



SUSTAINABILITY REPORT 2025

VSME STANDARD - EFRAG



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Letter to Stakeholder

Dear Stakeholders,

For a company such as Mecc.AL S.r.l., which operates at the forefront of technological innovation, sustainability is not an abstract concept, but rather a foundation upon which our competitiveness and efficiency are built. By publishing this first Sustainability Report, we are formalising our commitment to transparent and forward-looking corporate management.

We have chosen to adopt the VSME Voluntary Standard (Option B) to ensure our reporting is as comprehensive as possible. Our aim is not merely to present data, but to clearly demonstrate how our corporate strategy aligns with ESG (Environmental, Social and Governance) objectives, thereby creating tangible value for the local community and our partners.

Mecc.AL specialises in thermal management solutions for electrical and electronic devices, a sector that plays a decisive role in the development of modern technologies. We design and manufacture air-cooled and liquid-cooled cooling solutions that enable complex systems to operate at maximum efficiency.

Our solutions are fundamental to strategic areas of global growth, including industrial automation, telecommunications, renewable energy, electric mobility, and data centre systems.

In each of these fields, our solutions help our customers to consume less energy and to make their products more durable, thereby contributing indirectly to a large-scale reduction in environmental impact.

Voluntarily reporting on our impact means taking responsibility for our production choices. Every action we take, from the management of raw materials to the optimisation of internal processes, is guided by the desire to protect natural resources and enhance the social context in which we operate. This document marks a significant milestone in MECC.AL' growth journey, confirming our commitment to being a reliable and dependable partner that can evolve alongside market challenges and environmental needs.

We would like to thank you for your trust, and we invite you to discover the path we are charting towards a more responsible and sustainable industrial future through this annual report.

CEO Mecc.AL S.r.l.
Stefano Paci



MECC.AL S.R.L

Founded in 1996, Mecc.AL S.r.l. (hereafter 'Mecc.AL') has established itself as a European leader in thermal solutions for power electronics. Today, it is a model of industrial excellence, combining financial stability with a forward-thinking vision. With a turnover of €53.3 million and a strong international presence, the company operates across a production area of 45,000 square metres, ensuring an annual production capacity of 4,000 tonnes. Our integration with Italy's leading aluminium production group gives us total and transparent control over the entire supply chain, from raw materials to finished products. This competitive advantage translates into efficiency, innovation and reliability for our global partners.

Our mission goes beyond mere industrial supply. In this era of ecological transition, Mecc.AL is not just a manufacturer of components; we are also committed to enhancing product performance through ongoing research and development. Quality, technology, efficiency and service are not just abstract concepts, but the guiding principles that shape our daily decisions. Our ambition is to be pioneers, identifying emerging market needs and transforming our customers' requirements into cutting-edge, energy-efficient thermal solutions. People are at the heart of this vision. We believe that our company's success is inextricably linked to our employees' professional growth and well-being. We foster a stimulating working environment aimed at creating a true 'team' capable of generating shared value. Looking to the future, we aspire to be a model of reliability and innovation, building lasting relationships with our business partners based on mutual respect and professionalism.



1996 - Founding of Mecc.AL

2005 - ISO 9001 Certification

2012 - ProfilMecc Patent

2016 - EN15085-2:2023 Certification

2018 - The new Fossombrone plant and photovoltaic installations are opened.

2019 - Launch of the Special Profile Business Unit and plant automation

2020 - IATF 16949 and ISO 14001 Certifications

2021 - UNI EN ISO 3834-2:2021 Certification

2023 - Launch AL.Plade Business Unit

2024 - ISO 45001 Certification

2025 - Expansion of the production area at the Fossombrone plant: CNC department, plate cutting and homogenisation department



General Information

B1– GUIDELINES FOR WRITING

B1.1a – Selected Option

Mecc.AL has chosen to adopt the VSME standard for voluntary reporting. By combining the basic and comprehensive modules (Option B), we are not only collecting data, but also setting out the evolution of our ESG strategy. This is a concrete step towards demonstrating how our corporate vision creates tangible value for the environment and local community.

B1.1b – Omitted Information

This sustainability report includes all the information required by the standard, and no information deemed sensitive or confidential has been omitted.

B1.1c – Reporting Boundary

This report has been prepared in accordance with the financial reporting requirements applicable to the company. With regard to the sites covered by the financial statements, please refer to paragraph B1.1e.

B1.1e – General Information

- i. Legal form of the undertaking: Private Limited Company
- ii. NACE sector classification code(s) : 25.11
- iii. Balance sheet total (in monetary units): €71,081,285
- iv. Net turnover (in monetary units): €53,268,207
- v. Number of employees (headcount): 239 as of 31 December 2025
- vi. Country of primary operations and location of significant assets: Italy
- vii. Geolocation of owned, leased, or managed sites:

Table 1 – Geographical location

Site	Address	Postcode	City	Country	Coordinates (Geolocation)
Registered office & production	Via Giovanni Agnelli, 25	61036	Colli al Metauro (PU)	Italy	43°45'54.05"N 12°56'04.64"E
Local unit	Via Giovanni Agnelli, 12	61036	Colli al Metauro (PU)	Italy	43°45'53.38"N 12°56'02.84"E
Local unit	Via dei Laghi, 4	61036	Colli al Metauro (PU)	Italy	43°45'43.35"N 12°55'40.91"E
Local unit	Via Flaminia, snc	61034	Fossombrone (PU)	Italy	43°44'04.88"N 12°54'08.46"E

B1.2 – Certifications

At Mecc.AL, quality and sustainability are not just objectives, they are values that inform every design and production decision. Every product, process and improvement stem from the belief that quality and environmental and social protection must go hand in hand. Our certifications are proof of our ongoing commitment to controlled, traceable and rigorously verified processes, not just milestones. They form part of a rigorous supplier qualification and monitoring system designed to ensure that materials always comply with the most stringent regulations on the restriction of hazardous substances, thereby safeguarding human health and the environment. We adopt advanced cybersecurity solutions at Mecc.AL to protect data, systems and production processes, using constantly updated protocols and industry standards to guarantee reliability and protection for our partners.

MECC.AL' integrated management system is the backbone on which our operational reliability rests. Certifications are dynamic tools for continuous improvement that allow us to operate with precision in the most demanding global markets.

The basis of our efficiency lies in the ISO 9001 Quality Certification, which guarantees the optimization of every business process and constant attention to customer satisfaction. This is accompanied by the pillars of our ethical responsibility: the ISO 14001 Certification, which attests to our ability to systematically monitor the environmental performance of our production activities and the ISO 45001 Certification, which places the health and safety of our collaborators at the centre of every operation, through updated control procedures and continuous training we promote a safe, aware and participatory work culture.

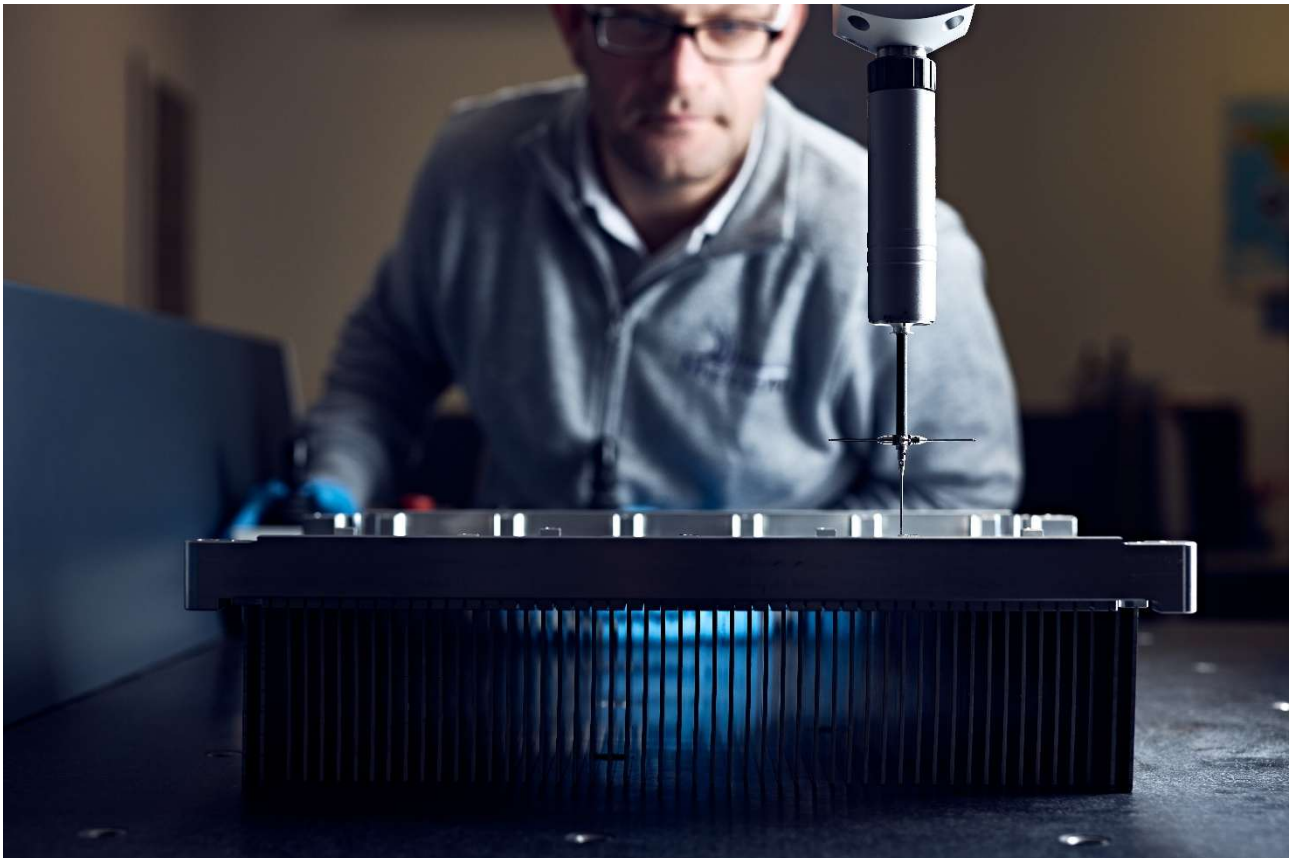
To meet the challenges of electric mobility and new technological frontiers, Mecc.AL has obtained IATF 16949. This standard, one of the most stringent, certifies that our quality management systems meet the specific requirements of the automotive supply chain, ensuring defect prevention and reduction of variability throughout the supply chain.

