

MOTOR POWER COMPANY

Sustainability Report 2025

A commitment to transparency and innovation for people, the environment, local communities and future generations

MOTOR POWER COMPANY | 2026



MOTOR POWER COMPANY

See It Before it Happens

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Beyond efficiency: our vision for a responsible future

Letter from the CEO to stakeholders

WE are proud to present our second Sustainability Report, with a renewed sense of responsibility.

While last year's report marked the official start of our transparent sustainability reporting, this second edition reflects the natural evolution of an approach that is now firmly embedded in Motor Power Company's DNA. In our company, sustainability is not an abstract concept, but something we put into practice every day through concrete, measurable choices designed to create lasting value.

2025 was a year of consolidation and significant progress. After achieving our goal of reducing our carbon footprint a year in advance, over the last year we have worked to make our processes even more efficient. The successful relocation to our new headquarters in Reggio Emilia has proved to be the catalyst we had hoped for: today, we operate in a facility that is not only at the cutting edge of technology, but an ecosystem designed to minimize environmental impact and maximize the well-being of those who work there.
For this reason, we have formally committed to further reducing our emissions in the coming years, making full use of every technological and organizational tool at our disposal. With this in mind, our pursuit of excellence encompasses the entire life cycle of our products. As part of this approach, we carried out our first **Life Cycle Assessment (LCA)** on a specific product **in collaboration with the University of Modena and Reggio Emilia**.

This study, the results of which will be available from 2026, enables us to understand the environmental impact of a component from cradle to grave, providing us with objective data to design increasingly sustainable and responsible products for our customers. Developing automation systems that are designed for high performance means delivering a genuine competitive advantage while anticipating the challenges of a global market that is increasingly focused on the responsible use of resources. As always, people are at the heart of every development and achievement. We are proud to have obtained **UNI/PdR 125:2022 gender equality certification**, recognizing our commitment to being a fair and inclusive company where merit and talent are valued equally.
We believe that an inclusive and safe working environment is the only possible foundation for healthy growth. We have invested in training and skills development, aware that our human capital is the most valuable resource for building the independent and strong identity to which we aspire. None of this would be possible without the commitment of our people.

"Sustainability is not an abstract concept, but something we put into practice every day through the choices we make."



Christian Grandi
Chief Executive Officer
Motor Power Company S.r.l.

I would like to thank our people for the dedication they bring to their work every day and for their ability to turn our corporate values into practical actions, helping Motor Power Company to continue to thrive.
Our vision "See it before it happens" guides us towards the future, with a specific focus on the younger generations. I want to leave them a strong company and a healthy local environment, showing that long-term business success goes hand in hand with taking responsibility for those who come after us.
Thank you for your trust and for sharing in a journey built on concrete action and long-term vision.

Best regards,
Christian Grandi



A factory that feels like home

In 2024, Motor Power Company's new headquarters was completed: a fully refurbished facility that redefines the very concept of an industrial building. No longer just a production site, but a contemporary building that combines industry, culture and quality of life.

At the start of 2025, the company began its relocation to a **new iconic and cutting-edge building** in Reggio Emilia, designed to embody harmony, beauty and sustainability. The building has effectively become an architectural statement, capable of bringing about tangible improvements to working conditions and supporting the evolution of production processes towards greater efficiency, innovation and energy sustainability.

At the heart of the project is the new building itself, designed as a **dynamic, integrated space**: not only a production site, but a second home for those who work there every day. People's well-being is central to the workplace, reflected in bright, welcoming and functional spaces where productivity goes hand in hand with quality of life.

The architecture reimagines the factory as a contemporary urban environment, with the new building organizing and connecting public and private spaces. Open spaces and courtyards sit alongside offices and laboratories, while a network of indoor and outdoor routes – conceived as "streets" and "promenades" – creates an open, dynamic urban setting. People are always at the heart of what we do: employees, visitors and guests.

To complete the experience at the new headquarters, the building also has spaces dedicated to well-being and culture, including a gym, lounges, a theatre and a contemporary art collection that forms part of everyday life in the company. Elements that transform the workplace into a state-of-the-art environment, where art, well-being and production coexist in harmony, adding value to the whole working experience.

GOVERNANCE – NEW HEADQUARTERS

Well-being, efficiency and environmental sustainability

During the reporting year, the company continued the development of the new headquarters, designed as a strategic investment to support a more sustainable, efficient production model focused on empowering people.
The project is part of an integrated vision of sustainability, which combines **organizational well-being, occupational health & safety, energy efficiency, the reduction of environmental impact and enhancement of the local area**. Indeed, the new headquarters has been designed to improve the quality of working life, promoting comfort, collaboration, professional development and a better work-life balance.

Well-being of people and quality of the working environment
The design of the internal and external spaces focuses on the needs of people. The shared spaces, **lounge areas, coworking** spaces, **training** facilities, furnished **outdoor areas** and **fitness area** support opportunities for social interaction, inclusion, well-being and professional development.
A key feature of the new headquarters is the **natural brightness** of the rooms. The large windows allow better use of natural light during the day, with positive effects on visual comfort, on the quality of spaces and on reducing the use of artificial lighting.
The new layout of the production and office spaces also ensures greater operational safety, thanks to more spacious working areas, better separation of zones and more effective evacuation routes in the event of an emergency. These solutions help create a safer, more organized workplace that is better suited to the organization’s operational needs.



GOVERNANCE – NEW HEADQUARTERS

Energy efficiency and innovative building systems

Energy efficiency is one of the main drivers behind the design of the new headquarters. The solutions adopted are aimed at reducing consumption, optimizing resources and improving overall energy performance.
The works carried out include the installation of **LED lighting**, the adoption of a Building Management System (BMS) for the **automated and centralized management** of building services, the use of underfloor heating and cooling systems, the use of heat pumps and the installation of electric vehicle charging points.

The headquarters also has a **solar PV system**, helping to meet the facility's energy needs while reducing reliance on conventional energy sources. The introduction of new-generation systems and machinery contributes to further improving the energy performance of production processes, strengthening the company's path towards greater operational efficiency.



GOVERNANCE – NEW HEADQUARTERS

Reduction of environmental impact and enhancement of the local area



The new headquarters was built on a previously developed site, with the aim of minimizing the use of new land and redeveloping an existing industrial site. This choice confirms the company's commitment to responsible development in line with the principles of environmental protection.

The project included planting and landscaping works designed to improve integration with the surrounding landscape, enhance the local environment and support local biodiversity.

Contribution to ESG goals

The new headquarters is a tangible contribution to the company's ESG strategy. The project delivers benefits across social, environmental and operational areas, helping to:

- improve the well-being and safety of workers;
- reduce energy consumption and indirect emissions;
- increase the efficiency of systems and production processes;
- encourage the use of energy from renewable sources;
- enhance the local environment through the redevelopment of an existing area;
- promote biodiversity, a healthy environment and the quality of the workplace.

