



2025 SUSTAINABILITY REPORT

SUSTAINABILITY REPORT 2025

INTRODUCTION

In an evolving regulatory landscape, characterised by the adoption of increasingly rigorous reporting standards, **our Sustainability Report** demonstrates our commitment to measuring, managing and clearly communicating the environmental, social and governance impacts of our activities.



This Report has been prepared with reference to the GRI Sustainability Reporting Standards, updated by the Global Reporting Initiative (GRI) in 2021, and the European Sustainability Reporting Standards (ESRS), which have been used as a general guide for the structure of the content, without being applied in full.

In defining the content of the Report, Mi-Me has drawn inspiration from **the principles of materiality, completeness and stakeholder inclusion** set out in the GRI Standards, without, however, formally adhering to them. The document considers the main dimensions of sustainability – economic, social and environmental – with a focus on organisational governance, product responsibility, environmental responsibility and care for people.

The **data** and information presented were collected through the internal **operational processes** already in use within the company.

This document was approved by the Mi-Me Executive Committee in **February 2026**.

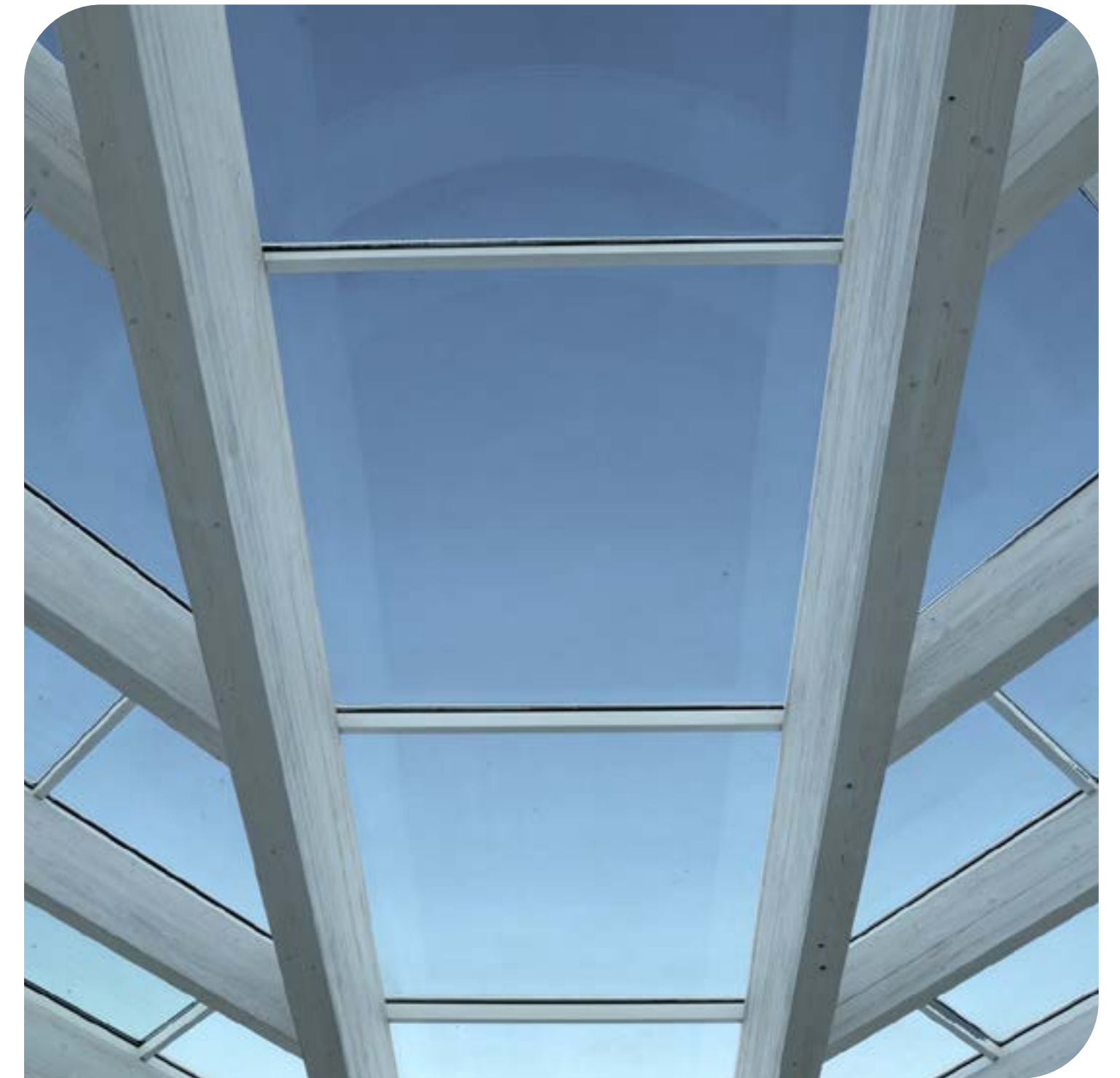
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1. LETTER FROM THE MANAGEMENT



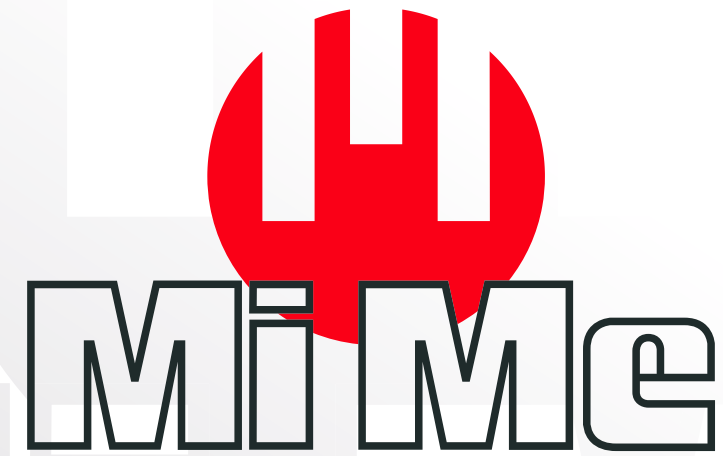
During 2025, Mi-Me consolidated its commitment to **sustainability** by integrating **environmental, social and ethical principles** into its business processes.

Through investment, organisational improvements and ongoing dialogue with stakeholders, the company has launched **initiatives aimed at reducing its environmental impact and promoting people's well-being**, thereby strengthening its commitment to the local community and the market.



2. COMPANY PROFILE

2.1 CORPORATE IDENTITY



Mi-Me Minuterie Metalliche Meles S.p.A. produces and sells **small metal parts** made from wire or strip.

It specializes in the **design and manufacturing** of strip springs, electro-welded and/or riveted contacts, and small metal components, as well as in dedicated assembly equipment and systems. Thanks to its **technical expertise, quality and continuous innovation**, Mi-Me is a benchmark in the precision mechanics sector.

VISION

Mi-Me aspires to be a model of **sustainable engineering**, capable of combining technological innovation, production efficiency and social responsibility.

The aim is to create lasting value for customers, employees and the local community, promoting low-environmental-impact processes and growth of internal expertise.

The company aims to establish itself as a recognised player at European and international level for its know-how, quality and service.

MISSION

Mi-Me produces industrial metal components in large series, providing human and technological resources, know-how and process innovation.

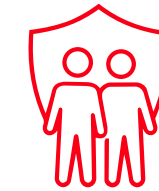
It operates with respect for the environment and in line with the company's sustainability objectives, developing long-term partnerships and offering high-performance, technologically advanced products.

KEY VALUES



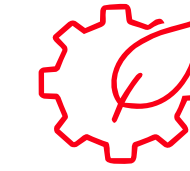
ETHICS AND LEGALITY

All of Mi-Me's activities are based on compliance with the law, the **Code of Ethics** and recognised international practices. The company acts with **honesty, fairness** and a sense of **responsibility**, ensuring integrity, transparency and completeness in the managing information and in relationships with all stakeholders. For Mi-Me, legality law is the starting point for every strategic and operational decision.



PEOPLE AND SAFETY

Mi-Me protects the **rights, dignity** and **well-being** of its people – employees and collaborators – by **promoting equal opportunities, diversity and inclusion**. It guarantees safe and healthy working environments, in full compliance with regulations and respect for individual dignity, enhancing professional growth and collaboration.



INNOVATION AND SUSTAINABILITY

The company pursues a continuous research for **innovation** in processes and products, aiming for constant performance **improvement** and risk reduction. It operates with a focus on **sustainable development**, paying close attention to **territorial balance**, environmental and landscape protection, pollution prevention and the responsible use of resources.



CONFIDENTIALITY AND TRUST

Mi-Me handles **confidential data and information** with the **utmost care**, in full compliance with privacy laws and best security practices. The **protection of confidentiality** is an integral part of the company's culture and the relationship of trust with customers, partners and employees.

2. COMPANY PROFILE
2.2 MARKET POSITION



MAIN OPERATING UNIT

Via del Gambetto 10, Bonate Sopra 24030 (BG), Italy

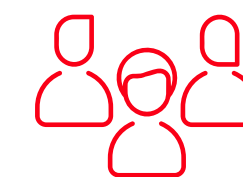
SECONDARY OPERATIONAL UNIT in Slovakia

Pártizanska 73 95701 Bánovce nad Bebravou – Slovenska Republika



MARKETS SERVED

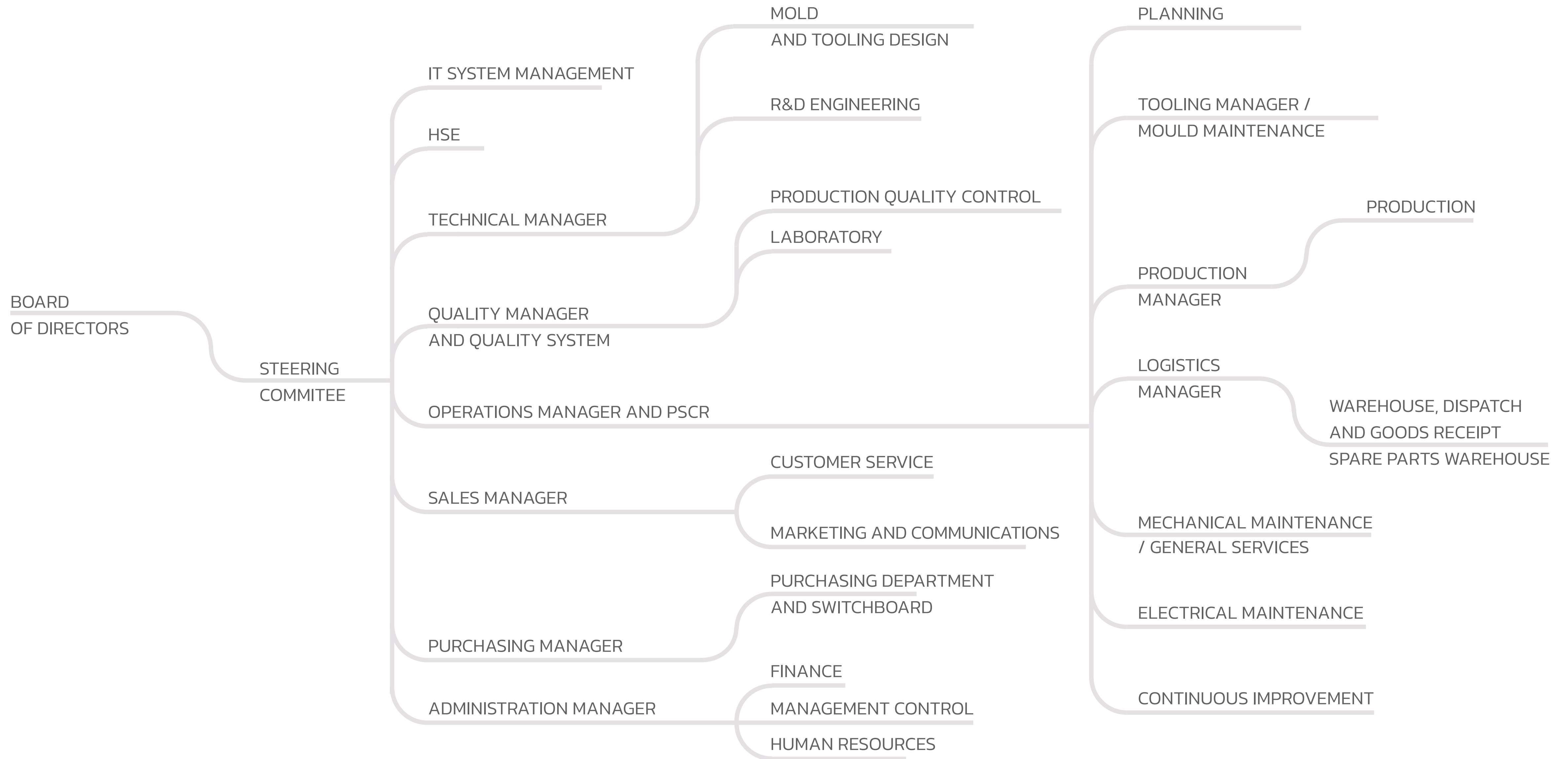
Italy, France, Germany, Austria, Spain, Portugal, Switzerland, Hungary, Poland, Bulgaria, Czech Republic, Turkey, Tunisia, India, China, Puerto Rico, Slovenia, Egypt.



