



2025

Consolidated sustainability statement



*Connecting strengths,
sharing value,
protecting tomorrow.*

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Letter to Stakeholders

Dear Stakeholders,

this Consolidated Sustainability Statement is not just a reporting document. It is an opportunity to share our approach to doing business and our commitment to people, local communities, customers, suppliers, and future generations.

When leading a company, one learns that every choice leaves a mark. It leaves it in the products we make, in the people who work with us, in the environment in which we operate, and in the community of which we are a part. The conviction that a solid company must be able to look beyond immediate results is not, for us, a formal response to an external requirement: it is a thought matured over time, bearing the name of those who built this Group and those who carry it forward every day. A company truly grows when it manages to combine industrial development, respect for work, attention to the environment, and a sense of responsibility towards what surrounds it.

In recent years, we have begun to measure our impacts in a more structured way, to define common goals, and to progressively integrate environmental, social, and governance issues into corporate decisions. With this Statement, we take a further step: we extend reporting on a consolidated basis, including TECNODBM in the scope for the first time, and we adopt a framework consistent with ESRS standards. It is an evolution that allows us to read the Group with greater depth, to compare ourselves with more solid data, and to identify more clearly the priorities to work on.

In 2025, we implemented a range of concrete initiatives, from strengthening energy monitoring and reporting indirect emissions across the value chain to improving operational efficiency, digitising processes, and investing in innovation, safety, training, and employee well-being. These initiatives differ in scope but are guided by a common purpose: to make the Group more aware, more efficient, and better prepared to face the transformations of the market and the

context in which it operates.

We know that the journey is far from over and that sustainability is built on gradual progress, increasingly robust commitments, and responsibilities translated into concrete action. Our aim is not to portray ourselves as perfect, but to develop a rigorous approach that guides future decisions and enables us to report transparently on our progress.

Our commitment is to continue to grow the Group without losing sight of the values that have shaped its history: the quality of its work, technical expertise, respect for people, close relationships with customers, and the ability to innovate responsibly.

**We don't just talk
about sustainability:
we integrate it into
the way we work**

Ennio Bertolo
Director of DBM, GEO.COIL, TECNODBM

Highlights 2025

59.6
MILLIONS OF EURO

**Group
Revenue**

292
EMPLOYEES

**Group's
workforce**

+40
THOUSAND

**Units sold
every year**

>70%
Export rate

+30

**Markets
reached**

3
Production
plants in Italy

The history of the DBM- GEO.COIL-TECNODBM Group

1981

Founding of DBM S.p.A.

1987

Relocation to the current headquarters in Varallo Pombia (NO) with progressive development of the production area and offices

1988

Launch of the internationalisation strategy: over 70% of production is destined for international markets.

1999

Birth of GEO.COIL S.r.l. (Artegna, UD), with a production plant that has now reached 10,000 m² and 600 m² of offices

2004

Acquisition of all GEO.COIL shares by the Bertolo Family

2011

Establishment of Astrea S.r.l., group holding company, and PLUTO S.r.l., real estate company

2012

Establishment of TECNODBM S.r.l., a company specialising in welding and located close to DBM.

2017

The Group expands its structure with a warehouse and a dedicated laboratory

2024

Introduction of a new production line designed specifically for energy recovery

2025

Acquisition of tools and personnel specialized in FEA and CFD analysis; launch of two projects to introduce Artificial Intelligence into the company

2025

DBM and GEO.COIL draft and publish the first Sustainability Report, prepared in accordance with GRI principles, and approve the 2025-2027 Sustainability Plan



01

General disclosure

Basis for preparation

BP-1 / BP-2

Governance

GOV-1 / GOV-2 / GOV-3 / GOV-4 / GOV-5

Strategy

SBM-1 / SBM-2 / SBM-3 / IRO-1 / IRO-2

ESRS 2

Basis for preparation

BP-1

General basis for preparation of sustainability statements

This document constitutes the Consolidated Sustainability Statement (hereinafter also the “Statement”) of the DBM–GEO.COIL–TECNODBM Group, prepared on a voluntary basis with reference to the 2025 financial year (from January 1st to December 31st, 2025). The Statement is prepared in accordance with Legislative Decree no. 125 of September 10, 2024 (“Legislative Decree 125/2024”), which transposes Directive (EU) 2022/2464 of the European Parliament and of the Council of December 14, 2022 (Corporate Sustainability Reporting Directive – “CSRD”), and in consistency with the principles and guidelines contained in the European Sustainability Reporting Standards (ESRS), developed by EFRAG (European Financial Reporting Advisory Group).

The document has been prepared in compliance with the information quality principles provided by the ESRS, including relevance, faithful representation, comparability, verifiability, and understandability, with the aim of providing a clear, complete, and reliable representation of the Group's performance and impacts in the environmental, social, and governance (ESG) areas.

The reporting scope coincides with that of the DBM–GEO.COIL–TECNODBM industrial Group (hereinafter also the “Group”) and includes the following companies: D.B.M. S.p.A., GEO.COIL S.r.l., and TECNODBM S.r.l.

COMPANY NAME	ACTIVITY	SHARE CAPITAL	REGISTERED OFFICE
D.B.M. S.p.A.	Designs and manufactures finned-pack heat exchangers and high-efficiency solutions, with a structured production base and significant Research and Development activity to meet the most complex needs	€ 200,000	Varallo Pombia (NO), Italy
GEO.COIL S.r.l.	Designs and manufactures finned-pack heat exchangers and components/systems for heat exchange, distinguishing itself through production flexibility and customization capabilities	€ 10,000	Artegna (UD), Italy
TECNODBM S.r.l.	Performs specialized welding operations to support the Group's production	€ 10,000	Oleggio (NO), Italy

REPORTING SCOPE

The Group's Statement includes data and information, both quantitative and qualitative, relating to the impacts, risks, and opportunities (IRO) identified as material through the double materiality analysis. For further details on the process for identifying and assessing IROs, please refer to the paragraph “IRO-1 – Description of the processes to identify and assess relevant impacts, risks, and opportunities”.

The document is divided into three macro-sections: (i) General disclosure; (ii) Environmental information; (iii) Social information, preceded by an introductory section and completed by an Appendix.

For each relevant sustainability topic, the corresponding section describes the policies adopted, the actions implemented, the strategic objectives set, and the metrics used to monitor the Group's performance and progress.

The disclosure required by Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation) has not been included, in consideration of the voluntary nature of this report.

The reported information also includes, where available, the impacts, risks, and opportunities connected to the Group's value chain, both upstream and downstream.

In order to facilitate the connection between the document's contents and the Disclosure Requirements provided by the ESRS, a specific ESRS Content Index has been prepared and included in the Appendix.

The DBM-GEO.COIL-TECNODBM Group has not availed itself of the ESRS provisions allowing the omission of sensitive information, including information relating to intellectual property, know-how, or the results of innovation, nor did it apply the exemptions concerning the disclosure of impending developments or matters under negotiation.

BP-2

Disclosure in relation to specific circumstances

TIME HORIZONS

In accordance with the provisions of the ESRS 1 standard – section 6.4, the reference time horizons adopted for the preparation of this document are reported below.

TIME HORIZON	DESCRIPTION
Short term	< 12 months, consistently with what is defined in the Consolidated Financial Statements of the DBM-GEO.COIL-TECNODBM Group
Medium term	From the end of the short-term time horizon up to 5 years
Long term	> 5 years

TRANSITIONAL PROVISIONS (PHASE-IN)

In accordance with the transitional provisions set out in ESRS 1, for the 2025 financial year the DBM-GEO.COIL-TECNODBM Group omitted certain information relating to the value chain because the relevant data were not yet available or sufficiently reliable. Nevertheless, in 2025 the Group launched a number of initiatives aimed at strengthening supply-chain oversight and collecting more detailed information on sustainability risks.

ESTIMATES

The use of estimates and assumptions is explicitly disclosed in the relevant sections and is limited to cases where precise and complete data were not available, in order to preserve the reliability of the reported information.

As part of its commitment to continuously improving the quality and methodological rigour of its disclosures, the DBM-GEO.COIL-TECNODBM Group regularly reviews and updates its

calculation methodologies and underlying datasets to ensure that the reported metrics remain representative, consistent and reliable.

Forward-looking information – including information relating to future targets and expected developments – is based on the operating conditions and broader context known as at the date of preparation of this document. Such information is therefore subject to update in the presence of changes in market dynamics, the regulatory framework, or the outcomes of internal monitoring activities.

INCLUSION BY REFERENCE

Any reference to other documents is explicitly indicated within this Statement.

Governance

GOV-1

Role of the administrative, management, and supervisory bodies

The corporate governance structure of the DBM-GEO.COIL-TECNODBM Group is defined in order to ensure effective and responsible oversight of decision-making processes, ensuring clarity in the definition of roles, conscious risk management, and operational continuity.

The Group's governance structure is based on the so-called “traditional model” and is divided into the following corporate bodies: Shareholders' Meeting, Board of Directors, and Board of Statutory Auditors, each endowed with roles and responsibilities defined by current legislation and the Articles of Association.

The Board of Directors performs strategic guidance and supervision functions of management performance, as well as oversight of the main business processes, including those related to the measurement, management, and reporting of sustainability topics.

The composition of the Boards of Directors of the companies belonging to the Group is reported below.

DBM BOARD OF DIRECTORS		
POSITION	MEMBER	AGE
Chairman	Bertolo Ennio	> 50

GEO.COIL BOARD OF DIRECTORS		
POSITION	MEMBER	AGE
Chairman	Bertolo Ennio	> 50
Vice Chairman and Director	Bertolo Fabio	> 30 – < 50

TECNODBM BOARD OF DIRECTORS		
POSITION	MEMBER	AGE
Chairman	Bertolo Ennio	> 50

The Board of Statutory Auditors is responsible for legal control and supervision, tasked with overseeing compliance with the law and the Articles of Association, adherence to the principles of proper administration, and the adequacy of the organizational, administrative, and accounting structure. The composition of the Boards of Statutory Auditors of DBM and GEO.COIL is illustrated below.

DBM BOARD OF STATUTORY AUDITORS		
POSITION	MEMBER	AGE
Chairman	Barberi Alain	> 50
Standing Auditor	Barberi Diego	> 30 - < 50
Standing Auditor	Longoni Davide	> 30 - < 50
Alternate Auditor	Toscano Fabrizio	> 50
Alternate Auditor	Tozzini Mauro	> 50

GEO.COIL BOARD OF STATUTORY AUDITORS		
POSITION	MEMBER	AGE
Chairman	Pecile Gabriele	> 30 - < 50
Standing Auditor	Celotti Michele	> 30 - < 50
Standing Auditor	Testa Fabrizio	> 50
Alternate Auditor	Dalla Torre Enrico	> 50
Alternate Auditor	Scarpi Amedeo	> 50

The governance system is implemented through a managerial structure organized into Departments and Functions, which oversee business areas and corporate management support services, using a framework of guidance and control tools, delegations, and procedures.

Through its governance structure, the DBM-GEO.COIL-TECNODBM Group aims to ensure accountability in corporate management, the protection of Stakeholders, and the pursuit of sustainable development.

The material impacts, risks and opportunities identified through the double materiality analysis were submitted to the administrative, management and supervisory bodies for review and discussion, ensuring their involvement in the definition of the Group's sustainability strategy and priorities.

G1-6

Payment practices

The DBM-GEO.COIL-TECNODBM Group recognizes the fairness and timeliness of payments to Suppliers as a relevant element for the quality of commercial relations and for the sustainability

GOV-2

of its supply chain. In 2025, the average payment time for invoices to Suppliers stands at 97 days for DBM and GEO.COIL. Payments are made in line with the agreed contractual terms; there are no delays with respect to the agreed deadlines.

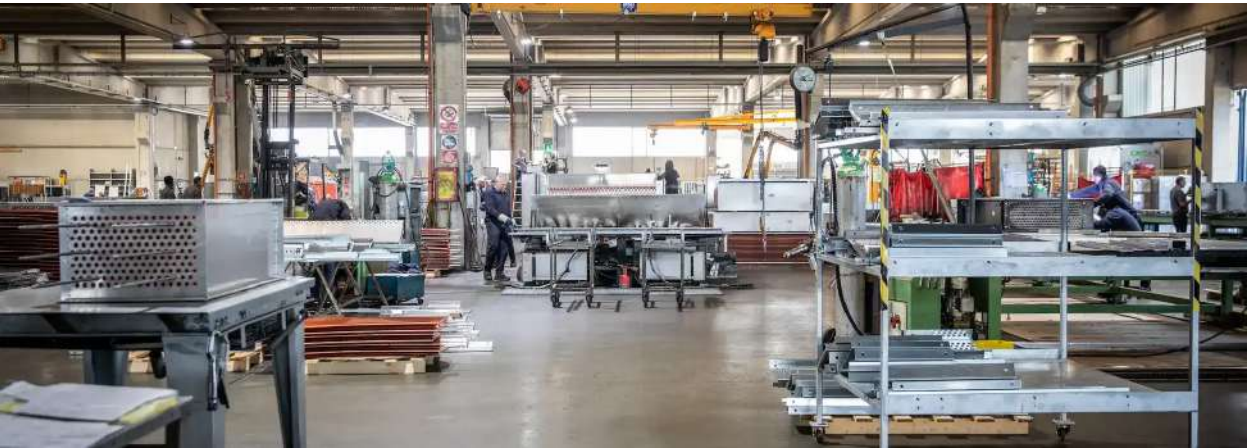
Information provided to the company's administrative, management, and supervisory bodies and sustainability issues addressed by them

During the previous financial year, as part of the sustainability reporting developed at the level of the individual companies (DBM and GEO.COIL), the Group initiated a process to better define information flows related to ESG topics, defining specific organizational safeguards and procedures for the collection, validation, and transmission of information to the administrative, management, and supervisory bodies. These flows were designed in consistency with the needs for traceability, reliability, and verifiability of the data, introducing clear operational responsibilities, control points, and coordination mechanisms between the various corporate functions involved.

On this basis, during 2025, the information system was further strengthened through the transition to consolidated reporting, which involved the harmonization of methodological criteria, metrics, and data collection processes at the Group level. This process has allowed for a significant improvement in the consistency, comparability, and overall quality of the information, fostering an integrated view of ESG performance.

In particular, the consolidation has made possible a more effective alignment between information flows and planning and control processes, strengthening the link between sustainability data, impact, risk, and opportunity (IRO) analysis, and strategic assessments. The collected information is progressively integrated into the Group's decision-making processes, contributing to supporting the guidance, monitoring, and management activities by the competent bodies.

This evolution is part of a broader path of strengthening governance and internal control systems on sustainability topics, with the aim of ensuring over time an increasingly structured, coherent, and compliant oversight in line with best practices and the requirements set by the ESRS.



GOV-3

Integration of sustainability performance into incentive systems

In the reporting period, the DBM-GEO.COIL-TECNODBM Group did not implement incentive mechanisms linked to the achievement of sustainability objectives.

GOV-4

Statement on due diligence

The DBM-GEO.COIL-TECNODBM Group recognizes as a priority ensuring that its activities are carried out responsibly, with respect for people, the environment, and the impacts arising along the value chain. In this perspective, the Group is committed to identifying, assessing, and managing negative impacts – both current and potential – as well as reporting transparently on the actions taken to prevent, mitigate, or remedy them.

Although the Group has not yet formalised a structured due diligence process aligned with evolving regulatory requirements, it has begun progressively strengthening its safeguards in line with recognised best practices. In particular, the double materiality analysis represents the central tool for the identification and assessment of impacts, risks, and opportunities (IRO), allowing these elements to be brought into an organic framework and to consistently orient strategic priorities, corporate policies, and operational initiatives.

The ESG topics deemed most relevant are subject to monitoring within the scope of ordinary management activities and reporting processes, with the involvement of the competent corporate functions and the progressive activation of prevention and mitigation measures. These activities contribute to strengthening over time the integration of ESG factors into the Group's decision-making processes and internal control systems.

The path undertaken is part of a broader evolution towards the adoption of an increasingly structured approach to managing impacts arising along the value chain, also in consideration of growing regulatory and market expectations.

The following table shows the references to the sections of this Statement in which the main implemented initiatives are described.



FUNDAMENTAL ELEMENTS OF DUE DILIGENCE	PARAGRAPHS OF THE DBM-GEO.COIL-TECNODBM GROUP CONSOLIDATED SUSTAINABILITY STATEMENT
a) Integrate due diligence into governance, strategy, and business model	GOV-1 - Role of administrative, management, and supervisory bodies
	GOV-2 - Information provided to the company's administrative, management, and supervisory bodies and sustainability issues addressed by them
	GOV-4 - Statement on due diligence
	SBM-3 - Material impacts, risks, and opportunities and their interaction with the strategy and business model
b) Involve stakeholders in all key stages of due diligence	GOV-2 - Information provided to the company's administrative, management, and supervisory bodies and sustainability issues addressed by them
	SBM-2 - Interests and views of stakeholders
	IRO-1 - Description of the processes to identify and assess material impacts, risks, and opportunities
General disclosure	
c) Identify and assess negative impacts	IRO-1 - Description of the processes to identify and assess material impacts, risks, and opportunities
d) Take action to address negative impacts	Environmental information Social information
e) Monitor the effectiveness of actions and communicate	Environmental information Social information

GOV-5

Risk management and internal controls over sustainability reporting

The preparation of sustainability reporting requires the coordination of cross-functional activities and the integration of data from multiple company areas, with the consequent need to adequately manage the risks associated with the collection and disclosure of information. In this context, the main areas of focus concern compliance with timelines, data accuracy and completeness, and the consistent application of the adopted criteria, including during the aggregation and consolidation phase.

To mitigate these risks, the Group adopts a system of controls and responsibilities aimed at ensuring the consistency, traceability, and reliability of disclosures. The procedure assigns responsibility for collecting each data point to a designated individual, selected based on the relevance of their role and how closely it relates to the information concerned. The entire information flow is also supported by an IT tool that allows for structured data management and the retention of evidence. The Board of Directors exercises a supervisory role over the process of preparing sustainability reporting.

