

Sustainability

Report

2025

Index

CEO’s introduction

Our way is your Success



A Family Business Since 1951	5
Mission and Vision	6
Challenge, Well-being and Team Spirit	7
2025 milestone	8
Methodological note	9

Rooted in the future



Corporate Structure and Value Chain	11
Group Companies	11
Our Value Chain	13
Structure and governance	15
A structured and ethics-driven governance model	15
Sustainability governance	17
Our strategic approach	18
Supply chain governance and supplier relationships	19
Economic Sustainability and Investments	20
Investments	20
Our products between innovation and commitment to sustainability	22
An integrated vision	22
The future of sustainable mobility	23
The four drivers of transformation	23
Chassis and powertrain	24
Testing center	25
The stages of our processes	26
Certifications	27

ESG journey



Streparava’s ESG Model	30
Our ESG roadmap	30
Double materiality assessment	31
Material ESG Topics	33
Contribution to the United Nations Sustainable Development Goals of the 2030 Agenda	34
ESG Strategic Plan	34

Streparava’s human capital



Approach to Social Topics and Policies	37
Our people	38
The diversity of our workforce	38
Employee Wellbeing and Welfare Initiatives	40
Sostegno alle famiglie	40
Salute e qualità della vita	40
Sport, movimento e socialità	40
L’ascolto dei dipendenti	41
Quick Kaizen: ogni idea può fare la differenza	41
Formazione e crescita personale e organizzativa	42
Formazione ESG	43
Lean Academy	43
Alta formazione e sviluppo manageriale	43
Formazione operativa on the job	43
Skills assessment and development plan	44
Diversity, equity, and inclusion	45
Gender equality	45
Cultural diversity	45
Work-life balance	45
Health and safety	46
Ergonomics and innovation	47
Development and support for local communities	48
Our connection with local communities	48
Internships, work-based learning, and relationships with schools	48
Initiatives in local communities	49

Environmental protection



Approach to environmental topics and environmental policy	51
Resource use and circular economy	52
Incoming resource flows	52
Outgoing resource flows	53
Circular economy projects	54
Energy and climate	55
Energy efficiency	55
Emission managementi	57
Taxonomy	59
KPI	59

CEO's introduction

Ten Years of Sustainability.
A Journey of Growth,
A Vision for the Future.

With this edition, we celebrate an important milestone: the publication of the tenth Sustainability Report of the Streparava Group.

When we published our first edition in 2016, sustainability primarily meant choosing to be transparent with our stakeholders by clearly communicating how we conduct our business, the results we had achieved and the commitments we had undertaken. Since then, the economic, industrial and regulatory landscape has changed profoundly. The expectations of customers, markets and institutions have evolved; awareness of environmental and social issues has grown, together with the focus on sound corporate governance. At the same time, our own understanding of sustainability has also evolved.

Looking back over the past ten editions, we can trace the story of our Company and its evolution.

Over the years, we have highlighted the value of transparency, rediscovered our roots as both a business and a family, celebrated our manufacturing expertise through the hands of our people, and shared the passions that inspire everyone across the Group. Together, we faced the years of the pandemic, reflecting on the concept of antifragility and on our ability to transform an unprecedented crisis into an opportu-

nity for growth. We then embarked on a journey to progressively strengthen our sustainability reporting by adopting the GRI Sustainability Reporting Standards, expanding the reporting boundary to include all Group companies, and initiating our alignment with the new European sustainability reporting framework.

Each edition has captured a specific moment in our history, but above all it has represented another step in the continuous improvement journey that continues to shape the way we work today.

Sustainability is no longer simply a matter of reporting. For a manufacturing Group such as Streparava, sustainability means first and foremost designing more efficient processes, using resources more responsibly, innovating products and technologies, and building an organisation capable of responding effectively to the ongoing transformation of the automotive industry. It is embedded in our investment decisions, the development of our people's skills, the innovation of our manufacturing processes, energy management, circular economy initiatives, occupational health and safety, and our dialogue with the communities in which we operate.

This Report reflects that evolution. Alongside the disclosure of our environmental, social and governance performance, it illustrates the work carried out to further integrate ESG principles into our decision-making processes, improve



data quality, strengthen our management systems, and build a long-term vision capable of combining competitiveness, innovation and responsibility.

We are fully aware that this journey is far from complete. The profound transformation taking place across the automotive industry will continue to demand adaptability, investment, expertise and an increasingly forward-looking strategic vision. Meeting these challenges will require us to keep improving, measuring our progress and setting ever more ambitious objectives,

convinced that economic growth, technological development and sustainability are inseparable elements of a single industrial vision.

Ten years ago, we began telling the story of who we were. Today, we continue to tell the story of who we are becoming, driven by the same conviction that inspired us from the beginning: to continuously improve in order to create lasting value for people, the communities in which we operate, and future generations.

President and CEO
Paolo Streparava

Our way is your **Success**

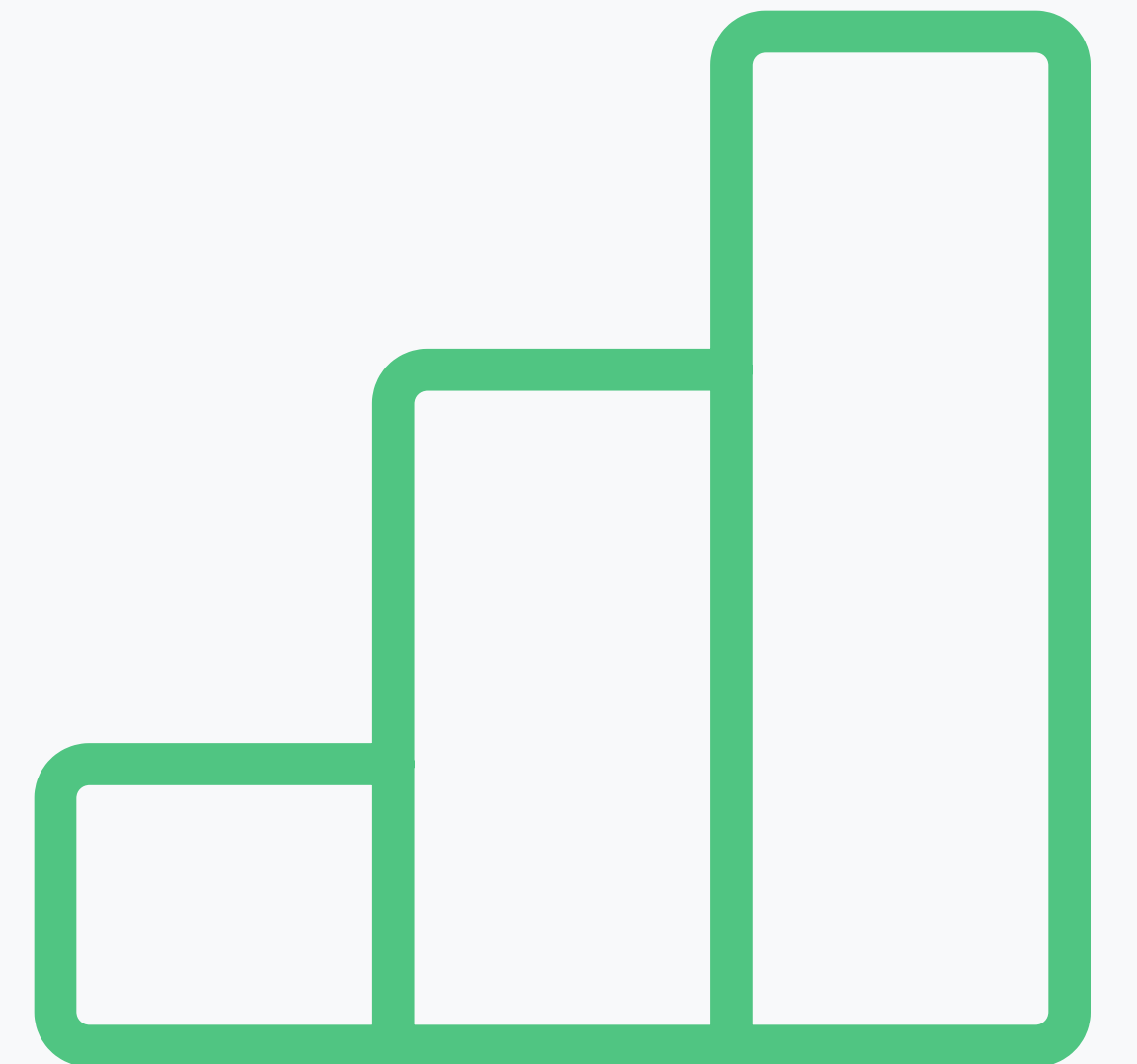
Challenge, well-being, team spirit

Mission and Vision

A family business since 1951

2025 milestones

Methodological note





A Family Business Since 1951

[GRI 2-1, 2-6]

Streparava’s history began in 1951 in Cologne, in the province of Brescia (Italy), where four partners and five employees started producing bolts and screws for Officine Meccaniche di Brescia inside a deconsecrated church. Among them was Gino Streparava, the Company’s founder, whose entrepreneurial vision helped shape a business model built on technical expertise, determination and a strong commitment to people.

From those artisanal beginnings, the Company has evolved into an international industrial Group specialising in the development and manufacture of high-precision components and systems for the automotive industry. Today, Streparava designs and manufactures chassis and powertrain systems for leading Original Equipment Manufacturers (OEMs) serving the passenger car, motorcycle, commercial vehicle, industrial vehicle and agricul-

tural machinery sectors.

The Group’s growth has been accompanied by continuous technological, manufacturing and organisational development. From the first independent suspension systems introduced in the late 1970s to the balance shaft assemblies developed during the 1990s, and more recently to applications for premium, commercial and agricultural vehicles, Streparava has progressively expanded its expertise, manufacturing capabilities and industrial know-how, strengthening its position within the automotive sector.

At the same time, the Group has expanded its international footprint through acquisitions, strategic partnerships and targeted investments. During 2025, the integration of the companies recently incorporated into the Group continued, fostering the adoption of shared processes, common management practices and a culture centred on continuous improvement.

As of 2025, Streparava operates **9** manufacturing facilities across Italy, Spain, India and Brazil and employs approximately **1,200** people worldwide.

One of the Group’s key strengths is its ability to manage the main stages of the value chain in-house, from semi-finished product manufacturing and precision machining to final

assembly. This vertically integrated business model ensures high quality standards, manufacturing flexibility and the ability to develop tailored solutions that meet customers’ specific requirements.

Innovation continues to be one of Streparava’s main drivers of growth. In this context, collaborations with **e-Shock** and **AS.CAR.I.** support the development of intelligent vehicle systems, digitalisation and future mobility solutions.

While evolving into an international industrial Group, Streparava remains firmly rooted in its entrepreneurial heritage and in the values that have guided its growth since its foundation: responsibility, teamwork and a genuine commitment to people.



1951

Streparava Establishment Year

1978

1° Suspension

1998

1° Powertrain component

2000

SISA (Spain) Grand opening

SCAL (Brazil) Grand opening

2013

SIND (India) Grand opening

2014

BPT Takeover

2018

SPT Takeover

2019

Shareholdings in E-Shock

2020

Presentation first digital chassis

Alunext incorporation

2022

Lease of Cervati Fonderie business unit

2023

SMT Takeover and establishment

2024

Fonderie Cervati Takeover by Alunext



Mission and Vision

[GRI 2-24]

Mission and Vision represent the guiding principles that shape the Group’s strategic, organisational and operational decisions. They define Streparava’s identity and provide the framework for the way we approach business development, innovation, stakeholder relationships and people management.

Mission

We globally deliver high impact solutions through the design, testing and manufacturing of driveline, chassis and powertrain components and systems. **Our people are driven by safety, continuous improvement, reliability and well being for all the stakeholders of today and tomorrow.** Committed to improve the environmental impact.

At the heart of our corporate culture lies the belief that business growth must go hand in hand with the growth of our people. For this reason, we foster a working environment built on responsibility, participation, open dialogue and continuous improvement, recognising the contribution of every individual and encouraging active involvement in the Group’s ongoing development.

Being “a family business since 1951” means preserving an entrepreneurial model founded on trust, strong relationships and a long-term vision. Today, this approach is reflected in our commitment to combining innovation, competitiveness and sustainability to create lasting value for people, local communities and all our stakeholders.

Vision

Passionate. Inspired. Sustainable. A global professional team recognized as key innovative solution provider for the mobility of the future.

Passion, inspiration and sustainability continue to guide our growth journey. Passion drives our pursuit of excellence, inspiration fuels innovation and continuous improvement, while sustainability steers our decisions towards responsible environmental, social and economic development.

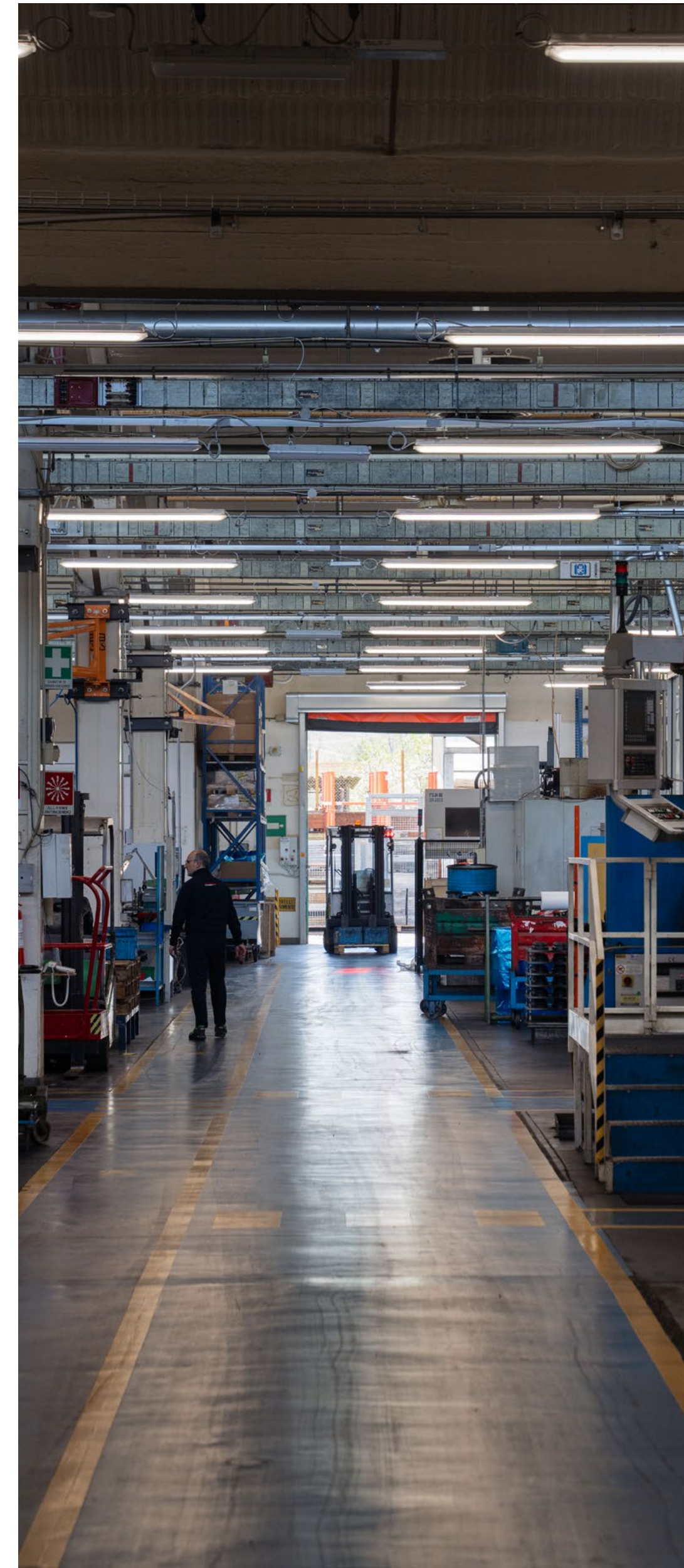
Values

Team spirit

Well-being

Challenge

One family since 1951.
Ready for future challenges.





Challenge, Well-being and Team Spirit

[GRI 2-23, 2-24]

Challenge, well-being and team spirit are the values that have always guided Streparava's journey and continue to shape our industrial choices, our approach to market changes and our relationships with people and stakeholders.

Operating in the automotive industry means facing a rapidly evolving environment driven by the energy transition, digitalisation, technological innovation and increasingly demanding environmental requirements. This context calls for adaptability, specialised expertise and a long-term vision.

For Streparava, challenge is part of our identity before it is an operational objective. Our culture of continuous improvement drives us to invest in innovation, process development and skills enhancement, with the aim of strengthening our competitiveness, quality and reliability over time.

The integration of ESG principles into our business strategy is a natural extension of this approach, reinforcing a growth model

that combines economic performance with environmental and social responsibility, while strengthening the Group's organisational resilience.

Alongside industrial development, we continue to regard people's well-being as an essential condition for fostering engagement, motivation and shared growth. Our commitment is built around three key dimensions:

- **physical well-being**, , through initiatives promoting health, safety and balanced lifestyles;
- **relational well-being**, by fostering dialogue, collaboration and high-quality professional relationships;
- **personal and mental well-being**, by promoting inclusion, balance and respect for each individual.

Over the years, we have consolidated an organisational model inspired by the principles of **Lean Leadership** and **Lean**

Lifestyle®, extending the culture of continuous improvement beyond manufacturing processes to behaviours and ways of working, with the objective of strengthening accountability, participation and skills development.

Our commitment to people, local communities and the quality of relationships has always been a defining feature of our entrepreneurial culture, long before sustainability regulations evolved. Today, these principles are further reinforced through the Group's ESG journey.

Finally, team spirit remains one of the cornerstones of our identity. Collaboration, mutual trust, shared responsibility and a common focus on collective objectives enable the Group to address complex challenges with cohesion and effectiveness.

We believe that long-term industrial success is built on people's ability to grow, collaborate and face change together. It is on this foundation of expertise, relationships and shared responsibility that we continue to build Streparava's future.



2025 milestones

2025 represents a further step in the growth journey of the Streparava Group.

Alongside our economic and industrial achievements, we continue to invest in the development of our people, innovation, environmental sustainability and the strengthening of our corporate culture.

The data presented below provide an overview of the main indicators that characterize the Group and introduce the key topics further explored in the following chapters of the Sustainability Report.



Business

325 million
in consolidated revenue

80+
suppliers located in Italy



People

1,107
employees

31%
of employees under 30

116
hires in 2025

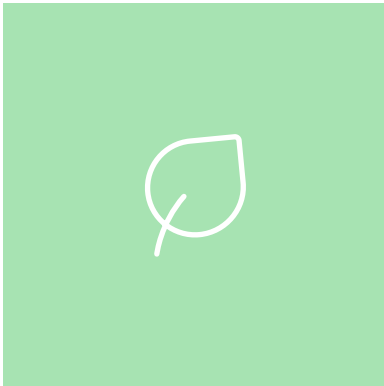


Training & safety

17,200
training hours

14.5
training hours delivered per employee

3,200
ESG training hours



Environment

✓ Organizational carbon footprint
measured according to the GHG Protocol standard

23%
of energy consumption from renewable sources

12,192
GJ generated by the photovoltaic system

90%
of waste sent for recovery/recycling



Methodological note

[GRI 2-1, 2-2, 2-3, 2-4, 2-5] [ESRS BP-1.5.a,b, BP-2.13]

The tenth edition of the Sustainability Report marks another milestone in Streparava’s journey towards increasingly structured, transparent and integrated reporting on environmental, social and governance (ESG) matters. Through this Report, the Group presents its performance, the main initiatives carried out during the year, and the approach adopted to managing sustainability-related impacts, risks and opportunities.

