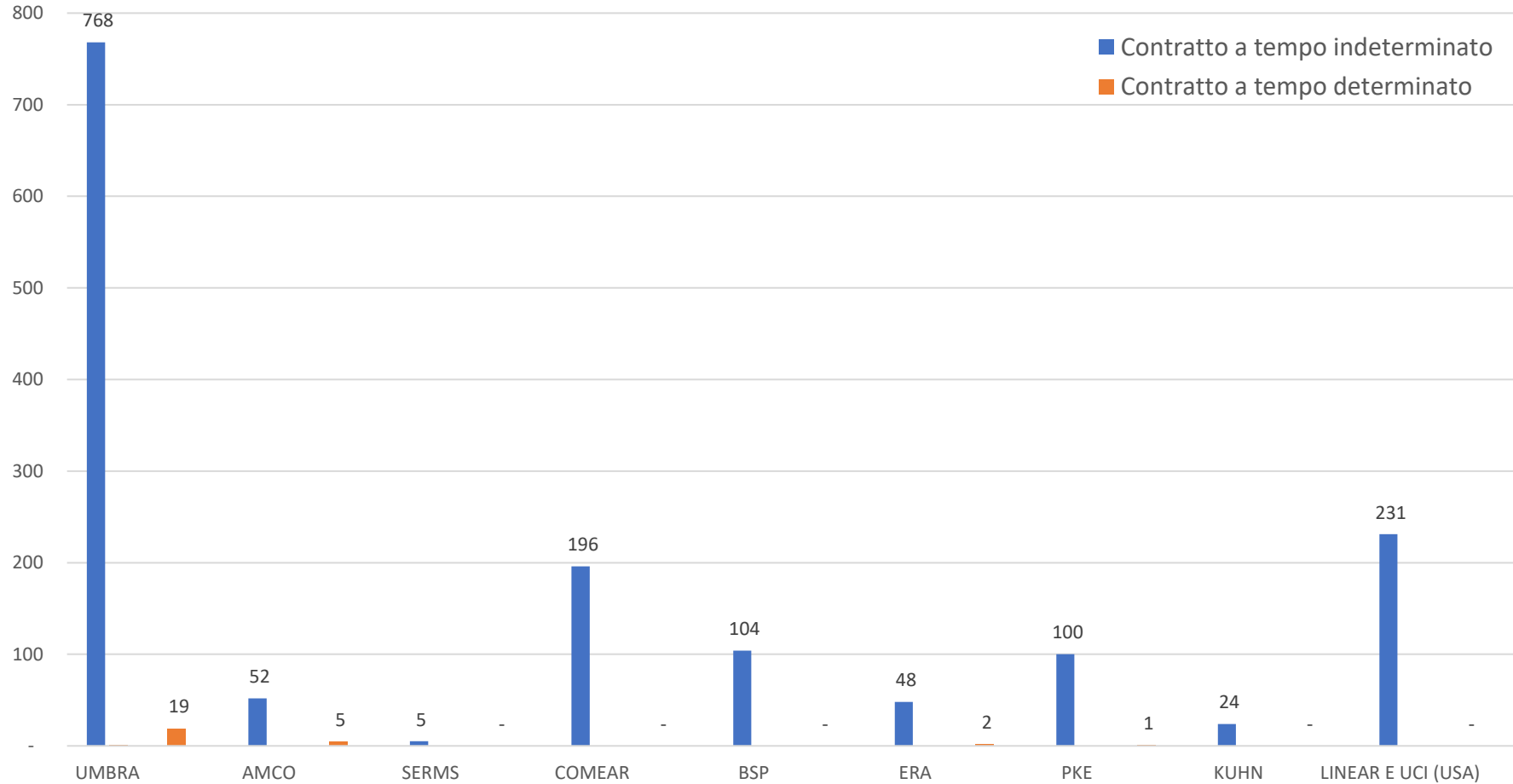


## Table of employees by contract type

Company	Employees by contract type	U.M.	2023			2024		
			Italy			Italy		
			Males	Females	Total	Males	Females	Total
UMBRA	Permanent contract	Number of people	694	50	<b>744</b>	713	55	<b>768</b>
	Fixed-term contract	Number of people	23	9	<b>32</b>	11	8	<b>19</b>
	<b>Total employees</b>	Number of people	<b>717</b>	<b>59</b>	<b>776</b>	<b>724</b>	<b>63</b>	<b>787</b>
AMCO	Permanent contract	Number of people	45	3	<b>48</b>	49	3	<b>52</b>
	Fixed-term contract	Number of people	8	-	<b>8</b>	5	-	<b>5</b>
	<b>Total employees</b>	Number of people	<b>53</b>	<b>3</b>	<b>56</b>	<b>54</b>	<b>3</b>	<b>57</b>
SERMS	Permanent contract	Number of people	4	1	<b>5</b>	4	1	<b>5</b>
	Fixed-term contract	Number of people	-	-	<b>-</b>	-	-	<b>-</b>
	<b>Total employees</b>	Number of people	<b>4</b>	<b>1</b>	<b>5</b>	<b>4</b>	<b>1</b>	<b>5</b>
COMEAR	Permanent contract	Number of people	173	12	<b>185</b>	184	12	<b>196</b>
	Fixed-term contract	Number of people	-	-	<b>-</b>	-	-	<b>-</b>
	<b>Total employees</b>	Number of people	<b>173</b>	<b>12</b>	<b>185</b>	<b>184</b>	<b>12</b>	<b>196</b>
BSP	Permanent contract	Number of people	95	11	<b>106</b>	93	11	<b>104</b>