AVERAGE NUMBER OF EMPLOYEES

2023	2024	2025
107	105	107

2. COMPANY PROFILE
2.3 GOVERNANCE



2. COMPANY PROFILE

2.3 GOVERNANCE



ORGANISATION

The **Company Policy** is communicated to all internal staff, contractors and external parties; it is subject to **periodic updates** and reviews to verify the achievement of objectives.

CUSTOMERS

The company ensures that its **products and services** meet requirements and expectations, managing requests and critical issues quickly and effectively.

SUPPLIERS

Continuous monitoring is carried out to **assess quality**, social and environmental responsibility. Mi-Me promotes **ethical and sustainable behaviour** throughout the supply chain.

HUMAN RESOURCES

The policy **values internal skills**, provides for continuous **training**, fosters a positive corporate climate and ensures the appropriate redeployment of unsuitable personnel.

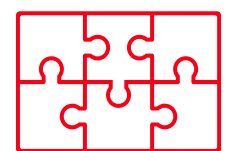
PRODUCTION PROCESSES

The company sets **targets** that are integrated with operational management, streamlines procedures, implements **preventive maintenance** and **reduces energy waste**. The environmental impacts of processes are monitored.

SAFETY AND THE ENVIRONMENT

Mi-Me complies with laws and procedures, raises staff awareness of safety and **monitors** environmental performance. It adopts technologies to prevent pollution, **promotes renewable energy**, defines emergency plans and develops **eco-sustainable solutions** throughout the product lifecycle.

Mi-Me operates in accordance with the principles of transparency, integrity and compliance with applicable regulations.



MANAGEMENT AND INTERNAL POLICIES

Mi-Me adopts an **Integrated Quality–Environment System** compliant with IATF 16949/ISO 9001 and ISO 14001 standards, based on the analysis of the context, stakeholders and risks/opportunities. Management ensures the continuous improvement of the system.



2. COMPANY PROFILE

2.3 GOVERNANCE

SUSTAINABILITY IN THE STRATEGIC PLAN

Mi-Me integrates sustainability as a **structural component** of its development strategy.

Environmental sustainability, production continuity and ethical integrity are considered key elements in the definition of **corporate objectives** and their operational implementation.

The company promotes a management model based on **continuous improvement, technological innovation** and **efficient use of resources**.



SUSTAINABILITY GOVERNANCE

Sustainability is an integral part of the **strategic planning** and **performance monitoring process**. Systematic assessments are carried out on environmental impacts, the socio-economic context and emerging risks, with the aim of **ensuring consistency between strategy, operations and the company's ethical principles**.

STRATEGIC INVESTMENTS FOR THE GREEN TRANSITION

Over the last financial year, Mi-Me has made significant **investments aimed at reducing the environmental impact** of its activities and **ensuring greater production resilience**, including:

- completion of the connection of the **company's photovoltaic system** corporate energy management and increase in self-generated energy;
- **energy efficiency measures**, including targeted actions to reduce compressed air losses and system overhauls;
- obtaining **'bike-friendly' certification**, in support of sustainable employee mobility;
- measures to **reduce waste**, such as the installation of water dispensers to reduce the use of plastic bottles;
- **revamping of strategic machinery and renewal** of IT systems, to support more efficient and less energy-intensive processes.

These initiatives strengthen the company's ability to combine competitiveness, innovation and environmental responsibility.

Mi-Me
MINUTERIE METALLICHE MELES S.p.A.



**AZIENDA
BIKE FRIENDLY
CERTIFICAZIONE**

luglio 2023



2. COMPANY PROFILE

2.3 GOVERNANCE

MONITORING AND REPORTING OF ENVIRONMENTAL PERFORMANCE

Mi-Me has established a structured system for measuring environmental performance, which includes:

- **periodic analysis** of energy **consumption and emissions**;
- calculation and updating of the **company's carbon footprint**;
- **monitoring** of waste and strategic environmental indicators;
- internal and external **audits** aimed at verifying compliance with regulations, certifications and established targets.

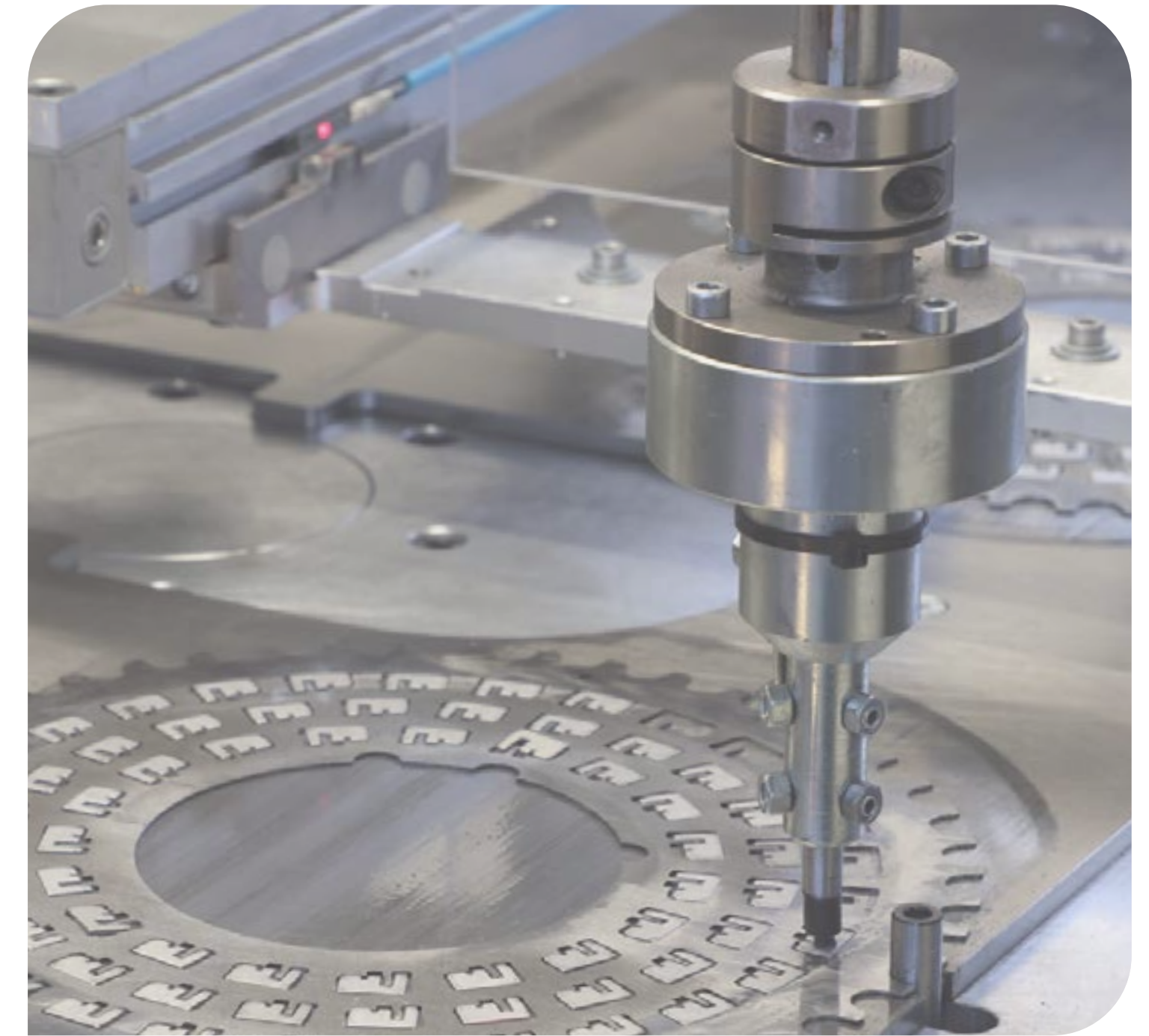
These tools help **to identify areas for improvement and guide strategic decisions from an ESG perspective.**

IMPEGNI STRATEGICI AL 2025 E OLTRE

The company management confirms the following as **priorities** in the business plan:

- the **promotion of environmental sustainability** across all functions;
- the promotion of a corporate **culture focused on safety, quality and ethical integrity**;
- the rationalisation of **resources** and the improving **efficiency and productivity**;
- **supporting market growth and diversification** through modern and sustainable infrastructure.

These commitments represent the basis for a solid, **responsible development strategy consistent** with international sustainability standards.



AUDITS AND PERIODIC CHECKS

Mi-Me monitors the quality and integrity of its processes through an integrated audit programme that includes **customer audits** (conducted using dedicated forms), **supplier audits** (internal forms), process audits based on VDA 6.3 and system audits (internal forms).

RISK MANAGEMENT



The risk management process is closely linked to the **company's sustainability strategy**, as all **ESG issues** are also assessed from a risk perspective. In this way, the organisation can anticipate potential issues, protect its reputation and promote balanced development.

Risk management is based on a **Risk Analysis document**, approved by the Steering Committee, which is updated annually to **identify, describe and assess** the company's main exposures, including environmental, social and governance exposures.



The document sets out mitigation measures and operational responsibilities, thereby ensuring a **control system** that is accurate, timely and easily verifiable.