Over recent years, we have progressively strengthened our ESG reporting system with the aim of improving the quality and comparability of disclosed information and further integrating sustainability considerations into decision-making processes and business management.

Although the Group is not currently subject to the reporting requirements of the Corporate Sustainability Reporting Directive (CSRD), we have voluntarily embarked on a progressive alignment with the main European sustainability reporting standards, convinced that transparency, data reliability and stakeholder engagement are essential drivers of sustainable growth.

The reporting boundary includes all companies controlled by the Group:

Streparava Holding Spa

Adro (BS) - Italia

Streparava Spa

Adro (BS) - Italy

BPT Borroni Powertrain Srl

Saronno (VA) - Italy

SPT Srl

Valsamoggia (BO) - Italy

Streparava SMT Srl

Erbusco (BS) - Italy

Streparava Componentes Automotivos LTDA (SCAL)

Sete Lagoas (MG) - Italy

Streparava Iberica SLU (in breve SISA)

Valladolid - Italy

Streparava India PVT (in breve SIND)

Bangalore - India

Alunext Srl,

Sirone (LC) - Italy

Castegnato (BS) - Italy

Compared with previous editions, this Report fully includes the activities of Alunext and of the Group’s subsidiaries in Spain and India, further advancing the development of a consistent and harmonised reporting system across the entire Group.

Following the closure of Alunext’s Brescia facility and the transfer of its operations to the Castegnato site, the data reported for the Company refer exclusively to the latter facility.

Unless otherwise specified, the information contained in this Report covers the period **from 1 January to 31 December 2025**. Where available, key performance indicators are also presented on a comparative basis with previous reporting periods in order to facilitate the assessment of the Group’s performance over time.

This Report has been prepared in accordance with the **GRI Sustainability Reporting Standards 2021** and, where applicable, takes into account the methodological principles and disclosure requirements of the **European Sustainability Reporting Standards (ESRS)**. The 2025 edition also represents the second reporting cycle in which the double materiality assessment has been developed according to the ESRS approach, providing the basis for

identifying the Group’s material topics and defining the structure of this Report.

The reported topics derive from the double materiality assessment process, carried out through the involvement of both internal and external stakeholders. This process enabled the Group to identify the most significant impacts, risks and opportunities (IROs) and to define the contents of this Report accordingly.

This Sustainability Report has **not** been subject to external assurance or independent verification.

Rooted in the **future**

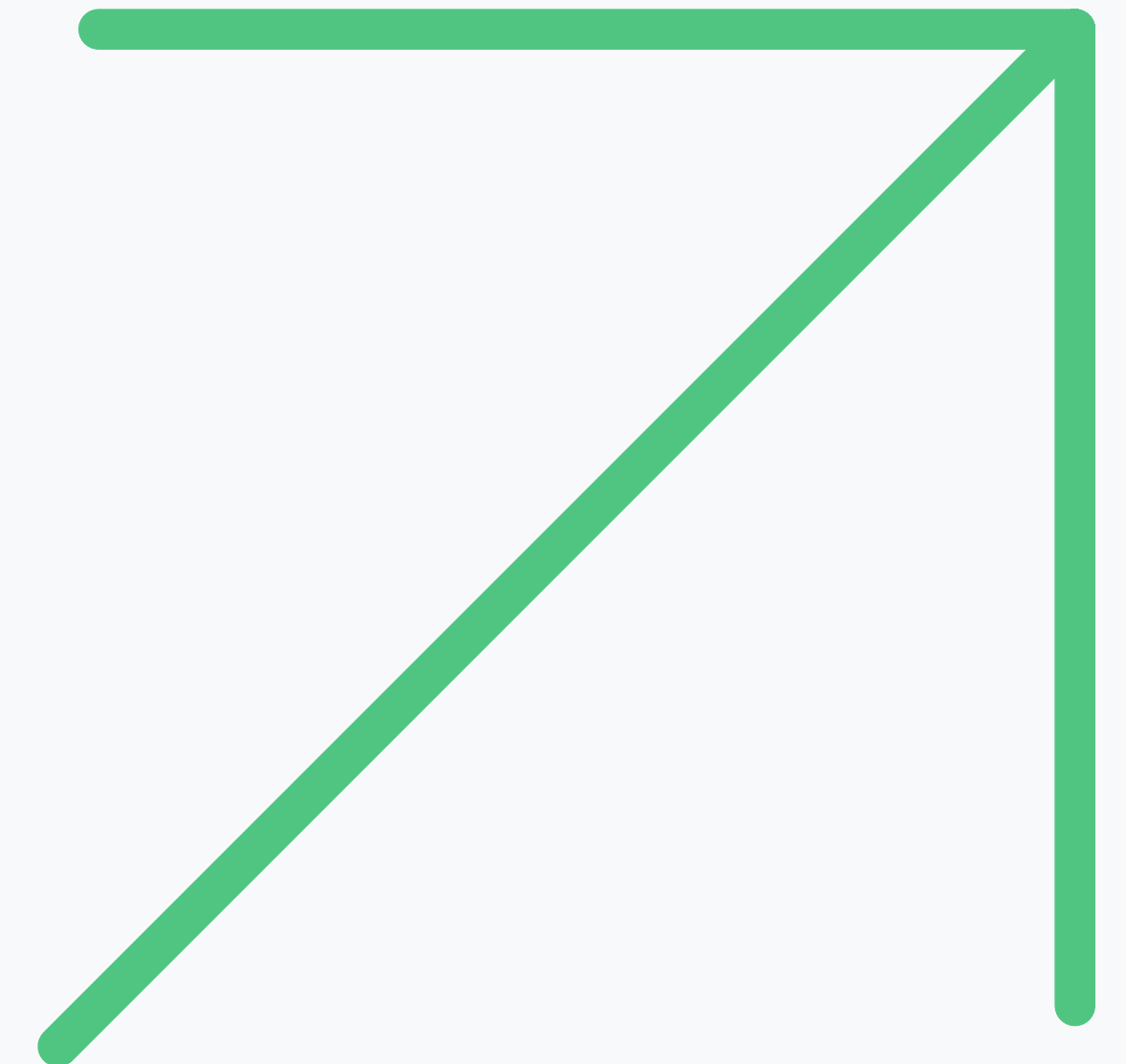
Corporate structure and value chain

Our Value Chain

Structure and governance

Economic sustainability and investments

Our products: innovation and
commitment to sustainability





Corporate Structure and Value Chain

Group Companies

Streparava Holding SpA

C.S. Euro 12.500.000 V.

Chairman and CEO
Pier Luigi Streparava

CEO
Paolo Streparava

CEO
Erminia Streparava

Directors
Marco Streparava
Enrico Deltratti
Roberto Deltratti
Peter Moelgg
Fabio Faustini

Automotive

100%

Streparava SpA
C.S. Euro 15.000.000 V.

Chairman and CEO
Pier Luigi Streparava

100%

Streparava Iberica SLU
C.S. Euro 1.700.000 V

CEO
Paolo Streparava

100%

SPT Srl
C.S. Euro 100.000 V

Managing Director
Enrico Deltratti

100%

BPT Borroni Powertrain Srl
C.S. Euro 300.000 V

Director
Roberto Deltratti

100%

Streparava SMT Srl
C.S. Euro 10.000 V

99,99%

S.I.B. Participações Empreendimentos LTDA
C.S. Reais 12.912.000 V

50%

Streparava Componentes Automotivos LTDA
C.S. Reais 26.410.000 V

99,99%

Streparava India PVT LTD
C.S. Rupees 47.880.000 V

51%

Alunext Srl
C.S. Euro 20.000 V.

24,90%

E-shock Srl
C.S. Euro 11.824 V

Others

4,76%

Superpartes I.C. SpA
C.S. Euro 331,383 V

3,66%

Banca SantaGiulia SpA
C.S. Euro 30.000.000 V

1,67%

AQM Srl
C.S. Euro 4.000.000 V

0,48%

E-Novia SpA
C.S. Euro 192.404,64 V

0,27%

C.S.M.T. Gestione Scarl
C.S. Euro 5.600.000 V.



The Streparava Group consists of complementary companies that share specialised expertise, technological know-how and a common vision focused on innovation and continuous improvement. Its international presence and diversified operations enable the Group to operate across multiple segments of the automotive value chain, offering customers an integrated and flexible industrial model.

The following provides an overview of the Group’s main companies.

Streparava Holding SpA

As the parent company of the Streparava Group, Streparava Holding S.p.A. coordinates the Group’s strategic direction, organisational development and support activities for its subsidiaries, fostering operational synergies and the adoption of shared management processes.

Streparava SpA

1951 / Italy
Chassis and Suspension Components

SISA

2000 / Spain
Axles

SCAL

2000 / Brazil
Automotive components

BPT

2014 / Italy
Crankshafts and Camshafts

SIND

2014 / India
Powertrain Components

SPT

2016 / Italy
Engine Connecting Rods

Alunext

2021 / Italy
Aluminium Casting

SMT

2023 / Italy
Stamped Sheet Metal Components

Alongside its operating companies, the Group invests in technological development through strategic partnerships and equity investments.

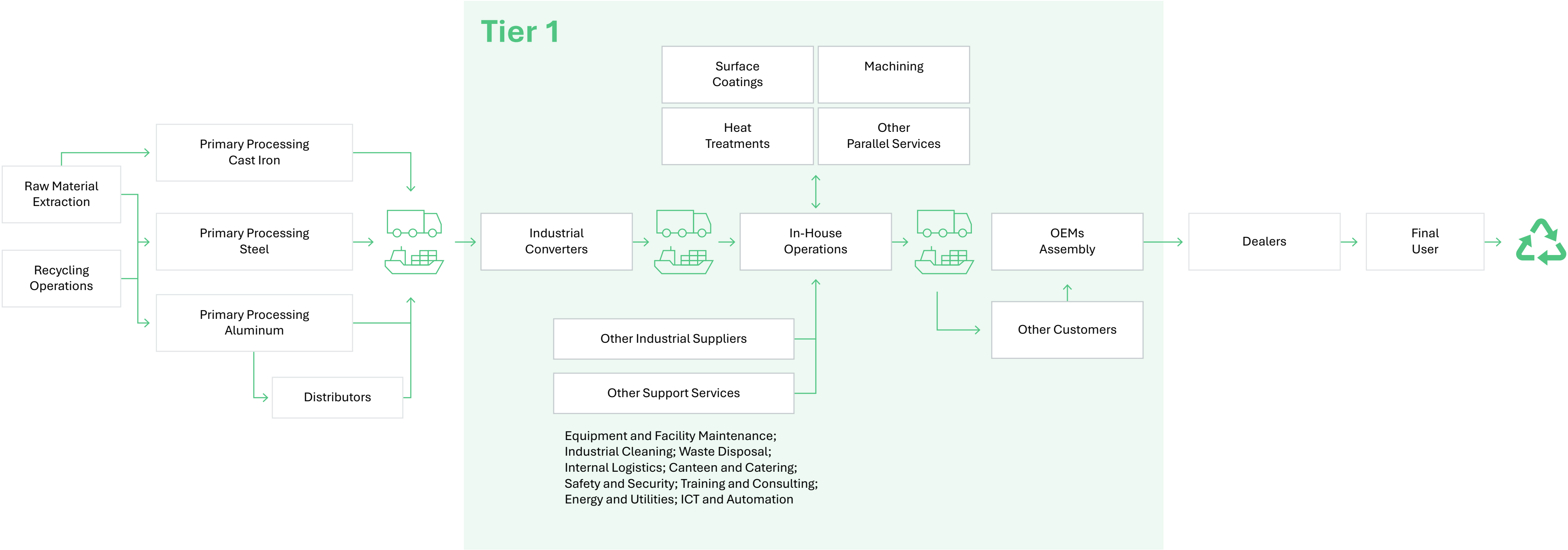
These include **e-Shock S.r.l.**, a company within the e-Novia Group specialising in electronic vehicle dynamics control systems, and **AS.CAR.I.**, a spin-off of the Politecnico di Milano focused on applied research in control systems and automation.

The collaboration with e-Shock led to the development of the **Digital Chassis** project, a technology platform integrating electronic control systems, connectivity and advanced functionalities for the mobility of the future. This initiative further demonstrates the Group’s commitment to developing innovative solutions for the automotive industry.



Our Value Chain

[GRI 2-6, 308-1, 414-1]



Streparava’s value chain encompasses the industrial, production and commercial relationships that connect the sourcing of raw materials with the manufacture and final use of our products

Analysing the value chain enables us to better understand the environmental, social and economic impacts generated by the Group and to progressively strengthen the integration of ESG topics throughout the entire product life cycle.

The value chain can be viewed through different relationship levels (tiers). Tier 1 includes the suppliers and customers with whom the Group

has direct business relationships. Upstream, these are primarily industrial processors supplying raw components, semi-finished products and materials for subsequent machining operations. Downstream, Tier 1 includes vehicle manufacturers and other industrial customers purchasing our finished products.



Tier 1 also includes partners providing complementary manufacturing processes, as well as suppliers of logistics, maintenance and infrastructure services supporting the Group's operations.

The value chain reflects the specific characteristics of the Group's different businesses. In particular, Alunext S.r.l. operates further upstream than the other Group companies, as it directly procures primary metal raw materials and aluminium products from the primary processing stage.

The upstream stages of the value chain also include metal extraction, processing and recycling activities. The recovery of secondary raw materials is becoming increasingly important within the framework of the circular economy, as part of the metal scrap generated by the Group's

manufacturing processes is returned to production cycles through specialised recycling operators.

Downstream from our direct customers, the value chain continues with dealerships, distributors and end users of vehicles. The Group does not operate directly in the aftermarket. Strepavara components are designed to ensure durability, reliability and safety throughout the vehicle's service life and, thanks to their high metal content, are largely recyclable at the end of their useful life.

In recent years, we have progressively formalised the mapping of our value chain to enhance our understanding of upstream and downstream ESG impacts and to support the collection of the data required to calculate Scope 3 indirect emissions as part of our GHG inventory.

In 2025, the Group continued this journey by assessing the introduction of Key Performance Indicators (KPIs), criteria for prioritising strategic partners and monitoring tools aimed at improving the quality, reliability and traceability of ESG information throughout the supply chain.



Structure and governance

[GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-17, 2-18, 2-25, 2-26, 2-27] [ESRS GOV-1]

A structured and ethics-driven governance model

The governance of the Streparava Group is based on an organizational model focused on transparency, accountability and continuous improvement. The administration and control system, adopted according to the traditional governance model, integrates corporate bodies, control functions and management structures that operate in coordination to support the Group’s development and ensure responsible business management.

The **Board of Directors**, appointed by the Shareholders’ Meeting, defines the Group’s strategic guidelines and oversees the organizational structure, economic and industrial performance, as well as the main development decisions, ensuring alignment with corporate objectives and proper risk management.

Alongside the Board of Directors operates the **Board of Statutory Auditors**, which is responsible for supervising compliance with applicable regulations, the principles of proper administration and the adequacy of organizational, administrative and accounting structures.

The internal control system is further strengthened by the **Supervisory Body** (Organismo di Vigilanza – OdV), which is responsible for monitoring the effective implementation of the

Organization, Management and Control Model pursuant to Legislative Decree 231/2001 and compliance with the Company’s Code of Ethics.

The latter represents one of the key references of the Group’s corporate culture: it defines the principles of conduct guiding all Group companies and promotes business practices based on legality, integrity, fairness, transparency and compliance with applicable regulations.

In line with the 231 Model and applicable legislation, all Group companies have adopted a **whistleblowing** system accessible to internal and external stakeholders, ensuring confidentiality, impartiality and protection of the reporting person.

During 2025, no significant issues or reports requiring extraordinary actions by the Supervisory Body or the Board of Statutory Auditors emerged. Monitoring activities continued through the analysis of information flows, the review of corporate documentation and ongoing dialogue with the functions involved in control and compliance processes.

The Board of Directorsa

Streparava Holding S.p.A. directly controls Streparava S.p.A., BPT Borroni Powertrain S.r.l., SPT S.r.l., Streparava SMT S.r.l. and Streparava India Pvt. Ltd.; control over Streparava Componentes Automotivos LTDA is exercised through S.I.B. Participações Empreendimentos. The Holding also owns 51% of Alunext S.r.l.

The Chairmanship of the Board of Directors is entrusted to **Pier Luigi Streparava**, who holds ordinary and extraordinary management powers. The Boards of Directors of the Group companies include both representatives of the ownership structure and external members, fostering a balance between entrepreneurial continuity, managerial expertise and strategic vision.



Pier Luigi Streparava



Paolo Streparava



Enrico Deltratti



Roberto Deltratti



Rosella Streparava



Marco Streparava



The experience gained by the members of the Board of Directors in the industrial and automotive sectors represents a key element supporting the Group’s evolution and its ability to manage the transformations affecting the mobility market.

Employee representation and internal dialogue

Dialogue with employees represents a key element of the governance model. All production sites have Workers’ Union Representatives (Rappresentanze Sindacali Unitarie – RSU) and Health and Safety Representatives (Rappresentanti dei Lavoratori per la Sicurezza – RLS), who contribute to discussions on occupational health and safety, work organization and people’s wellbeing.