Strategy

SBM-1

Strategy, business model, and value chain

The DBM-GEO.COIL-TECNODBM Group operates in the heat exchanger sector, designing and manufacturing heat exchange solutions for HVAC and industrial applications, including ventilation and air conditioning, heat pumps, refrigeration, and special applications.

The Group's business model is based on a strong integration of design expertise, production capacity, and a focus on customization, with a co-design approach that involves directly the customers in the product development phases. This approach allows for effectively responding to complex technical requirements, ensuring tailored solutions and a high level of adaptability to different application contexts.

Product reliability and performance are supported by structured testing and validation processes conducted in accordance with internationally recognised quality standards, together with continuous monitoring of production processes. The Group uses advanced industrial facilities, characterized by the integration of digital tools – including ERP systems – that allow for real-time monitoring of the main operational phases, improving efficiency, traceability, and quality control.

The ability to deliver customised solutions and maintain production flexibility are key competitive strengths, further enhanced by the complementary capabilities of the Group's companies. In particular, DBM broadens the Group's offering by designing and manufacturing highly customised solutions for a wide range of applications and industries, including one-off components, while TECNODBM contributes specialised expertise in welding complex materials, including steel and titanium alloys.

Overall, the Group operates as an integrated player across the value chain, combining technological innovation, product quality and operational flexibility to support its clients in developing efficient and reliable solutions for increasingly complex and rapidly evolving applications.

COMPANIES

The Group's operational structure is divided into three interconnected companies:

1. DBM S.p.A.

Registered office: via Ugo la Malfa 10, 28040, Varallo Pombia (NO).

2. GEO.COIL S.r.l.

Registered office: via Buja 6, 33011, Artegna (UD).

3. TECNODBM S.r.l.

Registered office: via Castelnovate 31, 28047, Oleggio (NO).

1. D.B.M. S.p.A.

Founded in 1981, DBM S.p.A. represents the original core of the Group and embodies its industrial and technological evolution. The company operates in the design, production, and development of finned-pack heat exchangers and related high-efficiency solutions, catering to multiple applications in the HVAC and industrial sectors. Over the years, DBM has consolidated its positioning through continuous investment in technical specialization, product innovation, and the improvement of production processes.



The company stands out for an operating model that integrates advanced engineering skills and a strong ability to develop tailored solutions, especially for non-standard or made-to-order production, supported by a dedicated Research and Development department. Production oversight is characterized by a high level of attention to quality control and process efficiency. Its international vocation, which began as early as the late 1980s, is reflected today in a consolidated presence in foreign markets, which account for the majority of revenue and testify to the competitiveness of the solutions offered.

2. GEO.COIL S.r.l.

GEO.COIL S.r.l., founded in 1999 in Arterga (UD), has progressively established itself as a benchmark in the design and production of heat exchange systems. The company offers a structured range of products — including heat exchange coils, condensers, coolers, and evaporators — intended for various application areas, from air conditioning to industrial processes.



Consolidated technical expertise and continuous attention to product and process innovation support the quality of the offering and the ability to respond to market needs. The company operates with significant openness to international markets, contributing to the strengthening of the Group's global presence.

3. TECNODBM S.r.l.

TECNODBM S.r.l. represents the Group's center of competence for specialized welding processes, playing a key role in supporting production activities and developing technically advanced solutions. The company specializes in welding complex materials, including steel and titanium, areas that require high quality standards and highly qualified skills.

The integration of TECNODBM into the Group enables highly technical production stages to be managed in-house, reducing dependence on external suppliers and ensuring greater control over lead times, quality and compliance with design specifications. In this sense, TECNODBM plays an enabling role both for the creation of custom products and for the Group's continuous technological development, contributing to its industrial solidity and its ability to respond to increasingly complex application requirements.



PRODUCTS AND SERVICES OF THE DBM-GEO.COIL-TECNODBM GROUP

The DBM-GEO.COIL-TECNODBM Group designs and manufactures heat exchangers, custom-designed for HVAC applications and a wide range of industrial processes. The product portfolio consists of solutions capable of meeting complex technical requirements in areas such as air conditioning and ventilation, industrial refrigeration, process cooling, data centers, and energy efficiency.

Finned pack solutions

Finned pack heat exchangers represent the Group's core business and constitute the main product family. These solutions are developed in various application configurations, including water coils, evaporators, condensers, diathermic oil coils, and steam condensers.

The solutions offer a high degree of dimensional flexibility, with solutions that can reach finned lengths of up to 14 meters, adapting to the specific needs of the customer and the operating environment.

Recovery systems

In the context of the growing focus on energy efficiency and the reduction of heat loss, the Group develops exchangers dedicated to energy recovery systems, designed to maximize efficiency and utilize energy that would otherwise be wasted in industrial processes and HVAC systems.

Thanks to the use of proprietary software developed internally and dedicated construction solutions, including configurations with high-efficiency circuitry optimized for thermal recovery, the company is able to create systems that comply with European and international standards, meeting application requirements in both the HVAC sector and industrial environments,



including high-temperature processes and critical applications.

Solutions for airtightness and hygiene requirements

The Group develops solutions dedicated to applications where air quality and system tightness are critical factors, such as in laboratories, healthcare facilities, and controlled contamination environments (clean rooms).

The proposed solutions include airtight executions for duct installations, designed to ensure high standards of safety and quality.

Solutions for harsh environmental conditions

For applications characterized by particularly severe environmental conditions, the Group proposes specific technical solutions, including high-pitch coils and advanced defrosting systems. These configurations are designed to reduce frost accumulation, optimize defrost cycles, and ensure the operational continuity of the systems even under critical conditions. Product reliability is supported by testing and validation activities conducted internally.

Industrial refrigeration

In the field of industrial refrigeration, the Group develops recirculation evaporators for natural refrigerants such as ammonia (NH_3) and carbon dioxide (CO_2). These solutions are particularly suitable in cases where direct expansion systems are not suitable, contributing to improving the efficiency and sustainability of refrigeration processes.

Tube solutions and special executions

Alongside finned solutions, the Group offers construction options dedicated to more demanding or specific applications. In particular:

- Finned tubes, developed for applications with high internal volumes, high temperatures, or special material requirements;

- Smooth tube exchangers, characterized by a simple and easily inspectable construction, suitable for treating dirty fumes and for severe operating conditions.

To support design activities, the Group uses proprietary software developed internally over time and subject to constant evolution, which represents a distinctive element of its technical know-how. These tools allow for the integrated management of the entire process, from the design and sizing phase to the manufacturing of the coils.

The optimization of geometries, configurations, and materials allows the solutions to be adapted to the required performance and specific application needs.

The offer is completed by specialized technical solutions, such as:

- exchangers with removable headers, which allow for maintenance and internal cleaning operations;
- double-tube safety exchangers, designed to ensure operational continuity even in the event of an internal tube failure.



Upstream activities

Within its upstream value chain, the Group mainly procures the raw materials, semi-finished products and components required for the manufacture of heat exchangers, as well as technical and logistics services supporting production activities. Relationships with suppliers are based on reliability, continuity of supply and compliance with technical specifications, with the aim of ensuring high standards of quality for the materials and components used.

In 2025, the Group launched a structured supplier engagement initiative, using a questionnaire to also collect information on specific sustainability aspects. This initiative forms part of the Group's efforts to progressively strengthen ESG practices across the supply chain, with the aim of improving its understanding of suppliers and promoting alignment with the Group's expectations on environmental, social and governance matters.

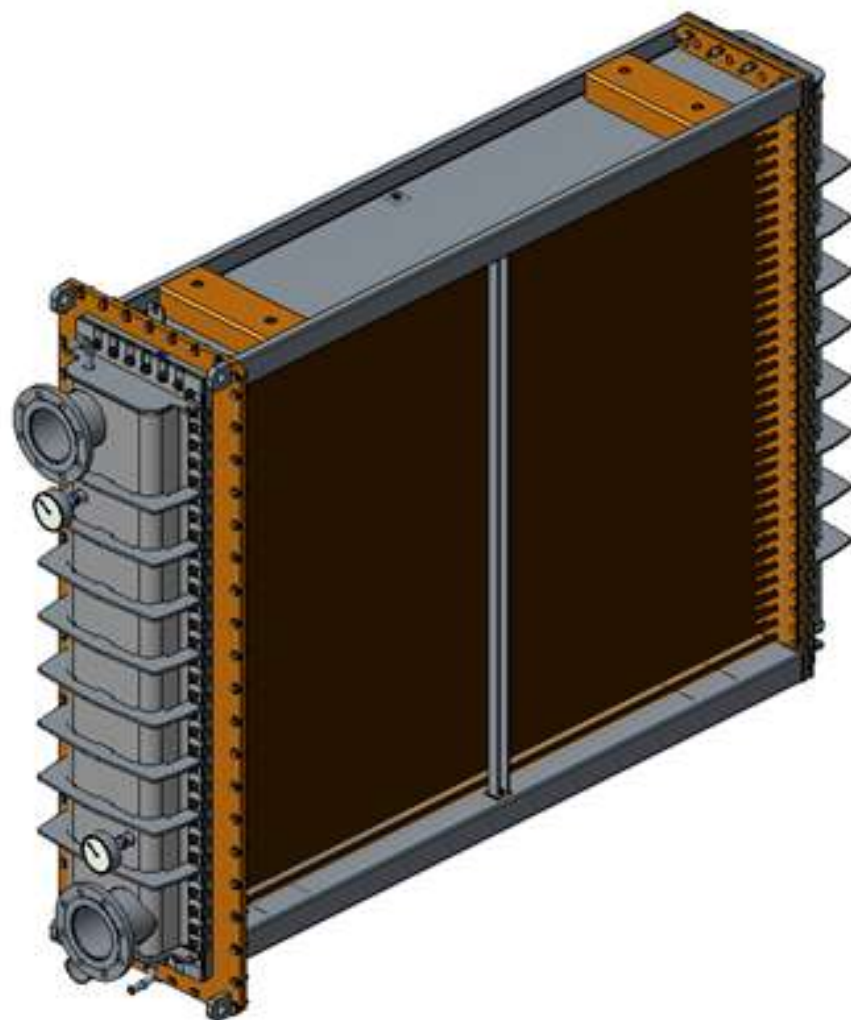
Core Business

The Group's core business consists of the design and production of highly customized heat exchangers, supported by a flexible production model oriented towards creating tailor-made solutions. Activities include product engineering through a co-design approach with the customer, production, and quality control, as well as conducting internal test campaigns aimed at validating performance and compliance with application requirements.

The product portfolio includes, among other things, finned-pack heat exchangers developed in various configurations, including solutions for energy recovery and applications characterized by specific sealing requirements. These solutions are implemented alongside specialized products intended for more demanding operating conditions. Specialised welding expertise also enables the Group to manage technically complex processes, supporting the development of advanced applications and enhancing overall product quality.

Downstream activities

In the downstream phase of the value chain, the Group interacts with Customers and industrial Partners for the delivery of solutions intended for HVAC systems and industrial applications. The Group's engagement with customers is aimed at ensuring the reliable and continuous operation of its products throughout their life cycle by providing technical assistance and specialised documentation, including during installation and operation.



THE SUSTAINABILITY STRATEGY OF THE DBM-GEO.COIL-TECNODBM GROUP

The sustainability strategy of the DBM-GEO.COIL-TECNODBM Group is developed with the goal of integrating ESG factors into industrial and organizational choices in a progressively more structured way, strengthening the Group's ability to generate sustainable and lasting value over time.

During 2024, this approach was translated into the drafting of sustainability reports at the level of individual companies (DBM S.p.A. and GEO.COIL S.r.l.) and the definition of the 2025-2027 Sustainability Plan, which represents the main strategic guidance tool at the Group level. The Plan identifies common goals and actions and is based on the results of the materiality analysis conducted during the 2024 reporting, allowing for the identification of the most relevant areas in relation to the impacts generated on people and the environment and, consequently, guiding intervention priorities and areas for improvement.



The publication of this Consolidated Sustainability Statement, drafted in compliance with ESRS standards and based on the double materiality analysis, represents a further step in the Group's evolution path. It allows for the harmonization of data, criteria, and methods of presenting information, ensuring greater consistency, comparability, and integration at the consolidated level.

The double materiality analysis also provides an integrated view of key sustainability matters, considering both the impacts generated by the Group's activities on people and the environment (impact materiality) and the risks and opportunities that may affect the Group's financial performance and resilience (financial materiality).

The evidence that emerged from this analysis constitutes an operational reference for the evolution of the sustainability strategy, as it allows for verifying and strengthening the consistency between strategic priorities, defined goals, and the content subject to reporting. In this perspective, the Group adopts a dynamic approach, oriented towards continuous improvement, which allows for progressively updating priorities and initiatives, ensuring constant alignment between planning, implementation, and performance monitoring.

PILLARS	GOALS	SDGs
COMBATING CLIMATE CHANGE	Reduce greenhouse gas emissions through the measurement and monitoring of consumption, the adoption of energy efficiency interventions, and the use of operational solutions and technologies that contribute to the mitigation of climate change	 
Responsible production and consumption	Promote responsible production and consumption models along the entire value chain, strengthening waste reduction and resource reuse and recycling practices, while simultaneously fostering more sustainable procurement through criteria and choices consistent with ESG principles.	
Value of people	Promote the protection of employee health and safety and overall well-being, strengthening welfare tools and initiatives dedicated to the quality of working life. Enhance human capital through growth and skills development paths, while ensuring an inclusive and respectful work environment, with particular attention to the protection of gender equality and equal opportunities.	 
Customer centricity.	Maximize the value generated for Customers through proactive needs management and the building of solid and lasting relationships based on transparency, fairness, and professionalism	 
Promotion of innovation as a pillar of sustainable growth	Promote research and innovation as strategic levers for sustainable growth, integrating digital technologies and advanced solutions into business processes to improve efficiency, environmental performance, and competitiveness	 



SBM-2

Interests and opinions of stakeholders

THE STAKEHOLDERS OF THE DBM-GEO.COIL-TECNODBM GROUP

The DBM-GEO.COIL-TECNODBM Group considers engagement with its Stakeholders a central element in understanding the needs, expectations, and emerging issues connected to the Group's activities. Regular and organized dialogue with stakeholders, characterized by transparency and collaboration, allows for improving the quality of decisions, guiding the evolution of strategic priorities, and supporting the definition and updating of sustainability objectives.





The table below shows the main categories of Stakeholders identified by the DBM–GEO.COIL–TECNODBM Group and the related methods and frequency of engagement.

STAKEHOLDER CATEGORY	ENGAGEMENT METHOD	FREQUENCY
EMPLOYEES	Internal communications, periodic meetings, training, reporting and feedback channels	Continuous and periodic
Customers	Digital and social channels	Continuous
Suppliers and strategic partners	Technical meetings, qualification procedures, contracts	Periodic / on a contractual basis
LOCAL COMMUNITY	Partnerships with local authorities, schools, universities, agreements	Periodic / based on projects
Institutions and regulatory authorities	Regulatory compliance, formal communications	Continuous
Trade associations	Newsletters and informative updates, periodic communications and participation in events	Periodic
Financial institutions	Reports on performance and business prospects, questionnaires	Periodic
Shareholders	Periodic reports, financial statements and corporate communications, meetings and assemblies	Periodic

The stakeholder engagement activity has allowed for the structured inclusion of perspectives, expectations, and contributions from stakeholders in the double materiality analysis process, supporting the identification and assessment of relevant impacts, risks, and opportunities. DBM and GEO.COIL, in compliance with Law no. 179/2017 and Legislative Decree no. 24/2023, have also implemented a whistleblowing system that provides communication channels for reporting misconduct and irregularities and that guarantees the anonymity of the whistleblower and the prohibition of retaliation.

SBM-3

Relevant impacts, risks, and opportunities and their interaction with the strategy and business model

During 2025, the DBM–GEO.COIL–TECNODBM Group conducted the double materiality analysis in compliance with the requirements set by the European Sustainability Reporting Standards (ESRS), with the aim of identifying, for each sustainability topic considered, the impacts – current and potential – as well as the relevant risks and opportunities (IRO).

The results of this process constitute a central reference both for defining the contents of sustainability reporting and for guiding the strategic choices and priorities of the Group over different time horizons (short, medium, and long term), strengthening the link between strategy and sustainability.

The following table summarizes the impacts, risks, and opportunities identified as relevant, indicating for each element the origin (own activities and/or value chain) and the relative reference time horizon, understood as the period within which the impact, risk, or opportunity will manifest or produce significant effects.

For further details on the policies, actions, and measures adopted by the Group in relation to the identified topics, please refer to the respective sections "Environmental Information" and "Social Information".