Overall, the new headquarters is an important part of the company's sustainability journey and reflects its commitment to a responsible growth model, aimed at creating lasting value for people, the environment and the community.

1 Governance

In this section:

Cutting-edge technology and a deeply human approach
Motor Power Company's DNA
People Power Company
Motor Power Company in numbers
A story of innovation and sustainability
Administrative, management and supervisory bodies
Ethics and compliance
Ethics, integrity and supply chain assessment
Diversity, Equity & Inclusion (DE&I)
Strategy, business model and value chain
Stakeholder mapping
Stakeholder interests and opinions
Double materiality assessment
Sustainability plan and improvement goals
Improvement goals

GOVERNANCE – IDENTITY

Cutting-edge technology and a deeply human approach: the formula for our success

We have an in-depth understanding of machinery requirements and respond precisely to the needs of very different markets, all of which share the same goal: to manufacture products with ever greater efficiency, reliability and sustainability.

We are the ideal partner for developing **innovative, unconventional solutions**. Our expertise in design, manufacturing and application has been built over 35 years in the market and is strengthened by the specialist talent of people who have joined the company over the years, driven by a desire to develop transferable skills and broaden their knowledge.

The human factor is an invaluable asset, which we nurture and put into use every day, dedicating ourselves to developing innovative thinking, understanding our customers' needs and fostering genuine collaboration. We are able to identify their **real needs**, clearly define the key metrics for their success and offer solutions that will make them more competitive in their target market.

Our mission and vision, as set out in this report, reflect the company's innovative identity, its **strong technical expertise**, and the **important human dimension** that sets it apart. The combination of these elements creates a unique market position, where cutting-edge technology is combined with a deep understanding of customers' needs, resulting in a tangible competitive advantage for them.



Unconventional innovation
Almost 40 years of know-how in design, manufacturing and application.



Putting people first
Specialist talent, transferable skills and genuine collaboration.



Customer focus
We identify our customers' real needs and deliver solutions that enhance their competitiveness.



Unique positioning
Advanced technology and a deep understanding of the market generate a real competitive advantage.

35+
years on the market

5.5M
motors installed

GOVERNANCE – MISSION, VISION & VALUES

Motor Power Company’s DNA

Mission

To proactively anticipate customer needs by providing optimized motion control solutions that reduce machine complexity. Our innovations enable companies to achieve their **goals** with greater safety, intelligence, speed, flexibility and reliability.

Vision

To be a leader in industrial automation with innovative solutions that improve productivity in a **sustainable, reliable**, and **efficient** way, combining technical expertise with in-depth market knowledge.

Values

Passionate innovation
that drives progress

Reputation based on integrity, transparency and earned trust

Excellence
built on the success of customers, employees and partners

Responsibility towards
people, partners and the planet

GOVERNANCE – EMPOWERING PEOPLE AND PROTECTING THE PLANET

People Power Company

"**People Power Company**" is much more than just a play on words. It is our way of saying that the true strength of Motor Power Company lies not only in technology, but also in people, relationships and the values that guide our every action.
These three words capture the initiatives and projects we are committed to advancing every day in the three areas that matter most to us: **the environment, people and safety**. These areas are interconnected and represent the foundations on which we build sustainable, responsible and shared growth.

*"**People Power Company** is the name we have chosen to represent what drives us every day: the **power** that comes from respecting people and the planet. And it is this power that inspires how we innovate, design and manufacture. A power we want to continue creating, together."*
Giampaolo Grandi – HR Manager, Motor Power Company



GOVERNANCE – GROUP AND LOCATIONS

Motor Power Company in numbers

2025 REVENUE

€ 41M

2026 budget: € 42M

YEARS IN BUSINESS

36

in the sector since 1989

OPERATING LOCATIONS

2 Operating locations

Reggio Emilia

Taicang - China

COMPANY POPULATION

220

employees

TECHNICAL SKILLS

15%

with an engineering background



FEMALE REPRESENTATION

44%

of employees are women

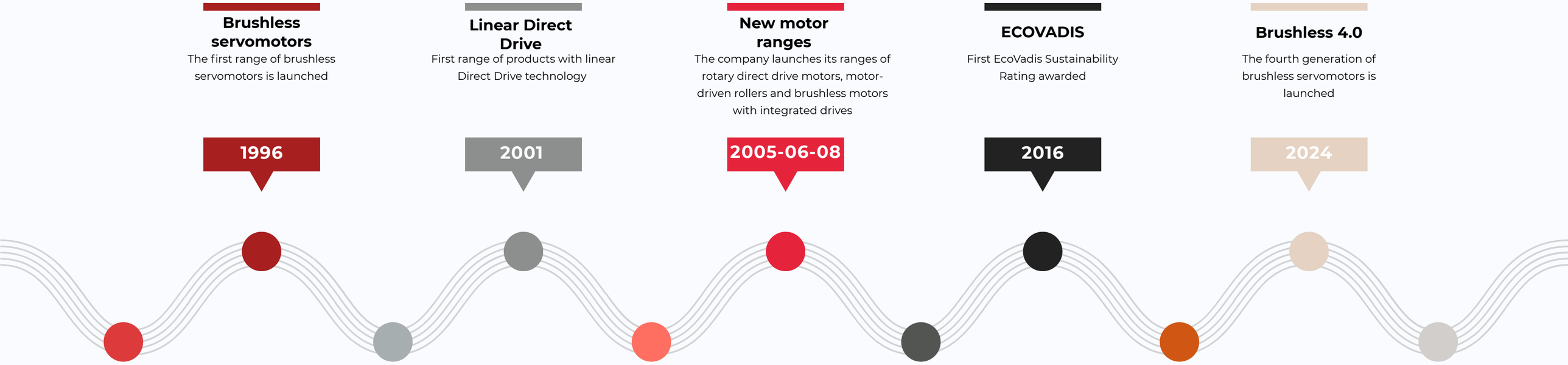
LEADERSHIP

47%

of management positions are held by women

GOVERNANCE – COMPANY HISTORY

A story of innovation and sustainability



1989

Foundation

S. Grandi and S. Ottani establish the company in Castelnovo di Sotto

1996

Brushless servomotors

The first range of brushless servomotors is launched

1997-99

Certifications

ISO 9001 certification and UL certification obtained

2001

Linear Direct Drive

First range of products with linear Direct Drive technology

2004

Expansion into China

First sales offices in China

2005-06-08

New motor ranges

The company launches its ranges of rotary direct drive motors, motor-driven rollers and brushless motors with integrated drives

2014

Manufacturing plant in China

The production plant in China is established

2016

ECOVADIS

First EcoVadis Sustainability Rating awarded

2017-20

Certifications

ISO 14001 and ISO 45001 certification obtained

2024

Brushless 4.0

The fourth generation of brushless servomotors is launched

2025

New headquarters and certification

Relocation to the new headquarters and UNI/PdR 125 gender equality certification obtained

GOVERNANCE – GOVERNANCE BODIES

Administrative, management and supervisory bodies

For us, governance means providing a solid framework for our vision. We chose to move from intuition-led management to a rigorous organizational model, where clear rules and processes turn instinct into long-term strategic decision-making. This approach enables us to ensure consistent ethical standards and absolute transparency towards all our stakeholders.