Dialogue with management takes place through regular meetings and structured listening initia-

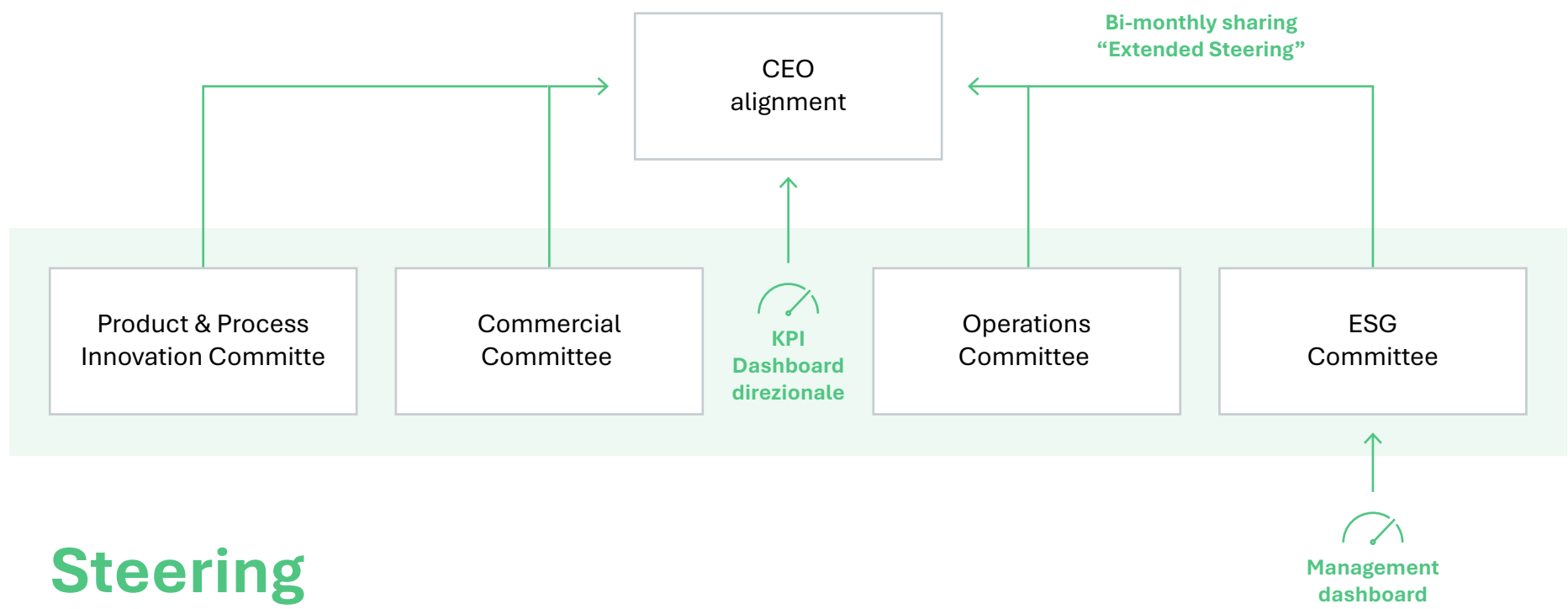
tives, promoting the sharing of employees’ needs and a participatory approach to the management of key organizational topics.

Committees and distributed governance

To foster coordination among the various companies and corporate functions, Streparava adopts a **distributed governance** model based on cross-functional collaboration and the involvement of business leaders in decision-making processes.

The Group has established committees dedicated to key strategic and operational areas, involv-

Governance Model through Operational Committees



Steering

ing members of the Board of Directors and managers from the different functions. These bodies promote alignment of objectives, information sharing and monitoring of corporate priorities.

The activities of the committees are integrated into the strategic planning system based on the **Hoshin Kanri** methodology, through which improvement objectives and related action plans are defined and periodically monitored through the HK matrix.

The chairs of the main committees, together with the Chief Financial Officer, the Strategy De-

ployment Manager and the Chief Manufacturing Officer, are members of the **CEO Committee**, chaired by the CEO of the Holding. This body monitors Group performance, reviews strategic and operational indicators, analyses key issues and assesses development opportunities.

The governance system is completed by the **Steering Committee**, composed of function managers and plant directors, which contributes to defining strategic guidelines and supports fast, coordinated decision-making processes consistent with the Group’s industrial objectives.



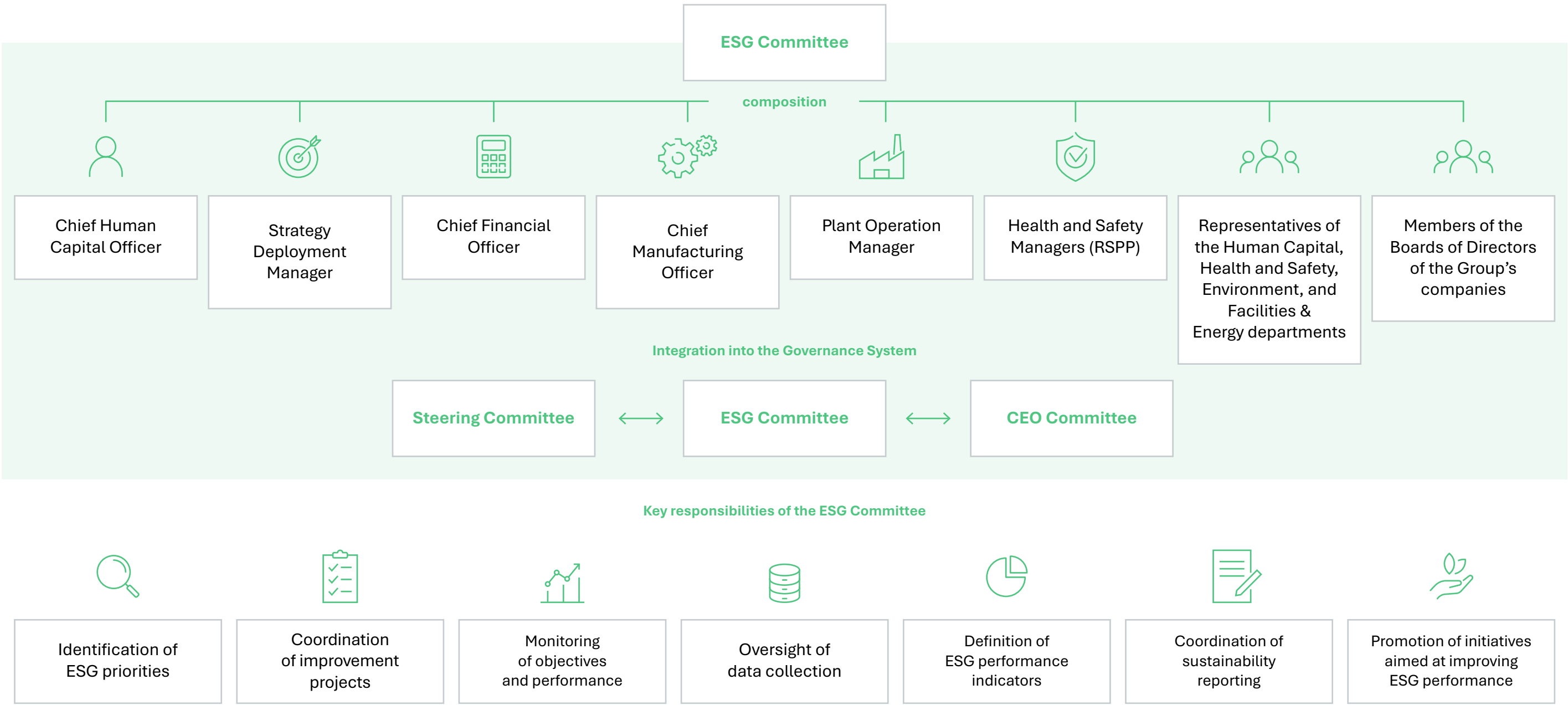
Sustainability governance

[ESRS GOV-1, GOV-2, SBM-3]

Sustainability has progressively become an integral part of the Group’s decision-making processes and management model. Environmental, social and governance (ESG) aspects are overseen by the governance bodies and management structures responsible for business activities, promoting an integrated view of economic, operational and sustainability performance.

The objective is to identify, assess and manage impacts, risks and opportunities related to ESG topics, progressively integrating them into strategic planning, operational processes and continuous improvement initiatives.

To coordinate these activities, Streparava has established an **ESG Committee** with the role of guiding, monitoring and supporting the implementation of the Group’s sustainability strategy.



The **Committee** operates in close coordination with the Steering Committee and the CEO Committee, contributing to the integration of sustainability into strategic planning and business development processes. The outcomes of the activities carried out are periodically shared with the relevant governance bodies.

To support the evolution of the regulatory framework and sustainability reporting standards, the Group also promotes the continuous development of ESG-related skills, including through the support of external consultants and experts.



Our strategic approach

At Streparava, strategic planning is a structured and participatory process aimed at translating the Group’s long-term vision into concrete and measurable objectives, shared across all levels of the organization.

To guide this process, we adopt the Hoshin Kanri methodology, which connects multi-year strategic guidelines with annual programs and operational projects, ensuring consistency across the Group’s companies and fostering the involvement of corporate functions in achieving common objectives.

Hoshin Kanri also represents a key tool for integrating sustainability into business management. Through this model, objectives related to ESG topics, innovation, people development and operational excellence are translated into concrete initiatives, monitored through specific performance indicators.

The strategy update takes place annually during the Focus Day, a dedicated discussion event involving the Steering Committee and the Group’s management team. During the meeting, achieved results, developments in the automotive sector and the main economic, technological, geopolitical and regulatory factors that may

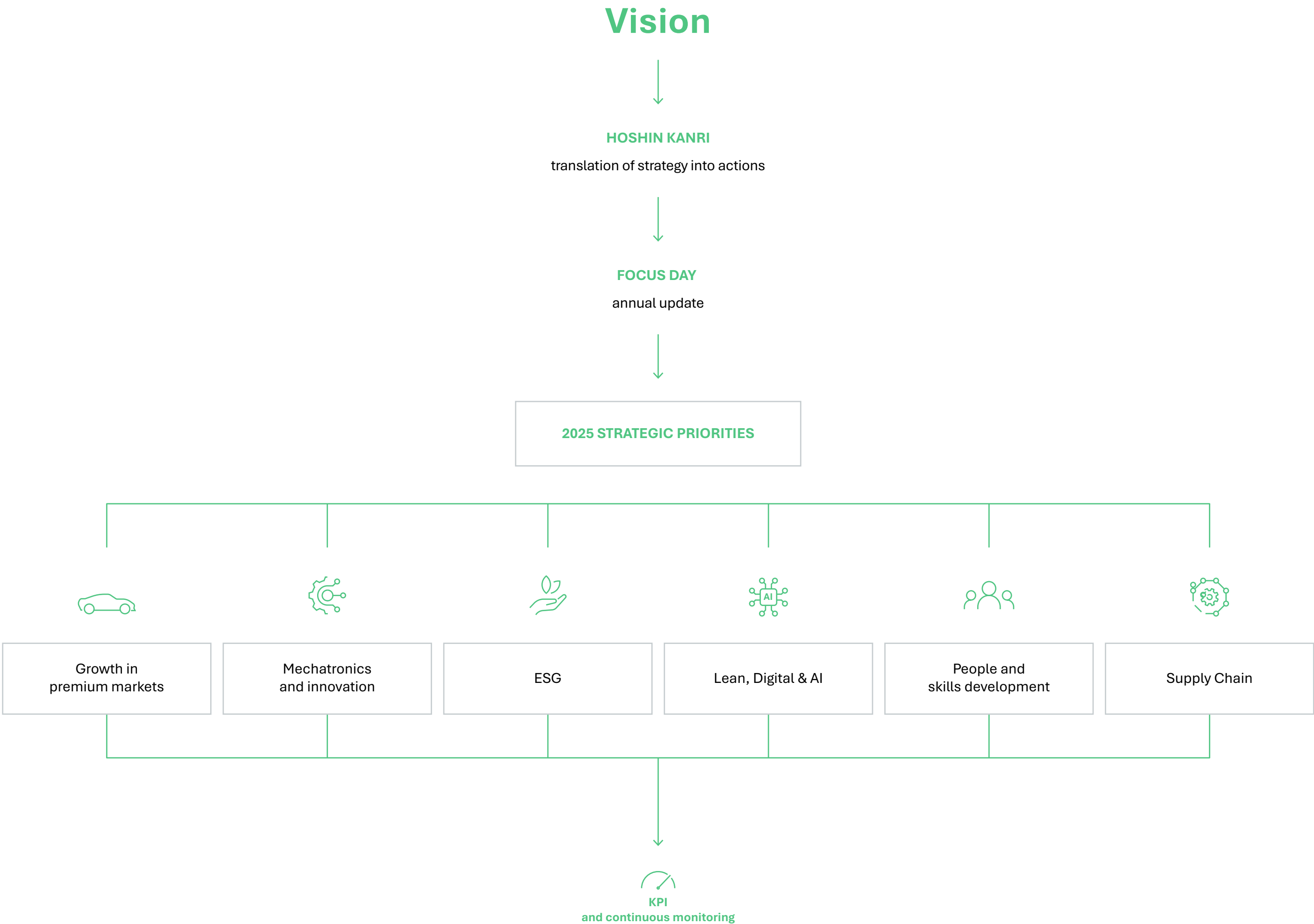
Having a strategy means having
a defined goal, although this
does not imply that it cannot
be changed or adapted over
time and according to evolving
circumstances.

influence the business are analysed, allowing strategic priorities to be updated and new development objectives to be defined.

To encourage open and effective dialogue, the Focus Day is preceded by activities aimed at strengthening collaboration and mutual trust among participants, elements considered essential to managing change and supporting shared leadership.

Achieving these objectives requires the contribution of all Group employees.

For this reason, Streparava promotes a culture based on shared responsibility, collaboration and continuous improvement, with the belief that a strategy creates value only when it is shared and translated into concrete actions.





Supply chain governance and supplier relationships

Supply chain management represents a strategic element of Streparava’s business model and contributes to the Group’s competitiveness, product quality and ability to respond to customer requirements. The Procurement function oversees the entire sourcing process, which accounts for approximately 75% of overall turnover, coordinating supplier selection, qualification and development activities.

The objective is to build stable, long-term relationships based on reliability, collaboration and continuous improvement. Supplier evaluation considers quality, competitiveness, production capabilities and organizational robustness, while progressively integrating aspects related to regulatory compliance, ethics and sustainability.

The principles governing relationships with the supply chain are outlined in the Supplier Code of Ethics, which is inspired by the main international references on human rights, labour, environmental protection and business integrity, including the Universal Declaration of Human Rights and the Conventions of the International Labour Organization (ILO). Although formal adherence is not mandatory, the Group promotes its adoption among partners and encourages its extension throughout the supply chain.

Supply chain management is supported by a structured performance monitoring system based on **vendor rating**, implemented across all Group plants and progressively extended to more recently integrated companies, in order to ensure consistent evaluation criteria at international level.

This is complemented by specific initiatives dedicated to the development and resilience of the supply chain, including:

- **Corporate Supplier Development**, aimed at strengthening the technical, organizational and quality capabilities of strategic suppliers;
- **SWITCH**, a project developed to assess and monitor the main supply chain risk factors, including economic, geopolitical, climate-related and operational risks.

Contractual relationships also refer to the principles set out in the **Supplier Quality Manual** and the **Code of Ethics**, contributing to the dissemination of shared standards throughout the value chain.

At the same time, Streparava is strengthening the integration of ESG criteria into supplier management processes, with the aim of progressively improving information availability, performance monitoring and the involvement of strategic partners on environmental, social and governance topics.

Whenever compatible with industrial, quality and logistical requirements, the Group also prioritizes collaboration with local suppliers, contributing to the economic development of the territories in which it operates. The establishment of long-term relationships is ultimately based on fair and transparent business practices, supported by clear payment terms and compliance with agreed commitments.





Economic Sustainability and Investments

[GRI 201-1]

Economic sustainability is a fundamental pre-requisite for ensuring the Group’s industrial continuity and creating long-term value for all stakeholders. In a market environment still affected by economic and geopolitical uncertainty, as well as by the ongoing technological transformation of the automotive industry, Streparava has continued to pursue a management approach focused on economic balance, financial soundness and

66,9%%
ai fornitori di materie prime
13,6%%
ai fornitori di servizi
14,1%%
ai dipendenti
0,7% %
alla Pubblica Amministrazione
1,2%
ai fornitori di capitale

the capacity to invest.

The economic value generated by the Group primarily derives from the industrial activities carried out across its production sites and is subsequently distributed to its key stakeholders through the procurement of goods and services, employee remuneration, tax payments, financial charges and the investments required to support the Company’s development.

In 2025, the automotive market experienced a contraction in volumes across certain segments, with a corresponding impact on the Group’s value of production. Despite this challenging environment, Streparava maintained a management model focused on preserving its industrial capabilities while continuing to support strategic investments and the development of internal competencies.

	2025	2024
VALUE OF PRODUCTION (Values expressed in thousands of €)	329.152	349,308
Sales revenue	325,513	347,223
Changes in inventories of work in progress, semi-finished and finished products	-3,273	-2,999
Increases of non-current assets from in-house production	687	819
Extraordinary proceeds	6,225	4,265
Other items	4,721	4,723
DISTRIBUTED ECONOMIC VALUE	314,646	333,310
Operating Costs	264,302	280,865
Costs for raw materials	210,615	229,498
Costs for services	42,710	37,920
Costs for the Use of Third-Party Assets	7,879	7,520
Changes in raw material inventories	645	820
Other operating expenses (after taxes)	1,993	4,862
Extraordinary charges	460	245
Value distributed to employees	44,299	45,803
Staff costs	44,299	45,803
Value distributed to capital suppliers	3,916	4,884
Interest and other financial charges	3,916	4,884
Value distributed to P.A.	2,129	1,758
Current taxes	2,278	2,585
Deferred and prepaid taxes	-149	-827
ECONOMIC VALUE WITHHELD	19,227	20,721
Depreciation/ Impairment/ Revaluation	13,670	12,464
Operating (or loss) profit	5,647	8,511
Operating profit (or loss) attributable to non-controlling interests	-90	-254



The largest share of the economic value distributed continued to be allocated to suppliers of goods and services, reflecting the Group's strong integration with its industrial supply chain. A significant portion was also distributed to employees, highlighting the central role of people in the Company's development and in ensuring the continuity of its industrial operations.

The portion of value retained within the Group is reinvested to strengthen competitiveness, support technological innovation, develop new manufacturing processes and reinforce the Group's financial strength, thereby creating the conditions for sustainable growth over the medium and long term.





Our products between innovation and commitment to sustainability

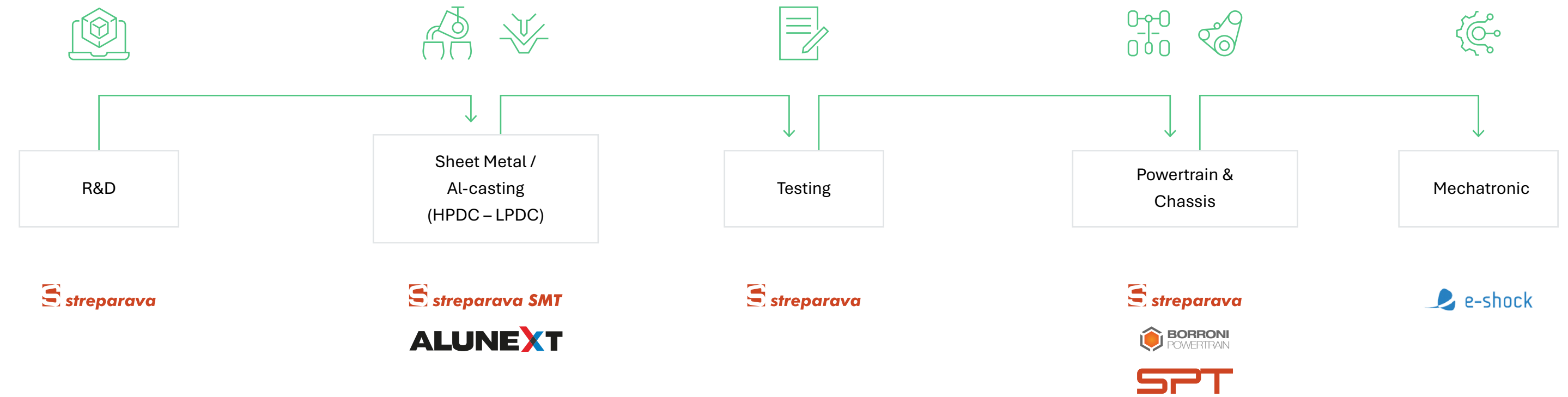
[GRI 201-1]

An integrated vision

Operating in the automotive sector means facing constantly evolving global markets, characterized by technological innovation, energy transition and increasingly complex supply chains. In this context, competitiveness depends on the ability to integrate multidisciplinary expertise, industrial processes and collaboration throughout the entire product development cycle.