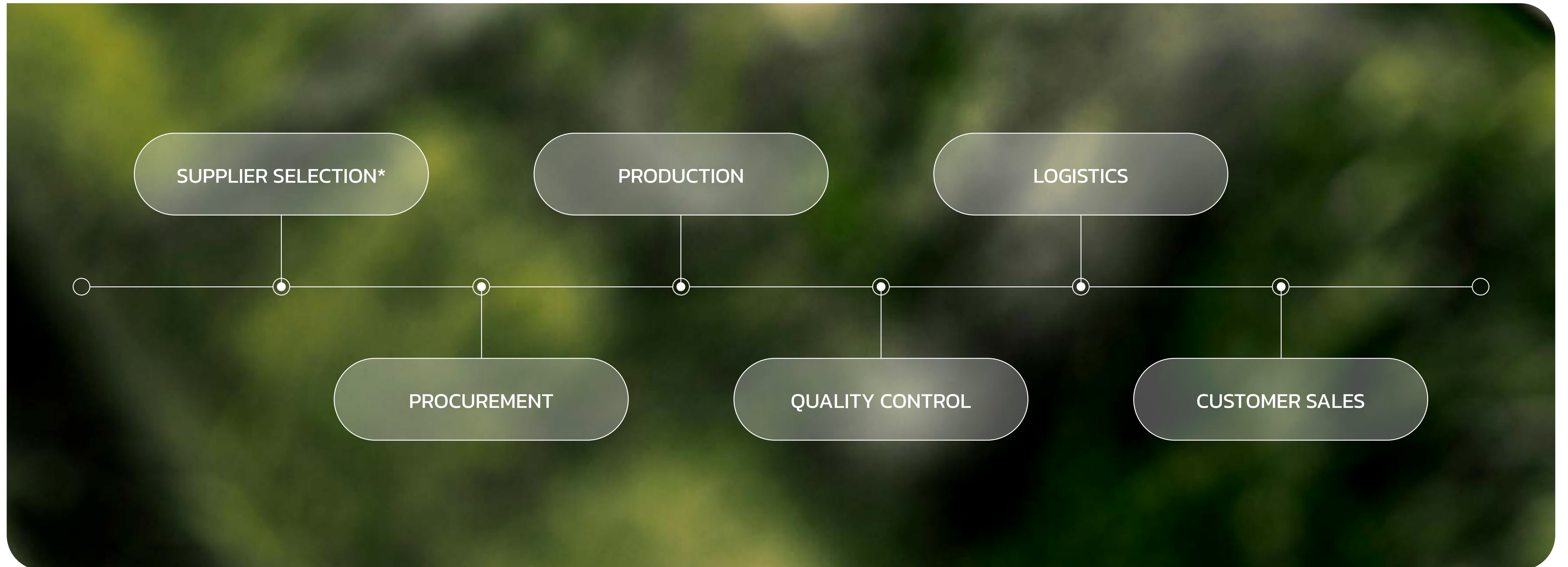


Thanks to this methodological framework, Mi-Me addresses uncertainties with **consistency and responsibility**, strengthening its position as a solid, reliable and **sustainability-focused organisation**.

2. COMPANY PROFILE

2.4 VALUE CHAIN

The supply chain is structured as described



*Suppliers are assessed on the basis of **quality, performance, environmental responsibility and ethical compliance**.

3. REPORT METHODOLOGY



REPORTING PERIOD AND FREQUENCY

calendar year 2025 (1 January – 31 December 2025)
annual analysis and assessment



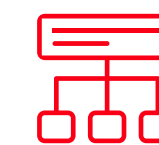
SCOPE

Plant at Via del Gambetto 10,
Bonate Sopra 24030 (BG), Italy



EXTERNAL AUDIT

No audit by independent external parties is required for this
Report



COMPANY AUDIT SYSTEM

The report ...was prepared with the support of the **company's existing internal analysis flows.**

3. REPORT METHODOLOGY

Mi-Me guarantees and promotes **respect for human rights** and ensures a safe and healthy workplace.

It operates, both in Italy and abroad, in compliance with current national and international regulations, including those relating to child labour.

Mi-Me does not practise or condone the use of corporal punishment, physical or mental coercion, or verbal abuse.

Respect for human rights is also understood and defined in the sense of discrimination and **equal opportunities** among employees, customers and suppliers.



Mi-Me applies the national collective bargaining agreement (**CCNL**) for the relevant sector to all employees and the applicable legal conditions to all collaborators. Employees have the option to allocate their portion of their **TFR** to supplementary pension funds. Employees receive a “**performance bonus**” based on profitability, productivity, and attendance criteria.

3. REPORT METHODOLOGY

PERSONNEL INDICATORS

TOTAL EMPLOYEES - FTE - CALENDAR YEAR 2025

107 PEOPLE

CONTRACT

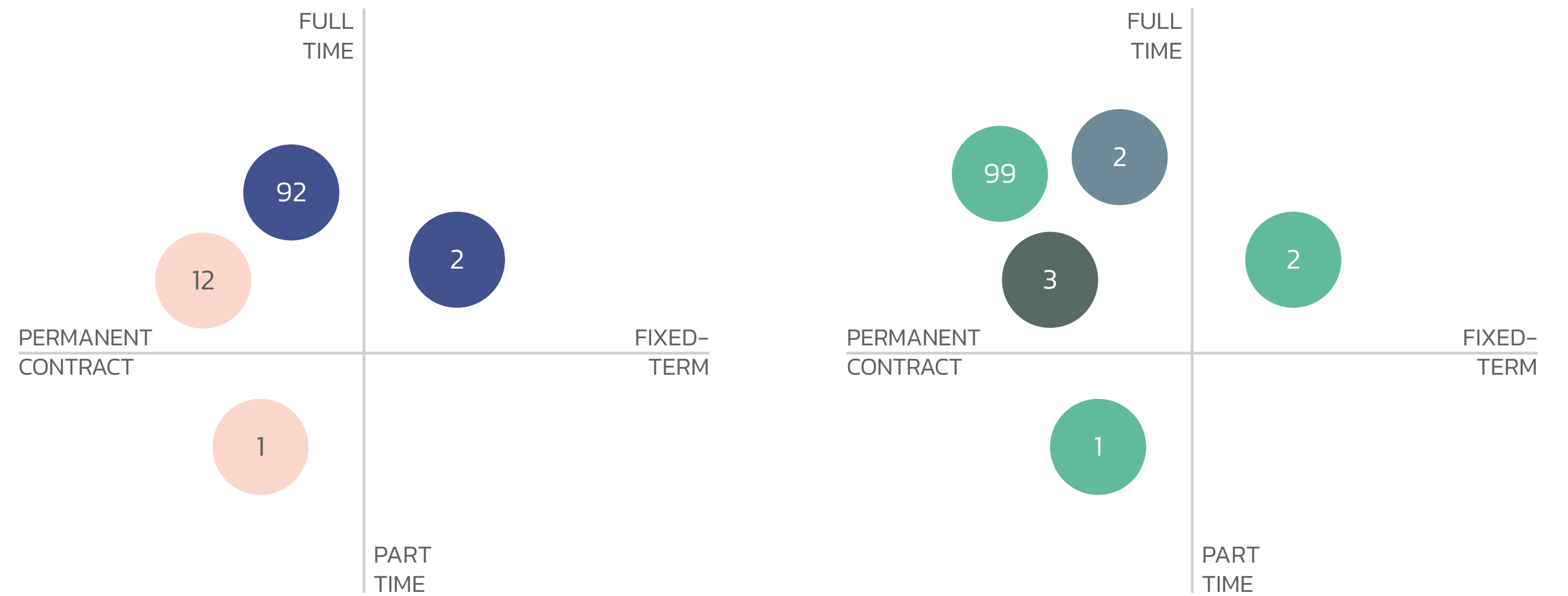
PERMANENT 105
FIXED-TERM 2

FULL-TIME 106
PART-TIME 1

● MEN 94
● WOMEN 13

RESIDENTS IN THE PROVINCES OF

● BERGAMO 102
● LECCO 2
● MILANO 3



4. MATERIAL TOPICS

4.1 ANALYSIS PROCESS AND IDENTIFIED MATERIAL ISSUES



Mi-Me involved employees, customers and partners to identify the most significant impacts along the value chain.

ENVIRONMENT

- Energy consumption and greenhouse gas emissions (GRI 302-305) (ESRS E1-5 E1-6 E1-7)
- Water consumption (GRI 303) (ESRS E3)
- Air pollution (GRI 305) (ESRS E2)
- Materials, chemicals and waste (GRI 301-306-307) (ESRS E2-E5)



SOCIAL

- Employee health and safety (GRI 403) (ESRS S1)
- Working conditions (GRI 401-402-404-405) (ESRS S1)
- Social dialogue (GRI 402) (ESRS S1)
- Career management and training (GRI 404-405) (ESRS S1)
- Child labour, forced labour and human trafficking (GRI 408-409) (ESRS S1-S2)
- Diversity, discrimination and harassment (GRI 405-406) (ESRS S1)
- Corruption (GRI 205) (ESRS G1)
- Responsible management of information (GRI 418-419) (ESRS G1)

GOVERNANCE

- Suppliers' environmental practices (GRI 308) (ESRS E1-E5-S2-G1)
- Supplier social practices (GRI 414) (ESRS S2-S3)



4. MATERIAL TOPICS

4.1 ANALYSIS PROCESS

AND IDENTIFIED MATERIAL ISSUES

ENVIRONMENT

Mi-Me considers **environmental protection** to be a central element of its business management.

Operating in sectors with a moderate environmental impact, the company **promotes environmental awareness among its employees and stakeholders**, adopts international standards and has been UNI EN ISO 14001 certified since 2000.

The company is committed to **reducing waste, monitoring environmental impacts** and developing products that are increasingly energy-efficient and environmentally sustainable, whilst promoting the **responsible use of resources and materials**.

In 2011, Mi-Me installed a **photovoltaic system** to generate energy from renewable sources and gradually **adopted low-energy LED lighting systems** in all company environments.

In 2020, all staff received **specific training** on environmental and energy sustainability.

In 2022, the company began **calculating and reporting** its CO₂ emissions, setting targets for **reducing emissions**, and carried out an **energy audit** aimed at identifying efficiency improvements.



In the same year, **measures to reduce consumption were implemented**, including the detection of leaks in the compressed air distribution system and the project to rationalise and expand the medium-voltage switchgear.

Since October 2024, a **new photovoltaic system** with an installed capacity of 231.57 kWp has also been operational, further confirming the company's commitment to environmental sustainability and reducing emissions.



4. MATERIAL TOPICS

4.1 ANALYSIS PROCESS AND IDENTIFIED MATERIAL ISSUES

SOCIAL / LABOUR

EMPLOYMENT

Community involvement and development



Technical schools and ITS, training internships

PCTO PROJECTS WITH SECONDARY SCHOOLS

Every year, we run **work-based learning** (PCTO) projects with schools. We host secondary school students from mechanically-focused schools to complete the internship period required by their study plans with us, mainly in the maintenance, production, technical department and quality control departments. In particular, we have been working with some of these schools for over a decade.

ITS PROJECTS

In May 2024, we launched a 400-hour **work-based learning placement** with a student enrolled on the two-year course leading to a technical diploma in automation and industrial mechatronic systems (ITS Mechatronics). The student was placed in the electrical maintenance department.

In December 2024, we entered into a dual **apprenticeship contract** with the same student; this contract is now coming to an end with the student's graduation and has been **converted into a permanent contract**.