ESRS E1					
IRO DESCRIPTION	IRO	NATURE	TYPE	VALUE CHAIN	TIME HORIZON
Implementation of interventions for energy consumption efficiency	Impact	Positive	Current	Own operations	Short
Production and self-consumption of electricity from renewable sources	Impact	Positive	Potential	Own operations	Short
Opportunity to reduce energy costs thanks to the self-consumption of energy produced from renewable sources	Opportunity			Own operations	Medium
Risk of incurring initial investment costs for the construction of renewable energy production plants	Risk			Own operations	Short
Risk of reputational damage due to failure to reduce one's own greenhouse gas emissions	Risk			Own operations / value chain	Medium

ESRS E5					
IRO DESCRIPTION	IRO	NATURE	TYPE	VALUE CHAIN	TIME HORIZON
Risk of higher operating costs due to waste management and disposal	Risk			Own operations	Short
Opportunity to ensure operational continuity and avoid business interruption due to non-compliant waste management thanks to internal audits to ensure the correctness of procedures	Opportunity			Own operations	Short
Risk of operational interruptions due to non-compliance with environmental and waste management regulations	Risk			Own operations / value chain	Short
Selection and purchase of certified materials to reduce one's environmental impact	Impact	Positive	Current	Own operations	Short

ESRS S1					
IRO DESCRIPTION	IRO	NATURE	TYPE	VALUE CHAIN	TIME HORIZON
Improvement of worker safety conditions through the adaptation of operational spaces	Impact	Positive	Current	Own operations	Short
Opportunity to reduce accidents thanks to the adaptation of operational spaces	Opportunity			Own operations	Short
Opportunity to reduce accidents through the implementation of a workplace safety monitoring system	Opportunity			Own operations	Short
Provision of health and safety training to employees	Impact	Positive	Current	Own operations	Short
Opportunity to reduce accidents through the provision of safety training	Opportunity			Own operations	Short

Risk of increased accidents due to the absence of adequate safety devices	Risk			Own operations	Short
Adaptation of workstations to reduce the risk of musculoskeletal injuries and improve employee health	Impact	Positive	Potential	Own operations	Medium
Opportunity to improve production efficiency and quality through the provision of training aimed at skills development	Opportunity			Own operations	Medium
Risk of increased employee turnover due to incidents of discrimination	Risk			Own operations	Short

ESRS S4					
IRO DESCRIPTION	IRO	NATURE	TYPE	VALUE CHAIN	TIME HORIZON
Customer focus through high-quality products and services, responsiveness to customer needs, and the prompt handling of complaints	Impact	Positive	Current	Own operations / value chain	Short
Opportunity to build customer loyalty through the quality of products and services offered, listening to and timely management of needs and complaints	Opportunity			Own operations / value chain	Medium
Transparency and clarity in communications made to customers	Impact	Positive	Current	Own operations	Short
Protection and proper processing of customers' personal data	Impact	Positive	Current	Own operations	Short
Risk of reputational damage due to failure to comply with cybersecurity standards required by regulations and requested by Clients	Risk			Own operations	Short

ENTITY SPECIFIC					
IRO DESCRIPTION	IRO	NATURE	TYPE	VALUE CHAIN	TIME HORIZON
Investments in research and development	Impact	Positive	Current	Own operations	Short

IRO-1

Description of the process for identifying and assessing relevant impacts, risks, and opportunities

In 2025, the DBM–GEO.COIL–TECNODBM Group conducted the double materiality analysis in accordance with the requirements set out by the ESRS and the “EFRAG IGI Materiality Assessment Implementation Guidance” guidelines published by EFRAG. This process aims to identify and assess the sustainability issues that are most relevant to the Group, structurally reconstructing both the impacts generated or potentially generable (through the impact materiality analysis) and the implications in terms of financial risks and opportunities (through the financial materiality analysis).

IMPACT MATERIALITY

This perspective examines the effects, positive or negative, current or potential, attributable to the Group’s activities and relationships along the value chain, assessing their relevance in the short, medium, and long term with respect to people and the environment. A topic is considered material when such effects are significant in terms of intensity, extent, and/or probability of occurrence.

FINANCIAL MATERIALITY ANALYSIS

The financial perspective considers the extent to which a sustainability issue can translate into risks or opportunities with economic–financial impacts for the Group, significantly affecting the balance sheet and economic results, cash flows, as well as access to sources of financing and the cost of capital.

A topic is considered relevant when it is significant from the impact perspective or from the financial perspective. The double materiality process conducted by the DBM–GEO.COIL–TECNODBM Group was divided into the following phases:

- 1. Understanding the Group’s internal and external context and mapping of “key affected Stakeholders”;
- 2. Impact materiality: identification and assessment of impacts;
- 3. Financial materiality: identification and assessment of risks and opportunities;
- 4. Analysis of the results of the double materiality process.

1. Understanding the Group’s internal and external context and mapping of key Stakeholders

The initial phase of the process is aimed at building a complete framework of the context in which the Group operates and the main potentially relevant sustainability topics, with reference to both its own activities and interactions along the value chain.

To this end, an analysis of the external context was conducted, which considered the evolution of the sector and reference markets, the main regulatory developments, and the most widespread practices in the ESG field. This analysis was integrated with a benchmarking activity, aimed at identifying approaches, tools, and best practices adopted by comparable entities, in order to strengthen the methodological robustness of the process.

In parallel, an analysis of the internal context was carried out, focused on the Group’s business model, business processes, and the main activities carried out by the companies, as well as the most relevant relationships with Suppliers, Clients, and other entities along the value chain. In this context, the Strategic Sustainability Committee, appointed in 2025 and composed of figures belonging to the Purchasing, Administration, Quality, and Production areas, provided a qualified contribution, making available its knowledge of the Group’s operational and organizational dynamics. In the analysis activities, the Committee involved the managers of all company areas, ensuring a transversal and representative view of the entire organization.

The mapping of the different phases of the value chain, both upstream and downstream, allowed for the identification of areas where impacts, risks, and opportunities related to sustainability topics may manifest, also in relation to potential effects on performance, operational continuity, and the Group’s ability to generate value over time. Based on the evidence collected, the key affected Stakeholders were identified, i.e., the stakeholders – internal and external – who are, or could be, most influenced by the Group’s activities and related interactions along the value chain.

The outcomes of this phase constituted the information base for the subsequent activities of identification, assessment, and prioritization of impacts, risks, and opportunities (IRO).

2. Impact materiality: identification and assessment of impacts

The impact materiality analysis involved both the key affected Stakeholders and the Strategic Sustainability Committee, in order to assess the current and potential impacts that the Group generates or could generate on the environment and people. On the one hand, the contribution of the Stakeholders allowed for the collection of a plurality of perspectives, both internal and external, on the effects produced along the value chain. On the other hand, the Strategic Committee provided the company’s point of view, leveraging direct knowledge of the Group’s processes, operational activities, and development priorities.

The list of impacts considered in the assessment was defined on the basis of evidence gathered during the preliminary context analysis, which helped identify the areas and stages of the value chain most likely to generate positive or negative impacts on people and the environment. The identified impacts were subsequently organized in a structured manner and traced back, according to a bottom-up approach, to the topics, sub-topics, and sub-sub-topics provided for by Application Requirement 16 of ESRS 1, in order to ensure completeness, methodological consistency, and alignment with the reference framework, while avoiding overlaps or duplications.

The list thus defined was discussed and validated by the Strategic Committee and subsequently translated into a structured questionnaire, aimed at collecting relevance assessments from Stakeholders and the Committee itself in a homogeneous manner. The collected responses were then consolidated without assigning differentiated weights among the different Stakeholder categories.

The definition of materiality thresholds and the subsequent prioritization of impacts were carried out based on the results that emerged, with the involvement of the Strategic Committee, also taking into account consistency with the guidelines of the Sustainability Plan and the prospects for the evolution of the Group’s activities.

3. Financial materiality: identification and assessment of risks and opportunities

The financial materiality analysis was conducted to assess the extent to which sustainability issues can generate significant economic-financial effects for the Group in the short, medium, and long term. To this end, the impacts that emerged from the context analysis and impact materiality were translated into potential financial risks and opportunities, so as to estimate their possible repercussions on the Group's results.

The risks and opportunities thus identified were then assessed in relation to the magnitude and probability of occurrence by the competent corporate functions, based on their respective responsibilities and knowledge of economic, operational, and management profiles. The assessment was carried out through dedicated discussion sessions, considering for each risk and opportunity both the probability of occurrence and the potential magnitude of the expected effects on the main economic-financial dimensions, such as the balance sheet, cash flows, and conditions for access to financing or capital.

To complete the analysis, for each element assessed, the area of manifestation (own operations and/or value chain) and the reference time horizon were indicated, identifying the period in which it is reasonable to expect that the effect may be most significant. The outcomes of financial materiality thus contribute to qualifying the Group's overall exposure and supporting the integration of sustainability issues into management processes and prioritization choices.

4. Analysis of the results of the double materiality process

The identification of material sustainability topics takes place through the consolidation and integrated reworking of the outcomes that emerged from the two perspectives of the analysis – impact materiality and financial materiality – in order to obtain a comprehensive and consistent view of the topics assessed.

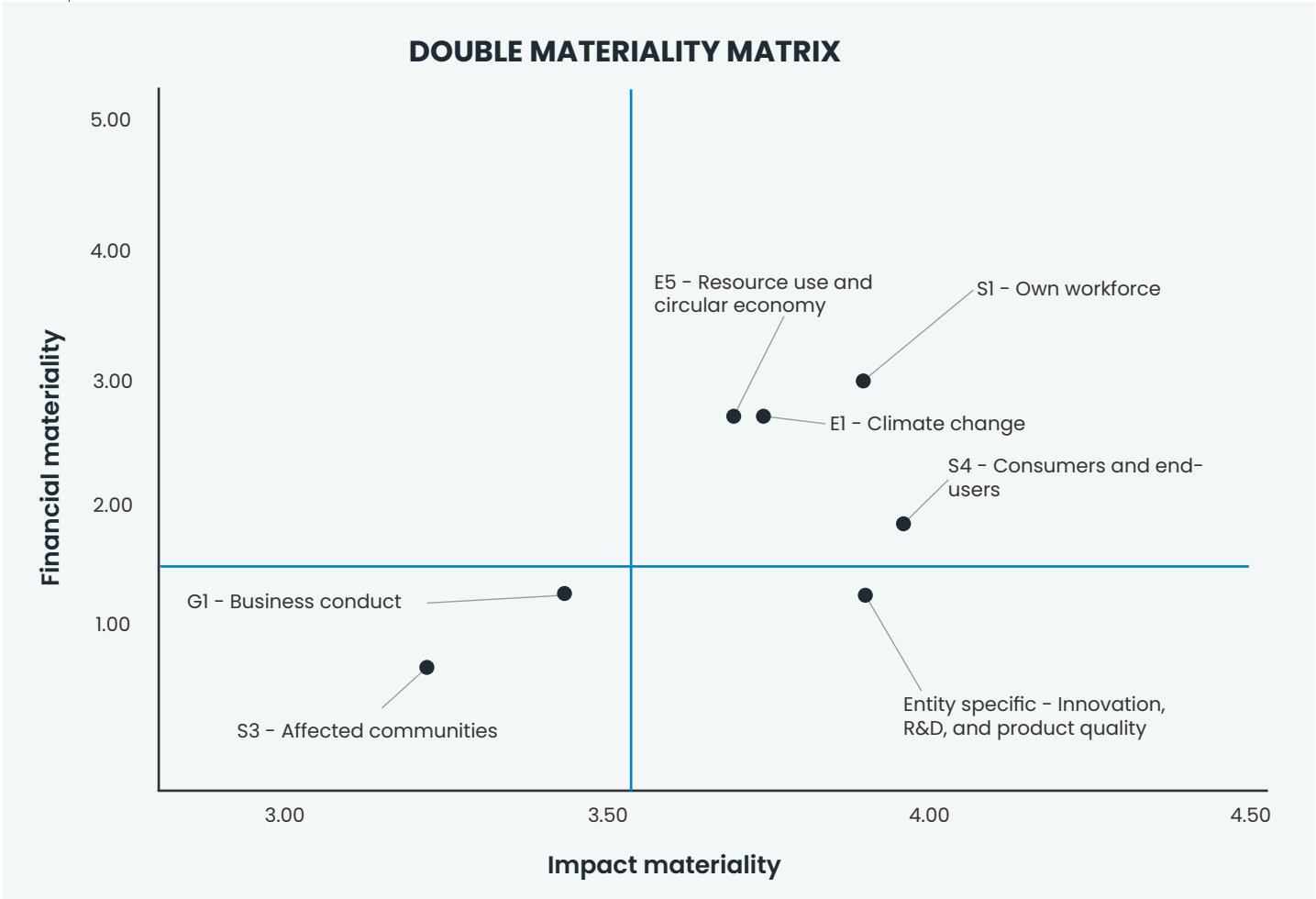
In line with the provisions of the ESRS standards, a sustainability topic is considered material if it is relevant with respect to the impacts generated, or potentially generable, on people and the environment (impact materiality), or with respect to the economic-financial effects deriving from risks and opportunities (financial materiality), or in relation to both dimensions.

Following the aggregation process and based on the materiality thresholds defined for prioritization purposes, 24 impacts, risks, and opportunities (IRO) were identified as material for the Group. This outcome allows for the structured validation of the evidence that emerged and the definition of a clear perimeter of priority topics, which guide both the reporting approach and the management activities and improvement guidelines.

The details of the sustainability topics identified as material are reported below.

ESRS	MATERIAL TOPIC
ESRS E1 – Climate change	Climate change
ESRS E5 – Resource use and circular economy	Resource use and circular economy
ESRS S1 – Own workforce	Own workforce
ESRS S4 – Consumers and end-users	Consumers and end-users
Additional information – Entity specific	Promotion of innovation as a pillar of sustainable growth

The results of the entire process are represented graphically through the double materiality matrix.



ESRS E2 – Pollution, E3 – Water and marine resources, E4 – Biodiversity and ecosystems, S2 – Workers in the value chain, were not found to be material in relation to the nature and characteristics of the activities of the DBM–GEO.COIL–TECNODBM Group companies.

In order to ensure the alignment of the analysis with the evolution of the regulatory framework and the operating context, the double materiality process will be subject to periodic updating and validation.

IRO-2

ESRS disclosure requirements subject to the company's sustainability statement

This paragraph refers to the following contents reported in the Appendix:

- Disclosure requirements included in this Consolidated Sustainability Statement.

02

Environmental information

ESRS E1 - Climate change

E1-1 / SBM-3 / E1-2 / E1-3 / E1-4 / E1-5 / E1-6

ESRS E5 - Resource use and circular economy

E5-1 / E5-2 / E5-3 / E5-4 / E5-5

ESRS E1

Climate change

E1-1

Transition plan for climate change mitigation

As of the date of preparation of this Statement, the Group has not adopted a transition plan aimed at defining decarbonization levers, emission reduction targets, and the actions necessary to progressively align the operating model with long-term climate goals. However, the Group has structured its commitment to the topic through the adoption, in 2024, of the 2025–2027 Sustainability Plan, a strategic guidance tool that allows sustainability commitments to be operationally translated into a framework of coherent and measurable objectives. The Plan identifies combating climate change and optimizing energy consumption among its priorities, providing for the adoption of a structured system for measuring Scope 1, Scope 2, and Scope 3 Greenhouse Gas (GHG) emissions, energy efficiency interventions, and the adoption of a GHG Policy that will define the Group's principles and commitments regarding the management of greenhouse gas emissions.

In line with these principles, in 2025 the Group implemented a series of initiatives, including the installation of continuous energy monitoring systems, the replacement of GEO.COIL's natural-gas heating system with heat pumps, and upgrades to LED lighting at both GEO.COIL and DBM. This Statement also includes, for the first time, the reporting of Scope 3 emissions, extending the measurement perimeter to the main categories of indirect emissions arising along the value chain.



SBM-3

Relevant impacts, risks, and opportunities and their interaction with the strategy and business model

The double materiality analysis identified, with reference to the topic of climate change, a complex set of impacts, risks, and opportunities that affect both the Group's environmental performance and its economic sustainability in the medium term. Overall, two positive impacts, two risks, and one opportunity were identified.

The positive impacts concern, on the one hand, the energy efficiency interventions already initiated, which produce a reduction in direct and indirect emissions in own operations, and, on the other, the production and self-consumption of electricity from renewable sources, identified as a potential positive impact yet to be realized, as the Group does not currently have its own generation plants.

Regarding the risks deriving from the energy transition, the analysis highlighted the potential exposure to significant initial investment costs for the construction of renewable energy production plants. This risk is accompanied by a growing reputational risk linked to the failure to reduce climate-altering gas emissions, fueled by increasingly stringent expectations of Clients, financial institutions, and markets regarding the climate responsibility of companies.

The identified opportunity is of an economic nature; self-consumption of energy produced from renewable sources would allow the Group to contain energy costs in the medium term, transforming the initial investment into a lever for operational efficiency and reduction of exposure to energy price volatility.

E1-2

Policies related to climate change mitigation and adaptation

The DBM-GEO.COIL-TECNODBM Group has not adopted policies dedicated to climate change mitigation or adaptation. Even in the absence of a dedicated policy, the Group's commitment to these issues is expressed in two complementary tools: the Code of Ethics, adopted in 2025, and the 2025-2027 Sustainability Plan.

The Code of Ethics of DBM, GEO.COIL, and TECNODBM recognizes environmental sustainability as a fundamental value and translates it into rules of conduct aimed at all Stakeholders — internal and external — constituting the value framework within which the operational actions of the Sustainability Plan are inserted. The Code in fact guides the behavior of employees, promoting the reduction of waste and the efficient use of resources, and of Suppliers, who are required, where possible, to favor renewable or recyclable materials and environmentally friendly production processes.

The 2025-2027 Sustainability Plan identifies two main pillars around which priorities for intervention and concrete actions are articulated: the measurement of GHG emissions and the improvement of energy efficiency. With regard to emissions, the Plan provides for the adoption of a structured system for calculating Scope 1 and Scope 2 emissions, with the reporting scope to be progressively expanded to include Scope 3 emissions. It also provides for the formalisation of a procedure for the systematic monitoring and recording of natural

resource consumption. Measuring emissions consistently will help inform reduction decisions, assess their effectiveness over time, and make emissions data an integral part of the Group's decision-making processes. In the 2026-2027 horizon, the formalization of a GHG Policy and the evaluation of logistics solutions with lower emission impact are also planned. Interventions on energy efficiency are aimed at the progressive reduction of the energy requirements of production sites, through targeted actions on lighting and heating systems.



E1-3

Actions and resources related to climate change policies

During 2025, in line with the priorities identified in the 2025-2027 Sustainability Plan, the Group launched a coordinated set of interventions aimed at reducing greenhouse gas emissions and improving energy efficiency.

The first area of intervention concerned the strengthening of the capacity to measure consumption and emissions. DBM and GEO.COIL have installed continuous energy monitoring systems that allow for real-time detection of electricity consumption. Having granular and up-to-date consumption data allows for the identification of inefficiencies, anomalies, and absorption peaks that would otherwise remain invisible in an aggregated reading of energy consumption, guiding intervention decisions more precisely and making the effectiveness of efficiency actions measurable over time.