For Streparava, creating value means leveraging the wealth of expertise developed across the Group's different companies, promoting knowledge sharing and collaboration among functions, plants and industrial partners. This approach allows the Group to offer customers a single point of reference, capable of supporting product development from the early design stages through to series production.

Over the years, the Group has progressively expanded its range of capabilities, integrating research and development, design, simulation, testing, industrialization, machining, assembly and validation activities. The presence of complementary specializations across the different companies enables Streparava to manage the main technologies for **chassis, powertrain, driveline and sheet metal systems, HPDC/LPDC** aluminium applications and, more recently, **mechatronic** solutions.



This integrated model ensures high quality standards, greater design flexibility and faster development timelines, allowing customers to choose the level of involvement that best suits their needs, from individual production phases to complete project management.

At the core of this ecosystem remain the elements shared by all Group companies: a culture based on common values, continuous improvement, Lean principles and sustainability, which guide industrial evolution and support the development of solutions for the mobility of the future.





The future of sustainable mobility

Mobility is changing. Our approach to innovation is changing too.

The automotive sector is undergoing an unprecedented transformation. Electrification, digitalization, assisted driving and connectivity are redefining the way vehicles are designed, manufactured and used.

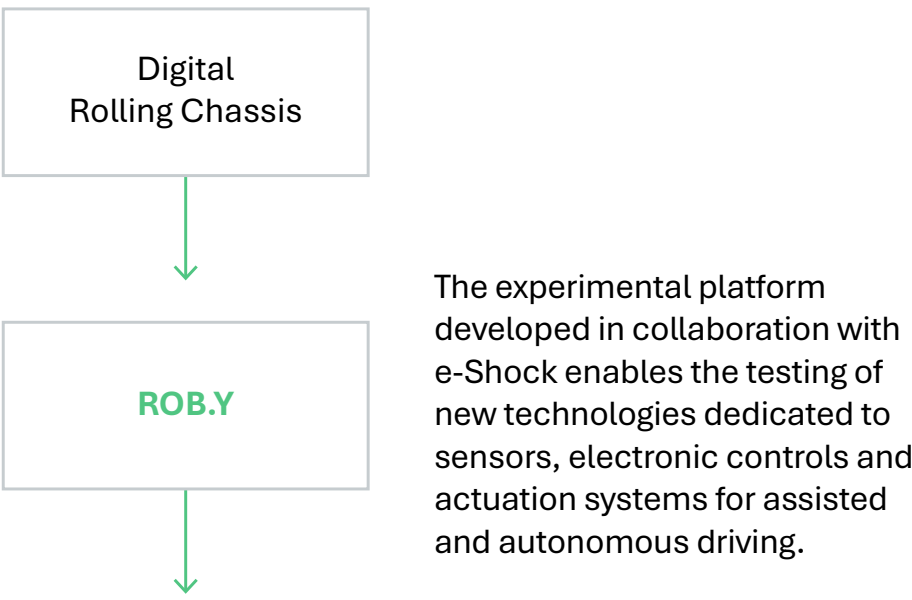
For Streparava, this evolution represents an opportunity to leverage mechanical, electronic and mechatronic expertise, expanding its role from component manufacturer to technology partner in the development of solutions for the mobility of the future.

The four drivers of transformation

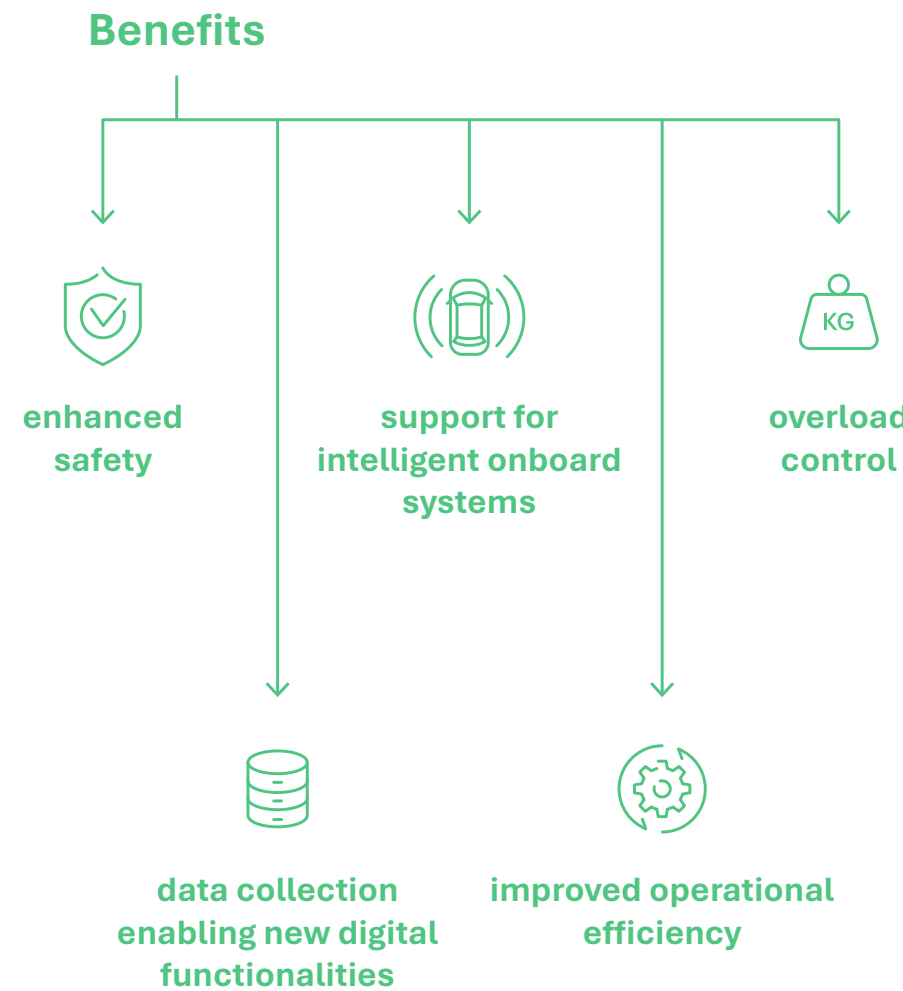
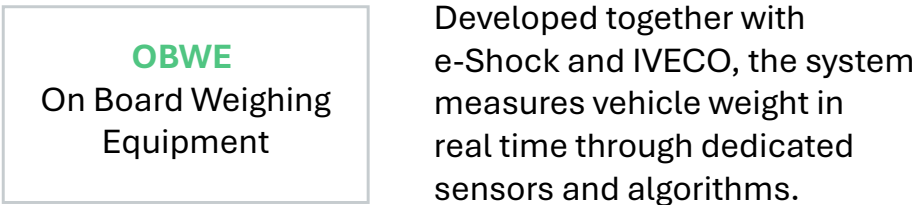
-  **Electrification**
Lighter, more efficient and high-performance components for new propulsion systems.
-  **Assisted and autonomous driving**
Integration of sensors, control systems and intelligent actuators.
-  **Digitalization**
Connected vehicles, data collection and new digital functionalities.
-  **New mobility models**
Increasingly integrated, sustainable and efficiency-oriented services.

Innovation means integrating different skills to anticipate the evolution of mobility.

From research to industrial innovation



From experimentation to product



Where we are heading

Electrification and digitalization require increasingly intelligent components.

For this reason, Streparava continues to invest in the development of systems that inte-

grate mechanics, electronics and software, contributing to the evolution of mobility towards safer, more efficient and sustainable solutions.





Chassis and powertrain

Streparava’s expertise is focused on two complementary technological areas – **chassis** and **powertrain** – which represent the core of the Group’s offering and provide the foundation for its research, development and innovation activities.

Chassis

The chassis area includes systems that contribute to vehicle structure, stability and dynamics. Streparava designs, develops, validates and manufactures components mainly intended for independent suspension systems, wheel assemblies and axles for commercial vehicles, buses, trucks, agricultural vehicles and off-road applications.

The experience gained in independent suspension systems, which began in the late 1970s, has enabled the Group to consolidate its expertise in managing complex systems, integrating design, machining, assembly and quality control activities. Highly automated production lines ensure component traceability, monitoring of critical parameters and coordination of an international supply chain.

Powertrain

The powertrain area includes components responsible for transmitting engine power to the vehicle wheels.

Since 1995, the Group has developed solutions dedicated to the automotive, commercial vehicle and heavy-duty segments. Over time, the product portfolio has expanded from rocker arm assemblies to crankshafts, camshafts, connecting rods, engine braking systems and other transmission components.

The acquisitions of BPT Borroni Powertrain and SPT have strengthened the Group’s technological expertise, integrating specialized know-how and complementary production capabilities.

Product innovation represents one of Streparava’s key contributions to the transition towards more efficient and sustainable mobility.

Since 2010, the Group has developed and patented independent suspension solutions

dedicated to low- and zero-emission vehicles, anticipating some of the sector’s main technological developments.

At the same time, research activities focus on component lightweighting, a key factor in reducing energy consumption and emissions throughout the vehicle life cycle.

In this direction, Streparava has developed solutions based on lightweight alloys and advanced manufacturing processes, including aluminium suspension components, extruded arms and cross members produced using **High Pressure Die Casting (HPDC)** technology.

In some applications, these solutions enable weight reductions of up to **50%** compared to traditional components, contributing to improved vehicle energy efficiency regardless of the propulsion technology adopted.



Mercedes-Benz





Testing center

Founded in 2006 and accredited by Accredia since 2014, Streparava's **Testing Center** represents a strategic asset supporting innovation, product development and the Group's industrial quality.

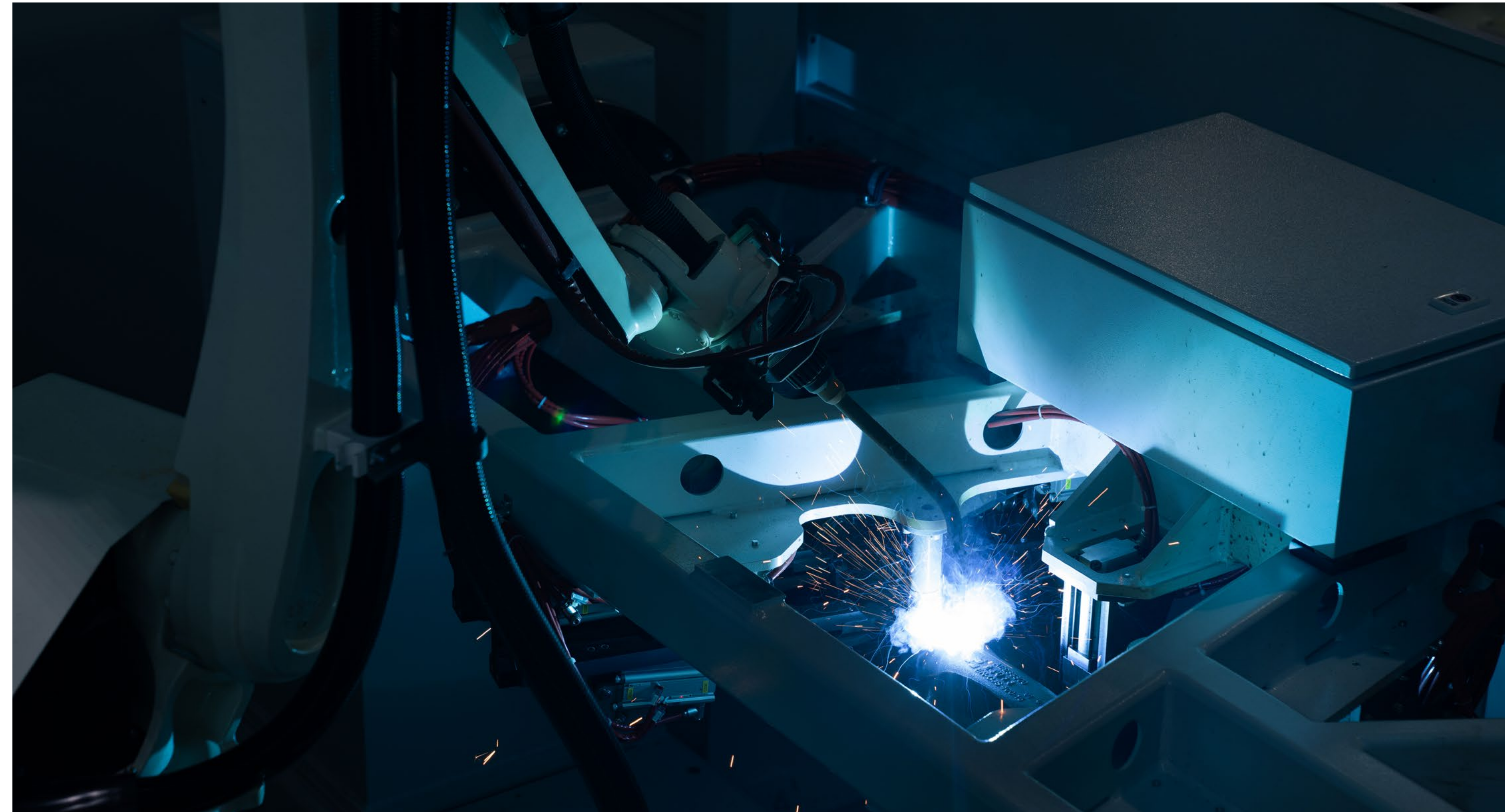
The laboratory performs experimental tests and validation activities that reproduce the operating conditions of components throughout their life cycle, enabling the verification of performance, reliability, durability and safety from the early stages of design and industrialization.

Over time, the Testing Center has expanded its expertise and operational capabilities, becoming a reference point for research and development activities and contributing to reducing validation times, optimizing products and mitigating the technical risks associated with the introduction of new solutions.

Accredia accreditation certifies the reliability of the tests performed and ensures the quality of laboratory processes, measurement traceability and compliance with applicable technical standards.

In addition to supporting Group companies, the laboratory collaborates with customers and industrial partners in testing and validation activities, fostering the shared development of customized solutions and innovation pathways.

In a sector characterized by increasingly demanding performance requirements and shorter development cycles, the Testing Center represents one of the distinctive elements of Streparava's value proposition, contributing to the development of reliable, innovative and competitive products for international markets.





The stages of our processes

One of Streparava’s key distinctive strengths is its ability to support customers throughout the entire product development cycle, from the definition of requirements through to series production.

Thanks to the integration of expertise across the Group’s different companies, the process combines design, industrialization, validation and manufacturing within a single operating model, enabling the development of complex components and systems while ensuring quality, reliability and speed of execution.

01

Kick-off



Every project starts with the definition of technical, performance and industrial objectives shared with the customer. At this stage, application requirements, design constraints and expectations regarding quality, costs and development timelines are analysed.

02

Design and Co-design



Design activities represent a central phase of the process. Thanks to the expertise developed in the chassis and powertrain sectors, Streparava can independently develop design solutions or collaborate directly with customers through a co-design approach, contributing to the optimization of product performance, industrialization and sustainability.

03

Prototyping



Once the design solution has been defined, prototypes are developed to verify technical feasibility and validate the main functional characteristics of the component or system. Prototyping makes it possible to reduce risks associated with subsequent development phases and accelerate the industrialization process.

04

Testing and Validation



The developed prototypes undergo testing and verification activities at the Group’s Testing Center, accredited by Accredia. Testing activities enable the simulation of real operating conditions and the verification of component performance, reliability, safety and durability, ensuring compliance with customer requirements and applicable regulations.

05

Engineering and Industrialization



Following technical validation, the project enters the industrialization phase. During this stage, production processes, equipment, machining cycles and control systems required to ensure efficient and repeatable manufacturing are defined. The experience gained in managing complex processes enables the Group to optimize quality, productivity and industrial competitiveness.

06

Project Validation



Before the start of series production, the project undergoes a final validation phase to verify full compliance of production processes and products with the agreed technical specifications. This phase represents a key milestone in ensuring high-quality standards and maintaining stable performance over time.

07

Production



The final phase consists of the series production of components and systems intended for customers.

Thanks to the integration of expertise across the Group and an international production network, Streparava is able to manage the entire industrial cycle, coordinating activities, suppliers and processes to ensure quality, reliability and on-time delivery.

This integrated model enables the transformation of ideas and design requirements into concrete industrial solutions, contributing to value creation for customers, partners and stakeholders throughout the entire value chain.





Certifications

Management systems represent one of the tools through which Streparava ensures quality, safety, environmental protection, operational efficiency, and regulatory compliance.

Certifications are a tangible instrument to safeguard quality, regulatory compliance, and continuous improvement, contributing to strengthening reliability towards customers, employees, and stakeholders.

Over the years, the Group has progressively extended its management systems to the different companies, supporting international growth through the adoption of shared standards and harmonized procedures.

Today, the main certifications cover the areas of quality, automotive, environment, occupational health and safety, laboratory testing, information security, and greenhouse gas emissions management.

In 2024, BPT Borroni Powertrain completed the certification process for **ISO 14001** and **ISO 45001**, further strengthening the management of environmental aspects and occupational health and safety. At the same time, the Group continues its efforts to extend management systems to companies recently incorporated into the Group and to align them with evolving regulatory and market requirements.

The priorities for the coming years include consolidating ESG performance monitoring systems, implementing the **NIS2** Directive for cybersecurity, and assessing the adoption of further international standards, including **ISO 50001**, dedicated to energy management.

The status of adoption of the main management systems across the Group’s companies is reported in the following table.

Adoption status of certifications and other instruments by Group companies

Società	EN ISO 9001	IATF 16949	EN ISO 14001	EN ISO 45001	EN ISO 17025	TISAX	NIS 2	Control Model 231 *	GHG Inventory
Streparava SpA	✓	✓	✓	✓	✓	✓	Under adoption	✓	✓
Streparava Iberica SLU	✓	✓							✓
SPT Srl	✓	✓						✓	✓
BPT Borroni powertrain Srl	✓	✓	✓	✓				✓	✓
Streparava SMT Srl	✓	Being planned						✓	✓
Streparava Componentes Automotivos LTDA	✓	✓	✓						✓
Streparava India PVT LTD	✓	✓	✓						✓
Alunext Srl P1	✓	Being planned	✓	✓		Under adoption		✓	✓
Alunext Srl P3	✓	✓				Under adoption		✓	✓

* Foreign companies are managed in accordance with Model 231 Italy

“Being planned” refers to the year 2025



ESG journey

Streparava's ESG Model

Double materiality assessment

ESG Strategic Plan





Creating shared value means combining economic growth, industrial development, and responsibility towards people, the environment, and local communities. For Streparava, sustainability is an integral part of the way it conducts business and increasingly guides strategies, processes, and decision-making.