The corporate governance and control bodies are represented by:

-Shareholders' Meeting
-Board of Directors
-Sole Auditor: the Sole Auditor currently in office is Mario Borelli
-Statutory Auditor: the statutory audit is carried out by Annarita Succi

Board of Directors
The current Board of Directors, appointed on 18 February 2010, comprises:
-Stefano Grandi – Chairman of the Board of Directors
-Christian Grandi – Chief Executive Officer
-Lorenzo Felici – Director
The appointed Board of Directors comprises three men, one of whom is aged between 30 and 50 (33%) and two of whom are over 50 (67%).



Stefano Grandi

Chairman of the Board of Directors



Christian Grandi

Chief Executive Officer



Lorenzo Felici

Director

GOVERNANCE – GOVERNANCE BODIES

Administrative, management and supervisory bodies

ESG Committee

In 2024, the ESG Committee was established, a decisive step designed to integrate sustainability into the heart of our business strategy. This body was established to ensure that decision-making supports responsible growth and that environmental, social and governance issues are an integral and active part of our business.
The Committee comprises six members – including the CEO, the CFO and the Human Resources, Communication and HSE managers – and is a cross-functional structure that ensures comprehensive, organization-wide oversight of all sustainability-related matters.
In line with the requirements of the European Sustainability Reporting Standards (ESRS), the ESG Committee performs the following key functions:
-annual review and updating of the materiality matrix, taking into consideration the evolution of the regulatory context and stakeholder expectations;
-definition and proposal to the Board of Directors of medium- to long-term sustainability goals, including any related quantitative targets and key performance indicators (KPIs);
-monitoring of progress against the defined goals and support for the integration of ESG KPIs into planning and control systems;
-management of the stakeholder engagement process, with the aim of identifying, assessing and incorporating the relevant concerns of internal and external stakeholders into the company's decision-making processes and strategic priorities.
The ESG Committee also contributes to the development and strengthening of the internal control and risk management system in the area of sustainability, including in relation to non-financial reporting processes. In this context, measures are being implemented to ensure the traceability, reliability and verifiability of the information disclosed.
We have also initiated the involvement of qualified external stakeholders to support the sustainability reporting process, ensuring the quality, completeness and consistency of the reported data, in line with the applicable ESRS requirements.



Christian Grandi

Chief Executive Officer



Giampaolo Grandi

HR Manager



Michela D'Arelli

Chief Financial Officer



Margherita Balzano

Communication



Jagjivan Kaur

Sustainability Reporting Specialist



Alessandra Monguidi

HSE Manager

GOVERNANCE – ETHICS AND COMPLIANCE

Organizational Model under Legislative Decree 231/2001

We voluntarily adopted the **Organization, Management and Control Model** (MOG) pursuant to Italian Legislative Decree 231/2001 – **available here** – as a tool for internal control, risk management and compliance. Approved in 2018 and updated in 2023, it establishes rules and control measures aimed at preventing criminal offences. Supervision is entrusted to the Supervisory Body.

In 2023, we brought our reporting system into line with Italian Legislative Decree 24/2023, introducing a **Whistleblowing Procedure** and a dedicated platform. The system guarantees confidentiality, whistleblower protection and traceability, and is accessible from the company website. It also promotes a culture based on integrity, transparency and compliance, helping to prevent offences and breaches of ESG principles.



Code of Ethics

The **Code of Ethics**, approved in 2018 and updated in 2023 and 2024, defines principles and rules of conduct for the management of company activities, including relationships with stakeholders, information, and accounting and IT processes. It is aimed at all those who work for the company and is circulated internally.
We place great importance on dialogue with our stakeholders, who have been mapped to identify the relationships most relevant to our business. The engagement process allows us to identify their needs and expectations, contributing to the definition of strategies and the management of risks and opportunities.
We use a range of communication channels, which we continually improve to ensure ongoing dialogue with stakeholders. No significant issues were identified during the reporting period.

GOVERNANCE – ETHICS, INTEGRITY AND SUPPLY CHAIN ASSESSMENT

EcoVadis

As part of our ongoing commitment to sustainability, we have used the ECOVADIS platform since 2020. This platform allows us to monitor our own sustainability performance and that of our suppliers through an assessment based on environmental, social and ethical criteria. It provides reliable and internationally recognized assessments, examining 21 criteria divided into 4 themes:

- **Environment**: management of natural resources and environmental impacts.
- **Labour & human rights**: respect for workers' rights and provision of a safe working environment.
- **Ethics**: transparency and ethical business conduct.
- **Sustainable procurement**: management of sustainability across the supply chain.

The renewal of the EcoVadis rating in 2026 represented a significant step on our sustainable growth journey. As a result of the assessment process, we were awarded the Bronze medal, placing us in the top 35% of companies assessed globally for their performance in the areas of sustainability and corporate social responsibility. This recognition confirms the effectiveness of the initiatives undertaken and enhances Motor Power Company's commitment to progressively integrating ESG principles into business processes. This result also represents a further incentive to continue strengthening our sustainability management system, based on a structured approach of continuous improvement.

Legality Rating

The Legality Rating, introduced in 2012 and awarded by the Italian Competition Authority (AGCM), measures compliance by companies with high ethical standards, with a score of one to three stars. This rating offers advantages in terms of access to public funding and bank loans.
We have obtained a 2-star rating, confirming our commitment to legality and sound business management.



GOVERNANCE – EQUALITY AND INCLUSION

Diversity, Equity & Inclusion (DE&I)

At the end of 2024, we embarked on the process of obtaining **gender equality certification** according to the UNI/PdR 125:2022 standard. We obtained certification on 3 July 2025.

Since last year we have also established:

- A Diversity, Equity & Inclusion **Policy** (DE&I Policy) – **available here** – with the aim of creating a working environment in which all people feel respected and valued, and have equal opportunities for growth and development. The policy promotes diversity in all its forms, opposes all types of discrimination and guarantees fair treatment to all staff, fostering an inclusive climate in which different ideas and perspectives are valued as a driver of innovation and creativity.
- A Diversity, Equity & Inclusion (DE&I) **Committee**, comprising Christian Grandi, Alessandra Monguidi, Michela D'Arelli and Giampaolo Grandi. The Committee is responsible for actively promoting and supporting the conditions needed to foster an increasingly inclusive working environment. It also serves as a point of contact for anyone wishing to discuss or raise concerns about difficulties related to their individual circumstances or identity.