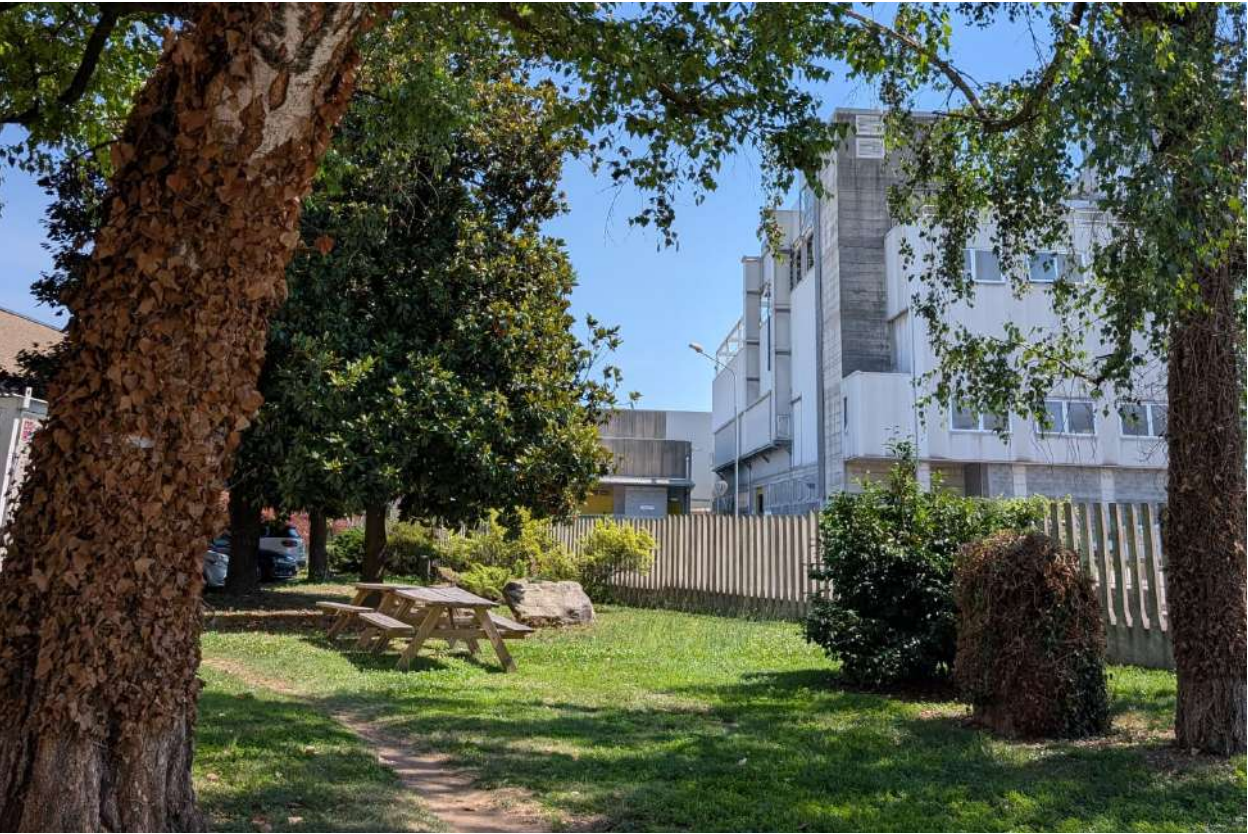
In 2025, the Group also began systematically measuring its Scope 3 greenhouse gas emissions for the first time. These are indirect emissions arising along the value chain from sources not owned or directly controlled by the Group. The Scope 3 categories reported in this Statement include employee commuting, inbound and outbound freight transport, business travel, and the transport and treatment of waste generated by operations.

Parallel to the measurement activity, during 2025 two significant direct emission reduction

- interventions were carried out:
- the replacement of the heating system for offices and changing rooms at GEO.COIL, replacing the old natural gas-powered system with a system consisting of reversible heat pumps — an intervention that eliminates Scope 1 direct emissions associated with gas consumption for heating;
 - a first modernization cycle of lighting systems, with the partial replacement of office and production facilities with high energy efficiency LED technology solutions.

Overall, the interventions launched in 2025 mark a concrete step towards a more structured and conscious management of the Group's climate impacts, combining the strengthening of measurement capacity with direct emission reduction actions at its production sites.

ESRS E1 – CLIMATE CHANGE	
TOPIC	ACTIONS
CLIMATE CHANGE AND REDUCTION OF GREENHOUSE GAS EMISSIONS	Replacement of the gas heating system with reversible heat pumps at GEO.COIL
	Structured measurement of Scope 1, Scope 2, and Scope 3 emissions
Energy management.	Installation of continuous energy monitoring systems at DBM and GEO.COIL
	Partial modernization of lighting systems with LED technology at DBM and GEO.COIL



E1-4

Objectives related to climate change mitigation and adaptation

The definition of clear and measurable climate objectives represents a fundamental step in the path of integrating environmental sustainability into the corporate strategy. At this stage, the Group prioritised strengthening its measurement capabilities, recognising that without an accurate and reliable understanding of its emissions profile, it cannot set credible quantitative targets or track progress towards achieving them over time. On this basis, the objectives currently defined are qualitative in nature and find their framework in the 2025–2027 Sustainability Plan, articulated in three main directions: the direct reduction of emissions in own operations, the reduction of emissions arising along the value chain, and the formalization of climate governance tools.

Reduction of emissions from own operations

In relation to own operations, the Group plans to continue the modernization interventions of lighting systems with LED technology, launched in 2025, and to evaluate further energy efficiency actions at its production sites. An evaluation is also underway regarding the installation of photovoltaic systems at GEO.COIL and DBM for the production and self-consumption of electricity, an intervention that would allow for reducing dependence on energy purchased from the grid and cutting Scope 2 emissions associated with electricity consumption.

Reduction of emissions arising along the value chain

With reference to the value chain, the evaluation of logistics solutions with lower emission impact is planned, recognizing how emissions generated by the inbound and outbound freight transport represent a relevant component of the Scope 3 profile and an area where targeted interventions can produce significant reductions.

Tools and governance of emissions

As part of its climate governance framework, over the 2026–2027 period the Group plans to formalise a GHG Policy setting out the guiding principles for managing greenhouse gas emissions, the reporting scope, organisational responsibilities, emission calculation methodologies, and medium- and long-term reduction targets. To support this path, the Group intends to formalize a procedure for the systematic detection of natural resource consumption, with the goal of precisely identifying areas of greatest emission intensity and orienting intervention priorities accordingly. Finally, the annual monitoring of Scope 1, Scope 2, and Scope 3 emissions will continue, ensuring a progressive improvement in the quality and completeness of the data collected.

ESRS E1 – CLIMATE CHANGE		
GOALS	SCOPE	BASELINE
Continue to measure Scope 1, Scope 2, and Scope 3 emissions and consolidate their reporting	DBM – GEO.COIL – TECNODBM Group	2025
Formalize a procedure for the systematic tracking of natural resource consumption	DBM – GEO.COIL – TECNODBM Group	2025

Energy consumption and energy mix

The Group's total energy consumption does not include, in 2025, the production or purchase of energy from renewable sources. The energy carriers used include natural gas, LPG, propane, diesel, gasoline, and electricity purchased from the grid – the latter is reported as a fossil source in the absence of supply contracts with renewable guarantees of origin, although it reflects the national energy mix in its actual composition.

Compared to the previous year, GEO.COIL recorded a reduction in LPG consumption and a corresponding increase in electricity consumption, resulting from the replacement of the office and changing room heating system with electric heat pumps, while DBM recorded a reduction in natural gas consumption. The increase in DBM's total energy consumption compared to 2024 is largely attributable to the expansion of the data collection scope, which in 2025 included for the first time fuel consumption from the company vehicle fleet, not included in the previous year. For TECNODBM, 2025 consumption stands at 112.36 MWh, a slight reduction compared to 2024, with propane, diesel, and electricity purchased from the grid as energy carriers.

The following tables show the details of energy consumption by company and at a consolidated level, with a comparison between the two available years.

ENERGY CONSUMPTION	DBM (MWh)	GEO.COIL (MWh)	TECNODBM (MWh)	CONSOLIDATED (MWh)	SHARE OF TOTAL
Fuel consumption from coal and coal products	-	-	-	-	-
Fuel consumption from crude oil and petroleum products	310.19	685.77	79.54	1,075.50	31.17%
Fuel consumption from natural gas	812.69	-	-	812.69	23.55%
Fuel consumption from other non-renewable sources	-	-	-	-	-
Consumption of electricity, heat, steam, and cooling from fossil sources purchased or acquired	720.60	808.80	32.82	1,562.22	45.28%
Total energy consumption from fossil sources	1,843.48	1,494.57	112.36	3,450.41	100%
Consumption from nuclear sources	-	-	-	-	-

Fuel consumption from renewable sources (biomass, biological waste, biogas, renewable hydrogen, etc.)	-	-	-	-	-
Consumption of electricity, heat, steam, and cooling from renewable sources purchased or acquired	-	-	-	-	-
Consumption of self-produced renewable energy without using fuels	-	-	-	-	-
Total energy consumption from renewable sources	-	-	-	-	-
Total energy consumption	1,843.48	1,494.57	112.36	3,450.41	100%

DBM ENERGY CONSUMPTION	112.36 MWh	112.36 MWh
Total energy consumption from fossil sources	1,644.53	1,843.48 ¹
Total energy consumption from renewable sources	-	-
Total energy consumption	1,644.53	1,843.48

GEO.COIL ENERGY CONSUMPTION	112.36 MWh	112.36 MWh
Total energy consumption from fossil sources	1,530.03	1,494.57
Total energy consumption from renewable sources	-	-
Total energy consumption	1,530.03	1,494.57

TECNODBM ENERGY CONSUMPTION	112.36 MWh	112.36 MWh
Total energy consumption from fossil sources	123.27	112.36
Total energy consumption from renewable sources	-	-
Total energy consumption	123.27	112.36

¹ The increase in DBM's total energy consumption between 2024 and 2025 significantly reflects the expansion of the data collection scope: in 2025, fuel consumption of the company vehicle fleet was included for the first time.

The companies of the DBM–GEO.COIL–TECNODBM Group operate within the following product categories.

COMPANIES	ACTIVITY	NACE CODE (4 DIGITS)
DBM	Manufacture of non-domestic cooling and ventilation equipment	28.25
GEO.COIL	Manufacture of non-domestic cooling and ventilation equipment	28.25
TECNODBM	General mechanical engineering works	25.62

Within the scope of the classification of high climate impact sectors provided for by the CSRD, in compliance with EU Regulation no. 1893/2006, the activities carried out by the companies included in the reporting scope – design and production of heat exchangers and welding processes – are classified as high climate impact activities for the purposes of this Consolidated Sustainability Statement.

Energy intensity	UNIT OF MEASUREMENT	2025
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors (a) ²	MWh	3,450.41
Net revenue from activities in high climate impact sectors (b)	Millions of €	59.60
Energy intensity - MWh/ million € (a/b) ³	MWh/million €	57.89



^{2, 3} All data relate to the companies included within the scope of this report.

Gross Scope 1, 2, 3 emissions and total GHG emissions

The DBM–GEO.COIL–TECNODBM Group calculates and reports its greenhouse gas emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, adopting annually updated emission factors from internationally recognized sources. For Scope 1 and Scope 3 emissions, the factors published by DEFRA (Department for Environment, Food and Rural Affairs) were used, while for Scope 2 emissions, the factors published by the AIB (Association of Issuing Bodies) were applied. The annual update of emission factors ensures the comparability and reliability of data over time, although it may influence year-on-year variations independently of actual consumption changes.

Scope 1 emissions

Direct emissions include those generated by the combustion of fossil fuels in production and heating plants – natural gas at DBM, LPG and propane at GEO.COIL and TECNODBM – any refrigerant gas leakage from air conditioning systems, and emissions from company vehicles resulting from the combustion of diesel and gasoline. With reference to the latter category, in 2025 the calculation methodology was refined compared to the previous year: emissions from company vehicles, estimated in 2024 based on kilometers traveled, were calculated in 2025 starting from actual fuel consumption. Consolidated Scope 1 emissions amount to 408.16 tCO₂eq.

Scope 2 emissions

Indirect emissions associated with electricity consumption are reported according to the two methodologies provided by the GHG Protocol and adopted by the ESRS: location-based and market-based. The location-based methodology represents the average emission intensity of electricity drawn from the grid in the country where consumption occurs, regardless of specific contractual supply conditions. The calculation is therefore performed by applying the emission factor of the average national grid energy mix to electricity consumption, which reflects the structural characteristics of the reference electricity system. The market-based methodology, on the other hand, considers the origin of the purchased energy based on available contractual instruments, such as guarantees of origin or supply contracts from renewable sources. For the portions of electricity not covered by such instruments, the calculation is performed by applying the residual mix emission factor, representative of electricity not contractually attributed to specific renewable sources.

Scope 3 emissions

This Statement includes for the first time the reporting of Scope 3 emissions, extended to the categories of indirect emissions arising along the value chain deemed most significant for the Group. The included categories comprise upstream transport and distribution, downstream transport, waste generated during operations, business travel, and employee commuting. Consolidated Scope 3 emissions amount to 607.48 tCO₂eq, with employee commuting (commuting emission) which, based on the current measurement scope, represents the most relevant category, followed by logistics activities.

Calculation methodologies vary depending on the nature and availability of data for each category. Emissions related to employee commuting are estimated based on a questionnaire administered to employees, which reached a coverage of approximately 90% of the workforce. Emissions related to business travel and inbound and outbound logistics were calculated starting from extracts from company management systems and documentation provided by service providers – such as logistics carriers and rental companies. Emissions associated with

waste management were determined based on loading and unloading registers and waste identification forms.

GHG EMISSIONS	UNIT OF MEASUREMENT	DBM	GEO.COIL	TECNODBM	CONSOLIDATED
SCOPE 1 GHG EMISSIONS (tCO ₂ eq)					
Emissions from combustion of natural gas, LPG and propane	tCO ₂ eq	153.47	157.94	12.64	324.05
Direct emissions from refrigerant gas leakage	tCO ₂ eq	0.00	0.00	0.00	0.00
Emissions from diesel combustion	tCO ₂ eq	53.03	0.00	6.54	59.57
Emissions from gasoline combustion	tCO ₂ eq	24.54	0.00	0.00	24.54
Gross Scope 1 GHG emissions	tCO ₂ eq	231.04	157.94	19.18	408.16
SCOPE 2 GHG EMISSIONS (tCO ₂ eq)					
Gross Scope 2 GHG emissions location-based	tCO ₂ eq	201.41	226.06	9.17	436.64
Gross Scope 2 GHG emissions market-based	tCO ₂ eq	317.93	356.84	14.48	689.25
SIGNIFICANT SCOPE 3 GHG EMISSIONS (tCO ₂ eq)					
Upstream transport and distribution	tCO ₂ eq	0.00	103.23	0.00	103.23
Waste generated in operations	tCO ₂ eq	3.32	38.02	0.00	41.34
Business travel	tCO ₂ eq	19.59	3.52	0.00	23.11
Employee commuting	tCO ₂ eq	138.36	142.72	14.15	295.23
Downstream transport	tCO ₂ eq	93.43	51.14	0.00	144.57
Total gross indirect GHG emissions (Scope 3)	tCO ₂ eq	254.70	338.63	14.15	607.48
TOTAL GHG EMISSIONS (tCO ₂ eq)					
Total location-based GHG emissions	tCO ₂ eq	687.15	722.63	42.50	1,452.28
Total market-based GHG emissions	tCO ₂ eq	803.67	853.41	47.81	1,704.89

⁴ The scope for inbound and outbound logistics is limited to transport services purchased by the Group and excludes those arranged directly by Customers or Suppliers.

GHG INTENSITY RELATIVE TO NET REVENUE	2025
GHG INTENSITY RELATIVE TO NET REVENUE (tCO ₂ eq/MILLION €)	
Total GHG emissions (location-based) relative to net revenue	24.37
Total GHG emissions (market-based) relative to net revenue	28.61
Net revenue (Millions of €)	59.60

DBM GHG EMISSIONS	2024 (tCO ₂ eq)	2025 (tCO ₂ eq)
Scope 1 GHG emissions	276.70	231.04
Scope 2 location-based GHG emissions	173.00	201.41
Scope 2 market-based GHG emissions	299.28	317.93

DBM's Scope 1 emissions show a reduction compared to the previous year, attributable in part to an actual change in consumption and in part to an improvement in the calculation methodology for company vehicle emissions. Scope 2 emissions, on the other hand, show an increase attributable to the growth in electricity consumption and the update of the Italian national grid emission factor.

GEO.COIL GHG EMISSIONS	2024 (tCO ₂ eq)	2025 (tCO ₂ eq)
Scope 1 GHG emissions	171.65	157.94
Scope 2 location-based GHG emissions	200.11	226.06
Scope 2 market-based GHG emissions	346.23	356.84

GEO.COIL's Scope 1 emissions show a reduction compared to 2024, attributable to the replacement of the gas heating system with electric heat pumps, completed during 2025. As expected, this intervention led to a shift in energy requirements from gas to electricity, which is reflected in the increase in Scope 2 emissions.

TECNODBM GHG EMISSIONS	2024 (tCO ₂ eq)	2025 (tCO ₂ eq)
Scope 1 GHG emissions	21.09	19.18
Scope 2 location-based GHG emissions	8.93	9.17
Scope 2 market-based GHG emissions	15.46	14.48

TECNODBM's Scope 1 emissions show a slight reduction, consistent with the decline in fossil fuel consumption highlighted by the energy data. Scope 2 emissions are substantially stable in both methodologies, with a marginal variation in both the location-based and market-based versions.