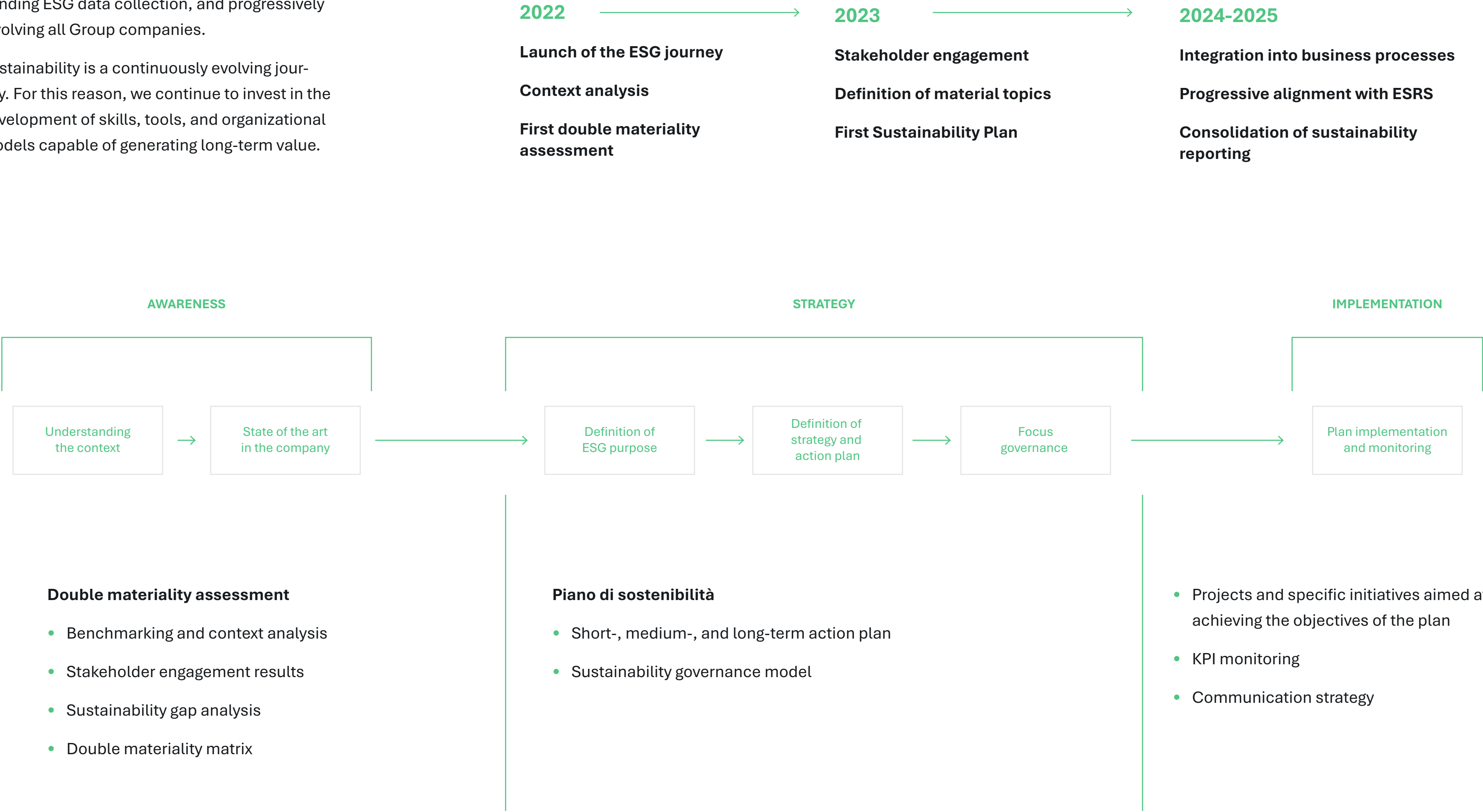
Since 2022, the Group has embarked on a structured journey to integrate environmental, social, and governance (ESG) factors, strengthening its understanding of the impacts generated by its activities, the sustainability-related risks and opportunities, and stakeholder expectations.

This journey has developed from the double materiality assessment to the definition of strategic priorities and the Sustainability Plan, through to the progressive integration of ESG objectives into planning, monitoring, and continuous improvement processes.

Although not subject to the obligations of the Corporate Sustainability Reporting Directive (CSRD), the Group has chosen to voluntarily align its reporting system with the European Sustainability Reporting Standards (ESRS), recognizing that transparency, measurability, and the quality of information are increasingly relevant factors for competitiveness.

In 2025, Streparava consolidated this journey by strengthening sustainability governance, expanding ESG data collection, and progressively involving all Group companies.

Sustainability is a continuously evolving journey. For this reason, we continue to invest in the development of skills, tools, and organizational models capable of generating long-term value.





Streparava’s ESG Model

[GRI 201-1]

Our ESG roadmap

Integrating sustainability into the business means transforming ESG objectives into decisions, projects, and measurable results. For this reason, Streparava has defined a roadmap that connects the Group’s strategy with operational initiatives, promoting the integration of environmental, social, and governance topics into business processes.

The roadmap starts from the analysis of the context and material topics, identifies strategic priorities, and translates them into objectives, projects, and key performance indicators (KPIs), assigning responsibilities, resources, and implementation timelines.

The model is based on continuous improve-

ment: priorities are periodically updated to respond to the evolution of the regulatory framework, market dynamics, and stakeholder expectations.

In 2025, the Group strengthened the integration between the Sustainability Plan, strategic planning, and performance monitoring, consolidat-

ing the role of sustainability as a driver of long-term value creation.





Double materiality assessment

[GRI 2-29, 3-1, 3-2] [ESRS BP-1, IRO-1]

The double materiality assessment is the tool through which Streparava identifies priority sustainability topics and defines its ESG strategies. The results of the assessment guide the Sustainability Plan, the management of impacts, risks and opportunities (IROs), and the Group's reporting process.

The approach considers two complementary perspectives:

Impact materiality (inside-out): assesses the effects that the Group's activities generate on people, the environment, and society throughout the value chain;

Financial materiality (outside-in): analyzes how ESG factors may influence competitiveness, economic performance, and the ability to create value in the short, medium, and long term.

Since 2024, the assessment has been developed according to a methodology consistent with the European Sustainability Reporting Standards (ESRS) and is progressively extended to all Group companies.

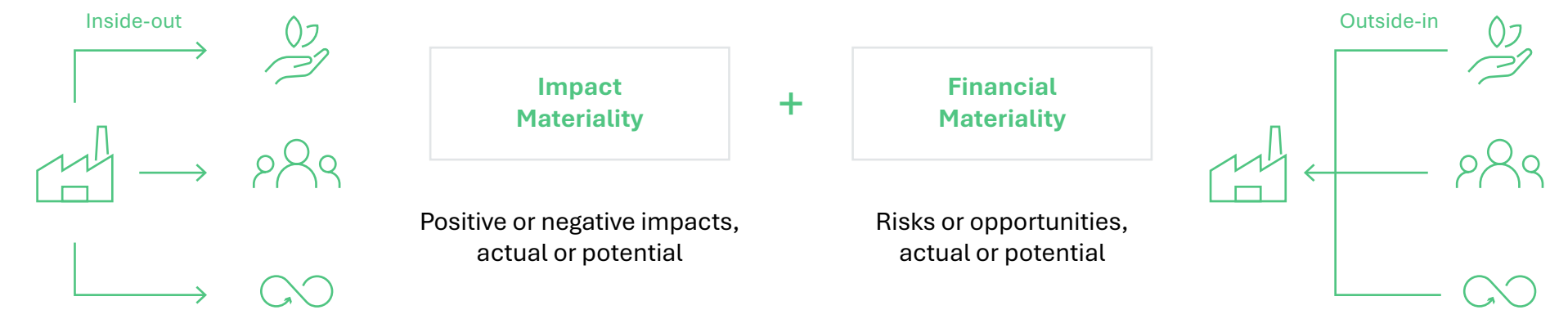
The process is structured into three phases:

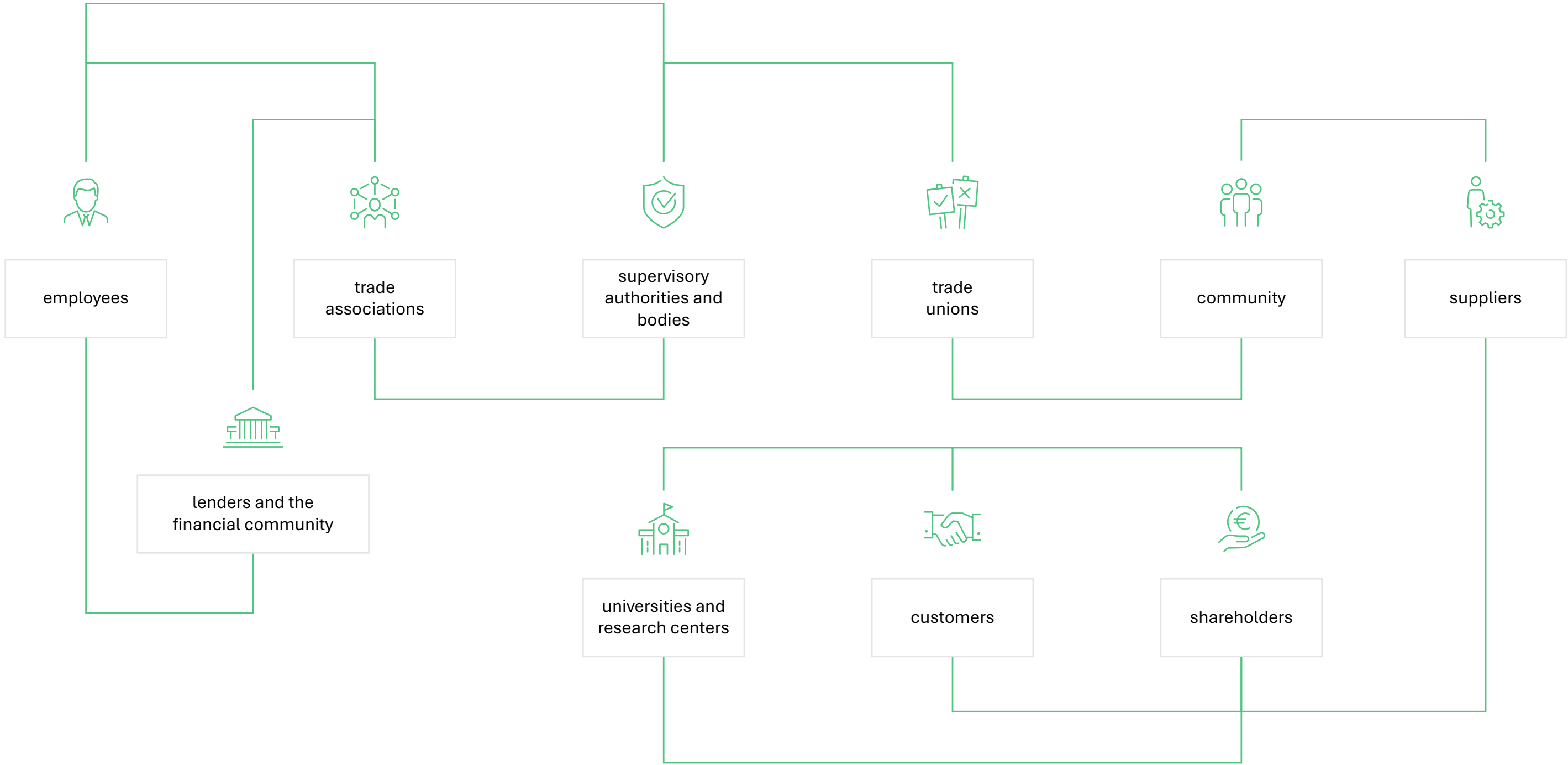
Context analysis and stakeholder engagement, aimed at understanding the reference context and gathering the expectations of key stakeholders.

Assessment of impacts, risks, and opportunities (IROs), considering the Group's activities and value chain.

Definition of material topics, which provide the foundation for the sustainability strategy and objectives.

Stakeholder engagement represents a central element of the entire process and enables the periodic update of ESG priorities based on changes in the context, market dynamics, and stakeholder expectations.





The stakeholder engagement process was developed in line with the principles of the AA1000 Stakeholder Engagement Standard (AA1000SES) 2015, through the identification of the most relevant stakeholder categories along the Group's value chain.

The assessment was conducted considering five criteria: responsibility, influence, proximity, dependency, and representativeness, in order to identify the stakeholders most relevant for the purposes of the double materiality assessment.

Engagement was carried out through an indirect listening approach, based on the analysis of documentary and publicly available sources, aimed at gathering the main expectations and areas of interest of the different stakeholder categories.

For each category, at least three representative stakeholders were analyzed; the evidence collected was subsequently translated into impacts, risks, and opportunities (IROs) and submitted to the assessment of the company's management.

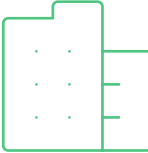


Material ESG Topics

The double materiality assessment enabled the identification of the ESG topics most relevant for Streparava, considering both the impacts generated on people, the environment, and society, and the effects that these aspects may have on the Group’s ability to create value in the short, medium, and long term.

Material topics represent the reference framework for defining strategic priorities, the ESG Plan, and the contents of this Report.

The update carried out in 2025 confirmed the relevance of the main topics already identified in previous years, highlighting increasing attention towards climate resilience, circular economy, people development, and the strengthening of governance throughout the value chain.

Area	Topic	Sub-topic
 Environment	Climate change (ESRS E1)	Adaptation
		Mitigation
		Energy
	Resource use and circular economy (ESRS E5)	Resource use
		Waste
 Social	Own workforce (ESRS S1)	Working conditions
		Equal opportunities
		Workers’ rights
	Affected communities (ESRS S3)	Economic, social, and cultural rights
	Consumers and end-users (ESRS S4)	Product safety
 Governance	Business conduct (ESRS G1)	Corporate culture
		Supply chain management and payment practices

The assessment also considered all other topics covered by the ESRS. In particular, **Water and marine resources (ESRS E3)** and **Pollution (ESRS E2)** were not identified as material, considering the characteristics of the Group’s activities and the management measures already in place. However, these aspects continue to be monitored within the environmental management systems and will be reassessed in future updates of the materiality assessment.

The assessment is in fact updated periodically to reflect the evolution of the regulatory context, stakeholder expectations, the Group’s activities, and developments in the automotive sector.



Contribution to the United Nations Sustainable Development Goals of the 2030 Agenda

The United Nations 2030 Agenda represents a reference framework for guiding sustainability strategies towards growth that combines economic development, environmental protection, and social progress.

Although Streparava does not adopt the SDGs as an independent planning framework, the Group considers their principles when defining its ESG Plan, linking the material topics identified through the double materiality assessment to the Sustainable Development Goals most relevant to the Group’s activities.

In particular, the main areas of contribution are:

SDG	Streparava’s contribution
	Protection of health and safety in the workplace and promotion of people’s well-being.
	Continuous training, skills development, and collaboration with schools, universities, and research centers.
	Energy efficiency initiatives and improvement of the environmental performance of production sites.
	People development, employment growth, and the promotion of responsible working practices.

SDG	Streparava’s contribution
	Investments in research, development, and innovation for the mobility of the future.
	Circular economy, efficient resource management, and waste reduction.
	Emissions monitoring, energy efficiency, and integration of climate-related topics into the company strategy.
	Collaboration with customers, suppliers, universities, research centers, and industrial partners.

The alignment between material topics, ESG objectives, and SDGs represents a strategic guidance tool that supports the Group in strengthening its contribution to sustainable development and in creating long-term value.

ESG Strategic Plan

The ESG Strategic Plan translates the Group’s sustainability guidelines into objectives, initiatives, and monitoring tools, promoting the progressive integration of environmental, social, and governance topics into decision-making and operational processes.

The Plan was defined based on the double materiality assessment, the evaluation of Impacts, Risks and Opportunities (IROs), stakeholder expectations, and the Group’s industrial strategy. It is a dynamic tool, periodically updated to re-

flect the evolution of the regulatory framework, market dynamics, and business priorities.

For each material topic, medium- and long-term objectives have been identified and progressively supported by initiatives, responsibilities, and performance indicators (KPIs), with the aim of measuring implementation progress and results.

The following sections illustrate the main development areas of the ESG Plan.





Environmental objectives are focused on improving energy performance, efficiently managing resources, developing the circular economy, and strengthening climate resilience.

Particular attention is dedicated to consolidating the greenhouse gas emissions inventory

(GHG Inventory), through the progressive improvement of data quality related to Scope 1, 2, and 3 emissions, providing the foundation for future decarbonization initiatives and for responding to the growing expectations of customers, financial institutions, and the market.

Environmental objectives

Material topic	SDG	Long-term objective	Short- and medium-term objective
Climate change	 	Progressively contribute to the reduction of greenhouse gas emissions associated with the Group's activities and value chain.	Consolidate the GHG emissions monitoring system by extending data collection and improving the quality of information related to Scope 1, 2, and 3 emissions.
Use of resources and circular economy		Continue to improve resource use efficiency	Define and implement at least one project per year that includes reducing the resources used and/or reducing the waste produced

Social objectives are focused on enhancing people's value, protecting occupational health and safety, developing skills, and strengthening dialogue with the local areas and communities in which the Group operates.

Governance objectives aim to strengthen integration among Group companies, consolidate ESG management tools, and improve the ability to respond to the growing expectations of the market and stakeholders.

Social objectives

Material topic	SDG	Long-term objective	Short- and medium-term objective
Own workforce		Enhance people's well-being, health, safety, and development.	- Extend welfare initiatives by implementing at least one initiative per year at each site. - Continue improving health and safety performance by reducing risk factors in the workplace.
Affected communities		Strengthen relationships with local communities.	Expand collaborations with schools, ITS institutions, universities, and training organizations.

Governance objectives

Material topic	SDG	Long-term objective	Short- and medium-term objective
			Promote and harmonize the best organizational and management practices across all Group companies.
Business conduct	 	Strengthen management integration among Group companies.	Extend ISO 14001 and ISO 45001 certifications to additional Group sites.
		Improve the ability to respond to market information requests.	Implement a structured system for calculating Product Carbon Footprint (PCF).
		Promote a sustainability culture.	Continue strategic sustainability training for management and key company roles.

Streparava's **human** capital

Approach to social topics and policies

Our people

Community development and support





Approach to Social Topics and Policies

[GRI 3-3, S1-1 – Policies related to own workforce]

People represent a key factor for Streparava’s competitiveness and development. Skills, experience, and the ability to innovate constitute the Group’s main asset and enable it to address the challenges of a constantly evolving sector such as automotive.

For this reason, we promote a working environment based on safety, inclusion, skills development, and people enhancement, recognizing that business growth and employees’ well-being are closely interconnected.

The principles guiding human resources management are defined in the **Group’s Code of Ethics**, which promotes respect for individuals, human and labour rights, equal treatment, the enhancement of diversity, health and safety, and professional development.

These principles are further strengthened by the **ESG Policy**, inspired by the main international references, including the Universal Declaration of Human Rights, the fundamental conventions of the International Labour Organization (ILO), and the principles of the United Nations Global Compact.

The commitment towards responsible people management is also supported by the **Organization, Management and Control Model** pursuant to Legislative Decree 231/2001 and by the **whistleblowing** system, which allows employees and stakeholders to report any non-compliant behaviours confidentially, in accordance with company procedures.