Given the criticality of thermal solutions in areas where safety is paramount, we have invested in specific certifications for welding processes:

- ISO 3834-2 Certification: Defines the high-quality requirements for fusion welding of metallic materials, ensuring the structural integrity of our cooled heatsinks and plates.

- EN 15085-2: enables us to weld components for the railway sector, an area where stress resistance and reliability over time are non-negotiable parameters.

This ecosystem of certifications translates into a concrete advantage for our stakeholders: the certainty of collaborating with a partner capable of combining the technical complexity of thermal solutions with transparent management that complies with the most stringent international regulations.



C1– Strategy: Business Model and Sustainability-Related Initiatives

C1.a – Significant Product Groups Offered

Mecc.AL offers a complete range of cutting-edge thermal solutions, designed to guarantee excellent performance through both air and liquid cooling. Our systems are developed to ensure stability, maximum durability and operational reliability even in the most severe industrial conditions, finding application in sectors where heat management is a critical factor for technological success: from industrial automation to telecommunications, up to the new frontiers of renewable energy, electric mobility and data centres.

Our technology portfolio ranges from liquid-cooled plates, made with diversified processes, to a wide choice of extruded, welded or assembled high-efficiency air coolers, complemented by clip and fin systems of various types. In this panorama of excellence, the *Profimecc* line stands out, a solution that has revolutionized industry standards by combining superior thermal performance with unprecedented dimensional flexibility, allowing us to respond with tailored precision to the thermal challenges of the future.

Air-cooled heatsinks: with the increase in the power dissipated by electronic devices and their reduction in size, the management of heat dissipation becomes an increasingly important factor in the design of electronic products. An operating temperature that is too high drastically decreases both their reliability and average life. Mecc.AL is specialized in the design and production of a complete and constantly evolving range of latest generation heatsinks for medium and high-power applications.



Liquid-cooled plates: more and more a product concept towards which power electronics are oriented. Ever greater power and increasingly reduced spaces within which to contain the dimensions of equipment and systems, impose new design concepts that see the use of liquid coolant heatsinks increasingly widespread.



The LCP range of Mecc.AL is divided into different product families, each characterized by a specific production technology and each totally flexible and customizable according to the needs of the project itself. The materials used are aluminium in different alloys, copper, brass and stainless steel.

AL.Plate: Mecc.AL bases its leadership in the industrial sector on a distinctive principle: innovation. We invest every day in cutting-edge technologies, advanced production processes and solutions designed to offer ever superior performance. Our pillars, "Quality, Efficiency, Service and Technology", guide every choice and define the Mecc.AL style: concrete, reliable, results-oriented.



From this vision was born AL.Plate, the Business Unit dedicated to aluminium blocks and plates obtained from plate, cut and milled to size with maximum precision for the most diverse industrial applications. Fully automated proprietary technologies and a privileged position in the aluminium supply chain allow us to guarantee fast turnaround times, high quality and continuity of supply.

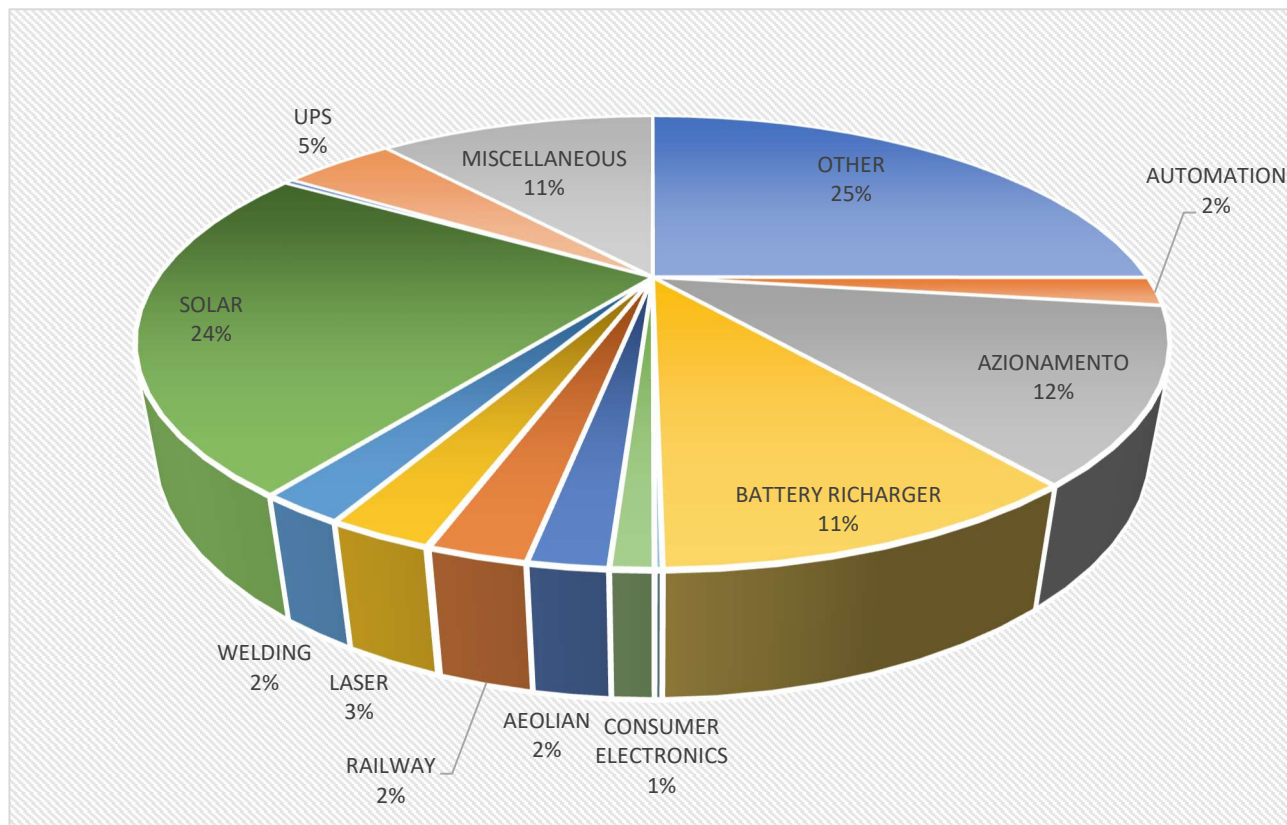
Alongside our customers there is always a team of specialists ready to support them, find solutions and turn every need into a competitive advantage.

C1.b – Significant Markets

Mecc.AL is active in the B2B market and specializes in the marketing and supply of integrated technological solutions, with a wide range of products for different sectors, as can be seen in the following graph.

From a commercial point of view, the company consolidated its presence on the European market, which is confirmed as the main geographical area of reference. The sales trend shows an excellent performance in four key countries — Italy, Germany, Spain and Albania — whose sales volumes absorb almost 80% of total production.

Figure 1 - Breakdown of the main sales markets



C1.c – Key Business Relationships

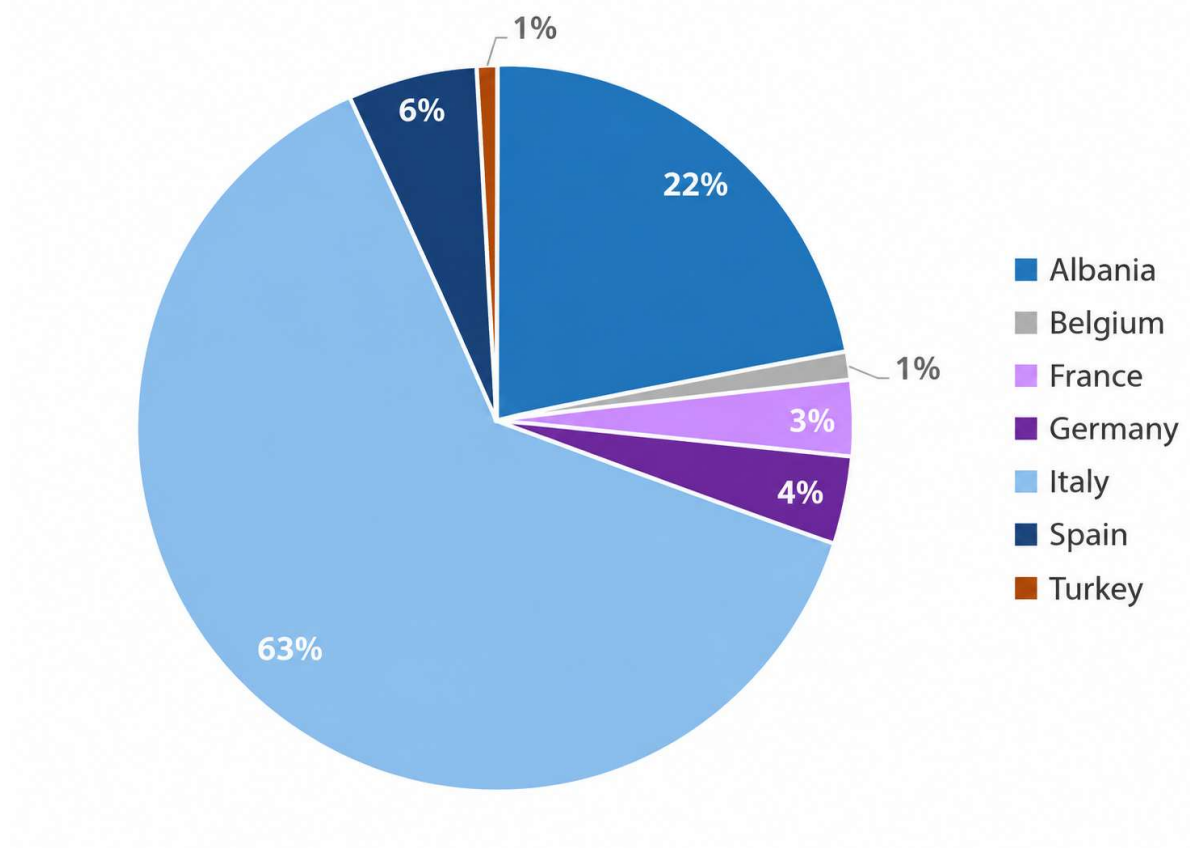
Our supply flows are mainly concentrated on two metals that are fundamental to our technologies, aluminium and copper. Globally, the production of these metals is characterised by oligopolistic concentration and is rather constrained by a small number of large industrial players located in well-defined geographical areas and sometimes exposed to geopolitical or macroeconomic scenarios.