	Fixed-term contract	Number of people	-	-	<b>-</b>	-	-	<b>-</b>
	<b>Total employees</b>	Number of people	<b>95</b>	<b>11</b>	<b>106</b>	<b>93</b>	<b>11</b>	<b>104</b>
ERA	Permanent contract	Number of people	27	11	<b>38</b>	30	18	<b>48</b>
	Fixed-term contract	Number of people	1	-	<b>1</b>	2	-	<b>2</b>
	<b>Total employees</b>	Number of people	<b>28</b>	<b>11</b>	<b>39</b>	<b>32</b>	<b>18</b>	<b>50</b>
PKE	Permanent contract	Number of people	93	9	<b>102</b>	90	10	<b>100</b>
	Fixed-term contract	Number of people	-	-	<b>-</b>	-	1	<b>1</b>
	<b>Total employees</b>	Number of people	<b>93</b>	<b>9</b>	<b>102</b>	<b>90</b>	<b>11</b>	<b>101</b>
KUHN	Permanent contract	Number of people	29	5	<b>34</b>	21	3	<b>24</b>
	Fixed-term contract	Number of people	-	-	<b>-</b>	-	-	<b>-</b>

	<b>Total employees</b>	Number of people	<b>29</b>	<b>5</b>	<b>34</b>	<b>21</b>	<b>3</b>	<b>24</b>
<b>LINEAR E UCI (USA)</b>	Permanent contract	Number of people	205	35	<b>240</b>	195	36	<b>231</b>
	Fixed-term contract	Number of people	-	-	-	-	-	-
	<b>Total employees</b>	Number of people	<b>205</b>	<b>35</b>	<b>240</b>	<b>195</b>	<b>36</b>	<b>231</b>
<b>Total</b>			<b>1.397</b>	<b>146</b>	<b>1.543</b>	<b>1.397</b>	<b>158</b>	<b>1.555</b>