Resource use and circular economy

Policies regarding resource use and circular economy

Responsible resource management and the progressive adoption of circular economy principles represent an area of growing strategic focus for the DBM-GEO.COIL-TECNODBM Group, with the awareness that efficiency in the use of materials and the reduction of waste are significant levers for the Group's competitive advantage. In a production context characterized by significant consumption of raw materials — in particular metals such as copper and aluminum — and the generation of production waste, the ability to optimize inbound and outbound resource flows represents an element of competitiveness and environmental responsibility.

As of the date of this Statement, the Group has not adopted formalized policies dedicated to resource use and circular economy. However, the commitment to these issues is articulated through a set of tools that define its values and behavioral rules.

The Group Code of Ethics enshrines sustainability and the use of renewable and recyclable materials among its fundamental values, committing the entire organization — employees and Suppliers — to adopt responsible behaviors that reduce waste and minimize the environmental impact of production activities. Suppliers are also required to prioritize, where possible, renewable or recyclable materials and environmentally friendly production processes.

The 2025–2027 Sustainability Plan identifies the recovery and recycling of waste materials generated in production processes as a priority, with the goal of optimizing operations to minimize waste and reuse production scrap within production cycles. The Plan also provides for the adoption of a structured system for measuring and reporting packaging consumption, as a first step towards more conscious and sustainable management of the materials used in packaging and shipping phases.

At operational level, DBM has formalised a procedure governing the storage area for oils, degreasers and solvents. The procedure covers storage methods, housekeeping standards, the management of empty drums and the precautions required to prevent accidental spills, ensuring the proper handling of substances potentially hazardous to the environment and compliance with applicable waste management regulations.



Actions and resources related to Resource use and circular economy

Waste management and compliance with environmental regulations represent a priority area of attention for the Group, which emerged clearly from the double materiality analysis: non-compliant management of disposal processes would expose the Group to additional operating costs and, in the most serious case, to interruptions of production activities, with both economic and reputational consequences. At the same time, the ability to rigorously oversee these procedures constitutes a concrete opportunity to ensure operational continuity and to demonstrate a responsible approach to environmental management to Stakeholders. Within this framework, the Group's commitment to the selection and purchase of certified materials is also included, which allows for the reduction of the environmental impact of its activities already in the procurement phase. Moving from these priorities, during 2025 the Group launched a series of concrete actions, articulated in three main areas.

Reduction and recovery of processing waste

DBM and GEO.COIL have structured the activity of the nesting department to optimize, starting from the design and production specifications of the orders, the dimensions of the sheets purchased according to the cuts to be performed, minimizing the waste generated in the production phase. The same principle is applied to the purchase of copper rods, sized as much as possible according to actual production needs. The Group has also started the systematic weighing of waste materials — in particular copper and aluminum — with the aim of quantifying inefficiencies and guiding process optimization actions.

Waste and hazardous substance management

The management of waste produced by the Group's operations takes place in compliance with current legislation on the matter, through the keeping of loading and unloading registers, the compilation of waste identification forms, the preparation of the MUD, and registration with RENTRI, ensuring the traceability of outgoing flows and correct classification by type and destination. The waste produced by TECNODBM is classified as municipal waste and managed through the municipal collection service. The management of potentially hazardous substances is also overseen, in DBM, by an operational instruction dedicated to the oil, degreaser, and solvent storage area, which regulates storage methods, drum rotation, the management of empty containers, and measures to prevent accidental spills. Although it does not have an analogous procedure, GEO.COIL applies the same operational precautions, adopting internal practices aimed at ensuring correct storage, separation from incompatible materials, orderly management of containers, and the prevention of any accidental spills.

Sustainable procurement

During 2025, the Group launched a structured initiative to engage its supply chain, through the administration of a questionnaire aimed at collecting information on specific aspects of sustainability, including the practices adopted along the production process. The questionnaire, which reached a relevant number of Suppliers at the Group level, represents a first step towards a deeper knowledge of the supply chain and towards the integration of ESG criteria in the selection and qualification processes of Suppliers. Furthermore, in 2025 GEO.COIL eliminated the use of polystyrene in packaging, replacing it with more sustainable materials, while DBM started an evaluation of possible interventions to make the use of wooden crates in the packaging, containment, and transport of products and related components more efficient, redefining packaging rules with the aim of optimizing material consumption and simultaneously improving product protection.

ESRS E5 – Resource use and circular economy	
TOPIC	ACTIONS
Waste management and recycling	Optimization of sheet metal nesting to reduce cutting waste
	Systematic weighing of waste materials (copper and aluminum) to quantify inefficiencies
	Formalization of the Operational Procedure for the management of the oil, degreaser, and solvent storage area
Sustainable procurement	Optimization of copper rod purchase dimensions according to production needs
	Administration of an ESG questionnaire to Suppliers to collect information related to sustainability
	Evaluation of interventions to make the use of wooden packaging more efficient
	Replacement of polystyrene in packaging with more sustainable materials

E5-3

Objectives related to Resource use and circular economy

The DBM–GEO.COIL–TECNODBM Group has defined, within the 2025–2027 Sustainability Plan, a set of qualitative objectives regarding Resource use and circular economy, which are articulated around three main guidelines: the improvement of waste material management and recovery, the strengthening of sustainable procurement practices, and the monitoring of water consumption.

Waste management and recycling

The Group aims to progressively structure a recovery and recycling path for processing waste within its production cycles, with the goal of reducing the quantities sent for disposal and valorizing residual materials. This objective connects with the actions already launched in 2025 regarding the optimization of production processes and waste weighing, which have provided the first quantitative evidence necessary to guide future interventions.

Sustainable procurement

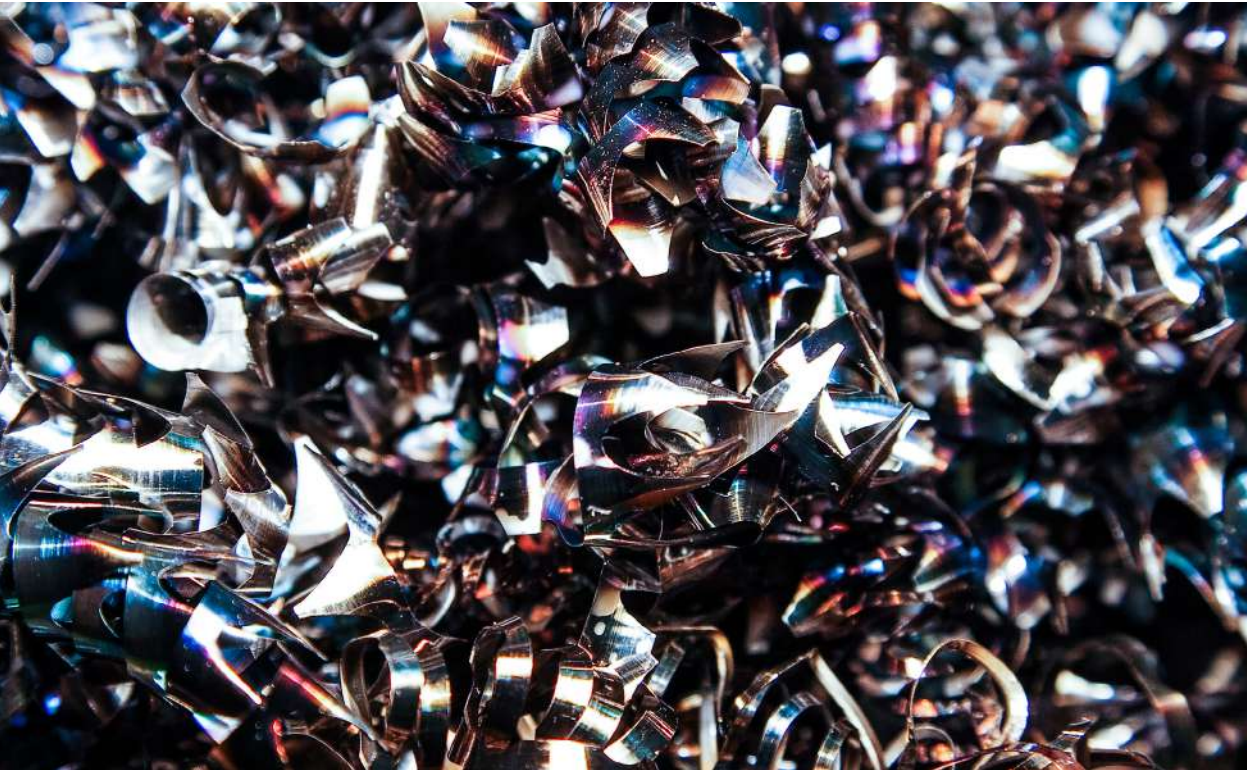
The Group intends to formalise a procurement procedure governing the selection and monitoring of raw materials and defining responsibilities, assessment criteria and supplier qualification processes, including environmental criteria. The management of incoming flows also includes packaging, with the goal of monitoring its use, limiting single-use applications, and identifying, where possible, solutions oriented towards reuse, return, or optimization of the materials used. Packaging received from suppliers is partly reused internally and partly returned to the same suppliers, helping to reduce the need for new materials. For packaging purchased directly by the Group and intended for the shipment of finished products, a structured consumption monitoring system has been launched, functional for measuring associated impacts and identifying more sustainable solutions, including more efficient use of the wooden crates used in shipments, an intervention already being evaluated at DBM. This path also includes the formalization of a procedure for the systematic tracking of natural resource consumption, which will allow for reliable and comparable data over time on all main incoming flows, from

raw materials to auxiliary materials.

Water resource management

DBM is evaluating the introduction of an integrated system for the recovery and treatment of water from product testing tanks, which is currently disposed of after use. The system involves the installation of an oil separator – a device that allows for the separation of oils from process water – as an essential component for the treatment of recovered water before its reuse or disposal. The intervention, currently in the testing phase, aims to reduce water withdrawals, improve the quality of discharges, and contain the risk of environmental contamination.

ESRS E5 – Resource use and circular economy		
GOALS	SCOPE	BASELINE
Structure a recovery and recycling path for processing waste within production cycles	DBM - GEO.COIL - TECNODBM Group	2025
Formalize a procedure for the selection and control of raw materials	DBM - GEO.COIL - TECNODBM Group	2025
Launch structured monitoring of packaging consumption	DBM - GEO.COIL - TECNODBM Group	2025
Formalize a procedure for the systematic tracking of natural resource consumption	DBM - GEO.COIL - TECNODBM Group	2025
Evaluate and implement an integrated system for the recovery and treatment of water from testing tanks, including an oil separator	DBM	2025



Incoming resource flows

The incoming resource flows of the DBM–GEO.COIL–TECNODBM Group are mainly composed of metals, alloys, and auxiliary materials — including technical gases used in the various processing phases — necessary for the production of heat exchangers, as well as packaging used in the packaging and shipping phases. The responsible management of these flows represents an area of growing commitment for the Group, aimed at strengthening knowledge of its consumption and promoting more conscious procurement choices.

Materials and packaging

Metals represent the main incoming material flow for the Group's production activities. Copper, aluminum, and steel, in the various alloys used, constitute core materials for the realization of the products and, by their nature, present characteristics favorable to circularity, particularly due to their high recyclability and the possibility of being produced with secondary material content.

In this context, the Group requires its Suppliers to indicate the percentage of recycled material present in the raw materials supplied to the Group's companies. Knowledge of this share allows for measuring the contribution to the demand for secondary materials, favoring the use of resources from recycling chains and reducing pressure on the extraction of virgin raw materials. The collected data also represents a useful element for evaluating the environmental maturity of the supply chain and progressively orienting purchasing choices towards Suppliers with more advanced ESG profiles.

During 2025, a significant part of the purchased materials consists of a relevant recycled content, particularly for aluminum and stainless steel, for which percentages higher than 80% were recorded.

With reference to packaging, the Group has identified the structured monitoring of packaging material consumption as a priority goal for the coming years, functional to measuring its impact and identifying more sustainable solutions. This area also includes the evaluation already underway at DBM to optimize the use of wooden crates used for containing and shipping products and related accessories.

The following table shows the main incoming material flows for 2025, expressed in kilograms.

PURCHASED MATERIALS	UNIT OF MEASUREMENT	DBM	GEO.COIL	CONSOLIDATED
Copper and copper alloys	kg	885,918	1,041,348	1,927,266
Iron and steel	kg	1,438,150	931,569	2,369,719
Aluminum	kg	695,595	810,720	1,506,315

Note: the reported values are expressed in kg and do not include goods accounted for in units (number of pieces) for which a unique conversion criterion into kg is not available.

Water resource

Water is used by the Group mainly for sanitary purposes and for product testing phases: through special test tanks, the exchangers are immersed in water and subjected to leak and performance checks before delivery to the customer. Water consumption is monitored through the water risk classification of production sites according to the WRI Aqueduct Water Risk Atlas methodology, which allows for contextualizing consumption with respect to the availability of the resource in the reference territories. GEO.COIL, located in Arteregna (UD), is situated in



a medium-high water stress area, with a consumption of 2,010.89 m³ in 2025. DBM, based in Varallo Pombia (NO), operates in a low water stress area, with a consumption of 7,168.66 m³. The water consumption of TECNODBM, based in Oleggio (NO), also in a low water stress area, is equal to 43.00 m³ in 2025. DBM's water consumption remains substantially stable compared to 2024, while GEO.COIL records a more significant reduction, of approximately 15.3%, also attributable to containment measures initiated during 2025, such as the installation of timers on some of the taps in common areas.

WATER CONSUMPTION	UNIT OF MEASUREMENT	DBM	GEO.COIL	TECNODBM	CONSOLIDATED
Total water consumption	m³	7,168.66	2,010.89	43.00	9,222.55
of which in high water stress areas	m³	0.00	0.00	0.00	0.00
of which in medium-high water stress areas	m³	0.00	2,010.89	0.00	2,010.89
of which in low and medium-low water stress areas	m³	7,168.66	0.00	43.00	7,211.66

DBM WATER RESOURCE	2024 (m³)	2025 (m³)
Total water consumption	7,184.30	7,168.66

GEO.COIL WATER RESOURCE	2024 (m³)	2025 (m³)
Total water consumption	2,375.00	2,010.89

TECNODBM WATER RESOURCE	2024 (m³)	2025 (m³)
Total water consumption	115.13*	43.00*

* The data relating to Tecnodbm's water consumption are estimated

Resource outflow

Products

The heat exchangers manufactured by the DBM–GEO.COIL–TECNODBM Group are made mainly of metals, materials with high recyclability that, at the end of the product's life cycle, can be recovered and reintroduced into production processes without significant loss of quality, contributing to the circularity of resource flows in the metallurgical supply chain.

To make full use of this inherent property of the materials used, the Group designs its products to maximise their service life, recognising that durability complements recyclability by reducing the need for replacement and preserving the value of materials at the end of the product's life cycle. Therefore, the exchangers are designed to operate even in harsh environmental conditions, with testing and validation activities conducted internally to ensure compliance with application requirements and operational continuity over time. To support maintainability, some product configurations have been specifically designed to facilitate internal inspection and cleaning operations – such as exchangers with removable headers – or to ensure operational continuity in the event of a failure, such as double-tube safety exchangers that keep incompatible fluids separate. The co-design approach with the customer also allows for sizing products according to real application needs, reducing the risk of oversizing and optimizing the use of materials.



Waste

The waste generated by the Group's operations is mainly attributable to machining scraps – metal scrap of aluminum, copper, iron, and stainless steel – and packaging used in the procurement phases. The very nature of the materials treated determines a waste profile characterized by a high share sent for recovery: in 2025, 97.5% of the waste produced by DBM and GEO.COIL was sent to recovery operations, mainly in the form of metal scrap reintroduced into the production cycles of the metallurgical supply chain. The share destined for disposal – equal to 2.5% of the total – concerns exclusively hazardous waste such as spent emulsions and non-recoverable processing residues.

TYPE OF WASTE	UNIT OF MEASUREMENT	DBM	GEO.COIL	CONSOLIDATED *
Total waste produced	ton	315.07	273.64	588.71
of which hazardous waste	ton	2.29	13.24	15.53
of which non-hazardous waste	ton	312.78	260.40	573.18
Waste sent for recovery	ton	312.78	261.11	573.89
Waste sent for disposal	ton	2.29	12.53	14.82

* The activities carried out by TecnoDBM, welding operations, do not produce waste subject to specific disposal.



DBM WASTE	588.71 tons	588.71 tons
Total waste produced	321.50	315.07
of which hazardous waste	3.11	2.29
of which non-hazardous waste	318.39	312.78

GEO.COIL WASTE	588.71 tons	588.71 tons
Total waste produced	235.08	273.64
of which hazardous waste	6.44	13.24
of which non-hazardous waste	228.64	260.40

03

Social information

ESRS S1 - Own workforce

SBM-3 / S1-1 / S1-2 / S1-3 / S1-4 / S1-5 / S1-6 / S1-7 / S1-8 / S1-9 / S1-10 / S1-12 / S1-13 / S1-14 / S1-17

ESRS S4 - Consumers and end-users

SBM-3 / S4-1 / S4-2 / S4-3 / S4-4 / S4-5

ENTITY SPECIFIC - Innovation, research and development and product quality

ESRS S1

Own workforce

SBM-3

Relevant impacts, risks, and opportunities and their interaction with the strategy and business model

With regard to the Group’s own workforce, the double materiality assessment identified two key areas that directly affect both working conditions and the Group’s ability to ensure operational continuity, product quality and process reliability: occupational health and safety, and skills development. Overall, three positive impacts, four opportunities and two risks were identified.

Health and safety

The positive impacts already in place concern the improvement of safety conditions through the adaptation of operational spaces and the provision of dedicated training, while the adaptation of workstations to reduce the risk of musculoskeletal injuries is identified as a potential positive impact. Alongside these impacts, the assessment identified three opportunities, relating respectively to workplace improvements, the implementation of safety monitoring systems and the provision of targeted training, as well as one risk arising from the lack of adequate personal protective equipment, which could lead to an increase in workplace accidents. The management of these elements requires continuous oversight, which translates into both the updating of safety equipment and the maintenance of a structured and recurring training program.