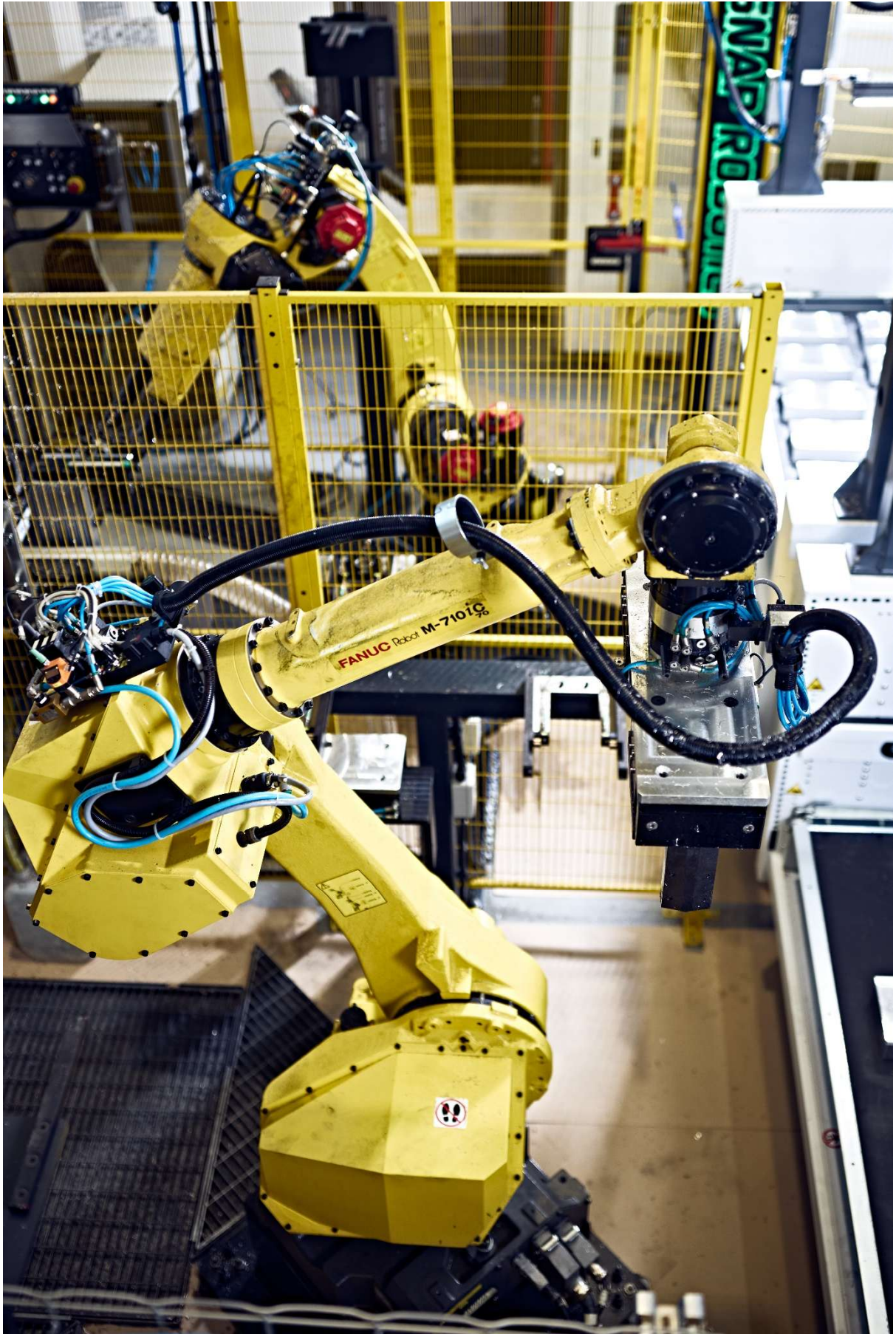
Aware of this market context and the potential continuity risks associated with it, our company is committed to mitigating the risks associated with procurement, trying to diversify suppliers as much as possible and favouring local partners. For aluminium, which is the main raw material of our production process, the selection of the main strategic partners is mainly located in Italy and Albania while for copper, the second material by volume of purchase, the supply chain is entirely rooted in Italy.

This geographically proximity procurement model allows us to maintain greater control over suppliers' quality and social standards and to partially insulate our value chain from geopolitical fluctuations and tensions.

The following graph shows the geographical location of the main aluminium suppliers.

Figure 2 - Main aluminium suppliers and geographical location





C1.d – Key Elements of Strategy Related to Sustainability

MECC.AL' strategy is based on a development model that combines the manufacturing experience gained since 1996 in advanced thermal management with a modern and systemic approach to sustainability. The heart of our vision lies in customer orientation, understood as a long-term collaborative partnership, guaranteed by flexible industrial processes, rigorous technical compliance, constant attention to the quality and efficiency of our production processes. This operational solidity is ensured by an Integrated Management System that translates our objectives into measurable daily procedures oriented towards continuous improvement.

In parallel with industrial performance, our strategy integrates ESG objectives throughout the entire product life cycle. We are actively committed to protecting the environment through the promotion of the circular economy — encouraging the recovery and recycling of production waste — and energy efficiency, progressively focusing on resources from renewable sources. This path of sustainable growth involves the entire value chain: we monitor our environmentally significant suppliers and constantly invest in raising awareness among our workers and workers in our supply chain. Training, occupational safety and environmental awareness are, for Mecc.AL, the indispensable prerequisites for eliminating inefficiencies and building an industrial future in which business success coincides with the protection of the ecosystem and the territory.

The key points of our strategy can be summarized as follows:

Integrated and Certified Governance: the adoption of management systems compliant with international regulations is not only formal but defines objective, measurable objectives aimed at the continuous improvement of company performance.

Process Standardization: translation of the strategic vision into concrete operating rules and practices, formalized in documents and procedures that precisely guide the daily activity of the entire organization.

Enhancement of Human Capital: active and constant involvement of all staff, trained not only to excel in their area of expertise, but also to become active promoters of efficiency and sustainability.

Safety Culture: absolute priority to the protection of workers, with the obligation to operate in full compliance with current legislation on Health and Safety at work and to make workers aware of the risks present for their activity.

Environmental Awareness: continuous awareness of environmental protection, integrating environmental responsibility into the professional activity of each employee, reducing production waste and promoting waste separation within all work environments.



B2 – Practices, Policies and Future Initiatives for the Transition to a More Sustainable Economy

Mecc.AL has embarked with determination on a path of transition towards a fully sustainable business model. This evolution stems from the growing awareness that long-term success cannot be separated from an integrated vision: economic solidity must be accompanied by environmental protection, the conservation of resources and the enhancement of social and human aspects.

We have therefore chosen to place sustainability at the heart of our growth strategy, translating our values into concrete corporate policies and operating practices (detailed in paragraph C2 below). Although we are in a phase of consolidation of the path and specific quantitative targets have not yet been formalized, our current management policy, although not currently public, already covers the main pillars of sustainability in a transversal way, as illustrated in the table below.

Table 2 – Practices, policies and future initiatives from an ESG perspective

	Have future sustainability practices/policies/initiatives been put in place that address any of the following sustainability-related issues? [YES/NO]
Climate change	YES
Pollution	YES
Water and marine resources	<i>The protection of water resources, although a shared environmental value, is not one of the significant impacts of the company's activities as about 65% of our water consumption is attributable to sanitation users; at the moment, therefore, a policy dedicated to this issue has not been defined.</i>
Biodiversity and ecosystems	<i>With regard to the protection of biodiversity, Mecc.AL has not yet adopted a dedicated formal policy. Aware of the importance of this issue, the company reserves the right to evaluate its relevance in the coming years.</i>
Circular economy	YES
Own workforce	YES
Workers in the value chain	YES
Affected communities	YES
Consumers and end users	<i>Company policies do not currently integrate specifications for end consumers because, operating exclusively in the B2B field, we create components intended to be integrated into larger and more complex products and therefore there is no direct contact with the end consumer.</i>
Business conduct	YES

C2 – Description of Practices, Policies and Future Initiatives for the Transition to a More Sustainable Economy

The following table lists, for each ESG issue, the main policies, practices and future initiatives envisaged with a view to sustainable transition, together with the objectives set and the company figure responsible for their implementation.