### Employees by contract type



**Table of employees by working hours**

Company	Employees by working hours	U.M.	2023			2024		
			Italy			Italy		
			Males	Females	Total	Males	Females	Total
UMBRA	Full-time	Number of people	711	53	<b>764</b>	718	53	<b>771</b>
	Part-time	Number of people	6	6	<b>12</b>	6	10	<b>16</b>
	<b>Total employees</b>	<b>Number of people</b>	<b>717</b>	<b>59</b>	<b>776</b>	<b>724</b>	<b>63</b>	<b>787</b>
AMCO	Full-time	Number of people	53	2	<b>55</b>	53	3	<b>56</b>
	Part-time	Number of people	-	1	<b>1</b>	1	-	<b>1</b>
	<b>Total employees</b>	<b>Number of people</b>	<b>53</b>	<b>3</b>	<b>56</b>	<b>54</b>	<b>3</b>	<b>57</b>
SERMS	Full-time	Number of people	4	1	<b>5</b>	4	1	<b>5</b>
	Part-time	Number of people	-	-	<b>-</b>	-	-	<b>-</b>
	<b>Total employees</b>	<b>Number of people</b>	<b>4</b>	<b>1</b>	<b>5</b>	<b>4</b>	<b>1</b>	<b>5</b>
COMEAR	Full-time	Number of people	163	6	<b>169</b>	166	6	<b>172</b>
	Part-time	Number of people	10	6	<b>16</b>	18	6	<b>24</b>
	<b>Total employees</b>	<b>Number of people</b>	<b>173</b>	<b>12</b>	<b>185</b>	<b>184</b>	<b>12</b>	<b>196</b>
BSP	Full-time	Number of people	85	6	<b>91</b>	76	6	<b>82</b>
	Part-time	Number of people	10	5	<b>15</b>	17	5	<b>22</b>
	<b>Total employees</b>	<b>Number of people</b>	<b>95</b>	<b>11</b>	<b>106</b>	<b>93</b>	<b>11</b>	<b>104</b>
ERA	Full-time	Number of people	28	10	<b>38</b>	32	17	<b>49</b>
	Part-time	Number of people	-	1	<b>1</b>	-	1	<b>1</b>
	<b>Total employees</b>	<b>Number of people</b>	<b>28</b>	<b>11</b>	<b>39</b>	<b>32</b>	<b>18</b>	<b>50</b>
PKE	Full-time	Number of people	93	4	<b>97</b>	90	5	<b>95</b>
	Part-time	Number of people	-	5	<b>5</b>	-	6	<b>6</b>
	<b>Total employees</b>	<b>Number of people</b>	<b>93</b>	<b>9</b>	<b>102</b>	<b>90</b>	<b>11</b>	<b>101</b>

<b>KUHN</b>	Full-time	Number of people	27	4	<b>31</b>	20	2	<b>22</b>
	Part-time	Number of people	2	1	<b>3</b>	1	1	<b>2</b>
	<b>Total employees</b>	<b>Number of people</b>	<b>29</b>	<b>5</b>	<b>34</b>	<b>21</b>	<b>3</b>	<b>24</b>
<b>LINEAR E UCI (USA)</b>	Full-time	Number of people	203	34	<b>237</b>	193	36	<b>229</b>
	Part-time	Number of people	2	1	<b>3</b>	2	-	<b>2</b>
	<b>Total employees</b>	<b>Number of people</b>	<b>205</b>	<b>35</b>	<b>240</b>	<b>195</b>	<b>36</b>	<b>231</b>
<b>Total</b>			<b>1.397</b>	<b>146</b>	<b>1.543</b>	<b>1.397</b>	<b>158</b>	<b>1.555</b>

### Table of non-employees

Type of non-employees	U.M.	UMBRA GROUP S.P.A.		ERA		SERMS		Totale	
		2023	2024	2023	2024	2023	2024	2023	2024
Self-employed workers	Number of people	-	-	-	1	2	2	<b>2</b>	<b>3</b>
Project-based worker	Number of people	-	-	1	-	-	-	<b>1</b>	-
Worker (non-agency) from a service provider company, both supporting the commercial area	Number of people	-	-	1	-	-	-	<b>1</b>	-
Worker (non-agency) from a service provider company, one supporting the engineering area	Number of people	-	-	-	1	-	-	-	<b>1</b>
Workers supplied by other companies primarily engaged in "research, selection, and supply of personnel" activities	Number of people	70	75	-	-	-	-	<b>70</b>	<b>75</b>
<b>Total</b>								<b>74</b>	<b>79</b>