Christian Grandi
Chief Executive Officer



Alessandra Monguidi
HSE Manager



Michela D'Arelli
Chief Financial Officer



Giampaolo Grandi
HR Manager

GOVERNANCE – STRATEGY

Strategy, business model and value chain

Motor Power Company's strategy is centred on **anticipating customers' application** needs by drawing on its engineering expertise, Research & Development capabilities, direct oversight of production processes and operational flexibility. The company offers advanced motion control solutions for industrial automation to different markets, designing and manufacturing electric motors and smart drives, thereby integrating mechanics, power electronics and control logic to create advanced, high-performance motion control systems.

The **business model** transforms customers' technical specifications into reliable and efficient applications, acting as a technology partner for OEMs and national and international industrial operators. The Research & Development centre in Reggio Emilia is the company's main innovation hub, combining an understanding of customer needs with technical expertise to develop advanced application solutions, including bespoke solutions. The Taicang plant strengthens the company's presence across Asian markets, brings operations closer to local customers and enhances the flexibility of its international production model.

Sustainability is integrated into the business model through quality, operational efficiency, continuity of relationships and innovation capabilities, ensuring **consistency** between industrial objectives, stakeholder expectations and the priorities that emerged from the double materiality assessment. For the purposes of sustainability reporting, the business model is assessed in relation to the relevant impacts, risks and opportunities linked to the company's activities and the main industrial and commercial relationships.

Relevant areas relating to the business model.

- **Energy and resources**
- **Supply continuity**
- **Product quality and safety**
- **Skills and health**
- **Technological innovation**
- **Stakeholder relationships**

Research and Development
Based at the Reggio Emilia headquarters, the R&D centre reflects the company's continued investment in product and process innovation

Custom motion control solutions
Technologies tailored to different sectors, all driven by the need for high performance and competitive advantage

International presence
Headquarters in Reggio Emilia and manufacturing plant in Taicang, China

Sustainable value creation
Strategy aligned with the IROs identified through the double materiality assessment, over the short, medium and long term

GOVERNANCE - ENGAGEMENT

Stakeholder mapping

Stakeholder engagement is a central part of Motor Power Company's business strategy and plays a key role in enabling the company to achieve its business objectives and fulfil its mission. Indeed, Motor Power Company attaches great importance to building and maintaining strong, continuous and constructive relationships with its stakeholders.

The **stakeholder engagement** process provides a structured way of understanding the needs, expectations and views of the various stakeholders. This is not limited to gathering information, but actively contributes to the definition of corporate strategies, helping to ensure that considerations regarding impacts, risks and opportunities are incorporated into decision-making processes. The approach adopted is dynamic and constantly evolving, with a view to continuous improvement of the ways in which we engage and interact with our stakeholders.

Motor Power Company has developed a stakeholder mapping process in order to identify and classify the main stakeholders along the value chain and in relation to company activities.

The relationship management system involves the use of a range of communication tools and channels, tailored to the specific needs of each stakeholder, with the aim of ensuring continuous, effective and transparent engagement.

CATEGORY	ENGAGEMENT	PURPOSE	FREQUENCY
Employees	Internal meetings, surveys, digital channels (Teams) and "Workplace Climate Survey"	To understand needs, improve well-being and training	Ongoing
Customers	Business meetings, feedback, newsletters, Distributor Day, LinkedIn Digital Marketing and trade fairs	Satisfaction, service quality and innovation	Ongoing
Suppliers & partners	Meetings, contracts, digital platform, ESG questionnaires, Supplier Code of Conduct	Compliance, quality and sustainability	Annually/On request
Local communities	Meetings and corporate communications	Social impacts and CSR initiatives	Periodic
Institutions & authorities	Consultations and regulatory reports	Legal and regulatory compliance	Ongoing

GOVERNANCE - ENGAGEMENT

Stakeholder interests and opinions

In 2024, the company launched and subsequently continued a structured stakeholder engagement process on sustainability issues, with the aim of gathering information to help improve the company's strategies and practices.

Employees

Anonymous questionnaire to identify satisfaction levels, strengths and areas for improvement

Suppliers

Questionnaire to the most representative sample, supplemented by a Supplier Code of Conduct

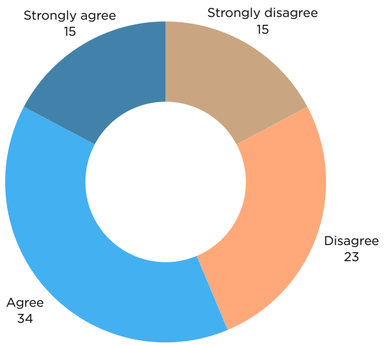
Community

Charitable donations and corporate volunteering in support of disadvantaged people

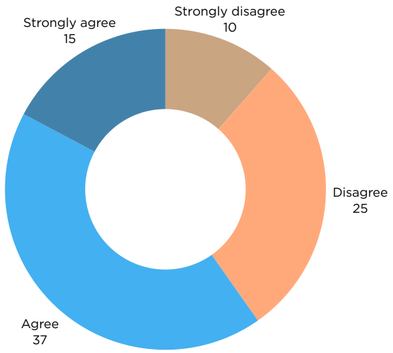
Anonymous questionnaire results

59% of employees responded to the questionnaire

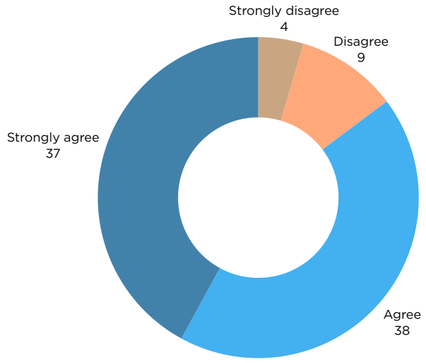
I am pleased with the opportunities for growth within the company



Company communication is clear, adequate and timely



I am proud to say that I work at Motor Power Company



GOVERNANCE – STRATEGY

Double materiality assessment

The materiality matrix identifies the **economic, environmental and social topics** that are most relevant to the company and its stakeholders, helping to guide the sustainability strategy and align business decisions with stakeholder expectations. It is a fundamental tool used to integrate sustainability into daily activities and guide ESG reporting.
In accordance with the ESRS, a double materiality approach is applied. Impacts are classified as actual or potential, and as positive or negative, and assessed within the framework of impacts, risks and opportunities (IROs).