Table 1 - Practices, policies, future initiatives and objectives

ESG SCOPE	FUTURE PRACTICES/POLICIES/INITIATIVES WITH A VIEW TO SUSTAINABLE TRANSITION	OBJECTIVES	HIERARCHICAL LEVEL RESPONSIBLE FOR IMPLEMENTATION
CLIMATE CHANGE	<u>POLICIES</u> - Attention to energy consumption and greenhouse gas emissions - Promotion of a supply of electricity from renewable sources	- Increasing solar energy production to 25 MW by 2028 - Maintaining EcoVadis Rating	General Management HSE Manager
	<u>FUTURE PRACTICES AND INITIATIVES</u> - Expansion of ground-mounted photovoltaic system - Industry 5.0 implementation - Calculating your company's carbon footprint - Optimisation of internal transport between company plants - EcoVadis Rating Assessment		
POLLUTION	<u>POLICIES</u> - Reduction of the use of substances harmful to the environment - Avoiding, through prevention, damage to the environment	Maintaining EcoVadis Rating	General Management HSE Manager
	<u>FUTURE PRACTICES AND INITIATIVES</u> - Collaboration with suppliers to choose products that generate a lower environmental impact - EcoVadis Rating Assessment		
CIRCULAR ECONOMY	<u>POLICIES</u> Minimization and recovery of production waste	- Installation of briquetting systems on board the machine to interlock the CNC lines - Optimization of the raw material purchasing process with an increase in the share of recycled materials - Implementation of reusable and/or low environmental impact cups/stirrers to reduce waste produced by coffee/beverage consumption	General Management Plant & Planning Manager Purchasing Department
	<u>FUTURE PRACTICES AND INITIATIVES</u> - Introduction of briquetting technology on board the machine for optimization of use and reduction of waste production from exhausted emulsions - Increase in the purchase of recycled raw materials - Reduction of the use of disposable cups within company offices		
OWN WORKFORCE	<u>POLICIES</u> - Attention to the health and safety of its workers - Enhanced employee training - Work-life balance - Corporate welfare	- Purchase of a defibrillator - Bonus extension for the purchase of school books for employees' children - Employee training: - Cyber Security Course - Language courses - Corporate Sustainability Report	HR Manager HSE Manager
	<u>FUTURE PRACTICES AND INITIATIVES</u> - Maintenance of the Occupational Health and Safety Management System in accordance with ISO 45001 - Additional training for employees - Installation of automated and robotic lines, vertical warehouses - Enhancement of the sensitivity of its employees to ESG issues through the presentation of the corporate sustainability report - Flexible working hours for employees - Employee bonuses		

WORKERS IN THE VALUE CHAIN	<u>POLICIES</u> - Stakeholder engagement - Sharing of corporate principles and values	- Sharing of the Code of Ethics with its suppliers, customers, collaborators - Sharing the Sustainability Report with its suppliers, customers, collaborators	General Management HSE Manager
	<u>FUTURE PRACTICES AND INITIATIVES</u> - Administration of questionnaires to the main suppliers and subcontractors aimed at collecting information also on the issue relating to the conditions of their workforce - Sharing of the Company's Code of Ethics with its suppliers and customers		
AFFECTED COMMUNITIES	<u>POLICIES</u> Promotion of the development of the local community and the territory	Strengthening of collaboration activities with local authorities	General Management HR Manager
	<u>FUTURE PRACTICES AND INITIATIVES</u> - Job creation - Collaborations with local partners - Collaboration with technical institutes and universities in the area - Sponsorship of sports associations - Support for local associations (AVIS, Vivere Sereni)		
BUSINESS CONDUCT	<u>POLICIES</u> - Promotion of ethical business management - Promoting a culture of transparency and business integrity	- Adoption of the 231 Organization and Management Model - Activation of anonymous reporting channels (Whistleblowing)	HSE Manager
	<u>FUTURE PRACTICES AND INITIATIVES</u> - Review and update of the company's code of ethics - Adoption of the 231 Organization and Management Model - Whistleblowing requirements - Promotion of team building activities - Cyber Security Enhancement		

Environmental Metrics

In a global context characterized by unprecedented climate challenges, our company recognizes the need to monitor the environmental footprint deriving from our production activities. This chapter illustrates the metrics and strategies adopted to responsibly manage resources and protect natural heritage, following a vision that integrates operational efficiency with the protection of the planet.

Monitoring data on energy, emissions and resource management is the first fundamental step in defining a clear picture of our starting point and establishing improvement objectives that are measurable and realistic.

This analytical awareness allows us to transform environmental constraints into opportunities for innovation and to direct investments towards cleaner technologies and leaner processes. Understanding our impact on the air, water and land ultimately means taking responsibility for our production choices, ensuring that every economic milestone in Mecc.AL is accompanied by tangible progress in safeguarding natural capital.

B3 – Energy and Greenhouse Gas Emissions

Energy and fossil fuels

Energy consumption for the year 2025 is shown in the table below, in terms of type and source, where relevant.

Table 4 – Electricity and fuel consumption [MWh]

ELECTRICITY		2025
Electricity purchased from the national grid		5.182,732
Self-produced electricity (photovoltaic)		3.674,255
Self-consumed electricity (photovoltaic)		1.604,175

FUELS		2025
Diesel (owned vehicles) ^{1 2}		710,335

¹ Calorific value: UK Government GHG Conversion Factors for Company Reporting, year 2025.

² Estimation based on the km travelled by company vehicles and the processes of the Ecoinvent v3.10 database

A ground-mounted photovoltaic system is in operation at the Fossombrone site and, with the installation of additional photovoltaic systems at the Calcinelli sites to be completed in the coming years, the company has embarked on a concrete path towards ecological transition. This strategic investment has made it possible to reduce the environmental impact in terms of CO₂ emissions and to decrease dependence on traditional energy markets. As can be seen from the values indicated in the table, in 2025 the Fossombrone plant provided about 30% of total electricity consumption. In addition, the only share of fossil fuel still used is diesel for the company fleet and owned means of transport. This means that industrial processes and production activities are already completely unrelated to the use of hydrocarbons or methane gas, a significant milestone in reducing the overall carbon footprint of the business.

Greenhouse gas emissions

Climate change is one of the most urgent global challenges of our time, decisively influenced by the increase in greenhouse gas (GHG) emissions deriving mainly from human activities. Components such as carbon dioxide, methane, nitrous oxide and fluorinated gases, although different in origin and warming potential, jointly contribute to the alteration of the planet's thermal balance. In this scenario, Mecc.AL recognizes the reporting of its emissions not only as a methodological requirement, but as the fundamental prerequisite for conscious and effective sustainability governance. The timely measurement of GHGs makes it possible to:

- identify the critical points, accurately mapping the processes, both internal and related to the value chain, that generate the greatest emission impact;
- define any reduction objectives, transforming monitoring into an objective database to implement cutting-edge technological solutions;
- Combining the environment and the economy, adopting virtuous practices that make it possible to reduce the organization's carbon footprint and, at the same time, optimize the efficiency of operating costs.

Through this approach, we intend to integrate climate protection at the heart of our industrial strategy, transforming the environmental challenge into a lever for innovation and responsible competitiveness.

In line with its commitment to transparency and climate responsibility, Mecc.AL embarked on a structured process of reporting its Organizational Carbon Footprint (CFO). To ensure data compliance and the goodness of the final result, the calculation was developed in accordance with

the international standard UNI EN ISO 14064-1:2019 and UNI ISO/TR 14069:2017 (Guidelines for the application of ISO 14064-1).

The analysis was not limited to direct emissions alone but adopted a life cycle perspective, extending the scope of investigation also to indirect emissions generated along the entire value chain (Scope 3). This holistic approach allows the company to accurately identify the environmental impact of each phase: from the procurement of raw materials to logistics, up to the management of the end of life of products.

The results obtained, expressed in tons of CO₂ equivalent, are analysed and categorized in the following table to provide a clear view of the main emission vectors.

- Scope 1: direct greenhouse gas emissions that come from sources owned or controlled by the company (e.g. emissions from combustion in boilers, furnaces, owned or controlled vehicles, process emissions, etc.);
- Scope 2: indirect greenhouse gas emissions deriving from the production of electricity purchased and consumed by the company;
- Scope 3: indirect greenhouse gas emissions that are a consequence of the company's activities, but come from sources not owned or controlled by the company (e.g. the extraction and production of purchased materials, the transport of purchased and sold goods, the use of sold products and services, etc.).

Table 2 - Greenhouse gas emissions - Scope 1 and 2 [t CO₂eq]

GHG emissions in 2025	
Scope 1	214,445
Scope 2 – Location Based	1,095.629
Total	1,310.074

The analysis was conducted using the SimaPro v 9.6.0.1 calculation and LCA software and the Ecoinvent v 3.10 database. It was decided to use the SimaPro calculation code because it allows to systematically and transparently model processes and scenarios and the Ecoinvent database as an internationally recognized database, rich in processes and constantly updated. The calculation of greenhouse gas emissions was carried out using the IPCC 2021 GWP100 method.

In accordance with the UNI EN ISO 14064-1:2019 standard, the calculation of direct Scope 1 emissions includes contributions from fixed combustion (boilers and furnaces) and mobile combustion (company vehicles), direct process emissions, fugitive emissions and those deriving from land use. All categories have no or no significant impact net of emissions related to the operation of company vehicles, which are powered entirely by diesel. As far as Scope 2 is concerned,

the impact is linked to the consumption of electricity from the grid; it should be noted that it seems that the energy needs are covered by the photovoltaic system installed at the Fossombrone plant.

For the sake of completeness, we have decided to consider Scope 3 emissions in the carbon footprint as well. Scope 3 mapping is essential to outline the company's real sustainability profile, as it makes it possible to intercept the environmental risks and opportunities present along the entire value chain, beyond the boundaries of the direct production perimeter.

Below are the results related to Scope 3 GHG emissions.

Table 3 - Greenhouse gas emissions - Scope 3 [t CO₂eq]

GHG emissions in 2025	
Scope 3	94,393.277

The analysis shows that almost all of the impact is related to the production of raw materials, in particular aluminium, which is in line with the typical characteristics of the manufacturing sector. This is followed by emissions related to transport in and out of the company perimeter; other emissions are less significant. Emissions related to the use phase of products sold have not yet been included in the Scope 3 inventory due to the high fragmentation of end applications, which does not allow a reliable and accurate estimate of impacts. Mecc.AL will be committed in future reports to seeking certain and standardized data on the real intended use and methods of use of the products once they are placed on the market.

Emission intensity

The following table calculates the emission intensity factor based on turnover, which measures the amount of greenhouse gases (in t CO₂eq) emitted by the company for each unit of revenue generated. The emission intensity was assessed by dividing Scope 1 and Scope 2 GHG emissions by turnover.