PMI DAY

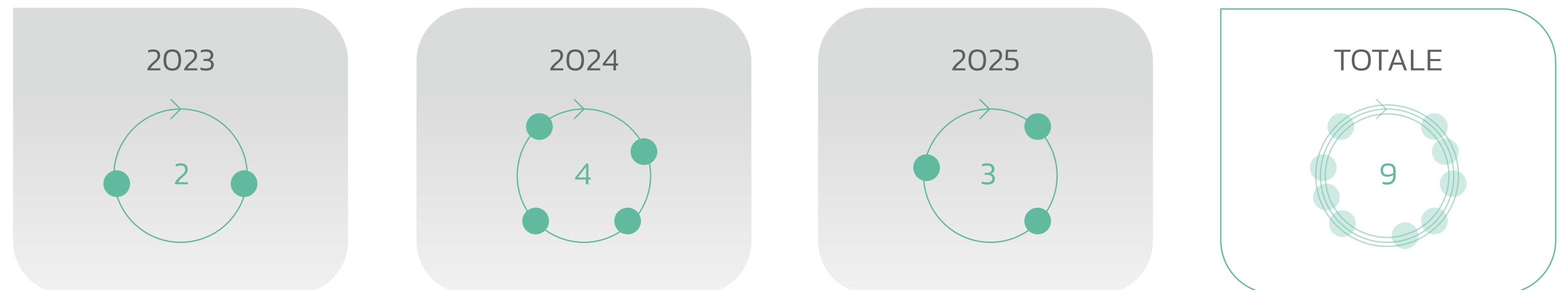
Every year in November, we take part in PMI DAY, an event that involves **visits to our company** by secondary school students: an **opportunity for us to showcase our values and our work**, and **a chance for students** to gain an insight into the world of work and see our production facilities at firsthand.

JOB FESTIVAL

Every year, depending on our recruitment needs, we take part in Job Festival events at secondary schools specialising in mechanical engineering. During these events, **the company meets with students who are nearing the end of their studies** and obtain their diploma, to get to know one another: the students learn about different industries as part of their career guidance; the companies meet potential candidates for their current job opening. **The company often contacts the candidate again**, and an employment relationship is established, which is then formalised with a permanent contract within a few months.

Summary of PCTO and apprenticeships projects

● PCTO projects / curricular work placements



4. MATERIAL TOPICS

4.1 ANALYSIS PROCESS

AND IDENTIFIED MATERIAL ISSUES

SOCIAL / LABOUR

EMPLOYMENT

Community involvement and development

Local sponsorship and community relations

SPONSORSHIPS

The company supports local training and educational institutions through **ongoing sponsorship activities**.

2024

Agesci Zona Bergamo APS
AIRC – ass. italiana ricerca sul cancro
Ente ecclesiastico Parrocchia Sacra Famiglia
Fondazione Gian Maria Onlus
Iter Grenoble
Fondazione Global Compact Network Italia
Associazione Bergamo Scienza
Football Academy Asd
Accademia dello sport per la solidarietà
Multi Sport e Solidarietà 2008

2025

Scuola secondaria Zanica
Fondazione Gian Maria Mazzola dell'Isola Bergamasca Onlus
Fondazione Global Compact
Ente ecclesiastico Parrocchia Sacra Famiglia
AIRC – ass. italiana ricerca sul cancro
Associazione Bergamo Scienza
Football Academy Asd
Accademia dello sport per la solidarietà
Multi Sport e Solidarietà 2008

RELATIONS WITH THE LOCAL COMMUNITY

On 2 June 2025, the company received an award from the municipality of Bonate Sopra for its **certification as a Bike-Friendly Company**.

The occasion proved very useful, on the one hand to discuss issues of corporate sustainability and green mobility, and on the other to initiate an **open dialogue with the local council** on potential initiatives to **improve the well-being of the whole community**.



4. MATERIAL TOPICS

4.1 ANALYSIS PROCESS AND IDENTIFIED MATERIAL ISSUES

SOCIAL / LABOUR

HEALTH AND SAFETY AT WORK

Mi-Me safeguards the health and safety of its workers and implements advanced measures against all forms of exploitation.

SAFE AND HEALTHY WORKPLACES

The Company guarantees safe, healthy workplaces that respect personal dignity.

PSYCHOPHYSICAL PROTECTION AND PREVENTION

The safety, health and psychological well-being of workers are considered strategic factors. Measures are adopted that go beyond the requirements of the law (Legislative Decree 81/2008, Article 2087 of the Civil Code).

COMPLIANCE WITH REGULATIONS AND WORKING HOURS

Commitment to adhering to working hour limits and regulations to reduce the stress risk and ensure health, safety and work-life balance.

SAFE BEHAVIOUR AND REPORTING

Employees must:

- Comply with company health and safety rules;
- Take precautions to maintain a safe environment;
- Report hazards, anomalies and incidents promptly.



In July 2025, as part of the Bergamo Tecnologica call for proposals and in collaboration with the University of Bergamo, a **study was launched to assess the ergonomic strain** on workers during the manual handling of loads, with and without an exoskeleton, using body sensors. The results showed that the correct use of the exoskeleton reduces ergonomic strain by 20–30%. To date, **eight exoskeletons have been allocated** to the operators most exposed to such activities.

In 2024, the company also installed a **semi-automatic defibrillator**, which was registered on the Areu PADDLES platform, making it available as a life-saving device. All first-aid staff have received the necessary **training** in its use.



COMPETENT DOCTOR – INFIRMARY

The company doctor is responsible for **constantly monitoring** the health of employees in relation to their work, paying particular attention to the working environment and the safety of machinery.

Employees may **request additional medical examinations** through the Head of the Health and Safety Service, providing adequate justification.

The doctor's work is carried out in compliance with privacy regulations and professional ethics, in accordance with Legislative Decree 81/08.

The company has an **infirmary** where medical examinations and first aid are provided.

The list of **employees trained in first aid** is displayed on the premises, but they are not authorised to provide assistance in situations other than those relating to accidents at work.

4. MATERIAL TOPICS

4.1 ANALYSIS PROCESS AND IDENTIFIED MATERIAL ISSUES

SOCIAL / LABOUR



NEW RECRUITS

In order to ensure the best possible induction, all relevant managers must explain the **company's philosophy, procedures** and **organisational structure** to the new recruit, take them on an introductory tour of the premises, and present them with their **induction programme**. This programme must include **basic training** in health and safety, environmental management and quality, as well as rolespecific operational training in accordance with their position within the company, as per internal procedures.

TRAINING AND DEVELOPMENT

The company is committed to **promoting staff training at all levels**, both through classroom-based courses and on-the-job training, in accordance with the National Collective Labour Agreement (C.C.N.L.), Legislative Decree 81/08 (and s.m.i.), and the ISO 9001 quality management system and ISO 14001 environmental management system.

In accordance with specific internal procedures, an annual skills assessment is carried out for all staff, following which **career development paths and training needs** are defined.

Staff are required to participate with the utmost diligence in the training and induction programmes specifically organised for this purpose, with particular regard to training on health and safety measures.



4. MATERIAL TOPICS

4.1 ANALYSIS PROCESS AND IDENTIFIED MATERIAL ISSUES

SOCIAL / LABOUR

DIVERSITY AND EQUAL OPPORTUNITIES



STAFF SELECTION AND RECRUITMENT

The selection and recruitment of staff are carried out in **accordance with the principles of equal opportunities**, and with due regard for the dignity and privacy of candidates. The information requested is strictly relevant to the candidate's professional and psychological profile and does not concern their private life or personal opinions that are not relevant to their work. The company takes appropriate measures to prevent favouritism, nepotism and forms of patronage during the selection and recruitment stages, ensuring that no employee can influence, control or determine the career, remuneration or working conditions of their family members. The selection procedures do not exploit workers' situations of vulnerability or need and under no circumstances require candidates to make any payments. The company **rejects any form of labour exploitation** and **guarantees new recruits contractual and remuneration terms** in accordance with the National Collective Labour Agreement (C.C.N.L.). Where the company uses external agencies for staff recruitment, it requires full compliance with current regulations and the company's Code of Ethics.

LABOUR POLICY

Mi-Me guarantees equal opportunities to all Employees and Contractors, **avoiding any form of discrimination** based on personal characteristics such as race, gender, sexual orientation, age, religion, nationality, health conditions or disability.

Access to roles and positions is based solely on skills and abilities, whilst also encouraging flexible working arrangements that support parents in managing maternity, paternity and family care responsibilities. The company recognises the shared responsibility for family care between parents and is committed to promoting gender equality, preventing all forms of harassment or violence in the workplace.

Mi-Me complies with regulations on working hours, rest periods, holidays and leave, and **ensures that pay is fair and in line with the collective agreement**, periodically reviewing it for adjustments in line with the cost of living to guarantee a decent wage. Finally, it condemns any degrading or hazardous working conditions.



4. MATERIAL TOPICS

4.1 ANALYSIS PROCESS

AND IDENTIFIED MATERIAL ISSUES

SOCIAL / LABOUR

CHILD LABOUR AND FORCED LABOUR



EMPLOYMENT RELATIONSHIP

Mi-Me **safeguards the freedom and dignity** of all its employees and contractors, employing staff exclusively on formal contracts and rejecting all forms of irregular employment.

It categorically condemns the exploitation of child labour, forced labour, human trafficking, modern slavery and any form of physical or psychological abuse. It also **recognises employees' freedom** of association and their right to be represented in accordance with the law. Finally, the employment of foreign workers without a valid residence permit or one that has not been duly renewed is prohibited.

PRIVACY

Mi-Me is committed to **processing personal data** in accordance with EU Regulation 2016/679 (GDPR), **ensuring protection, confidentiality and security** for all categories of data subjects, in particular employees and customers.

The company manages personal data exclusively for purposes related to its business activities (staff management, customer and supplier management, accounting, security and related services), **adopting a structured and responsible approach**. Data processing is carried out in **accordance with the principles of necessity, proportionality and lawfulness**, avoiding any improper or unauthorised use.

To ensure data protection:

Mi-Me has defined clear **roles** (Data Controller, Data Processors and Data Handlers), ensuring that only authorised persons can access the data.

Some of these activities are entrusted to qualified external parties who have been formally appointed and are bound to comply with data protection regulations.

Data is stored in both digital and paper formats, with **appropriate organisational and security measures in place to prevent unauthorised access, loss or unlawful use**.

The company maintains a **Record of Processing Activities** and periodically assesses the risks associated with data processing, including through Data Protection Impact Assessments (DPIAs) where necessary.

In summary:

- **Protection of the fundamental rights of individuals** (employees, customers, suppliers), with a focus on confidentiality and the protection of personal data;
- **Processing of employee data** in a structured and regulated manner, with a focus on working conditions, dignity, fairness and transparency in internal relationships;
- **Protection** of customers from misuse of **personal information**, thereby strengthening trust in the company;
- **Accountability** towards stakeholders, reducing the risks of breaches and negative impacts on people.



4. MATERIAL TOPICS

4.1 ANALYSIS PROCESS AND IDENTIFIED MATERIAL ISSUES

GOVERNANCE / SUPPLIERS

ENVIRONMENTAL AND SOCIAL ASSESSMENT OF SUPPLIERS

RELATIONSHIP WITH SUPPLIERS

Mi-Me selects suppliers and purchases goods and services based on **objective criteria such as competence, quality, integrity, reputation, competitiveness and price**, ensuring equal opportunities and maximum transparency.

Relationships with suppliers must be based on **loyalty, collaboration and compliance** with contractual terms.

The company may terminate its relationship with any supplier that does not comply with the principles of the Code of Ethics.

Suppliers must ensure working conditions that comply human rights, laws and international conventions. The exploitation of child labour, forced labour, the employment of undocumented workers or victims of trafficking, and any form of abuse are considered unacceptable.