Skills development and inclusion

The analysis highlighted the opportunity to improve production efficiency and quality through training paths aimed at skills development, as well as a risk of increased turnover associated with episodes of discrimination. In the brazing phases, considered crucial for product quality and for the containment of non-conformities, training, the retention of the personnel involved and the certification of operators constitute relevant operational levers to support process reliability and organizational stability. The ability to retain specialized professionals and to ensure an inclusive and respectful work environment therefore represents a factor that affects both product quality and the Group’s operational continuity.

S1-1

Policies regarding the own workforce

With reference to the own workforce, the Group has not adopted, as of the reporting date, an autonomous policy specifically dedicated to the main issues related to the own workforce,

including health and safety, working conditions, equal opportunities, non-discrimination and professional development. However, the related reference principles are integrated into more general instruments and operational safeguards that contribute to guiding the management of these areas.

A first reference is the Group Code of Ethics, which defines the principles of conduct also applicable to relationships with and between Employees, attaching importance to the enhancement of human capital, the protection of personal dignity, the prevention of discrimination, harassment and harmful behavior, as well as health and safety in the workplace and continuous training. These principles are implemented alongside the Sustainability Plan, which identifies relevant lines of action also with reference to the own workforce, particularly on the topics of training and skills development, health and safety, and selection and onboarding processes. On an operational level, in 2025 DBM and GEO.COIL adopted a recruitment procedure that regulates the selection, search and onboarding phases of personnel according to objective, non-discriminatory, fair and inclusive criteria, ensuring that corporate values are safeguarded already at the stage of entry into the organization.

Taken together, these instruments do not yet constitute a system of policies formalized in distinct thematic documents for each relevant area related to the own workforce, but they do define a reference framework that the Group uses to guide the management of the issues that have emerged as relevant.

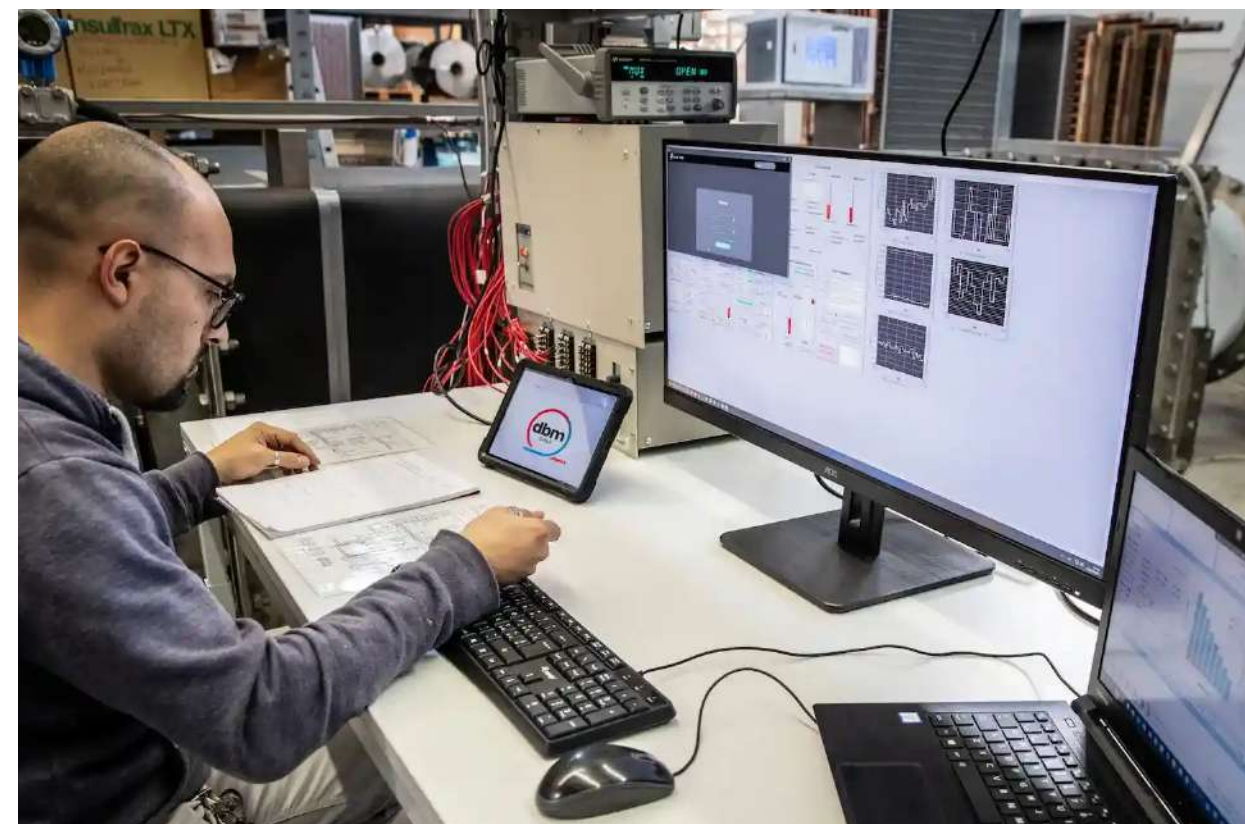
S1-2

Processes for engaging the own workforce and workers' representatives regarding impacts

For the DBM Group–GEO.COIL–TECNODBM, the engagement of the own workforce constitutes a relevant element for overseeing operational processes, protecting health and safety and supporting the continuous improvement of working conditions, in line with a business model that attributes centrality to skills, quality and organizational stability. With regard to occupational health and safety, workers are engaged through their health and safety representative, who participates in periodic meetings covering risk assessment, workplace accident trends, health surveillance, personal protective equipment, and information and training programmes. Regular meetings are also held with supervisors to gather reports and operational feedback from the workplace, which are subsequently brought to management's attention.

These moments are implemented alongside further methods of direct listening to Employees, including the company climate analysis, conducted in 2024 in DBM and underway in GEO.COIL, as well as internal tools for collecting suggestions and feedback and the goal of strengthening opportunities for direct dialogue with personnel. On specific issues related to economic conditions and welfare, involvement is also supported by forums for discussion with workers' representatives.

Overall, the perspectives of the workforce therefore contribute to guiding some of the Group's decisions and initiatives, particularly regarding health and safety, welfare, and internal organization, even in the absence, at present, of a general involvement process formalized homogeneously for all relevant impacts related to the Own workforce.



S1-3

Processes to remediate negative impacts and channels that allow own workers to raise concerns

For the DBM–GEO.COIL–TECNODBM Group, reporting and listening channels represent relevant tools for intercepting critical issues, non-compliant behaviors, or situations likely to affect the work environment. In this context, DBM and GEO.COIL have adopted a whistleblowing system in compliance with Legislative Decree 24/2023, made available on their respective company websites with dedicated documentation and structured to ensure the confidentiality of the whistleblower's identity, the protection of the information transmitted, and protection against any retaliation. The system uses an IT platform equipped with high security and encryption standards, which also allows for anonymous reports and provides for data retention for the time necessary to manage the procedure. Potential issues, particularly those relating to health and safety, are also addressed through regular review meetings. These provide an opportunity to examine reports and feedback from the workplace and, where necessary, update prevention measures and related organisational controls. Alongside these tools, the Group also makes use of additional internal methods for listening and collecting feedback, including, with reference to GEO.COIL, complaint and suggestion mechanisms introduced on an experimental basis via intranet for office staff. In the reporting period, there were no reports relating to behaviors, violations, or critical situations attributable to the scope of application of the whistleblowing system, nor were there any further formal reports referring to profiles connected to the protection of the individual and the work environment.

Interventions on relevant impacts for the Own workforce and approaches for managing relevant risks and pursuing relevant opportunities in relation to the Own workforce, as well as the effectiveness of such actions

During 2025, the DBM-GEO.COIL-TECNODBM Group carried out a series of interventions linked to the issues that proved material for its Own workforce. The actions taken focus in particular on strengthening health and safety safeguards, on enhancing human capital through training and more structured onboarding processes, on improving welfare and internal listening tools, and, more generally, on the progressive integration of inclusion and equal opportunity themes into the organizational development path. Although some are still under development, these initiatives demonstrate the Group's commitment to translating the findings of the materiality assessment into concrete actions aligned with its management model.

Protection of the health and safety of employees

In 2025, the actions developed by the Group regarding health and safety primarily concerned the continuation of training and instruction activities aimed at staff, which were accompanied by periodic meetings with supervisors aimed at collecting operational indications from work contexts and bringing any critical issues related to safety management to the attention of Management. In addition to these initiatives, common to the Group, some interventions were carried out specifically in GEO.COIL, including the modernization of escape route signage, the renovation of changing rooms, the upgrading of restrooms, and the improvement of lockers. Taken together, these initiatives reflect an approach oriented both to strengthening prevention safeguards and to improving working conditions.

Human capital and skills development.

With regard to human capital development, in 2025 the Group continued its employee training activities while strengthening its recruitment and onboarding processes through a new procedure adopted during the year. In production activities, skills development is particularly important in brazing operations, where training, the retention of experienced personnel and operator certification are key measures for safeguarding process quality and reducing the risk of non-conformities. The expected effectiveness of this set of interventions is therefore linked not only to the professional growth of individuals but also to operational continuity and the reliability of industrial processes.

Welfare and economic initiatives

In 2025, the Group launched some initiatives aimed at improving the economic and organizational conditions of its employees. The provision of a daily meal voucher for each day of actual attendance was introduced on an experimental basis.

In parallel, a performance bonus linked to the achievement of specific productivity, quality, and attendance objectives was paid out at GEO.COIL.

Furthermore, a Management by Objectives (MBO) system, based on the definition of quantitative KPIs, has been introduced for employees and managers at DBM and GEO.COIL. Even in the absence of full achievement of the planned objectives, Management decided to recognize the bonus anyway, based on overall assessments of merit and individual contribution.



Internal listening and engagement

Regarding internal listening, complaint and suggestion mechanisms via intranet have been introduced at GEO.COIL on an experimental basis for offices, and anonymous surveys aimed at Employees have been launched, used to collect opinions on organizational issues, evaluations of training courses, and useful indications for certain operational decisions. The first survey recorded 61 responses out of 97 questionnaires sent, yielding a significant initial level of participation. Furthermore, the team-building initiatives promoted during the year, conceived as tools to strengthen internal cohesion, collaboration, and a sense of belonging, are of particular importance. This orientation found expression both in the participation of two company teams in the Telethon relay race, with the overall involvement of 48 participants, and in the organization, in August 2025, of a company day also open to Employees' families. This last initiative represented a moment of sharing extended beyond the strictly work-related perimeter, through team activities, games, and social occasions designed also for the little ones. The choice to open the initiative to family members expanded the relational value of the event, contributing to strengthening the bond between people, the company, and the reference community.

Protection of gender equality

In the Group's organizational development path, the topic of gender equality is addressed as part of a broader commitment aimed at consolidating people management practices based on equity, respect, and skills development. From this perspective, the Group's focus extends beyond preventing potential disparities to fostering a corporate culture that promotes inclusion, equal treatment and equal opportunities for career development.

In 2025, GEO.COIL started an initial assessment of the path to obtain gender equality certification, participating in webinars and training events dedicated to this area.

ESRS S1 – OWN WORKFORCE	
TOPIC	ACTIONS
• Protection of the health and safety of employees	Continuation of health and safety training and instruction
	Modernization of escape route signage at GEO.COIL
	Renovation of changing rooms at GEO.COIL
Human capital and skills development.	Continuation of employee training activities
	Introduction of the new recruitment procedure
Employee welfare and well-being	Introduction of meal vouchers
	Introduction of welfare and bonus initiatives
	Analysis of the corporate climate at GEO.COIL
	Introduction of complaint and suggestion mechanisms via intranet at GEO.COIL
	Organization of the company party
Protection of gender equality	Launch of the assessment process for gender equality certification at GEO.COIL

S1-5

Objectives related to the management of significant negative impacts, the enhancement of positive impacts, and the management of significant risks and opportunities

The objectives of the DBM Group–GEO.COIL–TECNODBM regarding its own workforce are mainly qualitative in nature and are structured, within the horizon of the 2025–2027 Sustainability Plan, around four priority areas: health and safety, skills development, well-being, and gender equality.

Employee health and safety

Regarding health and safety, the objectives currently identified are oriented towards strengthening prevention measures and reducing accident risk. For 2026, Management has ordered the continuation of specific safety training, the strengthening of the role of supervisors, and the improvement of near-miss prevention and management activities. These guidelines are implemented by maintaining an appropriate number of personnel trained in first aid and fire prevention throughout working hours.

Human capital and skills development.

The Group’s human capital development objectives are designed to support employees’ professional growth while also strengthening operational continuity and process reliability. These objectives are supported by stronger training, with a focus on practical instruction, and by more structured employee onboarding and development processes. The Sustainability Plan confirms this direction through objectives referring to the definition of training paths, the strengthening of selection processes, and the introduction of more structured tools for performance evaluation.

Employee welfare and well-being

Regarding organizational well-being, the objectives focus on strengthening internal dialogue, staff engagement, and cohesion among colleagues. The initiatives launched are oriented towards supporting greater collaboration, more effective communication, and a positive corporate climate, so as to create favorable conditions also for mutual trust and the reduction of stress factors that can affect the quality of the work experience. The decision to promote team-building activities that go beyond purely recreational purposes is also part of this approach, helping to strengthen team cohesion, foster closer relationships among colleagues and reinforce employees’ sense of belonging. Alongside these initiatives, the Group intends to strengthen direct dialogue with employees and introduce more structured engagement tools to assess their views and levels of satisfaction with different aspects of the employee experience. The path started in 2025 therefore continues along a trajectory that combines listening, communication, and organizational cohesion, also through the planning of further engagement initiatives and new moments for surveying staff satisfaction.

Protection of gender equality

With regard to gender equality, the Group has begun a process that remains primarily qualitative in nature, focusing on the gradual integration of gender equality considerations into people management processes rather than on the definition of formalised Group-wide quantitative targets. The awareness-raising path already started on the topic of gender equality certification is in line with this direction. The Sustainability Plan also confirms an orientation aimed at strengthening internal awareness, operational tools, and practices consistent with the principles of equal opportunity and inclusion over time.

ESRS S1 – OWN WORKFORCE		
GOALS	SCOPE	BASELINE
Development of training paths and support tools for professional and organizational growth	DBM - GEO.COIL - TECNODBM Group	2025
Strengthening of welfare, internal communication, listening, and engagement initiatives for Employees	DBM - GEO.COIL - TECNODBM Group	2025
Progressive consolidation of safeguards, tools, and awareness-raising moments on equal opportunity topics	DBM - GEO.COIL - TECNODBM Group	2025
Improvement of prevention, specific training, the role of supervisors, and near-miss management	DBM	2025
Increase in opportunities for direct discussion and periodic sharing of corporate goals	DBM and GEO.COIL	2025

S1-6

Characteristics of the company's employees

As of December 31, 2025, the own workforce of the DBM Group–GEO.COIL–TECNODBM is equal to 292 Employees. The gender distribution shows 216 men and 76 women, with a female component equal to approximately 26% of the total: 126 Employees in DBM, 152 in GEO.COIL, and 14 in TECNODBM.

NUMBER OF EMPLOYEES BY GENDER				
GENDER	DBM	GEO.COIL	TECNODBM	CONSOLIDATED
Men	92	110	14	216
Women	34	42	-	76
Other	-	-	-	-
Not disclosed	-	-	-	-
Total Employees	126	152	14	292

The contractual composition shows a prevalence of permanent employment relationships, which involve 264 Employees, while fixed-term contracts amount to 28. Regarding working hours, 283 Employees are employed full-time and 9 part-time, confirming a predominantly stable and continuous employment structure.

NUMBER OF EMPLOYEES BY CONTRACT TYPE AND GENDER				
WOMEN	MEN	OTHER	NOT DISCLOSED	TOTAL
Number of Employees				
76	216	-	-	292
Number of permanent employees				
66	198	-	-	264
Number of fixed-term employees				
10	18	-	-	28
Number of part-time employees				
6	3	-	-	9
Number of full-time employees				
70	213	-	-	283



S1-7

Characteristics of non-employee workers in the company's own workforce

During 2025, the DBM–GEO.COIL–TECNODBM Group made use of non-employee workers through various contractual types, in particular staff leasing, collaborations, and professional assignments regulated through supply agreements. These contractual arrangements were used both to meet temporary operational needs, particularly in manual production roles, and to access specialised external expertise in support of the Group’s operations. This latter area includes, in particular, professional services related to health surveillance, health and safety oversight, accounting, and labor consultancy.

S1-8

Collective bargaining coverage and social dialogue

All employees of the DBM–GEO.COIL–TECNODBM Group are covered by collective bargaining agreements.

COVERAGE RATE	COLLECTIVE BARGAINING COVERAGE		SOCIAL DIALOGUE
	EMPLOYEES – EEA	EMPLOYEES – NON-EEA	WORKPLACE REPRESENTATION (EEA ONLY)
0 – 19%	-	-	-
20 – 39%	-	-	-
40 – 59%	-	-	-
60 – 79%	-	-	-
80 – 100%	Italy	-	-

S1-9

Diversity metrics

Diversity is an important factor in understanding the composition of the DBM–GEO.COIL–TECNODBM Group’s workforce, as it provides insight into the range of experiences, the balance of skills and career paths and, more broadly, the quality of the working environment. In this perspective, metrics related to gender in senior management and the distribution of employees

by professional category constitute a useful indicator for describing the structure of the company population and supporting a more informed reading of issues related to inclusion and organizational development.

For the purposes of this disclosure, senior management has been identified in accordance with the criteria provided by the ESRS, considering the first and second levels below the administrative and control bodies. This scope has been adopted as a reference for the survey of gender distribution at the managerial level.