Impact materiality

Impacts of the company on people, the environment and community (inside-out)

Financial materiality

Risks and opportunities that affect performance (outside-in)

The four stages of the process

This process allows Motor Power Company to clearly and transparently represent its impacts, supporting more sustainable and informed business decisions.

Understanding the context
Document review and stakeholder mapping

01

Identifying impacts
Mapping actual and potential impacts

02

Assessing materiality
Severity and likelihood according to ESRS criteria

03

Prioritizing topics
Selection of material topics for reporting

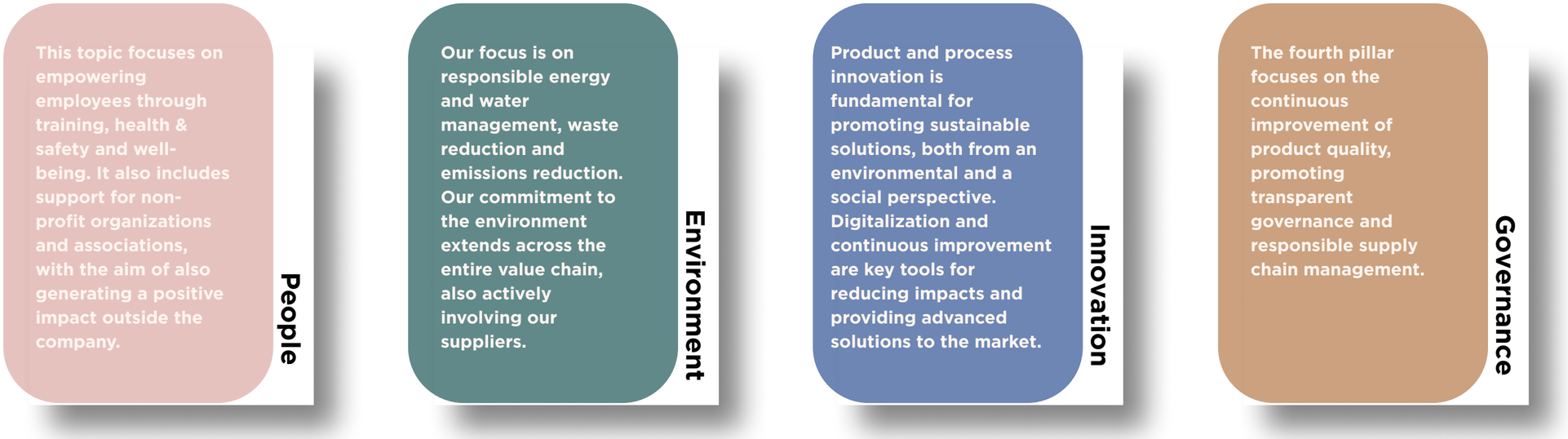
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GOVERNANCE – STRATEGY

Double materiality assessment

The significance of the actual impacts depends only on the severity, while that of the potential impacts depends on the severity and likelihood of occurrence, also estimated based on the prevention and mitigation measures adopted by the company.
In the ESRS framework, the analysis of risks and opportunities is a central part of the double materiality process and enables the systematic identification and assessment of the main impacts, risks and opportunities through information gathering and stakeholder engagement. The material topics are then evaluated in terms of severity and likelihood.
Four strategic pillars have been identified from the preliminary double materiality assessment, which form the basis of Motor Power Company's current sustainability strategy:

- **empowering people and supporting communities;**
- **protecting and respecting the environment;**
- **product and process innovation;**
- **sustainability governance.**



GOVERNANCE – STRATEGY

Double materiality assessment

By adopting the principle of double materiality, we have considered not only environmental and social impacts, but also how sustainability issues affect financial performance. The table below shows the 15 main impacts that emerged from the analysis, which are associated with the four pillars of the sustainability strategy and the UN Sustainable Development Goals (SDGs) that the company has decided to actively contribute to.

Pillar	Goals	Main impacts	UN 2030 Agenda – SDGs
EMPOWERING PEOPLE AND SUPPORTING COMMUNITIES	ECONOMIC PERFORMANCE	Employment	SDG 8 – Decent work and economic growth
		Employee satisfaction and well-being	SDG 3 – Good health and well-being
		Employee training and development	SDG 8 – Decent work and economic growth SDG 4 – Quality education
		Diversity and equal opportunities	SDG 5 – Gender equality
		Fair employee remuneration	SDG 8 – Decent work and economic growth
	OCCUPATIONAL HEALTH AND SAFETY	Accident monitoring	SDG 8 – Decent work and economic growth
	COMMUNITIES	Support for the local area	SDG 12 – Responsible consumption and production
PROTECTING AND RESPECTING THE ENVIRONMENT	WASTE MANAGEMENT	Waste	SDG 12 – Responsible consumption and production
	ENERGY CONSUMPTION AND EMISSIONS	Direct and energy-related indirect GHG emissions (Scopes 1 and 2)	SDG 13 – Climate action
		Energy consumption	SDG 7 – Affordable and clean energy
	PACKAGING MANAGEMENT	Sustainable packaging	SDG 12 – Responsible consumption and production
PRODUCT AND PROCESS INNOVATION	R&D – TECHNOLOGICAL INNOVATION	R&D – product and process innovation	SDG 9 – Industry, innovation and infrastructure
SUSTAINABILITY GOVERNANCE	RESPONSIBLE SUPPLY CHAIN MANAGEMENT	Negative impacts of suppliers	SDG 12 – Responsible consumption and production
	TRANSPARENT GOVERNANCE	Ethics – Business culture	SDG 17 – Partnerships for the goals
	ECONOMIC PERFORMANCE	Value creation	SDG 17 – Partnerships for the goals

GOVERNANCE – STRATEGY

Double materiality assessment

This section summarizes the risks related to the main pillars identified through the double materiality assessment process.

EMPOWERING PEOPLE AND SUPPORTING COMMUNITIES

Risk associated with a shortage of professionals with specialist skills, which may lead to increased recruitment and training costs

Reputational and operational risk due to an increase in workplace accidents and/or injuries, resulting in reduced operational capacity and staff availability

Risk arising from the loss of key personnel and the resulting loss of specialist know-how

PROTECTING AND RESPECTING THE ENVIRONMENT

Risk associated with unexpected price increases or shortages in the availability of energy sources necessary for business operations, which may result in higher operating costs

Risks related to evolving climate change regulations, which may lead to increased compliance costs and the need for technological and organizational adjustments

PRODUCT AND PROCESS INNOVATION

Risk associated with a shortage of professionals with specialist skills, as well as a reduced capacity for innovation

SUSTAINABILITY GOVERNANCE

Risk related to procurement and the supply chain from organizations that do not comply with ESG parameters and do not respect social rights and environmental regulations

GOVERNANCE – STRATEGY

Sustainability plan and improvement goals

Motor Power Company has adopted an integrated Sustainability Plan, defined based on the impacts and material topics most relevant to the company and its stakeholders. Approved by the Board of Directors, it will be updated annually to check progress and define new goals. In line with the UN 2030 Agenda, the company contributes to 10 of the 17 SDGs.