They must also ensure adequate pay and production processes that are safe for workers' health.

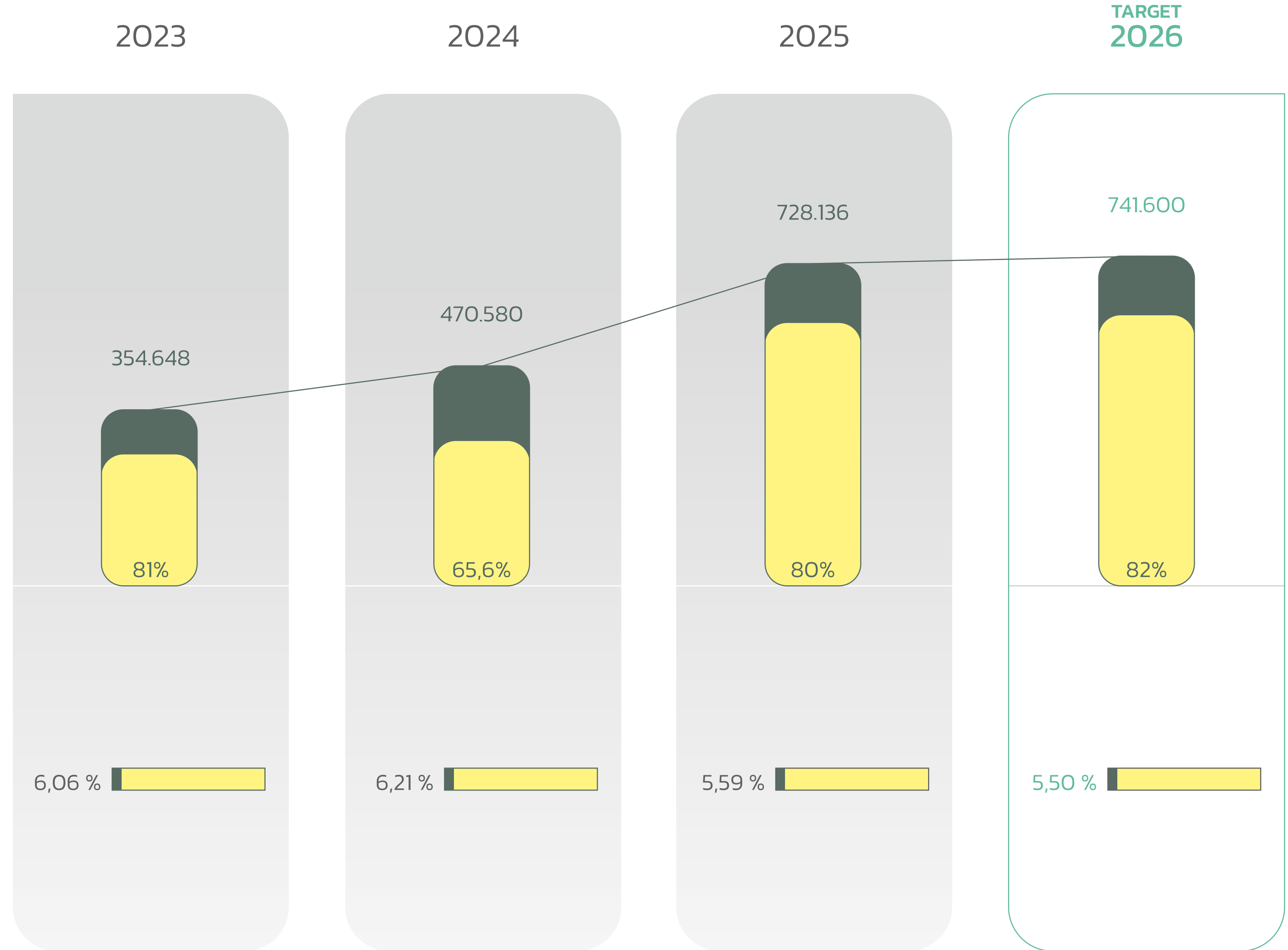
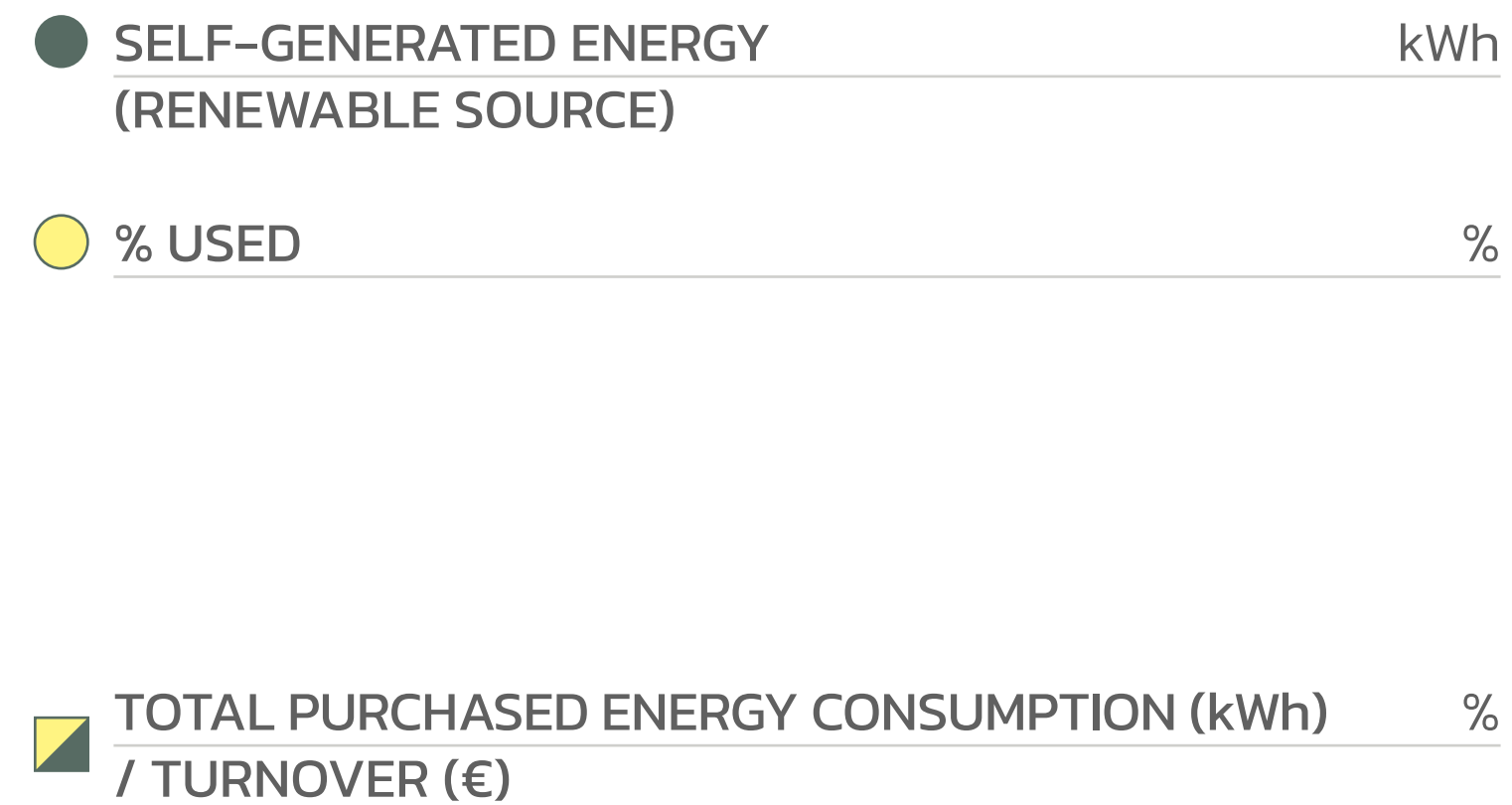
Mi-Me sends potential suppliers a **qualification questionnaire**, designed to gather the information necessary for preliminary assessment and qualification in accordance with quality, environmental, ethical and sustainability standards.



Directors, employees and contractors must maintain **transparent and efficient relationships** with suppliers, strike a good balance between quality, costs and lead times, ensure that contracts are honoured, require adherence to the Code of Ethics and guarantee compliance with current legislation.

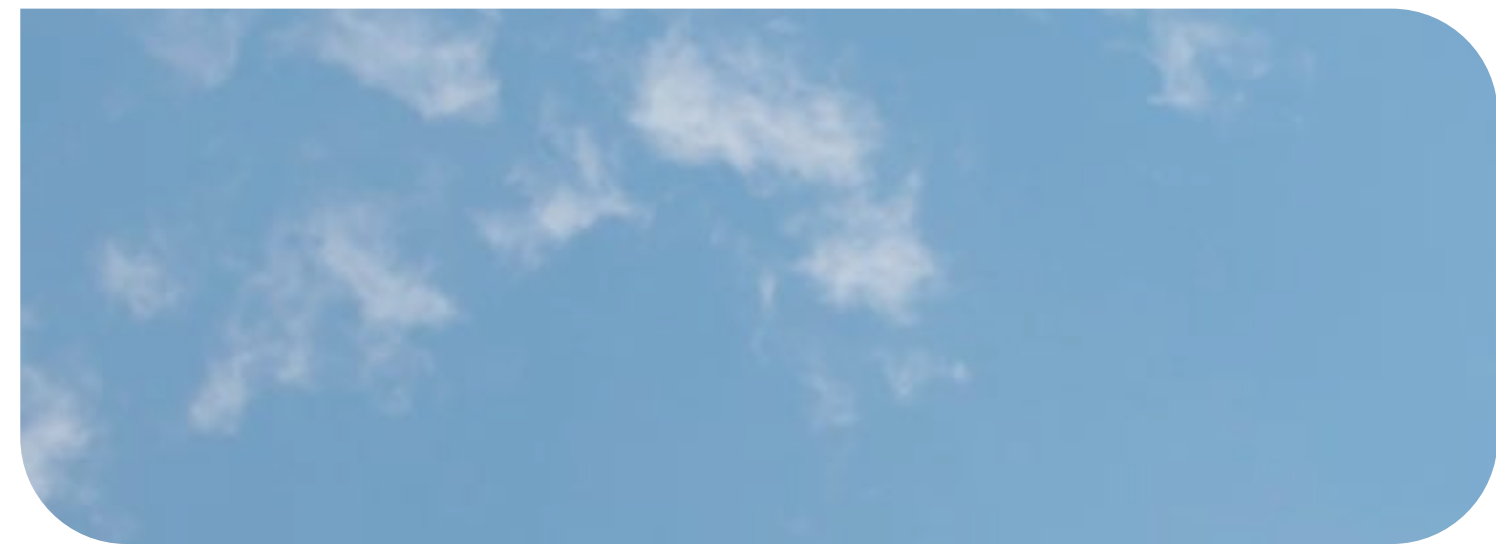
5. ESG PERFORMANCE 2025
5.1 ENVIRONMENTAL AREA