### Table of employees by age group

Company	2023				2024			
	Under 30	30-50	Over 50	Total	Under 30	30-50	Over 50	Total
UmbraGroup S.p.A.	58	455	263	<b>776</b>	63	437	287	<b>787</b>
Amco Srl	16	33	7	<b>56</b>	13	35	9	<b>57</b>
SERMS Srl	2	2	1	<b>5</b>	2	2	1	<b>5</b>
Comear Srl	54	114	17	<b>185</b>	57	118	21	<b>196</b>
BSP Srl	17	72	17	<b>106</b>	13	74	17	<b>104</b>
ERA Srl	5	26	8	<b>39</b>	5	35	10	<b>50</b>
PKE	15	47	40	<b>102</b>	12	50	39	<b>101</b>
KUHN	6	15	13	<b>34</b>	3	12	9	<b>24</b>
LINEAR Motion e UCI	25	83	132	<b>240</b>	31	91	109	<b>231</b>
<b>TOTAL</b>	<b>198</b>	<b>847</b>	<b>498</b>	<b>1.543</b>	<b>199</b>	<b>854</b>	<b>502</b>	<b>1.555</b>

### Collective bargaining table

Company	Number of employees covered by collective bargaining agreements	U.M.	Employees – EEA (for countries with more than 50 employees representing more than 10% of total employees)	
			2023	2024
UMBRA GROUP S.P.A.	Number of employees covered by collective bargaining agreements	Number of people	776	787
	Total number of employees	Number of people	776	787
	Coverage rate	%	<b>100%</b>	<b>100%</b>

<b>AMCO</b>	Number of employees covered by collective bargaining agreements	Number of people	56	57
	Total number of employees	Number of people	56	57
	Coverage rate	%	<b>100%</b>	<b>100%</b>
<b>BSP</b>	Number of employees covered by collective bargaining agreements	Number of people	106	104
	Total number of employees	Number of people	106	104
	Coverage rate	%	<b>100%</b>	<b>100%</b>
<b>COMEAR</b>	Number of employees covered by collective bargaining agreements	Number of people	173	195
	Total number of employees	Number of people	185	196
	Coverage rate	%	<b>94%</b>	<b>99%</b>
<b>ERA</b>	Number of employees covered by collective bargaining agreements	Number of people	39	50
	Total number of employees	Number of people	39	50
	Coverage rate	%	<b>100%</b>	<b>100%</b>
<b>KUHN</b>	Number of employees covered by collective bargaining agreements	Number of people	-	-
	Total number of employees	Number of people	34	24
	Coverage rate	%	<b>0%</b>	<b>0%</b>
<b>PKE</b>	Number of employees covered by collective bargaining agreements	Number of people	101	100
	Total number of employees	Number of people	102	101
	Coverage rate	%	<b>99%</b>	<b>99%</b>

<b>SERMS</b>	Number of employees covered by collective bargaining agreements	Number of people	5	5
	Total number of employees	Number of people	5	5
	Coverage rate	%	<b>100%</b>	<b>100%</b>
<b>LINEAR E UCI (USA)</b>	Total number of employees	Number of people	94	93
	Coverage rate	Number of people	240	231
	Number of employees covered by collective bargaining agreements	%	<b>39%</b>	<b>40%</b>
<b>Number of employees covered by collective bargaining agreements</b>			<b>1.350</b>	<b>1.391</b>
<b>Total coverage rate</b>			<b>87%</b>	<b>89%</b>

## Disability table

People with disability	U.M.	UMBRA GROUP S.P.A.		AMCO		BSP		COMEAR		SERMS		ERA		KHUN		PKE		LINEAR E UCI (USA)		Total	
		2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Total number of employees	Number of people	776	787	56	57	106	104	185	196	5	5	39	50	34	24	102	101	240	231	1.543	1.555
Total number of employees with disability		48	50	2	2	8	8	10	9	-	-	1	2	-	-	4	4	9	7	82	82
Of which men:		46	48	2	2	7	7	10	9	-	-	1	1	-	-	4	4	8	7	78	78
Of which women:		2	2	-	-	1	1	-	-	-	-	-	1	-	-	-	-	-	1	-	4
% of employees with disability	%	6%	6%	4%	4%	8%	8%	5%	5%	0%	0%	3%	4%	0%	0%	4%	4%	4%	3%	5%	5%