15 planned initiatives

4 strategic pillars

10 UN 2030 SDGs contributed to

ANNUAL UPDATE CYCLE

- ✓ Definition of goals and KPIs
- ✓ Board of Directors' approval
- ✓ New improvement goals
- ✓ Progress monitoring

PEOPLE

- Working conditions and well-being
- Occupational health and safety
- Equal opportunities and inclusion
- Training and development
- Parenthood and leave

SDG 3 · 4 · 5 · 8

ENVIRONMENT

- GHG emissions and CO_2 reduction
- Energy efficiency
- Waste management
- Sustainable packaging

SDG 7 · 12 · 13

INNOVATION

- R&D and technological innovation
- Process digitalization
- Products with a lower environmental impact

SDG 9

GOVERNANCE

- Ethics and integrity
- Transparency and reporting
- Responsible supply chain
- Volunteering and community

SDG 11 · 12 · 17

GOVERNANCE – STRATEGY

Improvement goals

		Material topics	Goals achieved in 2025	Medium-term goals (2–5 years)
 **SDG 3 –** Good health and well-being  **SDG 8 –** Decent work and economic growth	SOCIAL	Working conditions and employee well-being	• Annual Workplace Climate Survey • Employee well-being initiatives, including on-site functional fitness and Pilates classes in the fitness area, provision of organic fruit and social events for employees • Installation of zero-sugar vending machines in the workplace • Renewal of the “Workplaces that Promote Health” programme in the Emilia-Romagna Region • More spaces dedicated to socializing and relaxation (lounges, internal courtyard) for all staff	• Maintain status • Expansion of the range of group activities for employee well-being in the company • Promotion of sustainable mobility with the introduction of bicycles in the company for employee use • Introduction of a self-defence course
 **SDG 8** – Decent work and economic growth		Occupational health and safety	• Mandatory training plans for all employees on safe working practices and accident prevention • Introduction of water-based resins and reduction of chemical risk • Maintenance plan for production equipment, with regard to safety checks • Large spaces in the production area that reduce the risk of interference and collision between personnel and machines • Ample natural light in working environments with a positive impact on eye fatigue and stress • New systems and equipment in the new plant with a positive impact on worker safety	• Maintain status and ensure continuous updating of employee training
 **SDG 5** – Gender equality		Equal opportunities, diversity and social inclusion	• Achievement of UNI/PdR 125:2022 gender equality certification • Develop and implement corporate policies that promote diversity and inclusion, through a dedicated Strategic Plan	• Renewal and maintenance of UNI/PdR 125:2022 gender equality certification • Develop and implement corporate policies that promote gender equality, diversity and inclusion, through a dedicated Strategic Plan
 **SDG 8** – Decent work and economic growth  **SDG 4** – Quality education		Employee training and development	• Expansion of the range of vocational training programmes and the development of skills and competences • Training for the entire company population on issues of equal opportunities, inclusion and diversity • Leadership training for managers, including topics relating to equal opportunities	• Development of a customized training programme for each department and role, including soft skills • Maintain status • Launch of development plans for team leaders
 **SDG 3** – Good health and well-being		Additional special leave for childcare, family care and parental support	• Expand the range of leave options available and extend access to a broader group of employees	• Maintain status and possible expansion

GOVERNANCE – STRATEGY

Improvement goals

		Material topics	Goals achieved in 2025	Medium-term goals (2–5 years)
	**SDG 13** – Climate action	GHG emissions	• Continuous improvement in reducing CO_2 emissions • Installation of electric car charging stations • Commissioning of a heat pump heating/air conditioning system	• Replacement of obsolete machinery with more modern, energy-efficient models • Gradual replacement of the most polluting vehicles in the corporate fleet with vehicles in a higher energy efficiency class • Commit to the SBTi and develop a decarbonization plan
	**SDG 7** – Affordable and clean energy	Energy efficiency	• Commissioning of 550kW solar PV system • Implementation and optimization of a Building Management System (BMS) • Use of only LED lighting in the new plant • Commissioning of more efficient systems and equipment and monitoring of their energy consumption	• Identification and replacement of obsolete electronic equipment and machinery with more modern, energy-efficient versions
	**SDG 12** – Responsible consumption and production	Waste management	• Initiate internal audit to identify the business processes with the greatest waste generation • Raise employee awareness of waste management practices and promote responsible waste sorting, with ongoing training provided by the HSE Manager	• Implementation of solutions to reduce the generation of hazardous and non-hazardous waste
		Sustainable packaging	• Assessment of the type of packaging used	• Development of a sustainable packaging project to reduce the use of unnecessary and more polluting materials and packaging
	**SDG 9** – Industry, innovation and infrastructure	Technological innovation	• Investment in R&D for ESG-focused product and process innovation • Use of water-based resins and paints enabled by new systems	• Investment in R&D for ESG-focused product and process innovation • Analysis of the results of our first product LCA study

ENVIRONMENT

INNOVATION

GOVERNANCE – STRATEGY

Improvement goals

		Material topics	Goals achieved in 2025	Medium-term goals (2–5 years)
 **SDG 17** – Partnerships for the goals	GOVERNANCE	Ethics and integrity	• Updating of company policies on ethics and integrity issues (Code of Ethics) • Adoption of a DE&I Policy; establishment of a DE&I committee	• Updating of company policies on ethics and integrity issues
		Corporate transparency and reporting	• Create and distribute a corporate transparency policy that outlines the company's commitments to open communication and accurate reporting • Publish annual sustainability reports covering the company's environmental, social and governance (ESG) performance	• Develop and implement a reporting system that ensures transparency in business operations and communication with stakeholders • Publish annual sustainability reports covering the company's environmental, social and governance (ESG) performance
 **SDG 12** – Responsible consumption and production		Supply chain	• Supply chain assessment to identify the sustainability of the most significant suppliers • Ongoing supplier engagement and awareness-raising on ESG issues	• Assessment of the entire supply chain to identify supplier sustainability • Implementation of a Supplier Code of Conduct
 **SDG 11** – Make cities and human settlements inclusive, safe, resilient and sustainable		• Development and implementation of corporate volunteering activities and community projects • Promote listening and raise awareness of sustainability issues among customers and local communities	• Expansion of the range of corporate volunteering activities and community projects • Promote listening and raise awareness of sustainability issues among customers and local communities	• Development and implementation of corporate volunteering activities and community projects • Promote listening and raise awareness of sustainability issues among customers and local communities • Involve more and more people in the company and increase volunteering hours