Table 7 – Emission intensity

	2025
Emissions (scope 1+2) [t CO₂eq]	1,310.074
Turnover [€]	53,268,207
GHG Intensity	0.00002

C3 - Greenhouse Gas Emission Reduction Targets and Climate Transition

Although Mecc.AL has not yet formalized a plan of targets for reducing greenhouse gas emissions or adopted a transition plan for climate change mitigation, the integration of practices aimed at reducing climate impact has already been an integral part of our daily operations for years. Our climate strategy is manifested today through tangible actions, including the goal of expanding the photovoltaic plant and rigorous and constant monitoring of energy consumption at all production sites.

It is crucial to highlight that the mapping of emissions has revealed that the prevailing share of the impact of GHG emissions is attributable to Scope 3. This evidence confirms that the climate challenge for Mecc.AL is played out along the entire value chain, involving activities that take place outside the company's direct perimeter (such as raw material procurement and logistics).

C4 – Climate Risks

Climate change exposes our production processes and supply chain to potential physical risks. Consistent with Regulation (EU) 2021/2139, we monitor these threats by dividing them into acute hazards (isolated and intense events) and chronic hazards (long-term climate trends), as illustrated in the table below.

Table 8 – Classification of climate-related hazards

II. Classification of climate-related hazards (*)

	Temperature	Winds	Water	Solid mass
Hazards	Temperature change (air temperature, cold, hot, marine waters)	Changes in wind regimes	Changes in the regime and type of precipitation (hail, heavy rain/snow, freeze/thaw)	Coastal erosion
	Thermal stress		Hydrological variability or precipitation changes	Land degradation
	Variability in temperature		Ocean acidification	Soil erosion
	Permafrost thaw		Saltwater intrusion	Landslides
			Sea level rise	
Events	Heat wave	Cyclones, hurricanes, typhoons	Drought	Avalanche
	Freeze/thaw event	Storms (snowstorms, heavy snowfall, sand or dust storms)	Heavy precipitation (floods, landslides, flash floods)	Wildfire
	Cold spell	Rainstorm	Flooding (coastal, fluvial, pluvial, coastal and tidal)	Subsidence
			Collapse of glacial lakes	

While physical risks are about direct damages, transition risks are related to the shift to a low-carbon economy and can include:

- legal and regulatory risks (e.g. *carbon tax*);
- technological risks (e.g. replacement of obsolete machinery);
- market risks (e.g. change in consumer preferences).

We have therefore started a mapping of the main climate-related risks, distinguishing between physical impacts and challenges related to the transition. The analysis, conducted by projecting scenarios in the short, medium and long term, considers the entire business system, from production sites to the supply chain, up to the evolution of the reference markets.

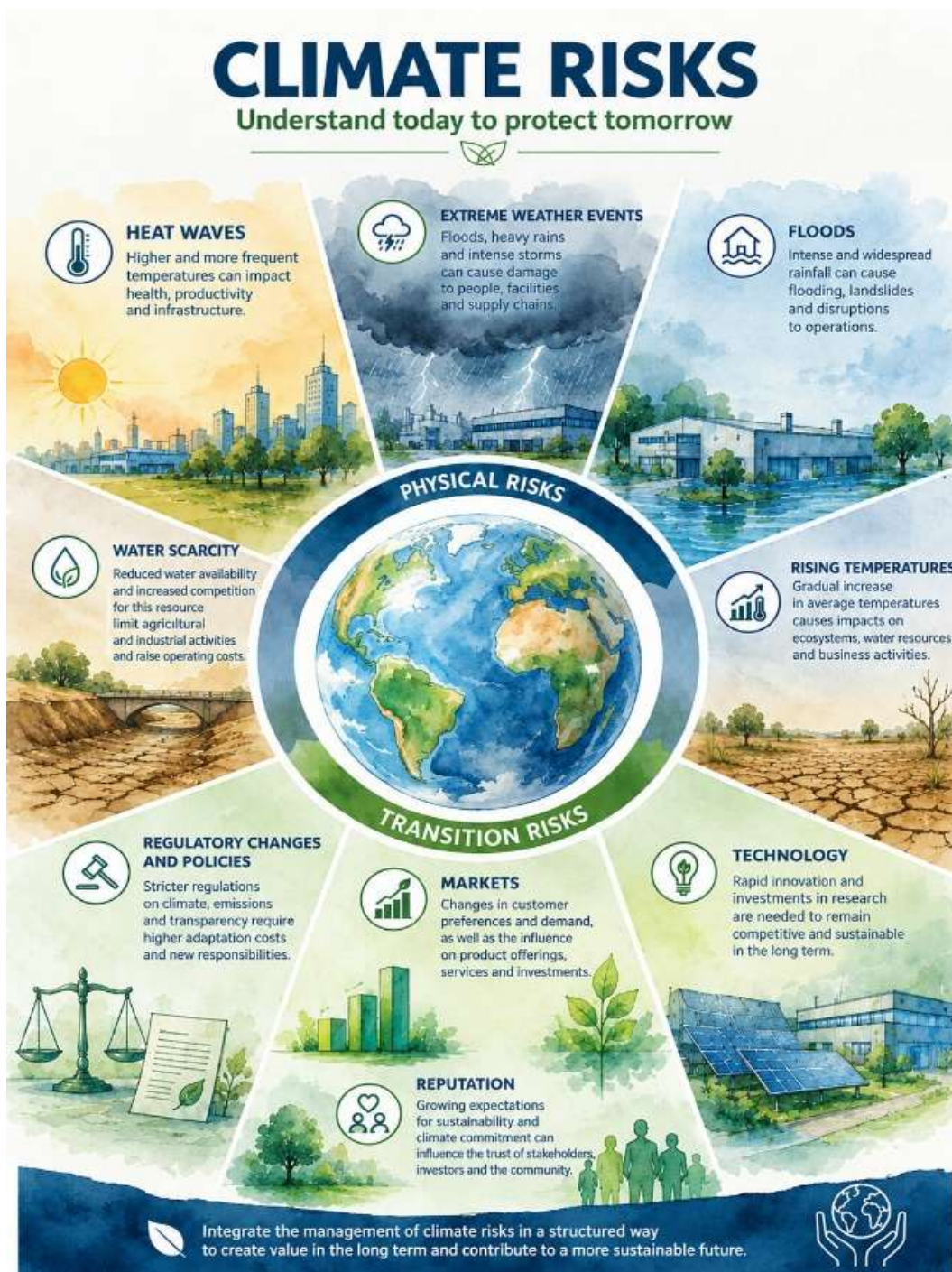


Table 4 - Analysis of climate-related risks

	DANGER – CLIMATE-RELATED TRANSITION EVENT	EXPOSURE ASSESSMENT	TIME HORIZON	ADAPTATION ACTIONS
ACUTE	Heat wave	• Maintaining optimal operating temperatures within factories requires higher energy consumption for ventilation and air conditioning systems, resulting in higher operating costs. • High temperatures may necessitate more flexible shifts or more frequent breaks to ensure the safety of personnel.	Short/Medium term	• Mapping of production areas at greater risk through microclimatic sampling • Air conditioning system that takes advantage of the presence of photovoltaic panels • Dispensing of water bonuses in the paycheck for the purchase of drinks from vending machines • Saline supplement supply • Increase in ventilation devices for departments and production areas most impacted by heat waves
TRANSITIONAL	Costs of the transition to low-emission technology	• Research and development of low-emission technologies involves an initial investment that can generate a significant expense for the organization.	Medium term	• The installation of more efficient machinery and the adoption of low-emission technologies may result in lower energy consumption in the medium to long term, which would compensate for the cost of the initial investment • The expansion of the photovoltaic system will be able to guarantee in the medium/long term a lower expense for the supply of energy
	Regulatory risks	• The introduction of new emissions taxes (such as the Carbon Border Adjustment Mechanism - CBAM) could increase operating costs, especially for aluminum sourcing.	Short/Medium term	• Mapping of its non-EU suppliers in order to collect primary data on embodied emissions and to steer, where possible, future procurement choices towards less carbon-intensive trading partners.
	Market risks	• Changing customer preferences: MECC. AL's business partners may adopt increasingly ESG-based supplier selection criteria.	Medium/Long term	• To direct R&D towards solutions that use less raw material or that are designed to facilitate disassembly and end-of-life recycling, responding to the demand for circular economy products • Expand presence in key sectors of the energy transition, such as electric vehicle charging infrastructure and energy storage systems, where thermal management is critical • Maintain your commitment to the assessment of corporate sustainability (carbon footprint, sustainability report)
	Reputational risks	• Banks, investors and the local community may be increasingly attentive to the environmental impact of businesses.	Medium/Long term	• Consolidate annual reporting following international standards to demonstrate to stakeholders (banks, customers, local community) the seriousness of the company's commitment • Communicate in a scientifically based way the goals achieved, such as the use of renewable energy, to strengthen the positioning as a reliable partner

B4 – Air, Water and Soil Pollution

In terms of regulatory compliance, the company operates in full compliance with current environmental laws and is in possession of the authorizations listed below.

Plant in Via Agnelli, 25 and 12 (Colli al Metauro – PU): general authorization for emissions into the atmosphere in accordance with the Managerial Determination 453/2019 of the Province of Pesaro and Urbino, for welding and mechanical metal processing activities. The two local units carry out processes that are part of a single production cycle and are subject to the decision-making power of a single operator, therefore they refer to a single authorization. The environmental matrices relating to discharges and noise impact are not relevant.

Plant in Via dei Laghi, 4 (Colli al Metauro - PU): general authorization for emissions into the atmosphere in accordance with the Managerial Determination 453/2019 of the Province of Pesaro and Urbino, for the mechanical processing of metals. For this location, Mecc.AL is not required to carry out sampling by virtue of the consumption of abrasive materials lower than the value indicated in the Determination. The environmental matrices relating to discharges and noise impact are not relevant.

Plant in Via Flaminia, SNC (Fossombrone - PU): general authorization for emissions into the atmosphere in accordance with Executive Resolution 453/2019 of the Province of Pesaro and Urbino, for the mechanical processing of metals.