## Periodic reviews table

Employees who participated in periodic performance and career development reviews	U.M.	UMBRA GROUP S.P.A.				AMCO				PKE				LINEAR E UCI (USA)				Total			
		2023		2024		2023		2024		2023		2024		2023		2024		2023		2024	
		Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
Total number of employees	Number of people	717	59	724	63	53	3	54	3	93	9	90	11	205	35	195	36	1.397	146	1.397	158
Number of employees who participated in periodic performance reviews		604	28	574	35	5	-	1	-	17	1	14	1	204	33	198	36	830	62	787	72
of which executives		9	2	8	2	-	-	-	-	5	1	4	1	18	3	19	3	32	6	31	6
of which middle managers		17	2	17	4	-	-	-	-	1	-	1	-	10	3	12	2	28	5	30	6
of which clerical staff		109	20	98	25	3	-	-	-	2	-	1	-	49	16	45	19	163	36	144	44
of which workers		469	4	451	4	2	-	1	-	9	-	8	-	127	11	122	12	607	15	582	16

Total number of periodic reviews agreed by management	Number of revisions	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1
Percentage of employees who participated in performance reviews	%	84%	47%	79%	56%	9%	0%	2%	0%	18%	11%	16%	9%	100%	94%	102%	100%	59%	42%	56%	46%

## Health and Safety Table

		UMBRA GROUP S.p.A.		SERMS Srl		AMCo Srl		COMEAR		ERA Electronic Systems		BSP Srl		KHUN		PKE		LINEAR E UCI (USA)		Totale	
Own workers covered by the occupational health and safety management system	U. M.	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Total number of workers, of which:	Number of people	<b>846</b>	<b>862</b>	<b>8</b>	<b>8</b>	<b>56</b>	<b>57</b>	<b>185</b>	<b>195</b>	<b>41</b>	<b>52</b>	<b>106</b>	<b>104</b>	<b>34</b>	<b>25</b>	<b>102</b>	<b>101</b>	<b>237</b>	<b>234</b>	<b>1.615</b>	<b>1.638</b>
Employees		776	787	6	6	56	57	185	195	39	50	106	104	34	25	102	101	237	234	1.541	1.559
Non-employee workers		70	75	2	2	-	-	-	-	2	2	-	-	-	-	-	-	-	-	-	74
Workers covered by the company occupational health and safety management system, of which:	%	<b>846</b>	<b>862</b>	<b>6</b>	<b>6</b>	<b>56</b>	<b>57</b>	<b>185</b>	<b>195</b>	<b>-</b>	<b>-</b>	<b>106</b>	<b>104</b>	<b>34</b>	<b>25</b>	<b>102</b>	<b>101</b>	<b>-</b>	<b>-</b>	<b>1.335</b>	<b>1.350</b>
Employees		776	787	6	6	56	57	185	195	-	-	106	104	34	25	102	101	-	-	1.265	1.275
Non-employee workers		70	75	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	70
Percentage of workers covered by the occupational health and safety management system, of which:		<b>100%</b>	<b>100%</b>	<b>75%</b>	<b>75%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>0%</b>	<b>0%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>0%</b>	<b>0%</b>	<b>83%</b>	<b>82%</b>
Employees		100%	100%	100%	100%	100%	100%	100%	100%	0%	0%	100%	100%	100%	100%	100%	100%	0%	0%	82%	82%

Non-employee workers		100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	95%	95%
----------------------	--	------	------	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	-----	-----

**Table of work-related fatalities, injuries and occupational diseases**

	UMBRA GROUP		
	S.P.A.	ERA	PKE
	2024	2024	2024
Number of recordable work-related injuries	6	1	2
Number of recordable work-related illness cases	2	-	-
Number of days lost due to work-related injuries and fatalities resulting from work-related injuries, work-related illnesses, and fatalities due to illness	147	16	30