SENIOR MANAGEMENT BY GENDER								
	DBM		GEO.COIL		TECNODBM		CONSOLIDATED	
	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
Women	1	50%	0	0%	0	NA	1	20%
Men	1	50%	3	100%	0	NA	4	80%
Other	-	-	-	-	-	-	-	-
Not disclosed	-	-	-	-	-	-	-	-
Total employees	2	100%	3	100%	0	NA	5	100%

EMPLOYEES BY PROFESSIONAL CATEGORY			
	MEN	WOMEN	TOTAL
Executives	0	0	0
Managers	1	1	2
Office workers	45	29	74
Production workers	170	46	216
Total	216	76	292

S1-10

Adequate wages

The DBM–GEO.COIL–TECNODBM Group ensures all its employees receive remuneration in compliance with the applicable national collective labor agreement and adequate to the responsibilities, skills, and experience required by the individual roles.

S1-12

People with disabilities

In accordance with the provisions of Law 68/1999 and Art. 14 of Legislative Decree 276/2003, the DBM–GEO.COIL–TECNODBM Group recognizes the inclusion of people with disabilities in the workplace as a relevant aspect in building a work environment that is attentive to human

dignity, the valuing of differences, and full participation in company life. In this context, as of December 31, 2025, the Group reports the presence of 13 employees with disabilities, of which 7 are at DBM and 6 at GEO.COIL (4.5% of the Group's total workforce).

S1-13

Training and skills development metrics

In line with the attention paid to professional development and personal growth, in 2025 the DBM–GEO.COIL–TECNODBM Group continued its training activities for employees. The hours provided at a consolidated level amount to 2,348, with an average of 8.04 hours per employee. The activities provided concerned both mandatory training pursuant to Legislative Decree 81/2008 and applicable regulations regarding authorization for the use of equipment and devices, as well as technical and specialized content related to business processes, quality, digital tools, data protection, internal communication, and the development of soft skills. Taken together, these initiatives support skills development, effective oversight of operational processes, and the Group’s ability to foster the organisational and professional development of its workforce.

TRAINING				
	DBM	GEO.COIL	TECNODBM	TOTAL
Number of training hours provided	323	2,010	15	2,348
Average training hours	2.56	13.22	1.07	8.04

S1-14

Health and safety metrics

For the DBM–GEO.COIL–TECNODBM Group, occupational health and safety are essential to protecting people and maintaining operational continuity. As of the reporting date, 100% of Employees are covered by the company's health and safety management system. During 2025, there were no deaths due to work-related injuries or illnesses, nor any recordable cases of occupational diseases, while there were 9 recordable work-related injuries, against 521,651 hours worked, with an injury rate of 17.25 and 119 days lost. The injury rate is calculated as the ratio between the number of recordable injuries and the number of hours worked, multiplied by 1,000,000. The monitoring of these indicators is part of a control framework that provides for periodic moments of verification and discussion on the main risk profiles, with an examination of the risk assessment document, injury trends, health surveillance, personal protective equipment, and information, training, and instruction programs.

OCCUPATIONAL HEALTH AND SAFETY	EMPLOYEES
Percentage of Employees covered by the company's health and safety management system based on legal requirements and/or recognized standards or guidelines	100%
Number of deaths due to work-related injuries and illnesses	0
Number of recordable work-related injuries	9
Worked hours	521,651
Rate of recordable work-related injuries	17.25
Number of cases of recordable work-related illnesses, subject to legal restrictions on data collection	0
Number of days lost due to work-related injuries and deaths due to work-related accidents, work-related illnesses, and deaths resulting from illnesses	119

S1-17

Incidents, complaints, and serious impacts regarding human rights

During 2025, with reference to the own workforce of the DBM Group–GEO.COIL–TECNODBM, no episodes or cases falling within the scope of this disclosure obligation occurred. In particular, there are no reported episodes of work-related discrimination, including harassment, nor complaints filed through the channels established to allow workers to raise concerns. There are no serious human rights incidents related to the own workforce, such as cases of forced labor, human trafficking, or child labor, nor episodes attributable to non-compliance with the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines for Multinational Enterprises. Consequently, during the reporting period, there were no relevant fines, sanctions, or compensation related to these matters.



ESRS S4

Consumers and end-users

SBM-3

Relevant impacts, risks, and opportunities and their interaction with the strategy and business model

For the DBM Group–GEO.COIL–TECNODBM, the relationship with the customer does not end with the supply of the product, but develops through the quality of the solutions offered, the ability to understand even complex needs, the timeliness of responses, and the overall reliability of the service. In this context, the double materiality analysis identified as relevant, on the one hand, the positive impact connected to the attention paid to the customer through the quality of products and services, listening to and managing needs and complaints, and, on the other, the transparency of communications and the correct processing of personal data. These factors are closely linked to the nature of the Group's project-based activities and highly technical solutions, for which reliability and clear information directly influence customers' perception of quality.

On this basis, there is also the opportunity to strengthen Customer loyalty, which derives from the ability to maintain high quality standards, effectively manage any non-conformities, and structure the listening to requests and feedback more systematically.

Alongside these profiles, the analysis also highlighted a risk linked to the failure to comply with cybersecurity standards required by regulations and requested by Customers.

S4-1

Policies related to consumers and end-users

As of the reporting date, the DBM Group–GEO.COIL–TECNODBM does not have an autonomous policy specifically dedicated to consumers and end-users; however, the management of the issues that emerged as relevant is based on a set of complementary principles and tools. The general reference is represented by the Code of Ethics, which calls for integrity and transparency in relationships, gives priority to the quality of the product and service, and values loyalty, confidentiality, and trust in the management of sensitive information of Customers and Suppliers. This framework finds further translation in the Sustainability Plan, which includes lines of action referring both to strengthening customer listening, through more structured feedback collection tools, and to strengthening cybersecurity and data protection safeguards. Regarding

the processing of personal data, the framework is completed by the adopted privacy notices, which regulate the purposes and methods of processing, types of data collected, authorized or external subjects involved in the processing, retention times, security measures, and the rights of data subjects.

S4-2

Processes for engaging consumers and end-users regarding impacts

For the DBM Group–GEO.COIL–TECNODBM, customer engagement represents a fundamental tool for ensuring quality, gathering useful indications for continuous improvement, and strengthening the commercial relationship over time. Operating on a project basis and with high-technical-content solutions, the Group interacts directly with its Customers throughout all phases of the process — from the definition of technical specifications to delivery — and considers their point of view a relevant element for guiding its operational and development choices.

The main tool for verifying satisfaction is the customer satisfaction questionnaire, adopted by both companies. The questionnaire collects evaluations on product quality and other aspects of the commercial relationship, providing the Group with useful indications to identify areas for improvement and strengthen the strengths already recognized by Customers.

Customers were also involved in the double materiality analysis process conducted by the Group, as relevant stakeholders. Their contribution helped to identify and qualify material impacts, risks, and opportunities, guiding the Group's intervention priorities.

Finally, the Group also shared the Code of Ethics with Suppliers, consolidating an ethical framework shared with the Group's entire commercial relationship network.

S4-3

Processes to remediate negative impacts and channels for consumers and end-users to express concerns

Customer concerns and needs can be communicated through the sales network, which guarantees a direct and continuous point of contact and constitutes the main channel for collecting and managing reports. The Quality Management System, adopted in compliance with the UNI EN ISO 9001:2015 standard, represents the tool through which the Group prevents and manages possible negative impacts on Customers, defining structured processes for the collection, registration, and handling of complaints, with root cause analysis aimed at preventing the recurrence of non-conformities.

During the reporting period, there were no reports received through the described channels referring to violations of the rights of consumers or end-users.

S4-4

Interventions on material impacts on consumers and end-users, approaches to manage material risks and achieve material opportunities in relation to consumers and end-users, and the effectiveness of such actions

In 2025, the DBM–GEO.COIL–TECNODBM Group focused its interventions on two main areas: overseeing product quality and protecting company information and Customer data from the risk of cyber incidents.

Product quality and customer satisfaction

Product quality represents the main positive impact that the Group generates for its Customers and, at the same time, the area where the risk of not reaching expected standards is concentrated, with potential effects on customer satisfaction and the continuity of commercial relationships. In 2025, the Group completed the integration of the Quality Management Systems of DBM and GEO.COIL into a unified system with the goal of standardizing quality control processes between the two plants and improving the traceability of non-conformities. The unified system will formally come into effect in 2026, with the first audit scheduled for March of the same year. At a consolidated level, customer complaints led to an overall defect rate of 0.86% (measured by the ratio between the number of complaints and the total number of exchangers produced), which is lower than the Group target set at 1%. GEO.COIL also recorded a reduction in complaints compared to the previous period, with a containment of related costs and an improvement in delivery times appreciated by Customers.

Cybersecurity and data protection

Cybersecurity constitutes a significant risk area for the Group, as inadequate oversight of systems exposes both the company and its customers to potential data breaches and operational interruptions. In 2025, DBM and GEO.COIL implemented a structured path for compliance with the NIS 2 directive, which included, among other activities, cyber risk assessment and interventions to strengthen the IT infrastructure, including the replacement of firewalls and switches. Some components of the server infrastructure were also moved to the cloud, helping to strengthen operational continuity. All employees received guidance on potential cyber threats relevant to the Group. In 2025, a training session dedicated to phishing, password management, and social engineering was also provided, with specific tests aimed at new hires. Training and awareness-raising activities regarding cybersecurity will continue in 2026. During the reporting period, there were no data breaches.

ESRS S4 – CONSUMERS AND END-USERS	
TOPIC	ACTIONS
Customer centricity.	Completion of the integration of the Quality Management Systems of DBM and GEO.COIL into a unified system
	Extension of the Customer feedback questionnaire to GEO.COIL for satisfaction monitoring
PRIVACY MANAGEMENT AND DATA SECURITY	Compliance with the NIS 2 directive with cyber risk assessment, replacement of firewalls and switches, and migration of server infrastructure components to the cloud
	Employee training on phishing, password management, and social engineering, with dedicated tests for new hires and timely communications in case of detected attempts

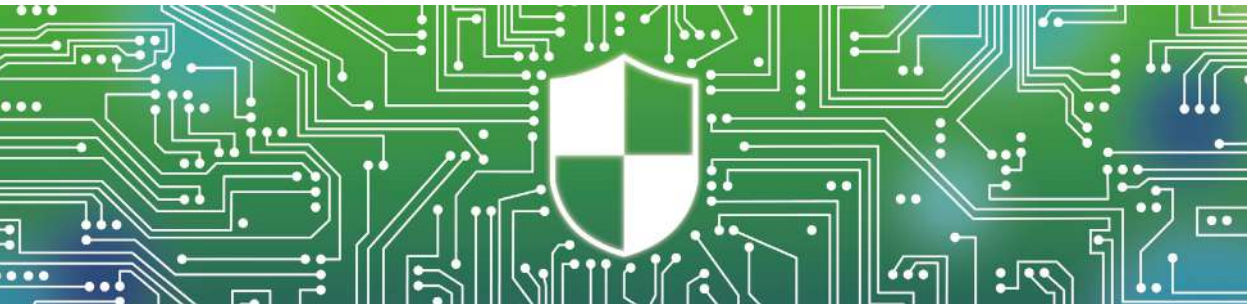
S4-5

Objectives related to the management of material negative impacts, the enhancement of positive impacts, and the management of material risks and opportunities

The goals defined by the Group in relation to Consumers and end-users are structured around the two areas of relevance that emerged from the materiality analysis, with a predominantly qualitative orientation, with the exception of the defect rate, for which the goal of keeping the consolidated value below 1% has been set.

To strengthen its customer focus, the Group intends to improve its tools for collecting and analysing feedback by digitising the customer questionnaire. This is expected to overcome the limitations of the current tool, broaden participation and generate more representative data to inform operational decisions. The consolidation process of the unified Quality Management System, started in 2025 and operational from 2026, will continue with the goal of further improving the traceability of non-conformities and the ability to structurally analyze their causes.

IT risk management, on the other hand, guides a series of operational goals for 2026, which include upgrading Microsoft licenses with the introduction of advanced multi-factor authentication, activating the SIEM system for monitoring and logging access to information systems, and conducting a new training session dedicated to cybersecurity topics, with the possible adoption of more agile formats – such as short videos with verification tests – to increase the effectiveness of communication towards Employees.



ESRS S4 – CONSUMERS AND END-USERS		
GOALS	SCOPE	BASELINE
Maintenance of the consolidated defect rate below 1%	DBM – GEO.COIL – TECNODBM Group	2025
Digitalization of the Customer feedback questionnaire to increase the response rate	DBM – GEO.COIL – TECNODBM Group	2025
Improvement of the traceability of non-conformities and structured analysis of their causes within the unified Quality Management System	DBM – GEO.COIL – TECNODBM Group	2025
Upgrade of Microsoft licenses with the introduction of advanced multi-factor authentication (MFA)	DBM – GEO.COIL – TECNODBM Group	2025
Activation of the SIEM system for monitoring and logging access to information systems	DBM – GEO.COIL – TECNODBM Group	2025
New training session on cybersecurity, phishing, and password management	DBM – GEO.COIL – TECNODBM Group	2025



Innovation, research and development, and product quality

SBM-3

Relevant impacts, risks, and opportunities and their interaction with the strategy and business model

Technological innovation and research and development represent a topic of strategic relevance for the DBM Group–GEO.COIL–TECNODBM, which the double materiality analysis has identified as a current positive impact in its own operations. Its materiality is closely connected to the Group's business model, which operates in markets with high technical complexity where the ability to design customized solutions, respond to specific application requirements, and anticipate technological evolution represents a distinctive element and a direct factor of competitiveness. In a context where Customers require increasingly high-performing, customized products that comply with stringent technical regulations, the ability to innovate is not accessory to the Group's activity, but constitutes a structural component of it.

MDR-P

Policies related to the Promotion of innovation as a pillar of sustainable growth

As of the reporting date, the DBM–GEO.COIL–TECNODBM Group has not adopted a formalized policy specifically dedicated to innovation and research and development. The strategic orientation in this area is nevertheless expressed in a set of structural choices that define its scope and priorities.

The Code of Ethics, approved in 2025, recognizes the capacity for innovation as a qualifying element of the business model and promotes its enhancement through attention to continuous training, skills growth, and professional updating. The 2025–2027 Sustainability Plan identifies process digitalization and operational efficiency as two strategic priorities aligned with the Group's commitment to innovation, translating this commitment into concrete actions focused on optimising production processes and strengthening its technology infrastructure. At an

operational level, the continuous investment in the DBM Group's Research and Development department and the progressive adoption of numerical simulation and artificial intelligence tools signal a technological development trajectory that, even in the absence of a dedicated policy, is configured as a structured and conscious strategic orientation.

MDR-A

Actions and resources related to the Promotion of innovation as a pillar of sustainable growth

During 2025, the Group launched and consolidated a series of initiatives that translate the innovative orientation into concrete actions, articulated on two complementary levels: the strengthening of product research and development capabilities and the digitalization of operational processes.

On the research and development front, DBM has acquired tools and personnel specialized in FEA and CFD analysis, enhancing the numerical simulation capacity applied to the design of heat exchangers. These methodologies allow for the optimization of product geometries, the verification of their thermal and structural performance during the development phase, and the reduction of prototyping times, with direct benefits on product quality and the ability to respond to Customer needs. In the same year, two projects were launched for the introduction of artificial intelligence into business processes, with the goal of enhancing analytical capabilities and supporting operational decisions. Another initiative involved the construction of a wind tunnel, developed through significant investment and used in 2025 to test new product configurations. The data generated will support the future validation of internally developed numerical models. Furthermore, some artificial intelligence integration projects are being launched, aimed at reducing time and the risk of errors. In 2025, the Group updated its proprietary software solution for the selection and configuration of exchangers, which is expected to be operational during 2026. This tool will allow for the identification of the most suitable configuration based on the required process specifications and will be subject to progressive updates to refine the accuracy of application assessments over time.

Finally, the digitalization of processes has involved both companies. DBM has begun managing machinery maintenance digitally, replacing paper-based records and improving the traceability of maintenance activities. GEO.COIL has started distributing an application on tablets for reporting production progress, replacing fixed workstations and increasing operational flexibility. The Group is also assessing the installation of sensors on production equipment to collect real-time process data and support more structured monitoring of production performance.

ENTITY SPECIFIC	
TOPIC	ACTIONS
Promotion of innovation as a pillar of sustainable growth	Acquisition of tools and specialized personnel in FEA and CFD analysis for numerical simulation applied to design
	Launch of two projects for the introduction of artificial intelligence into business processes
	Development of proprietary software for the configuration and selection of exchangers
	Digitalization of machinery maintenance management
	Construction of a wind tunnel to conduct advanced tests and simulations on product use under all conditions
	Distribution of an application on tablets for reporting production progress
	Launch of a study on the installation of sensors on production equipment

Goals related to the promotion of innovation as a pillar of sustainable growth

The Group's goals regarding innovation and digitalization are predominantly qualitative in nature and fall within the time horizon of the 2025–2027 Sustainability Plan, without specific quantitative targets having yet been defined at a consolidated level.

Regarding product research and development, the Group intends to continue the path of enhancing numerical simulation capabilities started in 2025, consolidating the use of FEA and CFD tools in the design of exchangers and progressively expanding the application scope of artificial intelligence, with the goal of integrating its results into decision-making and operational processes. The ability to develop technically advanced solutions for highly complex sectors — including nuclear, naval, and pressure applications — remains a structural strategic goal, consistent with the Group's competitive positioning in international markets.

Regarding digitalization, GEO.COIL aims to launch the first trial of the production plant sensorization system, collecting process data in real time as a basis for future optimizations. Both companies also intend to continue the path of reducing paper and improving traceability through digital tools, with the goal of increasing operational efficiency and the quality of information available for process governance.