Health and safety protection represents a principle applied across all Group companies. The management systems adopted, supported in several sites by ISO 45001 certification, promote a prevention-oriented approach, continuous improvement, and the development of a shared safety culture.





Our People

The diversity of our workforce

[GRI 2-7, 2-8, 2-30, 401-1]

People represent Streparava’s main asset and are a key factor in the Group’s ability to innovate, grow, and address the transformations affecting the automotive sector.

As of 31 December 2025, the Group employs 1.107 employees, in addition to 76 non-employee workers, mainly engaged through temporary employment contracts or other forms of collaboration provided for in the different geographical contexts. Overall, 1.200 people operate within the Group.

The workforce is characterized by a prevailing presence of permanent and full-time contracts, confirming the Group’s commitment to promoting stable employment relationships oriented towards the long term.

In line with the characteristics of the automotive sector, the workforce is predominantly com-

Employees by gender and contract type

Contract	Male	Female	Total	%
Permanent contract	776	102	878	79
Temporary contract	215	14	229	21
Full time	976	101	1077	97
Part time	15	15	30	3
Total	991	116	1107	
% su tot	90	10		

posed of male employees. However, the Group promotes equal opportunities in recruitment, professional development, and internal career growth processes, enhancing skills and merit regardless of gender, age, or nationality.

The presence of companies in different countries gives the Group an international workforce composition, governed by the respective national regulations and, where applicable, by relevant collective bargaining agreements.

Below are details of the resources used in each company.

1.107

Employees

76

Not employees¹

¹The category of non-employees includes all workers with temporary employment contracts, also known as temporary workers. In locations that employ this type of worker, we apply the same contractual and remuneration conditions as for directly hired workers.

	Streparava Spa e Holding			BPT			SPT			Streparava SMT		
	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
Employees	398	396	387	70	76	77	45	44	48	46	48	45
Male	352	350	342	66	72	74	32	32	34	44	45	42
Female	46	47	45	4	4	3	13	12	14	2	3	3
Not employees	28	49	48	27	18	24	9	14	9	10	7	24
Male	27	46	47	27	18	24	8	13	7	10	7	24
Female	1	3	1	0	0	0	1	1	2	0	0	0
Total	426	445	435	97	94	101	54	58	57	56	55	69

	Alunext			Streparava Brasile			Streparava India			Streparava Spagna		
	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
Employees	127	129	135	114	73	70	291	264	269	16	15	15
Male	116	118	126	90	57	49	277	249	257	14	13	13
Female	11	11	9	24	16	21	14	15	12	2	2	2
Not employees	1	1	4	0	0	0				1	1	3
Male	1	1	4	0	0	0				1	1	3
Female	0	0	0	0	0	0				0	0	0
Total	128	130	139	114	73	70	291	264	269	17	16	18



Employees of Group companies are hired according to the contractual provisions applicable in the different geographical contexts. In companies operating within the European Union, the relevant National Collective Labour Agreement (CCNL) or equivalent local collective agreements are applied, where required. In companies operating outside Europe, employment relationships are governed by collective bargaining agreements or individual contracts compliant with the regulations in force in the respective countries.

The distribution by age group highlights the coexistence of professionals with different experiences and skills, supporting knowledge transfer and organizational continuity.

Distribution of employees by age group

Age	N.
<30 years	349
30 to 50 years	503
>50 years	255
Total	1107

Employees turnover

	Streparava Spa e Holding		BPT		SPT		Streparava SMT		Streparava Brasile		Streparava Spagna		Alunext		Totale 2025
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	
New hired employees	26	32	2	11	4	6	3	1	63	23	1	0	17	20	116
No. of employees departures	24	23	8	12	3	6	5	1	22	23	0	0	19	20	81
Resignation	13	8	6	8	2	4	3	0	7	8	0	0	9	8	40
Retirement	4	7	1	3	0	1	1	1	1	1	0	0	0	0	7
Other motivation	7	8	1	1	1	1	1	0	14	14	0	0	10	12	34
Total	398	396	70	76	45	44	46	48	114	73	16	15	127	129	816
Turnover	6,0%	5,8%	11,4%	15,8%	6,7%	13,6%	10,9%	2,1%	19,3%	31,5%	0,0%	0,0%	15,0%	15,5%	9,9%
of which voluntary turnover	3,3%	2,0%	8,6%	10,5%	4,4%	9,1%	6,5%	0,0%	6,1%	11,0%	0,0%	0,0%	7,1%	6,2%	4,9%

In 2025, the Group recorded 116 new hires and 81 departures, with a turnover rate of 4,9]. This indicator is periodically monitored to support policies aimed at attracting, developing, and retaining people.





Employee Wellbeing and Welfare Initiatives

[GRI 401-2]

A people-oriented welfare approach

People’s well-being represents one of the pillars of Streparava’s corporate culture. For this reason, the Group promotes initiatives focused on health, organizational well-being, family support, social engagement, and work-life balance, with the aim of improving employees’ quality of life both inside and outside the workplace.

The main initiatives are developed along four areas of action.

1. Support for families

We believe that people’s well-being also depends on supporting their families and the growth paths of younger generations.

Since 2001, Streparava has promoted a **scholarship program** dedicated to employees’ children, with the aim of recognizing their academic commitment and supporting access to education.

To date, the initiative has involved approximately **320 students**, with a total investment exceeding **240.000 euros**.

In 2025, **21 students** were awarded during the traditional annual ceremony, representing an opportunity for interaction between the company, employees, and families.

2. Health and quality of life

Promoting well-being also means encouraging healthy lifestyles. The Group provides free flu vaccination campaigns, nutritional consultations, and initiatives focused on prevention and psychological health.

The main activities include:

- voluntary flu vaccination;
- free nutritional consultations;
- the **Codici Colore** project for healthy eating habits;
- online psychological support service at the Brazilian site.

3. Sport, physical activity, and social engagement

Sport represents an important opportunity to promote well-being, collaboration, and a sense of belonging.

Over the years, Streparava has encouraged employees’ participation in numerous sporting and solidarity initiatives, including:

- Brescia Art Marathon
- Lake Run
- Red Run

The Group also promotes agreements with sports facilities, healthcare services, and local organizations, facilitating access for employees and their families to initiatives dedicated to well-being and quality of life.

StraWoman 2025

Streparava is there: For the third consecutive year, the Group participated in StraWoman, an event dedicated to well-being and the promotion of women’s empowerment.



In our company, listening to and valuing people means creating the conditions for continuous, authentic and shared improvement.

Employee listening

Listening to people represents one of the principles on which Streparava's organizational culture is based. Continuous dialogue with employees enables the Group to understand needs, gather suggestions, and identify improvement opportunities, contributing to the development of an increasingly participatory and innovation-oriented working environment.

Dialogue is encouraged through an “**open-door**” approach, which promotes direct interaction between employees, managers, and leadership. Each site also has a Human Capital representative whom employees can contact to share needs, report issues, or propose improvement initiatives.

Information collected through daily interaction and listening activities is analyzed to guide organizational actions and improve people's well-being and process effectiveness.

Quick Kaizen: every idea can make a difference

Listening is translated into practice through the **Quick Kaizen** program, one of the tools through which Streparava promotes continuous improvement according to Lean culture principles.

Every employee can easily propose ideas to improve processes, safety, ergonomics, quality, or work organization. Proposals are assessed by a dedicated committee and, when implemented, contribute to a recognition system that values employees' contributions.

Quick Kaizen - significant results:

Since 2015, almost **4,000 Quick Kaizen** initiatives implemented;

more than €16,000 recognized to employees;

introduction of the “**Kaizen of the Month**” award, dedicated to the most impactful proposal.

More than just an idea collection tool, Quick Kaizen represents a concrete way of embracing continuous improvement, leveraging people's daily experience and strengthening their involvement in the Group's growth.





Training and Personal and Organisational Development

[GRI 404-1, 404-2]

Training represents one of the main tools through which Streparava supports skills development, continuous improvement, and organizational evolution.

Investing in people means strengthening the Group’s ability to address the technological, industrial, and organizational transformations affecting the automotive sector, while also enhancing employees’ potential.

Training activities include technical, managerial, and transversal learning paths, designed to meet the needs of different business functions and support professional growth throughout employees’ careers.

Training hours

	Total hours			Average hours		
	Female	Male	Total	Female	Male	Total
Employees	2,331	13,198	15,528	20.1	13.3	14.0
Not employees	30	1,642	1,672	15.0	22.2	22.0
Total	2,361	14,839	17,200	20.0	13.9	14.5

Average hours of training per employee

	2022	2023	2024
Streparava Spa e Holding	18.5	17.6	13.3
BPT	15.2	17.3	16.6
SPT	17.8	13.7	15.7
Streparava SMT	nd	10.6	13.4
Streparava Brasile	nd	nd	81.6
Streparava India	2.6	3.7	3.9
Streparava Spagna	nd	31.9	21.2
Alunext	8.6	5.9	4.6

In addition to mandatory health and safety training, in 2025 the Group continued to invest in skills development through initiatives dedicated to sustainability, innovation, leadership, and process improvement.

ESG Training

Building a sustainability culture requires shared knowledge and skills.

For this reason, every year a significant portion of training activities is dedicated to ESG topics, with the aim of integrating environmental, social, and governance aspects into daily activities.

In 2025, more than 3,200 training hours were delivered, involving approximately 400 employees, with a specific focus on topics such as mental well-being, financial sustainability, and understanding payslips.



Lean Academy

The development of managerial skills is supported by the Lean Academy, developed with Lenovys and available to all employees.

The platform provides more than 25 hours of content dedicated to leadership, work organization, communication, priority management, and continuous improvement.

A central element of the program is the concept of Gold Activities, which helps people focus on activities capable of generating greater value for customers and the organization.

The Lean Academy represents one of the tools through which Streparava promotes the Lean Lifestyle® Company model, integrating Lean Thinking principles with people’s well-being and sustainable organizational growth.

The Lean Lifestyle® Company model

The Lean Lifestyle® Company model expands Lean Thinking principles by placing not only process efficiency, but also people development, at the center.

The goal is to create value through continuous improvement, waste reduction, widespread empowerment, and a better balance between professional and personal life.

To support this journey, the Steering Committee defined the Lean Leader Decalogue, which guides managers towards a leadership style based on responsibility, listening, delegation, planning, and continuous improvement.

Advanced training and managerial development

The Group promotes advanced training programs developed with universities and qualified partners, dedicated to strengthening managerial skills and fostering innovation. The main initiatives include:

- Executive Master Lean Lifestyle® and Impact Innovation;
- Master Streparava, dedicated to high-potential employees;
- Specialist training updates for technical functions on automotive industry standards.



AI and future skills

In 2025, Streparava launched an initial program dedicated to **Artificial Intelligence**, involving experimental working groups and introducing the first training activities aimed at employees.

The initiative represents the beginning of a long-term journey aimed at developing widespread skills in the use of AI technologies and their applications within industrial, organizational, and management processes.

During 2026, the project will enter a new phase, with a broader training plan that will progressively involve employees, technicians, managers, and staff functions, with the objective of supporting the Group’s digital evolution and promoting a conscious and responsible use of Artificial Intelligence.

On-the-job operational training

On-the-job training represents one of the most effective tools for transferring technical skills and corporate culture.

From the moment they join the company, each employee is supported by tutors and experienced colleagues to progressively develop operational autonomy, familiarity with processes, and knowledge of quality, safety, and continuous improvement principles.



Skills assessment and development plan

[404-3]

Skills development represents one of the Group’s main competitiveness drivers. For this reason, Streparava has adopted a structured assessment system that supports people’s professional growth and provides management with tools to plan training, development, and succession for key roles.

At the core of this model is the Human Capital Review, a process that periodically analyzes skills, performance, and organizational behaviors, encouraging continuous dialogue between employees and managers and promoting a culture focused on improvement.

The process is structured around three main steps:

- **Skills Evaluation**, focused on assessing technical and transversal skills and identifying training needs;
- **Trust Evaluation**, aimed at measuring organizational behaviors and alignment with the Group’s values, through indicators such as collaboration, accountability, reliability, and improvement orientation;
- **Performance Management**, which involves the shared definition of individual objectives, monitoring of results, and identification of professional development opportunities.

This model promotes alignment between people’s growth and business objectives, strengthening awareness of skills and supporting the planning of future organizational needs.

In 2025, the system was applied to all office-based employees of the Group’s Italian companies, while the process of extending the model to other organizational contexts is ongoing, with the aim of harmonizing human capital management processes at an international level.

For production personnel, specific assessment tools are adopted, aimed at enhancing technical skills, operational autonomy, organizational behaviors, and multi-skilling capabilities, which are essential elements for ensuring quality, flexibility, and continuous improvement.

Periodic Review of Employees

	No. of people			% of people		
	Female	Male	Total	Female	Male	Total
Employees	86	650	735	78%	70%	70%
Not employees	4	84	88	100%	98%	98%
Total	90	734	823	79%	72%	73%

% of Employees with periodic review

	2025		2025
Streparava Spa e Holding	100%	Streparava Brasile	100%
BPT	100%	Streparava India	27%
SPT	100%	Streparava Spagna	15%
Streparava SMT	100%	Alunext	44%

Talent Development and Knowledge Continuity

For Streparava, enhancing people means building over time the skills required to support innovation, growth, and business continuity.

Particular attention is dedicated to strategic skills and key roles. Through dialogue between management and the Human Capital function, we identify talents, support internal growth, and promote, where possible, mobility paths across functions and Group companies.

This approach enables the preservation of corpo-

rate knowledge, facilitates skills transfer between generations, and strengthens the organization’s ability to address technological and market developments.

In the coming years, we will continue to develop increasingly integrated **Talent Management** and **Succession Planning** tools, with the aim of supporting people’s growth and ensuring that the Group has the skills required to face future challenges.



Diversity, equity, and inclusion

[GRI 401-3]

Promoting an inclusive working environment means valuing differences and ensuring equal opportunities for all people.

For Streparava, respect for individual dignity, fairness, and non-discrimination represent fundamental principles of the organizational model and corporate culture.

These principles, referenced in the Code of Ethics, guide recruitment, professional development, and people management processes, ensuring that every employee can contribute to the Group’s growth regardless of gender, age, nationality, personal beliefs, or other individual characteristics.

Although operating in a sector traditionally characterized by limited female representation, we continue to promote a working environment based on respect, inclusion, and the recognition of merit.

Gender equality

Female representation in the automotive sector remains limited, particularly in production and technical roles. This characteristic is also reflected in the Group’s workforce composition, where women represent approximately **10% of employees**.

Despite a context influenced by labour market characteristics, we promote initiatives aimed at spreading a culture of equal opportunities and mutual respect.

Since 2024, we have joined the **Posto Occupato** initiative, promoted by the Municipality of Adro on the occasion of the International Day for the Elimination of Violence against Women. Two red chairs placed in company premises symbolically commemorate victims of violence and encourage reflection on the importance of prevention.

In 2025, the initiative continued with the distribution of a red ribbon to all employees, representing the Group’s commitment to promoting a culture based on respect, inclusion, and the prevention of all forms of violence and discrimination.

Cultural diversity

With employees from more than twenty nationalities, Streparava is an increasingly international organization.

We promote a working environment that respects different cultures and beliefs, adopting organizational solutions that support inclusion and well-being, such as dedicated prayer spaces, attention to different dietary needs, and initiatives aimed at encouraging dialogue and mutual understanding.

Work-life balance

Supporting balance between professional and private life represents an essential element of people’s well-being.

We ensure that employees have access to the leave arrangements provided by applicable legislation and promote the use of these tools in a supportive environment, without negative impacts on professional development paths.

In 2025, the **Solidarity Time Bank** was introduced, an initiative provided for by the Metal-working Collective Labour Agreement (CCNL), which allows employees to voluntarily donate holiday days or leave hours to colleagues facing particularly challenging personal situations. During its first year of implementation, a total of 250 hours were collected, confirming the strong spirit of solidarity within the Group.

During the year, **126 employees** made use of family leave arrangements, including **78% men** and **22% women**.

In Group companies operating in different regulatory contexts, such as India, we nevertheless adopt flexibility measures consistent with local legislation, recognizing that people’s well-being is a key element of sustainable development.



Health and safety

[GRI 403-1, 403-2, 403-3, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10]

Protecting people’s health and safety represents one of the fundamental principles of our way of operating.

Ensuring safe working environments means protecting people, guaranteeing operational continuity, and contributing to the overall quality of the Group’s activities.

For this reason, we adopt a preventive and systematic approach to risk management, based on continuous improvement, active employee participation, and the development of a strong safety culture.

In 2025, the Group recorded 32 accidents involving employees, with an overall accident rate of 2,16. During the year, no cases of occupational disease were recorded.

Recordable injuries and work-related ill health

	2025	2024	2023
Recordable work-related injuries	32	24	21
Injury frequency rate	2.16	1.61	1.45
No. of work-related ill health	0	0	0

Health and Safety Performance

	Streparava Spa e Holding			BPT			SPT			Streparava SMT		
	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
Recordable work-related injuries	16	12	7	1	0	1	0	1	2	3	3	3
Hours worked	572.848	581,090	584,547	116,368	119,832	120,866	69,606	84,687	74,487	71,103	76,787	49,371
Injury frequency rate	2.79	2.07	1.20	0.86	0	0.83	0	1.18	2.69	4.22	3.91	6.08

	Streparava Brasile			Streparava India			Streparava Spagna			Alunext		
	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
Recordable work-related injuries	4	5	1	0	0	0	0	0	1	8	3	6
Hours worked	251,668	220,053	207,134	158,504	153,120	151,356	23,214	28,367	28,571	221,000	226,188	232,206
Injury frequency rate	1.59	2.27	0.48	0	0	0	0	0	3.50	3.62	1.33	2.58



Health and safety management is based on a system aligned with the principles of ISO 45001, certified at Streparava S.p.A. and BPT Borroni Powertrain and progressively extended to the other Group companies through shared procedures and standards.

The system defines roles, responsibilities, and risk management methods, ensuring a structured process for identifying, assessing, and controlling hazards in compliance with the regulations in force in the countries where we operate. Risk assessments are periodically updated to incorporate organizational changes, new production processes, and potential improvement needs.

An important role is also played by near-miss analysis, which enables the timely identification of the causes of potential incidents and the implementation of preventive actions before more serious events can occur. All reports are analyzed and monitored until corrective measures are fully implemented.

People's participation is an essential element of our prevention model. Employees can report risk situations through managers, Workers' Safety Representatives (RLS), or the Quick Kaizen system, directly contributing to the improvement of working environments.

Training represents one of the main prevention

tools. In addition to mandatory training required by legislation, we promote initiatives aimed at all organizational levels to spread safe behaviors and strengthen a prevention-oriented culture. Health protection is also supported by the occupational medicine service, which ensures health surveillance and prevention activities in collaboration with the Human Capital and Health & Safety functions.

Ergonomics and innovation

Among the projects developed in 2025 is an initiative dedicated to improving the ergonomics of workstations, with the aim of reducing physical strain and preventing musculoskeletal disorders.