2 Economic Value Creation

In this section:

Economic value generated and distributed

The value chain

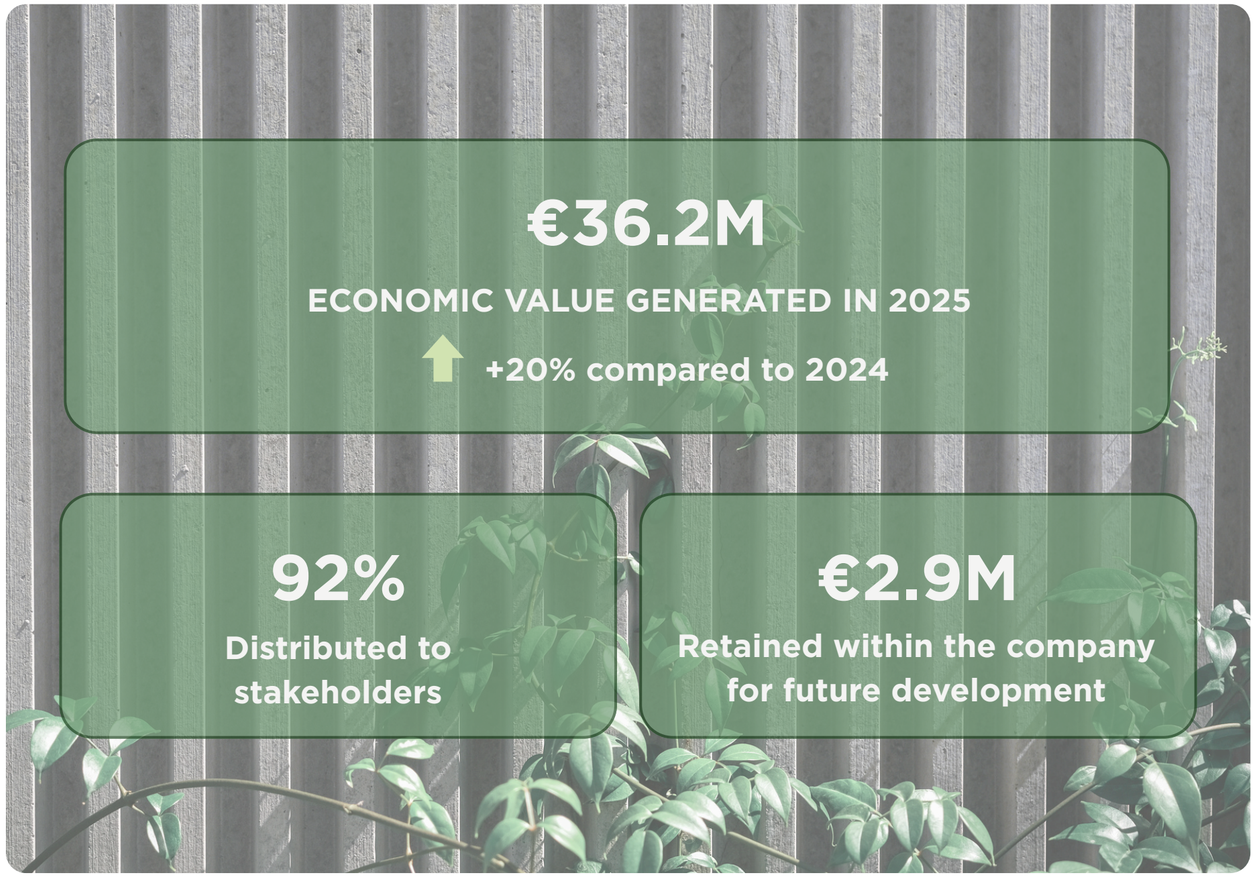
Workers in the value chain

Relationships with suppliers

Innovation and digitalization

VALUE CREATION – ECONOMIC VALUE

Economic value generated and distributed



Economic value generated and distributed represents the wealth created by the company during the year and how that value is shared among the stakeholders who directly or indirectly contribute to its creation.

This highlights the company's contribution to local economic development and shared value creation, providing an integrated view of the economic benefits generated by its business activities.

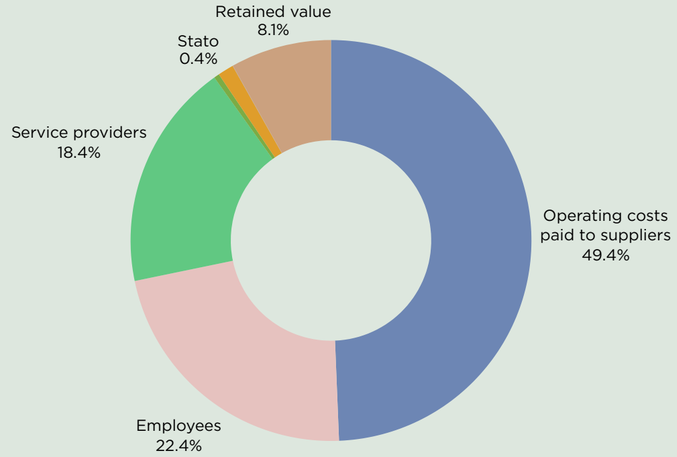
The increase recorded in 2025 is mainly driven by strong growth in core revenues, consolidating the group's operational strength to the benefit of the entire ecosystem.