ENERGY



5. ESG PERFORMANCE 2025
5.1 ENVIRONMENTAL AREA

GREENHOUSE GASES



t CO₂e 1.000

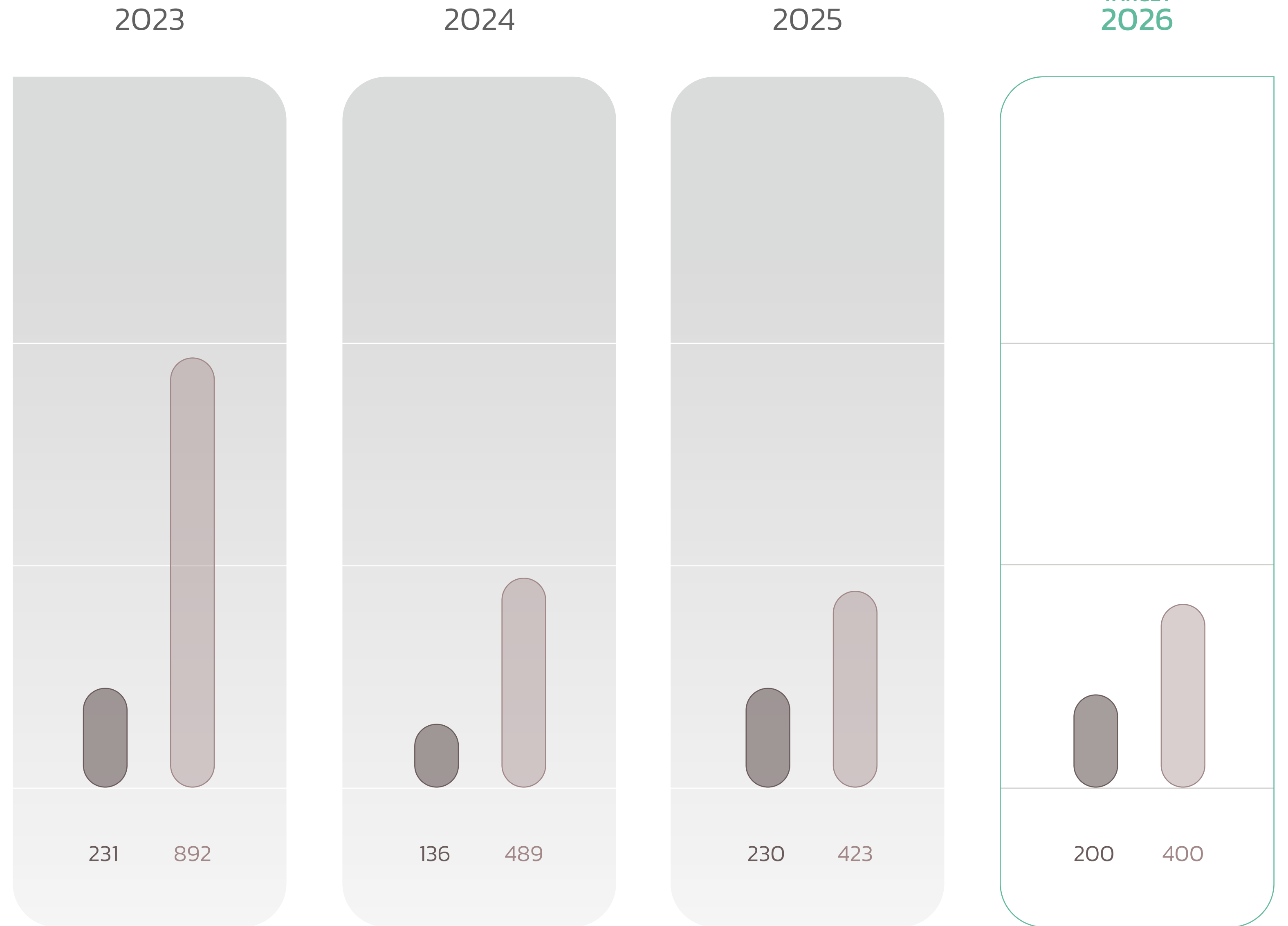
500

0

EMISSIONS

● SCOPE 1

● SCOPE 2

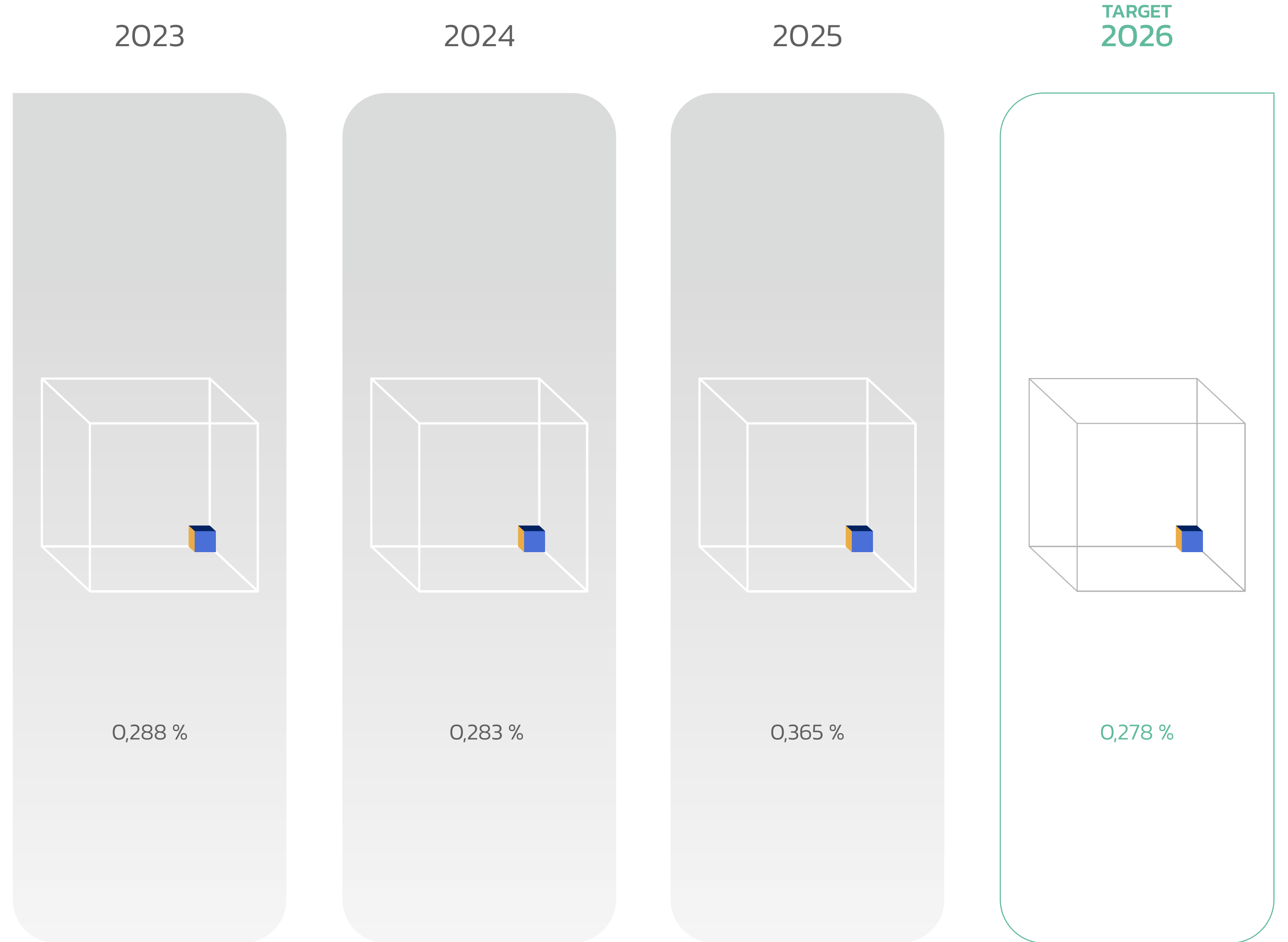


5. ESG PERFORMANCE 2025
5.1 ENVIRONMENTAL AREA

METHANE GAS



 NATURAL GAS CONSUMPTION (m³) / TURNOVER (€) %



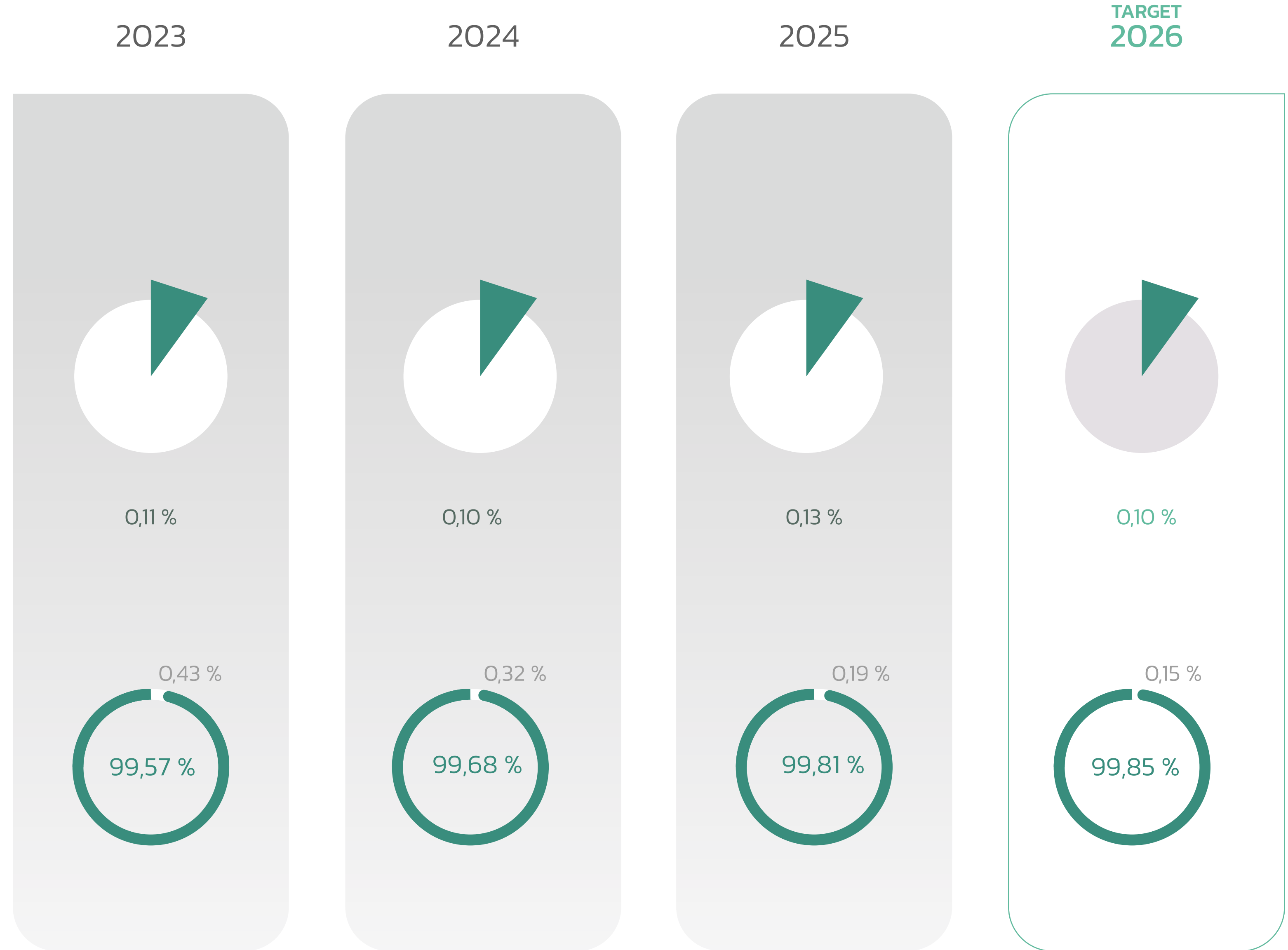
5. ESG PERFORMANCE 2025
5.1 ENVIRONMENTAL AREA