The project uses artificial intelligence-based tools to analyze operators' movements, postures, and actions in real time during production activities. The information collected enables the identification of potentially critical situations and the design of targeted workstation improvements, enhancing ergonomics, safety, and people's well-being.

The initiative confirms the Group's approach, which integrates technological innovation and prevention to develop working environments that are increasingly safe, efficient, and sustainable.





Development and support for local communities

Our connection with local communities

[GRI 3-3]

The Group’s growth is closely linked to the territories in which we operate. Our sites are not only production facilities, but also points of reference for people, institutions, schools, and organizations with which we build relationships based on trust, collaboration, and shared development.

We believe that a company creates lasting value by also contributing to the economic, social, and cultural growth of the communities that host it. For this reason, we promote initiatives dedicated to education, social inclusion, culture, volunteering, and dialogue with the education system.

Our activities involve, in particular, young people, educational institutions, training organizations, universities, Third Sector associations, and other entities committed to the development of local communities, with the aim of generating opportunities and shared value over the long term.

Internships, work-based learning, and relationships with schools

Collaborating with the education system means contributing to the development of skills that will be essential for the future of the manufacturing sector and promoting dialogue between schools and businesses.

For many years, we have developed partnerships with technical institutes, ITS programs, universities, and advanced training centers, offering internships, curricular placements, PCTO pathways, and company visits that allow students to gain first-hand knowledge of the production environment and the professional skills required by the automotive sector.

We have been partners of ITS Lombardia Meccatronica since its foundation and every year we welcome students for internships, some of whom continue their professional journey within the Group.

In 2025, we also joined the IFTS A.M.P.E.R.E. project, promoted by Fondazione ITS Lombardia Meccatronica Academy together with Randstad Technical and other companies in the area, with the aim of training new specialized profiles in mechanical and electrical maintenance. The program, based on a first-level apprenticeship contract, combines classroom training, in-company experience, and employment activities, supporting a rapid transition into the world of work. Thanks to this initiative,

7 stage universitari

6 stage ITS e IFTS

in September we welcomed six apprentices into the maintenance activities of our plants, contributing to the development of strategic technical skills for the Group.

Finally, collaboration with Istituto di Istruzione Superiore Marzoli di Palazzolo sull’Oglio continues. In 2025, we completed the fourth edi-

46 studenti in alternanza scuola-lavoro

50 alunni ospitati in visita scolastica

tion of the PCTO project with the school. The initiative involved approximately fifty final-year mechatronics students, who received forty hours of training delivered by our professionals on company organization, production processes, and the skills required by the sector, providing concrete support for educational and professional orientation.





Initiatives in local communities

Trade fairs, events, and career guidance

We regularly participate in trade fairs, events, and career guidance initiatives to foster dialogue with students, young professionals, and local communities, promoting awareness of the Group and the growth opportunities offered by the manufacturing sector.

In 2025, we took part in **Futura Expo**, the leading Italian event dedicated to innovation and sustainability, where we shared our commitment to developing lightweight aluminium solutions for more efficient and sustainable mobility.

We also participated in **Domani Lavoro**, an event dedicated to connecting companies and people seeking professional opportunities. During the three-day event, we met numerous students and candidates interested in internship and employment opportunities, presenting the Group, our values, and the professional growth paths offered by Streparava.

Circular economy and social inclusion

One of the most significant examples of our ability to combine environmental sustainability and social impact comes from Streparava

Componentes Automotivos Ltda. (SCAL) in Brazil.

Through the **“The dream begins in a bed”** project, unusable wooden pallet waste is donated to the APAC (Associação de Proteção e Assistência aos Condenados) association, which uses it in a carpentry workshop to produce cribs and beds for families in need.

The initiative generates a dual benefit: it promotes the recovery of materials that would otherwise be disposed of and supports the social reintegration of people involved in the association’s programs, while simultaneously contributing to the support of local communities.

Collaborations with associations and foundations

Our commitment to local communities is also expressed through support for organizations active in the social, healthcare, cultural, and sports sectors.

In 2025, we renewed our support for Fondazione AIRC per la Ricerca sul Cancro, participating in the Azalee della Ricerca campaign. The initiative directly involved the Steering

Committee and employees of the Italian sites; the Group also doubled the total amount raised, further strengthening its contribution to scientific research.

We also continue to support cultural initiatives, including the activities of Teatro Grande di Brescia, recognizing culture as an important driver of local development.

Finally, we support numerous organizations engaged in volunteering and social inclusion, including Sci Club Sarnico through the Insieme non ci sono barriere project, the Gruppo Volontari Ambulanza di Adro, and the Vigili del Fuoco Volontari di Palazzolo sull’Oglio.

Through these collaborations, we contribute to the development of more inclusive and resilient communities, strengthening the connection between the Group and the territories in which it operates.

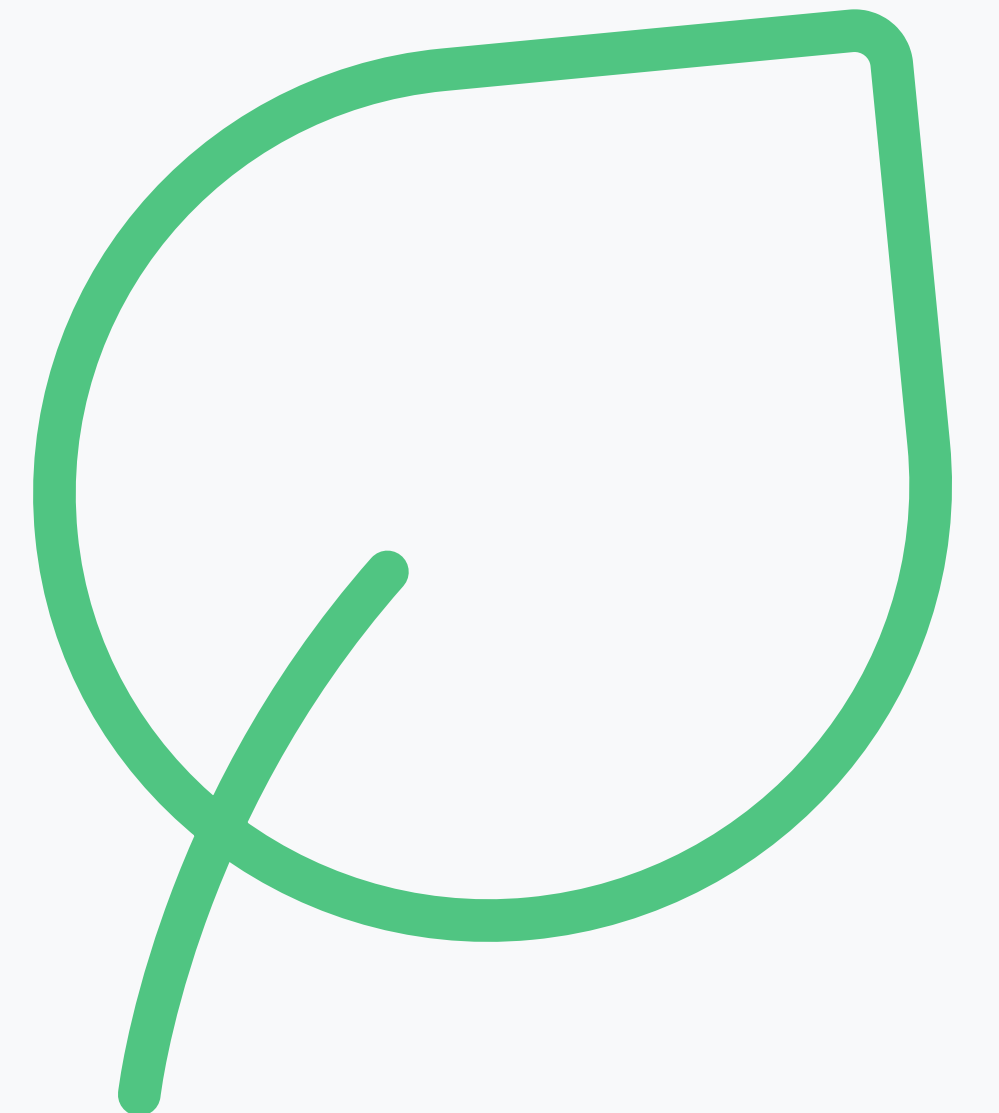


Our contribution to **environmental protection**

Approach to environmental issues and policy

Resource use and the circular economy

Energy and climate





Approach to environmental topics and environmental policy

[GRI 3-3, E1-2 Policies relating to climate change mitigation and adaptation, E5-1 Policies relating to resource use and the circular economy]

Environmental protection is an integral part of the way we conduct our business and of the Group's sustainability journey. Aware of the impacts associated with manufacturing activities, we promote responsible resource management and continuous improvement of environmental performance.

Our approach is based on impact prevention, compliance with applicable regulations, and the integration of environmental topics into business processes. The priorities identified through the double materiality assessment mainly concern climate change, energy efficiency, resource use, and circular economy.

To support this commitment, we adopt an **Environmental Management System** that defines roles, responsibilities, procedures, and monitoring tools to manage environmental aspects and promote performance improvement. The principles guiding this system are also reflected in the Code of Ethics, which highlights the Group's commitment to environmental protection, responsible use of natural resources, and compliance with applicable legislation.

Currently, the sites of Streparava S.p.A., BPT Borroni Powertrain, Streparava Componentes Automotivos (Brazil), and Streparava India are certified according to the **ISO 14001** standard. Certifications are subject to periodic audits by independent certification bodies, while the process of extending the system continues progressively across the other Group companies.

At the same time, all Italian sites carry out a systematic assessment of environmental aspects and risks in order to identify preventive measures and improvement opportunities supporting operational continuity.

Environmental performance is monitored through indicators relating to energy consumption, greenhouse gas emissions, resource use, and waste generation, which provide the basis for defining improvement objectives and reporting the Group's results.





Resource use and circular economy

The efficient use of resources is a central element of our sustainability approach. In a sector such as automotive, characterized by significant use of raw materials, improving process efficiency means reducing environmental impacts, limiting waste, and creating value throughout the entire production chain.

For Streparava, the circular economy applies to the entire resource lifecycle: from raw material selection to process design, through waste recovery and the adoption of logistics solutions aimed at material reuse.

In line with the ESG Strategic Plan, we continue to develop improvement initiatives aimed at increasing resource efficiency, reducing material consumption, and limiting waste generation.

Incoming resource flows

[GRI 301-1, 301-2, 301-3, E5-4 – Incoming resource flows]

The Group’s activities are mainly based on the processing of metallic materials used to manufacture high-tech components for the automotive sector. The management of incoming resources is therefore essential to ensure quality, production efficiency, and the reduction of environmental impacts.

The main categories of materials used include:

- metallic raw materials;
- packaging materials;
- process auxiliary materials.

Raw materials represent the largest share of consumption and mainly include carbon steel, cast iron, and aluminium alloys, purchased in the form of forgings, castings, or semi-finished products. A specific role is played by Alunext S.r.l., specialized in the production of aluminium alloy components mainly obtained through the melting of ingots.

Alongside production materials, we use wooden pallets, paper and cardboard, plastic films, and other packaging materials required to protect products during transport and delivery.

In 2025, the Group used more than 60 thousand tonnes of materials overall.

The predominant use of metals involves significant consumption of non-renewable resources. At the same time, approximately **51%** of the materials used derive from recycled sources, while for the main metallic raw materials the recycled content reaches approximately **45%**.

Packaging materials also contribute to sustainability objectives: in 2025, approximately 87% of packaging materials used, equal to **1,030 tonnes**, consisted of renewable-origin materials, mainly wood, paper, and cardboard.

At the same time, we continue to expand the use of **returnable packaging** systems, reusable packaging solutions that reduce single-use materials, limit waste generation, and improve supply chain efficiency.

Materials consumed¹

Company	Raw materials	Packaging	Total	of which recycled (%)
Streparava Spa	32,685.70	227.82	32,913.52	36.84
Alunext	4,582.05	471.51	5,053.56	65.06
BPT	624.30	43.01	667.31	78.38
SPT	775.81	50.00	825.81	48.69
Streparava SMT	3,479.50	245.83	3,725.33	67.26
Streparava Brasile	15,377.75	98.76	15,476.51	77.19
Streparava India	1,252.70	44.11	1,296.81	0.00
Streparava Spagna	119.12	2.71	121.83	64.84
Total	58.896,92	1.183,76	60.080,69	51,25

¹Intercompany purchases, i.e., purchases between different companies within the Group, are not taken into account for calculation purposes.



Outgoing resource flows

[GRI 306-1, 306-2, 306-3, 306-4, 306-5, E5-5 – Outgoing resource flows]

Managing outgoing resource flows represents a fundamental element of our circular economy approach. The objective is to progressively reduce materials sent for disposal, prioritizing recovery and valorization whenever technically and economically feasible.

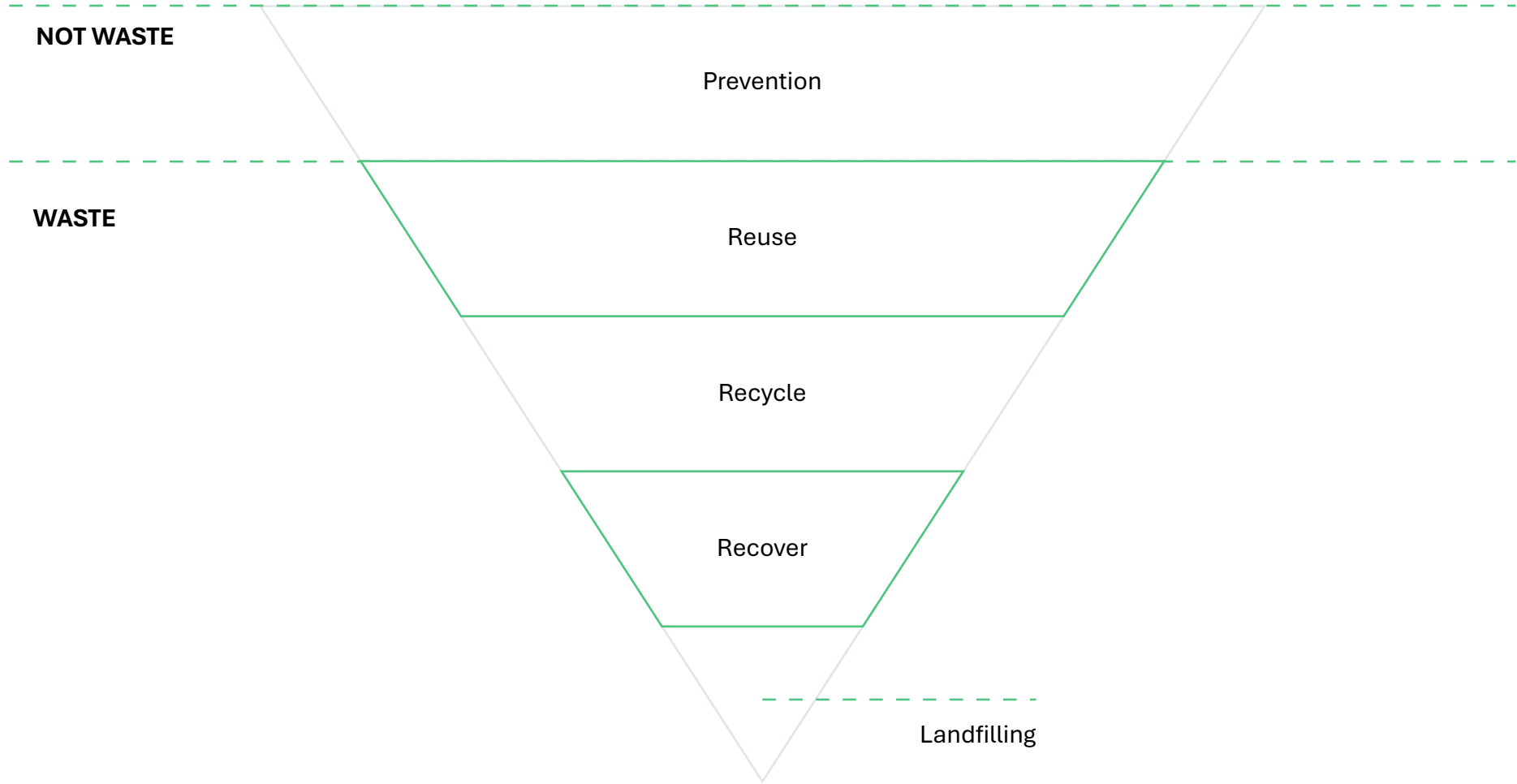
For this reason, every environmental improvement initiative is assessed considering both economic aspects and the benefits deriving from reduced resource consumption and waste generation.

The main waste streams originate from machining operations and industrial treatments and

mainly include metallic residues, oily emulsions, processing sludge, used oils, and other production process waste. All waste is managed in compliance with applicable regulations and transferred exclusively to authorized operators.

In 2025, the Group generated the quantities of waste reported in the following table, broken down by recovery and disposal destination and by hazardous and non-hazardous waste.

In line with circular economy principles, we prioritize prevention, reuse, and material recovery over final disposal, following the European waste management hierarchy.



		Preparation for reuse	Recycling	Other recovery operations	Tot.	% of tot.
Waste directed to recovery operations (tons)	Hazardous waste	830	293	0	1,123	15
	Non-hazardous waste	1,794	3,583	105	5,482	75
	Directed to recovery	2,624	3,876	105	6,605	90
		Incineration	Landfill	Other disposal operations	Tot.	% of tot.
Waste directed to disposal (tons)	Hazardous waste	0	33	0	33	0%
	Non-hazardous waste	32	237	346	615	8%
	Directed to disposal	32	270	346	648	9%
2025 TOTAL WASTE					7.253	



Circular economy projects

Circular economy principles are applied through numerous projects developed at our sites, aimed at extending the lifecycle of materials, reducing waste generation, and identifying new opportunities for resource recovery.

The initiatives involve both production processes and support activities, demonstrating the Group’s commitment to an increasingly efficient and sustainable development model.

Wooden packaging recovery

One of the first projects launched concerned wooden packaging, with the aim of extending its lifecycle and reducing waste generation.

The initiative involved the introduction of a returnable packaging system with one of our main suppliers and the commercial valorization of packaging still suitable for reuse.

Thanks to this project, approximately 50% of the wooden packaging used by Streparava S.p.A. was recovered, reducing quantities sent for disposal and transforming an environmental cost into an economic recovery opportunity.

Plastic material recovery

In recent years, we have developed a system dedicated to the separate collection of the main types of plastic waste generated by company activities. The collection includes:

- plastic from break areas;
- industrial packaging;
- high-quality plastic components used to protect products.

These include, for example, joint protection caps used during the assembly of mechanical components, which are collected directly at workstations and sent for recovery as secondary raw material.

At the same time, we continue to reduce single-use plastic consumption through the distribution of reusable bottles and the installation of still and sparkling water dispensers in break areas and company restaurants.

Valorization of metal scrap

Metal scraps represent one of the main recoverable material flows generated by machining operations.

All chips are transferred to specialized operators who reintroduce them into the steelmaking cycle as secondary raw materials, helping reduce the consumption of virgin resources.