The environmental matrices relating to water discharges and noise impact are not relevant for any of the four sites.

Table 5 - Results of the analysis of emissions into the atmosphere

VIA AGNELLI 12 and 25 – COLLI AL METAURO (PU)					
ISSUE	POLLUTANT	CONCENTRATION [mg/Nm ³]		FLOW [g/h]	
		LIMIT	MEASURE D	LIMIT	MEASURED
E1A (welding)	Total dust	10	0.429	240	8.981 (c.v.)*
	Class III inorganic dusts	2.5	0.003	12.5	0.071 (c.v.)*
E4D (Welding)	Total dust	10	0,423	*c.v. (virtual stack welding): E1A+E4D+E10L	
	Class III inorganic dusts	2.5	0.003		
E10L (Welding)	Total dust	10	0,189		
	Class III inorganic dusts	2.5	0.003		
E4D (metalworking)	Total dust	10	0,851	240	34.797 (c.v.)^
	Class III inorganic dusts	2.5	<0.002	12.5	<0.121 (c.v.)^
E10L (Metalworking)	Total dust	10	0,208	^c.v. (virtual metalworking chimney): E4D+E10L+E2B+E3C	
	Class III inorganic dusts	2.5	<0.002		
E2B (aluminum cutting)	Total dust	10	0.43		
	Class III inorganic dusts	2.5	<0.002		
E3C (Aluminum Cutting)	Total dust	10	0,649		
	Class III inorganic dusts	2.5	<0.002		

VIA FLAMINIA, SNC – FOSSOMBRONE (PU)					
ISSUE	POLLUTANT	CONCENTRATION [mg/Nm ³]		FLOW [g/h]	
		LIMIT	MEASURE D	LIMIT	MEASURED
E1A (milling)	Particle material	10	1.11	240	46.42*
	Class III inorganic compounds	2.5	0.031	12.5	2.1080*
E2B (metal cutting)	Particle material	10	0.41	*c.v. (virtual fireplace): E1A+E7G+E8H+E10L+E12N+E13O	
	Class III inorganic compounds	2.5	<0.0001		
E3C (metal cutting)	Particle material	10	0,11		
	Class III inorganic compounds	2.5	<0.0001		
E4D (metal pressing/cutting)	Particle material	10	0.36	240	41.26^
	Class III inorganic compounds	2,5	<0.0001	12.5	1.034^
E5E (metal cutting)	Particle material	10	0.38	^c.v. (virtual fireplace): E2B+E3C+E4D+E5E+E6F+E9I+E11M	
	Class III inorganic compounds	2.5	0.069		
	Particle material	10	0.36		

E6F (copper processing)	Class III inorganic compounds	2.5	<0.0001
E7G (milling)	Particle material	10	0.42
	Class III inorganic compounds	2.5	<0.0001
E8H (milling)	Particle material	0.59	
	Class III inorganic compounds	0.062	
E9I (Sectioning)	Particle material	0.43	
	Class III inorganic compounds	<0.0001	
E10L (milling)	Particle material	0.58	
	Class III inorganic compounds	0.026	
E11M (metal cutting)	Particle material	0.41	
	Class III inorganic compounds	<0.0001	
E12N (milling)	Particle material	0.26	
	Class III inorganic compounds	0.038	
E13O (milling)	Particle material	0.41	
	Class III inorganic compounds	0.039	

B5 – Biodiversity

In relation to the topic of biodiversity, we report below our impacts on ecosystems and land use.

The operational activity of MECC. ALis concentrated, as already described, within four production plants, three located in Colli al Metauro (PU) and one in Fossombrone (PU); all the plants do not fall within areas of high sensitivity from the point of view of biodiversity or near protected areas.

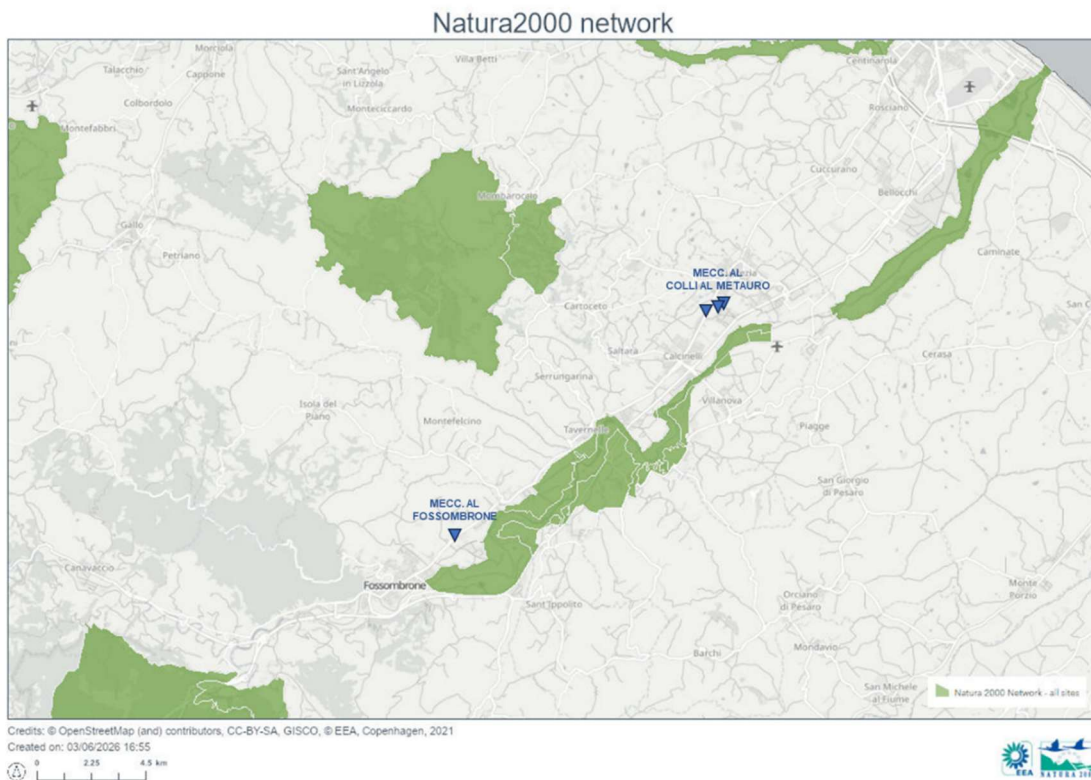
Table 6 - Biodiversity sensitive areas

Location	Surface [ha]	Sensitive area in terms of biodiversity	Clarifications (in/near biodiversity-sensitive areas)
Via Agnelli, 12 – Colli al Metauro	1,129	/	/
Via Agnelli, 25 – Colli al Metauro	0.720	/	/
Via dei Laghi, 4 – Colli al Metauro	0.515	/	/
Via Flaminia, SNC - Fossombrone	4,100	/	/

More specifically, the biodiversity impact assessment was conducted using the Natura 2000 Network, the World Database on Key Biodiversity Areas and UNESCO sites as the main reference standards.

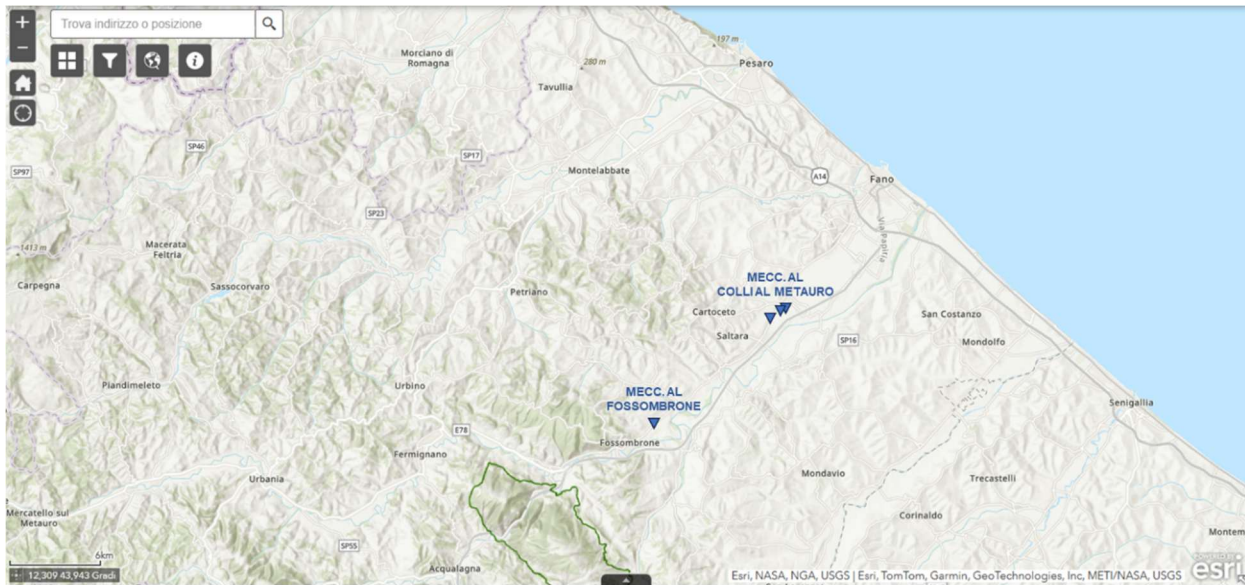
From the extracts of the Natura 2000 Network, a network of protected natural areas created at European level to ensure the long-term survival of the most precious and threatened species and habitats, it can be seen that all the establishments are located near the Tavernelle sul Metauro site, protected by the Birds Directive.

Figure 3 – Natura 2000 extract



The World Database on Key Biodiversity Areas (KBA) is one of the most authoritative global inventories and maps the most important places on Earth for the conservation of biodiversity; according to the database maps, the Fossombrone plant and those of Colli al Metauro are respectively about 7 km and about 20 km as the crow flies from the Monte Catria, Monte Acuto and Monte della Strega sites.