WASTE



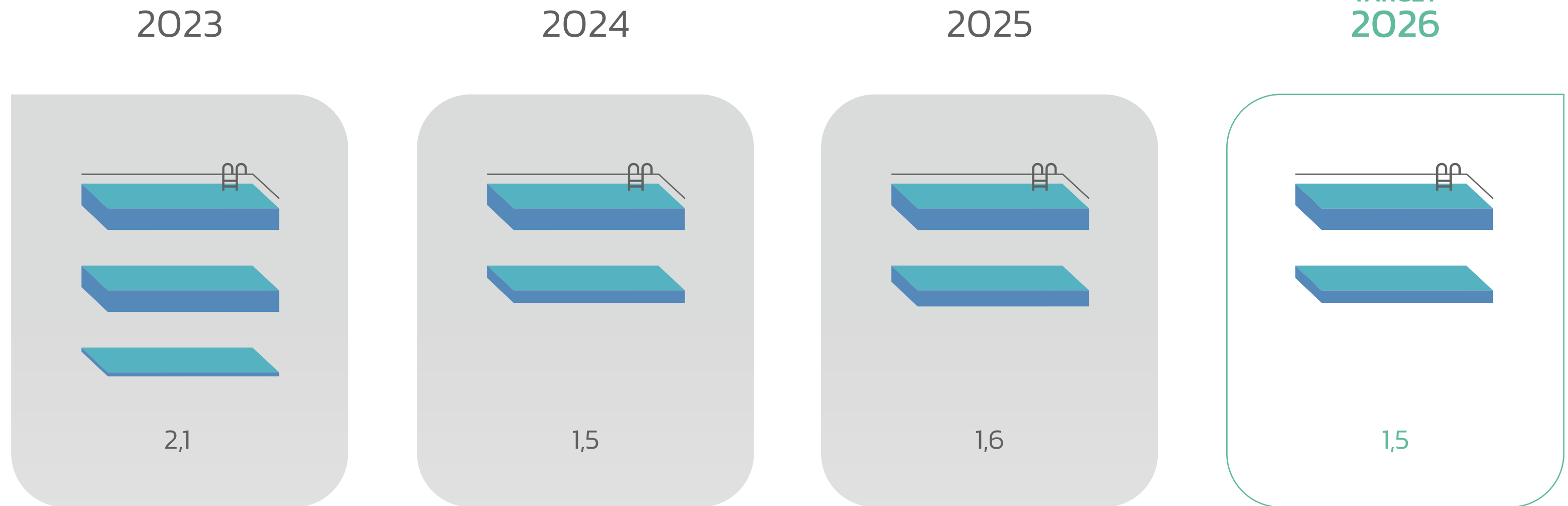
WASTE DISPOSAL COSTS (€) / TURNOVER (€) kWh

WASTE %
● FOR RECYCLING ○ FOR DISPOSAL



5. ESG PERFORMANCE 2025
5.1 ENVIRONMENTAL AREA

WATER AND WATER DISCHARGES



◆ **TOTAL WATER CONSUMPTION** No. of Olympic-size
1 Olympic-size swimming pool ≈ 2.500 m³ of water


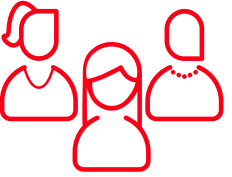
TEST	RESULTS (mg/l)*	
	2021	2023
pH	7.40	7.50
COD	283	49
B.O.D. 5gg	110	22
Total suspended solid	62	18
Sedimentable matter 2h	0.10	<0.1
Total hydrocarbons	<0.5	<0.5
Total phosphorus	2.070	3.0
Nitrogen	< 0.1	< 0.1
Nitrous nitrogen	< 0.1	0.2
Ammonium nitrogen	0.930	42.8
Total surfactants dl cut:	1.33	0.37
Anionic surfactants Jcl	1.060	< 0.3
Non-ionic surfactants	0.27	0.35



*NOTE:
Inspection carried out **every three years** – (next check 2026) given that the discharges are comparable to domestic ones.

5. ESG PERFORMANCE 2025
5.2 SOCIAL AREA

EMPLOYMENT

		2023	2024	2025
<u>AVERAGE EMPLOYEES PER YEAR</u>	No.	107	105	107
 <u>NEW HIRES</u>	No.	15	8	6
<u>STAFF TURNOVER</u>	%	21 %	5,7 %	5,61 %
<u>DIVERSITÀ E INCLUSIONE</u>	%			
 <u>WOMEN OUT OF TOTAL</u>		12 %	12 %	12 %
<u>WOMEN IN KEY ROLES</u>		2	2	2



5. ESG PERFORMANCE 2025
5.2 SOCIAL AREA

HEALTH AND SAFETY



REPORTED ACCIDENTS	No.
NEAR MISS	No.
SAFETY TRAINING SESSIONS	h

	2023	2024	2025
REPORTED ACCIDENTS	3	0	1
NEAR MISS	21	18	19
SAFETY TRAINING SESSIONS	38	119*	53**

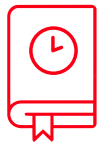



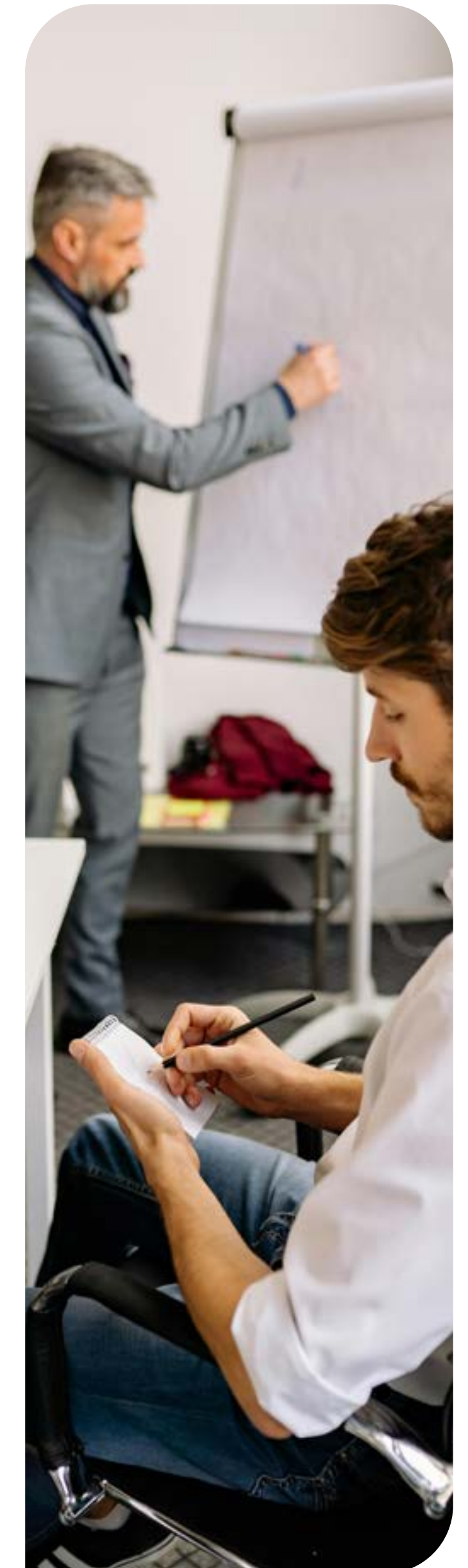
*There is a significant variation between the two years, as in **2024** a number of **safety training courses** were provided that were particularly substantial in terms of hours, including training for crane operators, training for defibrillator users and RLS training, totalling 14, 5 and 32 hours respectively.

In **2025, however, the largest training commitment, again in terms of hours, was for **soft skills courses**, which are not included in this tally.

5. ESG PERFORMANCE 2025
5.2 SOCIAL AREA

TRAINING

	2023	2024	2025
 AVERAGE HOURS OF TRAINING PER EMPLOYEE	11,2	13	8,8
h			
EMPLOYEES INVOLVED IN TRAINING ACTIVITIES (ONE OR MORE COURSES)	107	105	107
No.			
 AVERAGE HOURS OF TRAINING PER FEMALE STAFF	15,7	5,3	2,2
h			
EMPLOYEES INVOLVED	12	13	13
No.			
 AVERAGE HOURS OF TRAINING PER MALE STAFF	10,6	13,9	9,7
h			
EMPLOYEES INVOLVED	95	93	94
No.			