Among the main collaborations is the one with

Padana Rottami, a company belonging to the Acciaierie Venete Group, which valorizes metal scrap within its production processes, representing a concrete example of circular economy along the supply chain.

Emulsion evaporator: transforming waste into a resource

In 2025, we introduced a new vacuum evaporation system dedicated to the treatment of oily emulsions generated by machining operations.

With a treatment capacity exceeding 600 tonnes per year, the system enables the recovery of industrial waste streams, significantly reducing the amount of waste generated and limiting the transport required for disposal.

The investment represents an important step in the Group’s ecological transition journey, contributing simultaneously to the reduction of environmental impacts, management costs, and resource consumption.

Re-Cig: cigarette butt recovery

The circularity approach also involves waste streams not directly connected to production processes.

Since 2022, we have collaborated with Re-Cig, an initiative that enables cigarette butt recovery by transforming cellulose acetate into a new recycled plastic material (Re-CA®).

In 2024, the project, active at the Adro site, ena-

bled the collection of 59.5 kg of cigarette butts, avoiding estimated emissions of approximately 142 kg of CO₂ equivalent.

Given the results achieved, in 2025 the initiative was extended to the BPT, SPT, and SMT sites, strengthening the Group’s contribution to reducing one of the most widespread forms of environmental litter.

The project is accompanied by awareness initiatives focused on smoking prevention and health promotion, developed with the support of the Occupational Physician.

Increasingly effective waste separation

In recent years, we have progressively standardized the waste separation system across Italian sites.

The initiative involved offices, production departments, and common areas through the introduction of new containers, clearer signage, and awareness activities addressed to employees.

The objective is to improve collection quality, increase material recovery, and progressively reduce the share of unsorted waste.

Projects under development

As part of the continuous improvement journey aimed at increasing resource efficiency, the Group is assessing a project focused on the recovery and reuse of aluminium scraps generated by machining and assembly activities at

Streparava S.p.A. and Alunext.

The initiative aims to reuse aluminium chips and offcuts as secondary raw material within the production cycle, reducing reliance on virgin materials and promoting an even more circular management of resource flows.

During 2025, technical, economic, and authorization feasibility analyses were launched to assess project implementation, with particular attention to the quality aspects of recovered material, regulatory requirements, and integration methods within production processes.

If implemented, the project could enable the replacement of approximately 200 tonnes of raw material per year with internally recovered aluminium briquettes and offcuts, contributing both to reducing resource consumption and improving overall production efficiency.

Assessments also continued regarding the valorization of waste generated by painting processes, with the aim of directing it towards energy recovery through the production of solid and liquid recovered fuels, further reducing quantities sent for disposal.



Energy and climate

The transition towards a low-carbon economy represents one of the main challenges for the manufacturing sector and the entire automotive value chain. Energy efficiency, the reduction of greenhouse gas emissions, and the use of increasingly sustainable energy sources are now key elements for strengthening business competitiveness and contributing to global climate action objectives.

Aware of this context, Streparava has embarked on a path of progressive improvement of its energy and environmental performance, investing in production process efficiency, consumption monitoring, and the development of tools required to measure and manage its greenhouse gas emissions.

Energy efficiency

[GRI 302-1, 302-3, E1-5 Energy consumption and energy mix]

The Group’s energy consumption reflects the characteristics of the different production processes and activities carried out across its various plants.

Electricity represents the main energy source, accounting for 56.9% of total energy consumption, and is primarily used to power machining operations, assembly lines and production equipment. Natural gas (39.9%) is mainly used in heat treatment processes, painting activities, facility heating and, to a lesser extent, company catering services. Fuels used for the company fleet represent a residual share of overall energy consumption (3.1%).

Energy consumption and mix - 2025

Sources	Consumption GJ
Fuel consumption from crude oil and petroleum products	5,435
Fuel consumption from natural gas	74,299
Fuel consumption from other non-renewable sources	350
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	63,772
Total fossil energy consumption	143,855
Share of fossil sources in total energy consumption (%)	77%
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	29,939
Consumption of self-generated non-fuel renewable energy	12,192
Total renewable energy consumption	42,131
Share of renewable sources in total energy consumption (%)	23%
Total energy consumption	185,986

Energy Consumption by Company - 2025

Company	Renewable GJ	Non-renewable GJ	Total GJ
Streparava Spa	13,189	51,070	64,260
Alunext	9,988	58,586	68,574
BPT	4,346	7,991	12,337
SPT	2,889	8,617	11,505
Streparava SMT	1,518	4,578	6,096
Streparava Brasile	9,430	826	10,256
Streparava India	731	10,439	11,170
Streparava Spagna	40	1,748	1,789
Total energy consumption	42,131	143,855	185,986

With regard to electricity, the Group is progressively increasing the use of renewable energy sources, both through internal generation and through the purchase of certified renewable electricity via Guarantees of Origin (GO).

Since 2023, the Streparava S.p.A. plant in Adro has been equipped with a photovoltaic system with an installed capacity of 4.6 MWp, capable of covering approximately 26% of the site’s electricity needs. In 2024, the photovoltaic system installed at the Streparava SMT plant in Zocco di Erbusco also became operational, with an installed capacity of 440 kWp, further increasing the share of electricity self-produced by the Group.

In 2025, the photovoltaic systems generated a total of 5,014 MWh of electricity. Approximately 68% of this energy was directly self-consumed at the plants, while the remaining 32% was fed into the electricity grid.

At the same time, an increasing share of purchased electricity comes from renewable sources certified through Guarantees of Origin. The Streparava Componentes Automotivos (Brazil) plant covers 100% of its electricity consumption with certified renewable energy supplied by Pacifico Energia Serviços Ltda. The Alunext, BPT and SPT plants also use electricity partially covered by Guarantees of Origin, accounting respectively for 62%, 42% and 38% of total consumption, with an increase in the certified renewable energy share compared with the previous year.



Overall, in 2025, 23% of the energy consumed by the Group came from renewable sources, considering both self-generated energy and electricity purchased with Guarantees of Origin. Increasing the share of renewable energy represents one of the improvement objectives defined within the Strategic ESG Plan and will continue to be pursued in the coming years through the progressive expansion of internal generation capacity and the extension of certified renewable energy procurement.

The following table reports the Group’s energy intensity, calculated as the ratio between total energy consumption and annual production volume, which amounted to approximately 63,353 tonnes of finished products.

Energy intensity - 2025

	[GJ/ton]
Total energy consumption compared to production	2,94

Improving energy performance represents one of the main areas of intervention within the Group’s Strategic ESG Plan. The objective is to progressively reduce energy consumption in production processes through an approach based on data analysis, technological innovation and continuous improvement.

To support this path, a consumption monitoring and analysis system has been developed, enabling the identification of areas with the greatest efficiency potential, the assessment of intervention priorities and the measurement of achieved results. A detailed understanding of consumption profiles is in fact a fundamental prerequisite for directing investments towards solutions with the highest technical and economic effectiveness.

During 2025, several energy efficiency initiatives were launched at the Streparava S.p.A. plant in Adro, some of which will be completed in 2026. The interventions involve both the optimization of existing systems and the introduction of new technological solutions aimed at reducing energy consumption.

Before approval, each project undergoes a technical and economic assessment through a Benefit/Cost (B/C) analysis, which compares the expected energy and economic benefits with the required investment. All implemented projects show a B/C ratio greater than 1, with values reaching almost 5 in some cases, confirming the effectiveness of these initiatives from both an environmental and economic perspective.

The main energy efficiency projects launched during the year are reported below.

Energy improvement projects	kWh saved	Year of conclusion
Lighting efficiency improvement in the production department	42.680	2025/2026
Reduction of heating costs for heat treatment processes through the installation of heat pumps	172.305	2025
Reduction of electricity costs through optimization of external nighttime lighting	427.600	2025/2026
Reduction of electricity costs through the centralization of machinery connected to the centralized refrigeration system	45.210	2026
Detection and repair of compressed air leaks	183.550	2025/2026
Energy savings in the compressor room through the use of a testing compressor during weekends	71.450	2026

ICOPOWER System – Optimization of electricity consumption

As part of the initiatives dedicated to energy efficiency, in 2025 the ICOPOWER system was introduced, a technology aimed at improving electricity quality and optimizing the energy consumption of industrial equipment.

The system acts on the electrical parameters of the internal grid by reducing losses associated with reactive components, power dispersion and current distortions, contributing to more efficient operation of existing equipment without requiring changes to production processes.

The main expected benefits include:

- reduction of electricity consumption;
- improvement of internal grid stability and power factor;
- decrease in energy losses and stress on electrical equipment;
- continuous monitoring of key energy parameters, supporting the verification of the effectiveness of implemented measures and the identification of further efficiency opportunities.

The adoption of advanced monitoring tools represents a key element of the Group’s continuous improvement journey, enabling decision-making based on objective data and allowing more accurate measurement of achieved results in terms of energy efficiency.



Emissions management

[GRI 305-1, 305-2, 305-3, 305-4, E1-6 Gross GHG emissions from scopes 1, 2, 3 and total GHG emissions]

The measurement of greenhouse gas emissions represents one of the key tools through which the Group monitors its climate impacts and defines the improvement priorities included in the Strategic ESG Plan. Following the preparation of the first GHG Inventory in 2024, the process was further consolidated in 2025, enabling the update of the Group’s overall emissions profile and strengthening the availability of data to support future decarbonization strategies.

The Group’s emissions are classified according to the three scopes defined by the GHG Protocol:

Scope 1

direct emissions generated by sources owned or controlled by the Group, such as fuels used in production facilities and company vehicles.

Scope 2

indirect emissions associated with purchased electricity. Reporting is carried out according to both approaches defined by the GHG Protocol:

- **location-based**, based on the average national electricity generation mix;
- **market-based**, which considers the specific energy procurement arrangements, including Guarantees of Origin (GO).

Scope 3

indirect emissions generated throughout the value chain, including purchased goods and

services, transportation, waste, business travel, employee commuting and the transportation of finished products.

Carbon Disclosure Project (CDP)

Since 2015, the Group has participated in the Climate Change questionnaire of the Carbon Disclosure Project (CDP), the leading international environmental disclosure framework.

The annual completion of the questionnaire represents a self-assessment tool that enables the Group to monitor the improvement of its climate governance approach, compare performance with companies operating in the same sector and identify new opportunities for the development of environmental strategies.

The following table reports greenhouse gas emissions data, expressed in tonnes of CO₂ equivalent.

Greenhouse gas (GHG) emissions	Year 2025 [tCO ₂ eq]
Scope 1 GHG emissions	
Gross Scope 1 GHG emissions	4,906
Scope 2 GHG emissions	
Gross Scope 2 GHG emissions - location based	9,587
Gross Scope 2 GHG emissions - market based	11,177
Scope 3 GHG significant emissions	
Gross Scope 3 GHG emissions - location based	182,320
Gross Scope 3 GHG emissions - market based	184,409
Cat 1. Purchased goods and services	168,095
Cat 3. Fuel- and energy-related activities (not included in Scope 1 or 2) – location based	1,252
Cat 3. Fuel- and energy-related activities (not included in Scope 1 or 2) – market based	3,340
Cat 4. Upstream transportation and distribution	6,700
Cat 5. Waste generated in operations	646
Cat 6. Business travel and 7. Employee commuting	2,531
Cat 9. Downstream transportation and distribution	3,097
Total GHG emissions	
Total GHG emissions – location based	196,813
Total GHG emissions – market based	200,492



In 2025, the Group’s total greenhouse gas emis-
sions amounted to 196,813 tCO₂e according to
the location-based approach and 200,492 tCO₂e
according to the market-based approach.

More than 92% of total emissions are attributable
to Scope 3, confirming that the Group’s climate
impacts are mainly associated with the value
chain rather than with direct consumption at
production sites. In particular, the category relat-
ed to purchased goods and services accounts for
approximately 85% of total emissions, reflecting
the manufacturing nature of the Group’s activi-
ties and the central role of metallic raw materials
used in production processes.

Compared with 2024, direct Scope 1 emissions
show a slight decrease, while a reduction was
recorded in emissions associated with upstream
transportation, business travel and employee
commuting. The increase in overall emissions is
mainly attributable to Scope 3 Category 1, high-
lighting how the main opportunities to reduce the
Group’s carbon footprint are closely linked to the
evolution of the supply chain, the procurement of
lower-emission materials and the circular econo-
my projects developed by the Group.

Emission intensity is calculated as the ratio be-
tween total greenhouse gas emissions (Scope 1,
Scope 2 and Scope 3) and the Group’s total pro-
duction volume expressed in tonnes of product.

Trend 24-25 - Emissioni GHG [tCO₂eq]

	2024	2025
Scope 1 Emissions	5,059	4,906
Scope 2 Emissions - Location based	9,377	9,587
Scope 2 Emissions - Market based	11,179	11,177
Scope 3 Emissions - Location based	177,554	177,972
Scope 3 Emissions - Market based	179,604	184,409
Total Emissions - Location based	191,991	192,465
Total Emissions - Market based	195,843	200,493

Trend 24-25 - Emission Intensity

	2024	2025
Production [t]	64,595	63,353
Total emissions - Location based [tCO ₂ eq]	191,991	192,465
Total emissions - Market based [tCO ₂ eq]	195,843	200,493
Emission Intensity - Location based [tCO₂eq/t]	2.97	3.04
Emission Intensity - Market based [tCO₂eq/t]	3.03	3.16

The measurement of emissions represents the
starting point for defining the Group’s future
decarbonization strategies. In the coming years,
activities will continue to improve data quality,
refine calculation methodologies and identify the
main emission reduction levers, in line with the
Strategic ESG Plan and the evolution of the Euro-
pean regulatory framework.



GRI STANDARD	DISCLOSURE		PARAGRAPH		OMISSION	
				Omitted requirement	Reason	Explanation
General Disclosures						
GRI 2: General Disclosures 2021	2-1	Organizational details	1.3; 1.5; 2.1			
	2-2	Entities included in the organization’s sustainability reporting	1.5			
	2-3	Reporting period, frequency and contact point	1.5 and End Section			
	2-4	Restatements of information	1.5			
	2-5	External assurance	1.5			
	2-6	Activities, value chain and other business relationships	1.3; 2.1			
	2-7	Employees	4.2			
	2-8	Workers who are not employees	4.2			
	2-9	Governance structure and composition	2.2			
	2-10	Nomination and selection of the highest governance body	2.2			
	2-11	Chair of the highest governance body	2.2			
	2-12	Role of the highest governance body in overseeing the management of impacts	2.2			
	2-13	Delegation of responsibility for managing impacts	2.2			
	2-14	Role of the highest governance body in sustainability reporting	2.2			
	2-15	Conflicts of interest	2.2			
	2-16	Communication of critical concerns	2.2			
	2-17	Collective knowledge of the highest governance body	2.2			
	2-18	Evaluation of the performance of the highest governance body	2.2			
	2-19	Remuneration policies	-	X	Information unavailable/incomplete	There are no specific policies in place regarding remuneration
	2-20	Process to determine remuneration	-	X	Information unavailable/incomplete	No formal procedures are currently in place
	2-21	Annual total compensation ratio	-	X	Information unavailable/incomplete	Due to the Group’s structure and the limited availability of aggregated remuneration data, it was not possible to reliably calculate the ratio
	2-22	Statement on sustainable development strategy	CEO introduction			
	2-23	Policy commitments	1.1; 1.2			
	2-24	Embedding policy commitments	2.2			
	2-25	Processes to remediate negative impacts	2.2			
	2-26	Mechanisms for seeking advice and raising concerns	2.2			
	2-27	Compliance with laws and regulations	5.1			
	2-28	Membership associations	3.2			
	2-29	Approach to stakeholder engagement	4.2			
	2-30	Collective bargaining agreements	4.2			



GRI STANDARD	DISCLOSURE		PARAGRAPH	OMISSION		
				Omitted requirement	Reason	Explanation
Material topics						
GRI 3: Material topics 2021	3-1	Process for determining material topics	3.2	Omissions: Not applicable		
	3-2	List of material topics	3.2			
Climate change (ESRS E1)						
GRI 3: Material topics 2021	3-3	Management of material topics	6.1			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	6.3.1			
	302-3	Energy intensity	6.3.1			
	302-4	Reduction of energy consumption	6.3.1			
GRI 305: Emissions 2016	305-1	Direct GHG emissions (Scope 1)	6.3.2			
	305-2	Indirect GHG emissions from energy use (Scope 2)	6.3.2			
	305-3	Other indirect GHG emissions (Scope 3)	6.3.2			
	305-4	GHG emissions intensity	6.3.2			
Resource use and Circular economy (ESRS E5)						
GRI 3: Material topics 2021	3-3	Management of material topics	6.1			
GRI 301: Materials 2016	301-1	Materials used by weight or volume	6.2.1			
	301-2	Recycled input materials used	6.2.1			
	301-3	Reclaimed products and packaging materials	6.2.1			
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	6.2.2			
	306-2	Management of significant waste-related impacts	6.2.2			
	306-3	Waste generated	6.2.2			
	306-4	Waste diverted from disposal	6.2.2			
	306-5	Waste directed to disposal	6.2.2			
Own workforce (ESRS S1)						
GRI 2: General Disclosures 2021	2-7	Employees	4.2.1			
	2-8	Non-employee workes	4.2.1			
GRI 3: Material topics 2021	3-3	Management of material topics	4.1			



GRI STANDARD	DISCLOSURE		PARAGRAPH		OMISSION	
				Omitted requirement	Reason	Explanation
Own workforce (ESRS S1)						
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	4.2.1			
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	4.2.7			
	403-2	Hazard identification, risk assessment, and incident investigation	4.2.7			
	403-3	Occupational health services	4.2.7			
	403-4	Worker participation and communication on OHS	4.2.7			
	403-5	Worker training on OHS	4.2.7			
	403-6	Promotion of worker health	4.2.7			
	403-8	Workers covered by an OHS management system	4.2.7			
	403-9	Work-related injuries	4.2.7			
	403-10	Work-related ill health	4.2.7			
	GRI 404: Training and education 2016	404-1	Average hours of training per year per employee	4.2.4		
404-2		Programs for upgrading employee skills and transition assistance	4.2.4			
404-3		Percentage of employees receiving regular performance and career development reviews	4.2.5			
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies	2.2			
	405-1	Diversity of employees	-	X	Information unavailable/incomplete	Due to the Group’s characteristics, it was not possible to collect the data in the classification required by the standard
	405-2	Ratio of basic salary and remuneration of women to men	-	X	Information unavailable/incomplete	Due to the Group’s characteristics and the limited availability of aggregate pay data, it was not possible to reliably calculate the ratio
Affected communities (ESRS S3)						
GRI 3: Material topics 2021	3-3	Management of material topics	5.1			
GRI 2: General Disclosures 2021	2-28	Membership of associations	5.1			
Consumers and End users (ESRS S4)						
GRI 3: Material topics 2021	3-3	Management of material topics	2.2			
GRI 416: Customer health and safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	2.4			
Business conduct (ESRS G1)						
GRI 3: Materials topics 2021	3-3	Management of material topics	2.2			
GRI 201: Economic performance 2016	201-1	Direct economic value generated and distributed	2.3			
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers screened using environmental criteria	2.2.4			
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers screened using social criteria	2.2.4			



streparava.com