ENTITY SPECIFIC		
GOALS	SCOPE	BASELINE
Consolidation of the use of FEA and CFD tools in the design of exchangers	DBM	2025
Progressive expansion of the application of artificial intelligence in decision-making and operational processes	DBM	2025
Maintenance and development of design capability for highly complex sectors	DBM	2025
Launch of the first trial of the production plant sensorization system from an Industry 4.0 perspective	GEO.COIL	2025
Further reduction of paper use and enhanced traceability through digital tools	DBM - GEO.COIL - TECNODBM Group	2025



Appendix

DISCLOSURE OBLIGATIONS INCLUDED IN THIS CONSOLIDATED SUSTAINABILITY STATEMENT

The following table presents the material Disclosure Requirements applicable to the DBM–GEO.COIL–TECNODBM Group, which form the basis for the preparation of this Consolidated Sustainability Statement.

DISCLOSURE	DESCRIPTION OF DISCLOSURE	PAGE
GENERAL DISCLOSURE		
ESRS 2 – General disclosures	BP-1 – General basis for preparation of the sustainability statement	11-12
	BP-2 – Disclosures in relation to specific circumstances	12-13
	GOV-1 – Role of the administrative, management and supervisory bodies	13-14
	GOV-2 – Information provided to and sustainability matters addressed by the undertaking’s administrative, management and supervisory bodies	15
	GOV-3 – Integration of sustainability performance in incentive schemes	16
	GOV-4 – Statement on due diligence	16-17
	GOV-5 – Risk management and internal controls over sustainability reporting	17
	SBM-1 – Strategy, business model and value chain	18-26
	SBM-2 – Interests and views of stakeholders	27-28
	SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	29-32
	IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities	32-35
	IRO-2 – Disclosure requirements in ESRS covered by the undertaking’s sustainability statement	35
ENVIRONMENTAL INFORMATION		
	EI-1 – Transition plan for climate change mitigation	37
	ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	38
	EI-2 – Policies related to climate change mitigation and adaptation	38-39
	EI-3 – Actions and resources in relation to climate change policies	39-40
	EI-4 – Targets related to climate change mitigation and adaptation	41-42
	EI-5 – Energy consumption and mix	42-44
	EI-6 – Gross Scopes 1, 2, 3 and total GHG emissions	45-47

DISCLOSURE	DESCRIPTION OF DISCLOSURE	PAGE
ESRS E1 – Climate change	E1-7 – GHG removals and GHG mitigation projects financed through carbon credits	Not relevant
	E1-8 – Internal carbon pricing	Not relevant
	E1-9 – Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Disclosure subject to phase-in
ESRS E5 – Resource use and circular economy	E5-1 – Policies related to resource use and circular economy	48
	E5-2 – Actions and resources in relation to resource use and circular economy	49-50
	E5-3 – Targets related to resource use and circular economy	50-51
	E5-4 – Resource inflows	52-53
	E5-5 – Resource outflows	54-55
	E5-6 – Anticipated financial effects from material impacts, risks and opportunities related to resource use and circular economy	Disclosure subject to phase-in
SOCIAL INFORMATION		
	ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	57
	S1-1 – Policies related to own workforce	57-58
	S1-2 – Processes for engaging with own workers and workers’ representatives about impacts	58
	S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns	59
	S1-4 – Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities for own workforce, and effectiveness of those actions	60-62
	S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	62-63
	S1-6 – Characteristics of the undertaking’s employees	64
	S1-7 – Characteristics of non-employee workers in the undertaking’s own workforce	65
	S1-8 – Collective bargaining coverage and social dialogue	65
	S1-9 – Diversity metrics	65-66 Breakdown of employees by age group not available
	S1-10 – Adequate wages	66
	S1-11 – Social protection	Disclosure subject to phase-in
	S1-12 – Persons with disabilities	66-67
	S1-13 – Training and skills development metrics	67
	S1-14 – Health and safety metrics	67-68
	S1-15 – Work-life balance metrics	Disclosure subject to phase-in

DISCLOSURE	DESCRIPTION OF DISCLOSURE	PAGE
ESRS S1 – Own workforce	S1-16 – Remuneration metrics (pay gap and total remuneration)	Disclosure subject to phase-in
	S1-17 – Incidents, complaints and severe human rights impacts	68
	ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	69
ESRS S4 – Consumers and end-users	S4-1 – Policies related to consumers and end-users	69–70
	S4-2 – Processes for engaging with consumers and end-users about impacts	70
	S4-3 – Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	70
	S4-4 – Taking action on material impacts on consumers and end-users, and approaches to mitigating material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	71–72
	S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	72–73

TABLE OF DISCLOSURE REQUIREMENTS ORIGINATING FROM OTHER EU LEGISLATION
The table illustrates, as provided for in Appendix B of ESRS 2, the disclosure requirements of ESRS 2 and topical ESRS that originate from other EU legislation.

DISCLOSURE REQUIREMENT AND CORRESPONDING DISCLOSURE	REQUIREMENTS FROM OTHER EU LEGISLATION	DISCLOSURE WITHIN THIS DOCUMENT
GENERAL DISCLOSURE		
ESRS 2 GOV-1 Gender diversity on the board, paragraph 21(d)	SFDR: Annex I, Table 1, indicator no. 1 Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1816 (5), Annex II	13–14
ESRS 2 GOV-1 Percentage of independent board members, paragraph 21(e)	Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1816, Annex II	Not available
ESRS 2 GOV-4 Statement on due diligence, paragraph 30	SFDR: Annex I, Table 3, indicator no. 10	16–17
ESRS 2 SBM-1 Involvement in activities connected to the fossil fuel sector, paragraph 40(d)(i)	SFDR: Annex I, Table 1, indicator no. 4	Not applicable
ESRS 2 SBM-1 Involvement in activities related to the production of chemicals, paragraph 40(d)(ii)	SFDR: Annex I, Table 2, indicator no. 9 Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1816 Annex II	Not applicable

DISCLOSURE REQUIREMENT AND CORRESPONDING DISCLOSURE	REQUIREMENTS FROM OTHER EU LEGISLATION	DISCLOSURE WITHIN THIS DOCUMENT
GENERAL DISCLOSURE		
ESRS 2 SBM-1 Involvement in activities related to controversial weapons, paragraph 40(d)(iii)	SFDR: Annex I, Table 1, indicator no. 14 Benchmark Regulation: Article 12(1) of Delegated Regulation (EU) 2020/1818 (7) and Annex II of Delegated Regulation (EU) 2020/1816	Not applicable
ESRS 2 SBM-1 Involvement in activities related to the cultivation and production of tobacco, paragraph 40(d)(iv)	Benchmark Regulation: Article 12(1) of Delegated Regulation (EU) 2020/1818 and Annex II of Delegated Regulation (EU) 2020/1816	Not applicable
ENVIRONMENTAL INFORMATION		
ESRS EI-1 Transition plan for climate change mitigation, paragraph 14	Pillar 3: Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking book – Climate change transition risk indicators: Credit quality of exposures by sector, emissions and residual maturity. Benchmark Regulation: Article 12(1)(a) to (g), and paragraph 2, of Delegated Regulation (EU) 2020/1818	37
ESRS EI-4 GHG emission reduction targets, paragraph 34	SFDR: Annex I, Table 2, indicator no. 4 Pillar 3: Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book – Climate change transition risk indicators: Alignment metrics Benchmark Regulation: Article 6 of Delegated Regulation (EU) 2020/1818	41–42
ESRS EI-5 Energy consumption and energy mix, paragraph 37	SFDR: Annex I, Table 1, indicator no. 5	42–44
ESRS EI-5 Energy consumption from fossil sources disaggregated by source (high climate impact sectors only), paragraph 38	SFDR: Annex I, Table 1, indicator no. 5 and Annex I, Table 2, indicator no. 5	42–44
ESRS EI-5 Energy intensity associated with activities in high climate impact sectors, paragraphs 40 to 43	SFDR: Annex I, Table 1, indicator no. 6	42–44

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ENVIRONMENTAL INFORMATION		
ESRS E1-6 Gross Scope 1, Scope 2, Scope 3 and total GHG emissions, paragraph 44	SFDR: Annex I, Table 1, indicators no. 1 and 2 Pillar 3: Article 449a of Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking book – Climate change transition risk indicators: Credit quality of exposures by sector, emissions and residual maturity Benchmarks Regulation: Article 5(1), Article 6 and Article 8(1) of Delegated Regulation (EU) 2020/1818	45–47
ESRS E1-6 Gross GHG emissions intensity, paragraphs 53 to 55	SFDR: Annex I, Table 1, indicator no. 3 Pillar 3: Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book – Climate change transition risk indicators: Alignment metrics Benchmark Regulation: Article 8(1) of Delegated Regulation (EU) 2020/1818	45–47
ESRS E1-7 GHG removals and carbon credits, paragraph 56	EU Climate Law: Article 2, paragraph 1, of Regulation (EU) 2021/1119	Not relevant
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks, paragraph 66	Benchmark Regulation: Annex II of Delegated Regulation (EU) 2020/1818 and Annex II of Delegated Regulation (EU) 2020/1816	Disclosure subject to phase-in
ESRS E1-9 Breakdown of monetary amounts for acute and chronic physical risk, paragraph 66(a)	Pillar 3: Article 449a of Regulation (EU) No. 575/2013; points 46 and 47 of Commission Implementing Regulation (EU) 2022/2453; Template 5: Banking book – Climate change physical risk indicators: exposures subject to physical risk	Disclosure subject to phase-in
ESRS E1-9 Location of significant assets at material physical risk, paragraph 66(c)		
ESRS E1-9 Breakdown of the carrying amount of its real estate assets by energy efficiency classes, paragraph 67(c)	Pillar 3: Article 449a of Regulation (EU) No 575/2013; point 34 of Commission Implementing Regulation (EU) 2022/2453; Template 2: Banking book – Climate change transition risk indicators: loans collateralised by immovable property – energy efficiency of the collateral	Disclosure subject to phase-in
ESRS E1-9 Degree of portfolio exposure to climate-related opportunities, paragraph 69	Pillar 3: Annex II of Delegated Regulation (EU) 2020/1818	Disclosure subject to phase-in

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ENVIRONMENTAL INFORMATION		
ESRS E2-4 Quantity of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water, and soil, paragraph 28	SFDR: Annex I, Table 1, indicators no. 1 and 2 SFDR: Annex I, Table 1, indicator no. 8; Annex I, table 2, indicator no. 2; Annex I, table 2, indicator no. 1; Annex I, table 2, indicator no. 3	Not relevant
ESRS E3-1 Marine waters and marine resources, paragraph 9	SFDR: Annex I, Table 2, indicator no. 7	Not relevant
ESRS E3-1 Dedicated policy, paragraph 13	SFDR: Annex I, Table 2, indicator no. 8	Not relevant
ESRS E3-1 Sustainability of oceans and seas, paragraph 14	SFDR: Annex I, Table 2, indicator no. 12	Not relevant
ESRS E3-4 Total water recycled and reused, paragraph 28, point (c)	SFDR: Annex I, Table 2, indicator no. 6.2	Not relevant
ESRS E3-4 Total water consumption in m³ per net revenue from own operations, paragraph 29	SFDR: Annex I, Table 2, indicator no. 6.1	Not relevant
ESRS 2 IRO-1-E4 paragraph 16, point (a), sub-point (i)	SFDR: Annex I, Table 1, indicator no. 7	Not relevant
ESRS 2 IRO-1-E4 paragraph 16, point (b)	SFDR: Annex I, Table 2, indicator no. 10	Not relevant
ESRS 2 IRO-1-E4 paragraph 16, point (c)	SFDR: Annex I, Table 2, indicator no. 14	Not relevant
ESRS E4-2 Sustainable agriculture/land use policies or practices, paragraph 24, point (b)	SFDR: Annex I, Table 2, indicator no. 11	Not relevant
ESRS E4-2 Sustainable sea/ocean use practices or policies, paragraph 24, point (c)	SFDR: Annex I, Table 2, indicator no. 12	Not relevant
ESRS E4-2 Policies to address deforestation, paragraph 24, point (d)	SFDR: Annex I, Table 2, indicator no. 15	Not relevant
ESRS E5-5 Non-recycled waste, paragraph 37, point (d)	SFDR: Annex I, Table 2, indicator no. 13	54–55
ESRS E5-5 Hazardous waste and radioactive waste, paragraph 39	SFDR: Annex I, Table 1, indicator no. 9	54–55
SOCIAL INFORMATION		
ESRS 2 – SBM3 – S1 Forced labour risk, paragraph 14, point (f)	SFDR: Annex I, Table 3, indicator no. 13	57–58
ESRS 2 – SBM3 – S1 Child labour risk, paragraph 14, point (g)	SFDR: Annex I, Table 3, indicator no. 12	57–58

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SOCIAL INFORMATION		
ESRS S1-1 Human rights policy commitments, paragraph 20	SFDR: Annex I, Table 3, indicator no. 9 and Annex I, Table 1, indicator no. 11	57-58
ESRS S1-1 Policies on due diligence for matters covered by the International Labour Organization's fundamental conventions 1 to 8, paragraph 21	Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1816 Annex II	57-58
ESRS S1-1 Processes and measures to prevent human trafficking, paragraph 22	SFDR: Annex I, Table 3, indicator no. 11	57-58
ESRS S1-1 Prevention policy or system for occupational accidents, paragraph 23	SFDR: Annex I, Table 3, indicator no. 1	57-58
ESRS S1-3 Channels for reporting grievances/ complaints, paragraph 32, point (c)	SFDR: Annex I, Table 3, indicator no. 2 Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1816 Annex II	59
ESRS S1-14 Number of work-related injuries and number and rate of work-related fatalities, paragraph 88, points (b) and (c)	SFDR: Annex I, Table 3, indicator no. 2 Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1816 Annex II	67-68
ESRS S1-14 Number of lost days due to injuries, accidents, fatalities or illnesses, paragraph 88, point (e)	SFDR: Annex I, Table 3, indicator no. 3	67-68
ESRS S1-16 Unadjusted gender pay gap, paragraph 97, point (a)	SFDR: Annex I, Table 1, indicator no. 12 Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1816 Annex II	Disclosure subject to phase-in
ESRS S1-16 Excessive CEO pay ratio, paragraph 97, point (b)	SFDR: Annex I, Table 3, indicator no. 8	Disclosure subject to phase-in
ESRS S1-17 Incidents of discrimination, paragraph 103, point (a)	SFDR: Annex I, Table 3, indicator no. 7	68
ESRS S1-17 Lack of processes for remediation of adverse impacts on human rights, paragraph 104, point (a)	SFDR: Annex I, Table 1, indicator no. 10 and Annex I, Table 3, indicator no. 14 Benchmark Regulation: Annex II of Delegated Regulation (EU) 2020/1816 and Article 12(1) of Delegated Regulation (EU) 2020/1818	68
ESRS 2 – SBM3 – S2 High risk of child labour or forced labour in the value chain, paragraph 11, point (b)	SFDR: Annex I, Table 3, indicators no. 12 and 13	Not relevant
ESRS S2-1 Policy commitments regarding human rights, paragraph 17	SFDR: Annex I, Table 3, indicator no. 9 and Annex I, Table 1, indicator no. 11	Not relevant

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SOCIAL INFORMATION		
ESRS S2-1 Policies related to value chain workers, paragraph 18	SFDR: Annex I, Table 3, indicators no. 11 and 4	Not relevant
ESRS S2-1 Lack of processes for remediation of adverse impacts on human rights, paragraph 19	SFDR: Annex I, Table 1, indicator no. 10 Benchmark Regulation: Annex II of Delegated Regulation (EU) 2020/1816 and Article 12(1) of Delegated Regulation (EU) 2020/1818	Not relevant
ESRS S2-1 Policies on due diligence for matters covered by the International Labour Organization's fundamental conventions 1 to 8, paragraph 19	Benchmark Regulation: Commission Delegated Regulation (EU) 2020/1816 Annex II	Not relevant
ESRS S2-4 Human rights issues and incidents in its upstream and downstream value chain, paragraph 36	SFDR: Annex I, Table 3, indicator no. 14	Not relevant
ESRS S3-1 Policy commitments regarding human rights, paragraph 16	SFDR: Annex I, Table 3, indicator no. 9 and Annex I, Table 1, indicator no. 11	Not relevant
ESRS S3-1 Lack of processes for remediation of adverse impacts on human rights, ILO principles or OECD guidelines, paragraph 17	SFDR: Annex I, Table 1, indicator no. 10 Benchmark Regulation: Annex II of Delegated Regulation (EU) 2020/1816 and Article 12(1) of Delegated Regulation (EU) 2020/1818	Not relevant
ESRS S3-4 Human rights issues and incidents, paragraph 36	SFDR: Annex I, Table 3, indicator no. 14	Not relevant
ESRS S4-1 Policies related to consumers and end-users, paragraph 16	SFDR: Annex I, Table 3, indicator no. 9 and Annex I, Table 1, indicator no. 11	69-70
ESRS S4-1 Non-compliance with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines, paragraph 17	SFDR: Annex I, Table 1, indicator no. 10 Benchmark Regulation: Annex II of Delegated Regulation (EU) 2020/1816 and Article 12(1) of Delegated Regulation (EU) 2020/1818	69-70
ESRS S4-4 Human rights issues and incidents, paragraph 35	SFDR: Annex I, Table 3, indicator no. 14	71-72

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GOVERNANCE INFORMATION		
ESRS G1-1 United Nations Convention against Corruption, paragraph 10(b)	SFDR: Annex I, Table 3, indicator no. 15	Not relevant
ESRS G1-1 Whistleblower protection, paragraph 10(d)	SFDR: Annex I, Table 3, indicator no. 6	Not relevant
ESRS G1-4 Fines imposed for violations of anti-corruption and anti-bribery laws, paragraph 24(a)	SFDR: Annex I, Table 3, indicator no. 17 Benchmark Regulation: Annex II of Delegated Regulation (EU) 2020/1816	Not relevant
ESRS G1-4 Anti-corruption and anti-bribery policies, paragraph 24(b)	SFDR: Annex I, Table 3, indicator no. 16	Not relevant



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