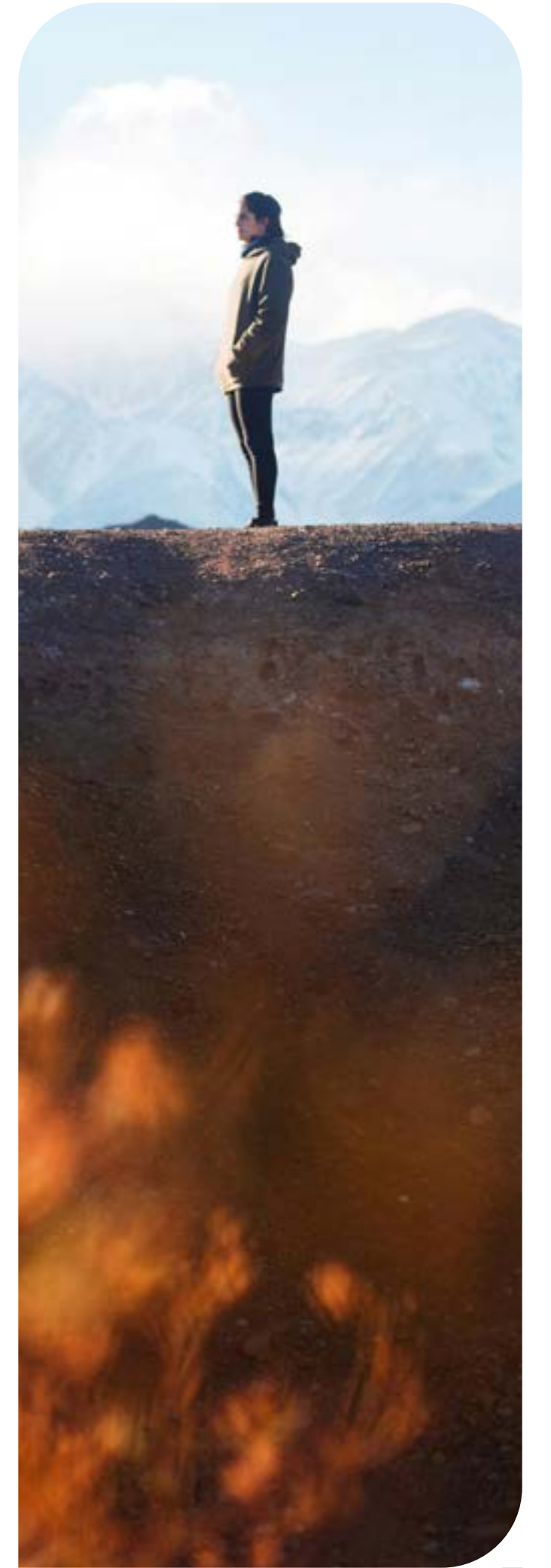
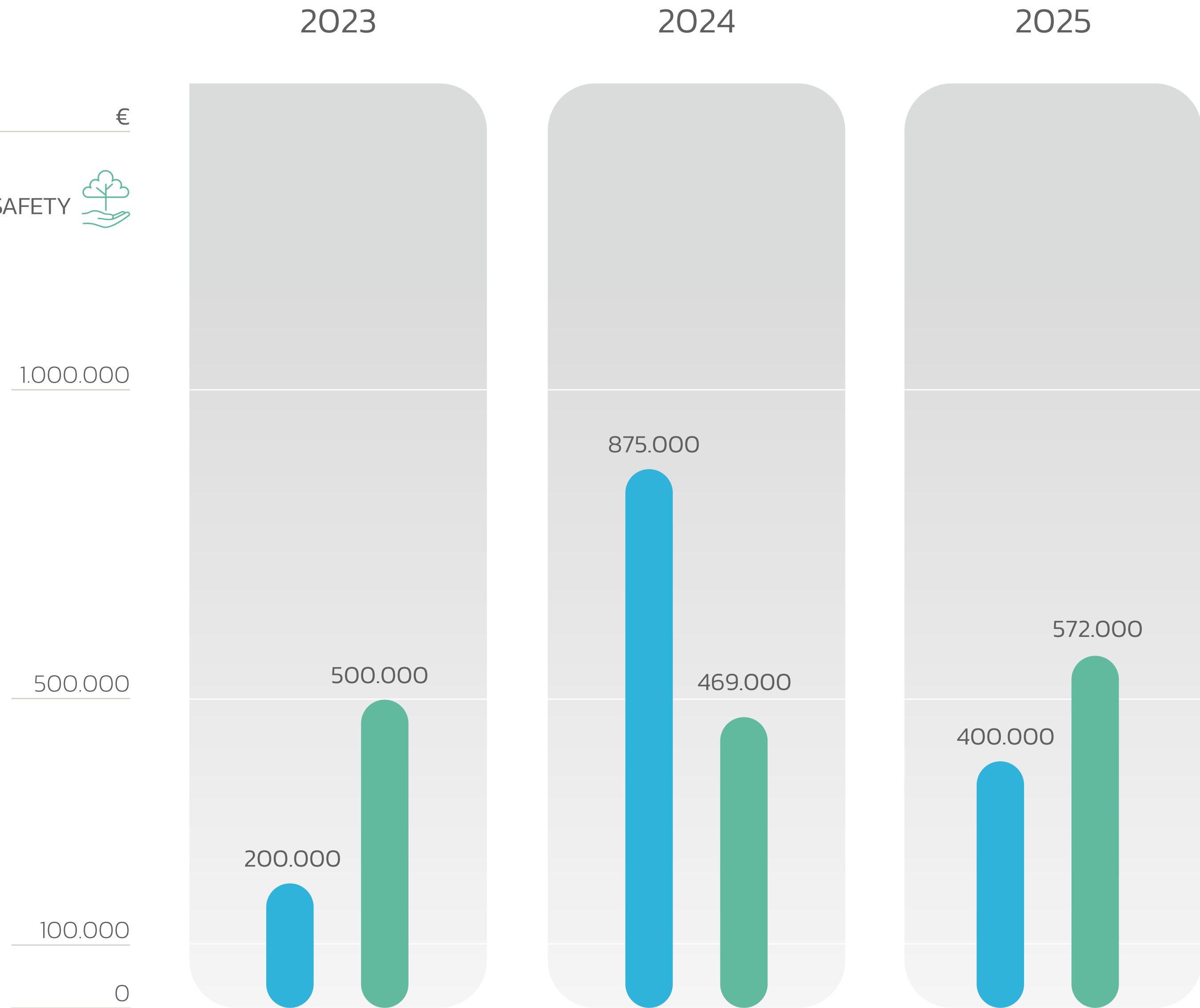


5. ESG PERFORMANCE 2025
5.3 ECONOMIC AREA

FINANCIAL RESULTS

INVESTMENTS IN €

● INNOVATION  ● ENVIRONMENT AND SAFETY 



5. ESG PERFORMANCE 2025
5.3 ECONOMIC AREA

SUPPLY CHAIN



	No.	%	%
● ACTIVE SUPPLIERS			
★ ASSESSED SUPPLIERS			
✓ SUPPLIERS SUBJECT TO ESG ASSESSMENT			
🔍 AUDIT SUPPLIERS AUDITED			



6. STAKEHOLDER ENGAGEMENT

Mi-Me maintains a structured dialogue with all stakeholders.

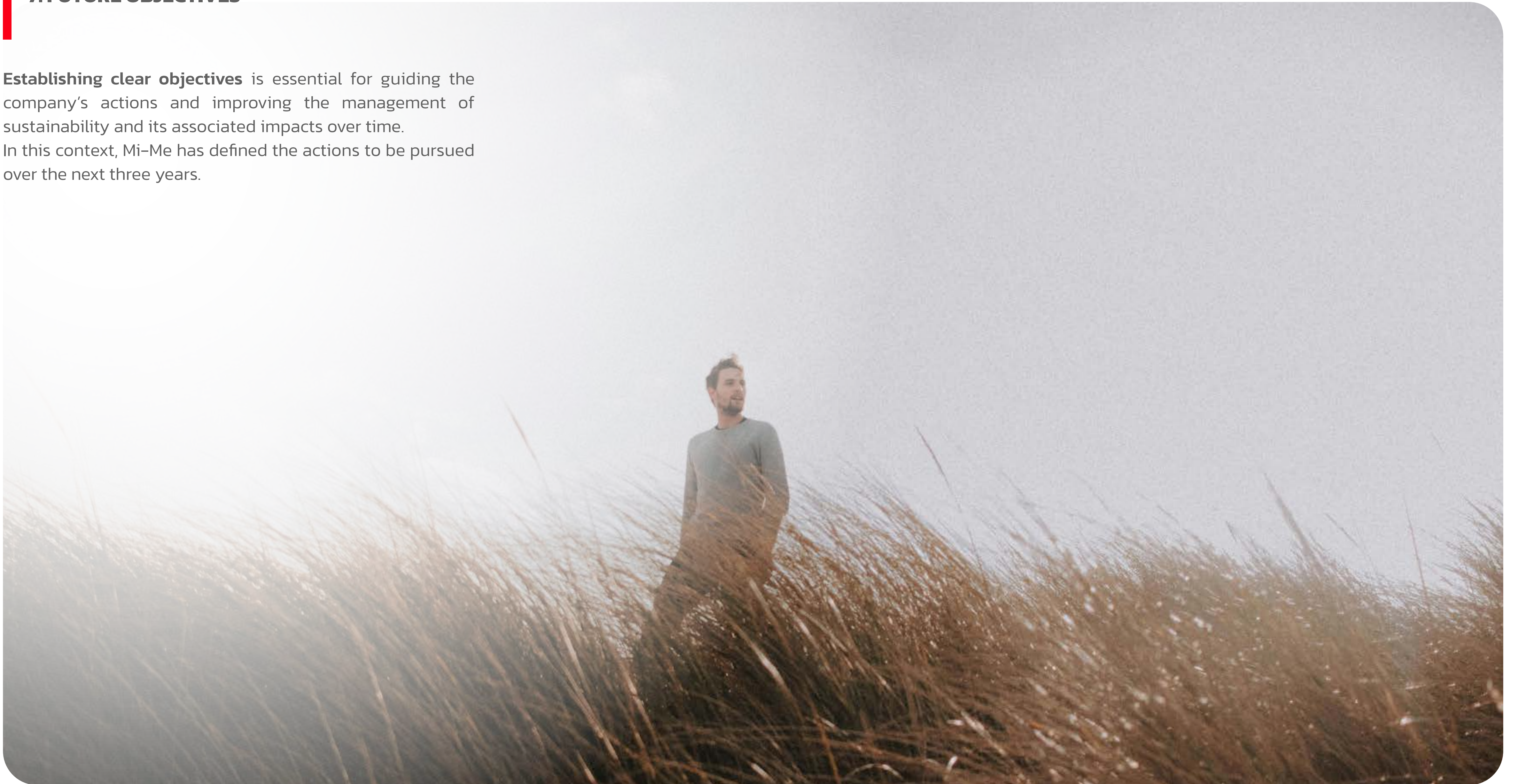


STAKEHOLDER

STAKEHOLDER	CATEGORY	TOPICS	ENGAGEMENT	ATTENDANCE
EMPLOYEES	INTERNAL	SAFETY, TRAINING	TRAINING, INTERNAL COMMUNICATIONS, MEETINGS	ANNUAL
CUSTOMERS	EXTERNAL	QUALITY, PUNCTUALITY, COMPLIANCE	AUDITS, VISITS, QUESTIONNAIRES	CONTINUOUS
SUPPLIERS	EXTERNAL	RELIABILITY, SUSTAINABILITY	ASSESSMENTS AND AUDITS	CONTINUA
LOCAL COMMUNITY, TECHNICAL SCHOOLS	TERRITORY	ENVIRONMENT, TERRITORY	PROJECTS, PARTNERSHIPS, WORK PLACEMENTS	ANNUAL
LOCAL AUTHORITIES, COMPETENT BODIES, CERTIFICATION BODIES, TRADE ASSOCIATIONS	INSTITUTIONS	ENVIRONMENT, QUALITY, TERRITORY, SUSTAINABILITY	THEMATIC ROUND TABLES	ON REQUEST AND/OR PROGRAMMING

7. FUTURE OBJECTIVES

Establishing clear objectives is essential for guiding the company's actions and improving the management of sustainability and its associated impacts over time. In this context, Mi-Me has defined the actions to be pursued over the next three years.



7. FUTURE OBJECTIVES

ENVIRONMENTAL OBJECTIVES

- Use of **electricity derived entirely from renewable sources**, with the aim of achieving **100% certified green electricity** consumption (GO) by 2030.
- A gradual increase in self-consumption from the **company's 654.5 kWp photovoltaic system** through the optimisation of energy use.
- Optimising production processes **to reduce energy consumption** through the use of high-efficiency machinery and energy monitoring systems.
- Introduction of procedures that favour the **use of the most energy-efficient machinery**, whilst maintaining the same finished product.
- Increase the percentage of recycled or reused waste in to 90% of the waste produced, with a **total reduction in waste disposed of in landfills**.
- Adopt **water recirculation and recovery systems** to reduce water consumption by 25% within 3 years.
- Reducing emissions from company vehicles through the **gradual replacement of vehicles with internal combustion engines with electric or hybrid ones**, achieving a 50% reduction in emissions within 5 years.
- Improving the efficiency of the **company's heating and cooling system** by switching, by 2027, to a heat pump system to phase out natural gas as an energy source, favouring the use of self-generated energy.



7. FUTURE OBJECTIVES

SUSTAINABILITY OBJECTIVES



- Purchase of **CO2 credits** from certified organisations **for the offset the emissions produced.**
- Aware of the social and environmental impacts associated with supply chain activities, Mi-Me aims to implement an **assessment of how suppliers manage sustainability issues.**



- To integrate sustainability criteria into supplier selection processes, giving priority to **partners with active environmental policies.**
- **Organise awareness-raising and training campaigns** for all employees on the topic of environmental sustainability.



- Encourage employees to use **eco-friendly modes of transport** through company bicycles, support and incentives for cycling to and from work, or support for electric vehicles.
- Encouraging the spread of **electric or plug-in hybrid mobility** by **installing supporting infrastructure.**



2025 SUSTAINABILITY REPORT



- UNI EN ISO 9001
- UNI EN ISO 14001
- IATF 16949

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Responsible
innovation