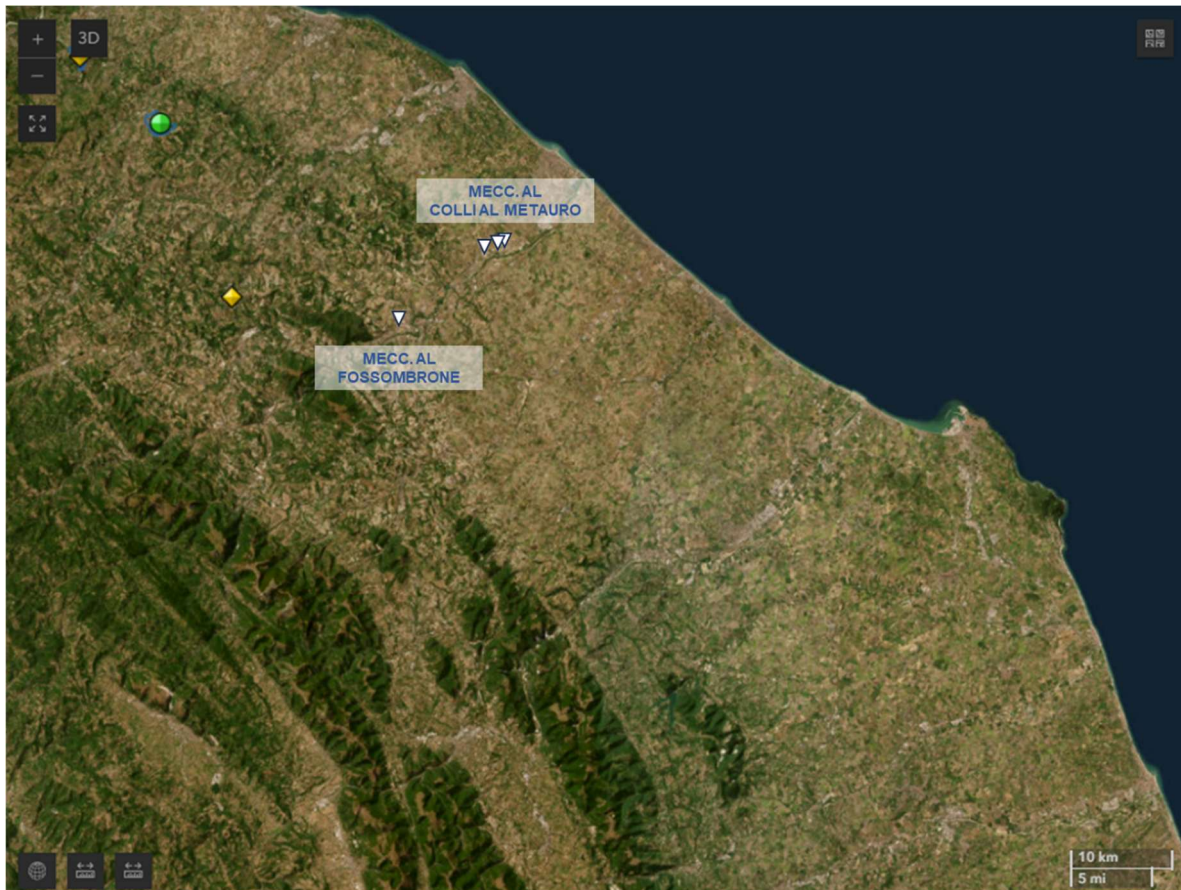
Figure 4 – Extract from the World Database on Key Biodiversity Areas



With reference to the Unesco sites, the establishments are located:

- 15-20 km as the crow flies from the site of the historic center of the municipality of Urbino;
- 30 km as the crow flies from the site of the Gypsum of Onferno;
- 40 km as the crow flies from the site of the historic center of San Marino.

Figure 5 – Extract from the UNESCO sites list



In light of the above, the production sites are located at such distances from the identified sites that they do not interfere significantly with them as they do not have an area that (in part) "coincides with" or is "adjacent" to a sensitive area in terms of biodiversity, as defined by the reference standard (VSME).

Table 12 – Land use

Type of land use	Surface area [m2]
	2025
Total waterproofed surface area	58,519
Total area oriented towards nature on the site	13,208
Total area oriented to nature off-site	/
Ground-mounted photovoltaic surface	14,000
Total land use	85,727

B6 – Water

Protecting the environment and safeguarding natural resources are fundamental pillars of Mecc.AL' sustainability strategy. With this in mind, we recognize water as an essential common good, of inestimable value for the planet and for the communities in which we operate, whose protection requires a constant and collective commitment.

Although we consider water a crucial element to be protected, the activities carried out within our production cycle do not involve the use of large volumes of water or water-intensive industrial processes.

Most of our consumption is attributable almost exclusively to civil and hygienic-sanitary uses within the company premises, for about 65% of total consumption; the remaining share of water withdrawal is attributable to the preparation of oily emulsions used in mechanical processing and product washing.

In any case, if we want to carry out an in-depth study on this issue, as shown by the Water Risk Atlas maps developed by the *World Resources Institute* (WRI) with the aim of mapping, measuring and comparing water risks around the world, MECC. AL's plants are located within an area classified as high water stress.

Figure 6 – Extract from the Water Risk Atlas



The total water withdrawal for all establishments is shown below; water consumption is not reported as the only discharges present are related to the toilets.

Table 13 – Water abstraction

	Water withdrawal [m3]
All sites	6,070
Sites in water-stressed areas	6,070

B7– Resource Use, Circular Economy and Waste Management

For a company like MECC. AL which mainly processes aluminum, the circular economy represents a strategic and economic opportunity since this metal can be recycled without losing quality. In fact, in our production processes we are committed to minimizing production waste and at the same time we carry out waste management that aims to enhance it through recycling. Below are the quantities of waste disposed of over the year 2025, divided between hazardous and non-hazardous and indicating its final destination.

Waste is divided almost equally between hazardous and non-hazardous waste, and about 70% of the total amount is sent for recovery operations.

Table 14 – Waste generated

	Total waste [kg]	Percentage of total [%]
Hazardous waste	287,942	48.9
Non-hazardous waste	300,640	51.1

	Quantity [kg]	Percentage of total [%]
Hazardous waste		
→ to recovery	132,922	46.2
→ disposal	155,020	53.8
Non-hazardous waste		
→ to recovery	283,960	94.5
→ disposal	16,680	5.5
Total recovery	416,882	70.8
Total disposal	171,700	29.2

In order to fully map the material flows, the following table illustrates in detail the types and quantities of raw materials used in production, by macro-categories of material. In detail, aluminium is purchased in the form of plates, coils or extrusions, copper in the form of sheets and coils. In pursuing sustainability objectives, Mecc.AL promotes, where technically possible, the use of raw materials with recycled material content, recognizing their contribution to reducing the environmental impact throughout the life cycle of the product.

However, in the production of aluminum heat sinks, increasing the percentage of recycled material is not always technically feasible. In fact, some applications require the use of aluminum alloys characterized by extremely restrictive specific chemical compositions, necessary to ensure the achievement of the mechanical, thermal, dimensional and machinability performance required by customers and by the reference standards.

The use of a higher proportion of recycled material could, in certain cases, compromise compliance with these technical-chemical requirements, due to the greater variability in the composition of the alloying elements and the residual impurities typical of recycled materials. For this reason, any assessment of the increase in recycled content is carried out on a case-by-case basis, based on a careful technical analysis and compliance with product specifications.

However, the company continues to collaborate with its suppliers to identify innovative solutions that allow it to progressively increase the content of recycled material without compromising the quality, reliability and performance of the products, while maintaining a balance between environmental objectives and the technical requirements required by the market.

Table 15 – Raw materials used in the production cycle

Type of raw material	Quantity purchased (kg)
Aluminium (virgin)	1,242,268
Aluminium (20% recycled)	7,687,385
Copper	135,111
Emulsifiable oil	41,160

Social metrics

In a constantly evolving and increasingly complex global market, we are aware that long-term success does not depend solely on technological excellence or tangible assets, but on the ability to cultivate, attract and enhance a heterogeneous and highly qualified human capital. We foster the professional growth of our employees with the common goal of fueling the success of the company.



B8 – Workforce – General Characteristics

The general characteristics of the own workforce are shown below in relation to:

(a) type of employment contract (temporary or permanent);

Type of contract	Number of employees (effective)
Temporary contract	36
Permanent contract	203
Total employees	239

b) gender

Gender	Number of employees (effective)
Men	186
Women	53
More	0
Not communicated	0
Total employees	239

(c) country of employment contract, if it operates in more than one country

Country of employment contract	Number of employees (effective)
Italy	239
Total employees	239

Our solid employment base is made up of 239 professionals, whose dedication is the engine of business growth. We firmly believe in the stability of the working relationship as a prerequisite for the development of skills: to date, 85% of our workforce (203 employees) is employed with permanent contracts, supported by 36 fixed-term collaborators who integrate our staff. On the gender diversity front, the company has 186 men and 53 women, a figure that reflects the technical composition of the sector but which pushes us to promote policies of inclusion and enhancement of female talent with increasing vigour.

During the year, the company recorded a turnover rate of 10.46%, a value that is in line with the market dynamics typical of the metalworking sector, characterized by constant competition for the acquisition of highly specialized technical profiles. This indicator is carefully analysed not only as a quantitative metric, but as a qualitative signal of the corporate climate. Although a share of turnover is to be considered physiological, attributable to the natural generational turnover or to individual career path choices, our priority remains the containment of voluntary exits, especially in relation to key figures. Our goal is to constantly strengthen the sense of belonging and enhance human capital, an essential asset to support the quality, technological innovation and competitiveness that have always distinguished our reality.

C5 – Other General Characteristics of the Workforce

The organization has 1 employment relationship at management level, the role of which is held by one man.

Table 7 - Types of workers

Type of workers	Number of self-employed and temporary workers searching, selecting and providing staff
Total number of self-employed persons without staff working exclusively for the enterprise	0
Total temporary workers made available by companies mainly engaged in recruitment, selection and supply of personnel	24

MECC. ALmakes use of temporary agencies in the area to integrate its workforce; out of a total of 239 resources, the workforce includes 24 collaborators with staff leasing contracts. This method allows us to manage fluctuations in market demand with agility, confirming our desire to maintain a solid and lasting employment perimeter but at the same time offering opportunities for professional integration and training to young people and specialized profiles who approach our company.

B9 – Workforce – Health and Safety

Aware that the value of an organization lies in the well-being of its people, we have structured our management approach in accordance with the international standard UNI EN ISO 45001:2023. This certification does not represent a simple formal fulfilment for us, but the operational and strategic framework through which we pursue continuous improvement, proactive risk prevention and the protection of the physical and psychological integrity of all our employees.

The adoption of this international standard translates into a concrete commitment that permeates every level of the company, transforming safety from a legal obligation to a shared cultural value. With this in mind, the ISO 45001 standard guides us in the evolution from a purely reactive logic, based on the management of the event or injury, to a strictly proactive culture. Through rigorous and dynamic risk mapping, near-miss analysis, dangerous situations and the implementation of corrective and improvement actions, we aim to eliminate hazards at their root and mitigate risks before they can manifest themselves.

A fundamental pillar of this model is the active participation and consultation of workers. We firmly believe that safety is built together: this is why we promote continuous listening channels and targeted training programs, so that each resource is aware of their central role in protecting their own health and that of their colleagues.

In line with the calculation of the rate of recordable work-related accidents proposed by the VSME standard (p.to 120), the results are reported below:

Table 17 – Recorded injuries and deaths

Number of recordable work-related accidents in the reference period	3
Rate of recordable work-related accidents in the reference period	1.71
Number of deaths due to work-related injuries and illnesses in the reporting period	0

B10 – Workforce – Remuneration, Collective Bargaining and Training

100% of employees are covered by the national collective agreement for metalworking.

As part of our ongoing commitment to enhancing human capital and promoting an inclusive corporate culture, we have conducted an analysis of the Gender Pay Gap. The figure for the year 2026 shows a gross hourly gap of -1.14%. This value, which attests to substantial pay parity between male and female components, confirms the absence of structural disparities in our remuneration policies. The slight positive deviation in favour of the female component reflects the current distribution of personnel in relation to skills, roles and length of service. Our organisation remains firmly determined to maintain this balance, ensuring that career paths and remuneration policies continue to be based exclusively on objective, meritocratic and fair criteria, ensuring equal development opportunities for all our employees.

During 2025, the company confirmed its commitment to enhancing and continuously updating the skills of its staff, providing a total of 176 hours of training in total against a workforce of 239 employees (equal to an average of approximately 0.74 hours per capita). Analysing the training commitment from a gender perspective, in the face of a company population of 53 women and 186 men, 30 hours of training were provided to female staff (average of 0.57 hours per employee) and 146 hours to male staff (average of 0.78 hours per employee). The goal for the coming years remains to progressively increase global investment in professional growth, while promoting increasingly equitable and balanced access to educational opportunities, in line with our policies of inclusion and talent enhancement.

To give further substance to this path, the company will formalize and make structural the number of hours of training that is already actively provided today, on activities that go beyond the simple legal obligation.

C6 – Other Information on Own Workforce – Human Rights Policies and Procedures

MECC.AL has a Code of Ethics and Conduct available in rev. 5 of 09/09/25. This Code of Ethics and Conduct collect the ethical principles and values that inspire the conduct and conduct of those who work in the interest of MECC.AL S.r.l., both inside and outside the company organization. Since the Company has adopted an Organization, Management and Control Model (OMM) pursuant to Legislative Decree 231/2001, this Code of Ethics is to be considered an integral part of the system for preventing the commission of crimes, of which it is a central element. In fact, this Code expresses the principles and rules of conduct that the company considers fundamental for the proper performance of its business.

MECC.AL is committed to respecting the Rights. This commitment applies, first of all, to employees and persons who work for the Company, but also applies to all subjects with whom it interacts.

In carrying out our activities, we are inspired by the protection and promotion of human rights, the respect of which is aimed at building a society based on the principles of equality, solidarity, repudiation of violence and protection of civil and political rights, as well as social, economic and cultural rights and so-called third generation rights, understood as human rights that concern solidarity and humanity as a whole, including the rights to development, peace, environmental protection, sharing of the common heritage of humanity, communication and humanitarian assistance.

The recognition and safeguarding of the dignity, freedom and equality of human beings, the protection of work and trade union freedoms, health, safety, as well as the system of values and principles in the field of transparency, efficiency and sustainable development (ethical and environmental) as affirmed by the Institutions and International Conventions, are taken into particular consideration by Mecc.AL.

The company's code of ethics deals with, among other things, the issue of discrimination and accident prevention.

Mecc.AL avoids any discrimination based on age, gender, sexual orientation, state of health, nationality, membership of ethnic or cultural groups, political opinions and religion. The Company maintains an impartial attitude in all decisions that affect the company's activities, both towards employees and collaborators, and in the management of relations with Stakeholders.

As previously stated, compliance with the legislation on health, safety and hygiene in the workplace is a primary value for Mecc.AL, reinforced by the ISO 45001 certification. For this reason, the Company ensures and guarantees its employees the right to carry out work safely, respecting health, individual dignity and personal characteristics, protecting their physical and moral integrity according to the highest reference standards. The company has adopted an effective occupational health and safety policy as part of an Occupational Health and Safety Management System, this policy is

constantly monitored and is improved, in compliance with current standards and the development of preventive techniques.

Although the company operates in full compliance with all current regulations on the protection of workers and respect for human rights, the Company Code of Ethics does not yet include an explicit and specific mention of child labour, forced labour and human trafficking.

Mecc.AL, in application of current legislation on whistleblowing (Legislative Decree 24/2023), has adopted its own channel for reporting offences committed in the workplace and related to the company's activities. The company, in application of best practices on the subject, has activated an online platform that allows both written and oral reporting, which can be reached from its website www.meccal.com

The channel chosen guarantees the confidentiality of the reporting person, the reported person and any other person involved and complies with European and national legislation on the protection of personal data.

The management of the channel has been entrusted, in accordance with the regulations, to an autonomous, independent and adequately trained person to carry out this role.

C7 – Severe Human Rights Incidents

The company certifies that, during the year, no confirmed incidents related to human rights violations, such as child labor, forced labor, human trafficking or discriminatory phenomena, were detected or reported, either with reference to its workforce or along the entire value chain (suppliers, affected communities, consumers and end users).

This result is actively preserved thanks also to the adoption and effective implementation of the Organization, Management and Control Model pursuant to Legislative Decree 231/2001. The preventive safeguards and the Code of Ethics provided for by Model 231, supervised by the Supervisory Body (SB), constitute the fundamental pillar to ensure respect for workers' rights and regulatory compliance, monitoring the risk of illegal conduct throughout the supply chain

Governance Metrics

A solid and transparent governance system is the essential prerequisite for the creation of shared value in the long term. Corporate governance reflects the commitment to ethical, responsible and integrity-oriented corporate management.

This section illustrates the structure of the Board of Directors and the architecture of internal controls, highlighting the safeguards put in place to safeguard regulatory compliance and the interests of stakeholders.

B11 – Convictions and Fines for Active and Passive Corruption

With reference to the monitoring of corruption risks, it is confirmed that during the reporting year, no convictions were made or sanctions or fines were imposed on the company for violations of the regulations in force on the fight against active and passive corruption.

This result reflects the effectiveness of the company's solid governance system and the constant commitment to adopting and updating the Organisation, Management and Control Model (pursuant to Legislative Decree 231/2001). Integrity, transparency and respect for legality are the cornerstones of the Code of Ethics, which guides the decisions and behaviour of all employees and business partners on a daily basis. The company continues with determination to strengthen its internal control measures, aware that the prevention of any illegal practice is a necessary condition for building lasting relationships of trust with all stakeholders and for protecting the reputation and sustainability of our business.

C8 – Revenues from Certain Activities and Exclusion from EU Benchmarks

The company certifies the absence of revenues deriving from sectors considered controversial or with a high environmental and social impact. In particular, the Company does not generate revenue from activities related to the production and trade of controversial weapons and tobacco, nor from supply chains related to fossil fuels (coal, gas and oil), including the extraction, refining and distribution phases, or the production of pesticides and chemicals for agriculture.

In addition, the company confirms that it does not meet the exclusion criteria of EU benchmarks aligned with the Paris Agreement. This qualifies the company as a sustainable investment objective with low transition risk for financial partners.

C9 – Gender Diversity in the Governance Body

The organization does not have a governance body, the decision-making authority is in the hands of the Sole Director. The Sole Director holds full decision-making authority and strategic responsibility for the company. This structure ensures a short chain of command and a strong timeliness in decision-making processes, including those relating to the integration of environmental and social factors into business strategies.



Conclusions

The publication of this first Sustainability Report does not mark the finish line of our journey, but the beginning of a new phase of awareness and responsibility for Mecc.AL S.r.l.

Adopting the VSME Voluntary standard (Option B) has allowed us to map our impacts and to give a tangible and transparent form to values that, in reality, have always belonged to our way of doing business. We are aware that every cooling solution we design has a multiplier effect: it helps our industrial partners, telecommunications networks, data centres and electric mobility to be more efficient, more durable and, consequently, less impactful on the planet. For a metalworking company like ours, linked to the concreteness of production processes, the transformation of materials and the solidity of plants, sustainability ceases to be an abstract concept and becomes a pillar of industrial strategy.

However, sustainability is not a responsibility that is delegated only to the final product. It is a daily commitment that we carry out within our factories, optimizing internal processes, protecting the natural resources of our territory and enhancing our human capital. At the heart of this evolution are people: our team, our partners and the local community in which we operate, who represent the real engine of our social and governance development.

The challenges of the global market and environmental urgencies will change over time, but our vocation will remain the same: to be a solid, transparent and cutting-edge partner. We will continue to innovate, measure ourselves and improve, convinced that industrial efficiency and environmental protection are not opposite paths, but two faces of the same future competitiveness.

We sincerely thank all the stakeholders who share with us this journey towards a more conscious industry and a more sustainable tomorrow.