VALUE CREATION – ECONOMIC VALUE

Economic value generated and distributed

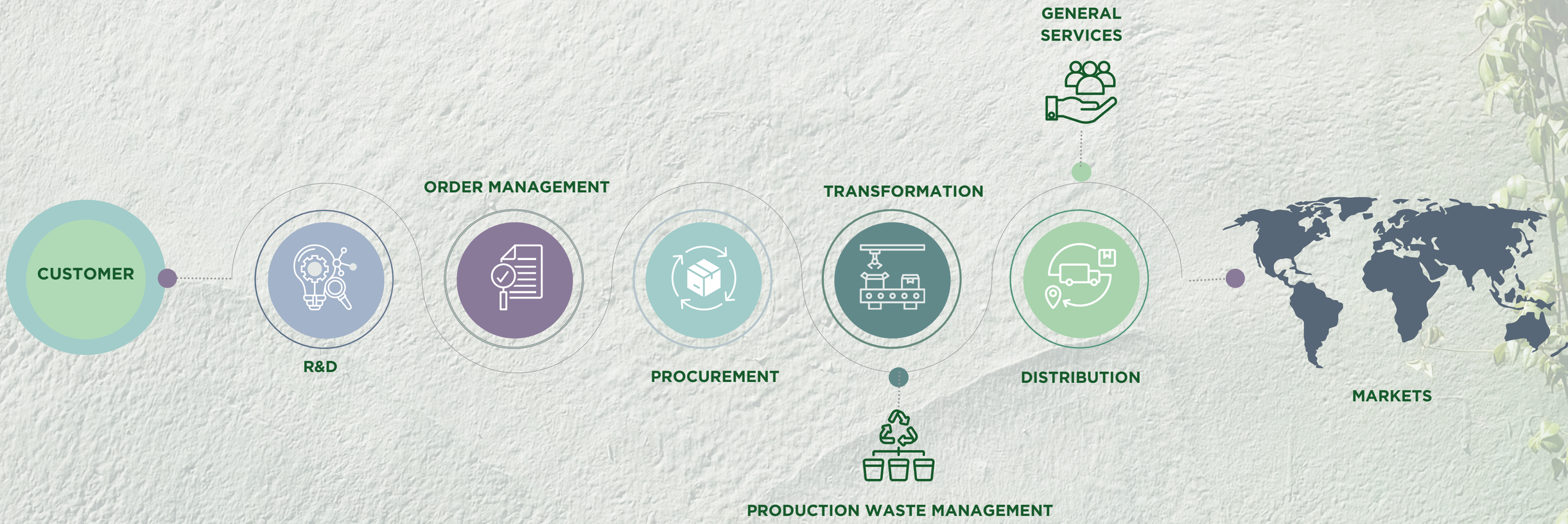
Economic value generated and distributed	FY 2025	FY 2024	% change
A. Direct economic value generated	**€36,178,745**	**€30,145,155**	**20.02%**
Revenue	€34,209,530	€27,467,949	24.54%
Other income	€1,105,499	€1,099,520	0.54%
Income from investments	€860,964	€1,546,261	-44.32%
Financial income	€2,752	€31,425	-91.24%
B. Economic value distributed by the company	**€33,232,480**	**€28,858,097**	**15.20%**
Employees	€8,103,956	€6,908,536	17.30%
Operating costs paid to suppliers	€17,857,571	€15,661,473	14.02%
Service providers	€6,638,245	€5,650,644	17.48%
Government	€159,082	€75,733	110.06%
Communities	€11,655	€10,005	16.49%
Providers of capital	€461,971	€551,707	-16.26%
(A-B) Economic value retained	**€2,946,265**	**€1,287,058**	**128.91%**

In 2025, the company generated an economic value of €36.18 million (a sharp increase compared with the €30.15 million in 2024), driven by increased operating revenue.
Consistent with its ESG principles, the company distributed 92% of this wealth (€33.23 million) to its stakeholders, supporting the supply chain (49% to operating suppliers and 18% to service providers) and employment (22% to employees), while also meeting its tax obligations to the government (€159 thousand).
The remaining 8% (€2.95 million) was retained in the company to consolidate assets and self-finance future investments, ensuring sustainable business continuity.



VALUE CREATION – ECONOMIC VALUE

The value chain: innovation, efficiency, sustainability



VALUE CREATION – ECONOMIC VALUE

The value chain: innovation, efficiency, sustainability

Motor Power Company’s value chain is represented as an integrated system of activities that extends from development and procurement to production and distribution, with the aim of generating sustainable value for customers and stakeholders.

Listening and Design

Our activities begin with an analysis of customer needs, which play a central role in guiding the design process. In this context, we carry out research and development activities aimed at creating innovative and reliable technological solutions that comply with stringent sustainability criteria.

Responsible Procurement

Order management is supported by digital systems that optimize the use of resources. The procurement phase is based on selection criteria that include quality, environmental and social aspects, in order to promote a responsible and transparent upstream supply chain.

Production and Distribution

Production activities are focused on efficiency and the reduction of impacts through the optimization of consumption and the minimization of waste. All products undergo strict quality controls before final distribution.

Stakeholder Engagement

In line with ESRS 2 SBM-2, the organization takes into account the expectations of its key stakeholders – including customers, employees and suppliers – through dialogue and structured discussions that guide strategic decision-making throughout the entire supply chain.



VALUE CREATION – ECONOMIC VALUE

Workers in the value chain

In accordance with ESRS S2, Motor Power Company recognizes that the protection of workers extends across the entire value chain, involving all individuals employed by suppliers, business partners and other organizations related to the company's operations.

The company works exclusively with partners who comply with national and international labour regulations. Compliance with these requirements is formalized through adherence to the **Supplier Code of Conduct**, a structured tool to guarantee the protection of workers throughout the supply chain and integrated into the partner selection and monitoring processes.

SCOPE OF PROTECTION



THE 4 PRINCIPLES OF THE SUPPLIER CODE OF CONDUCT

1. **Prohibition of child labour and forced labour**
   Absolute prohibition of any form of forced or child labour

2. **Fair and compliant employment conditions**
   Fair pay, working hours in accordance with the law and full contractual transparency

3. **Equal treatment and non-discrimination**
   Guarantee of equal opportunities and respect for diversity in every working environment

4. **Respect for trade union rights**
   Freedom of association for all workers, without fear of retaliation

VALUE CREATION – SUPPLY CHAIN

Relationships with suppliers

Motor Power Company recognizes the importance of establishing sustainable relationships with its suppliers in order to ensure ethical sourcing, reduce environmental impacts and strengthen long-term business resilience.

The process is managed by the Purchasing and Quality Departments, which oversee supplier accreditation, monitoring and administrative management. Accreditation involves assessing reputational and quality requirements and compliance with health and safety regulations in line with the Code of Ethics and the 231 Model.

When selecting and assessing suppliers, impartiality, fairness and respect for all stakeholders are always guaranteed, in compliance with the principles of the Motor Power Company Code of Ethics.

SUPPLIER ESG ASSESSMENT

58%

of supplier expenditure in 2024 covered by ESG assessment

Selection criteria
Assessment of financial, reputational and sustainability risk by supplier category

ESG questionnaire
Includes the aspects relevant to the 231 Model

SUPPLIER QUALIFICATION PROCESS

1. Assessment of reputational and quality requirements
2. Compliance with health and safety regulations
3. Ongoing monitoring and ESG assessment
4. Improvement actions and relationship development

New for 2026
The **Supplier Code of Conduct** will come into force, establishing ESG principles, conduct standards and expectations for the entire supply chain.

VALUE CREATION – INNOVATION

Innovation and digitalization

Innovation is a strategic priority and a defining feature of the company's identity. It originates in the R&D department and takes shape in production through an integrated model that involves technical skills, design skills and direct oversight of key processes, such as winding and magnetization.

The co-engineering process carried out with the customer provides an in-depth understanding of the application requirements. From the design phase, the process moves on to simulation, laboratory testing and validation on the machine itself, through to in-house prototyping and mass production.

Technological innovation is also a driver of sustainability: ongoing projects aim to improve energy efficiency, reduce raw material consumption, and increase product reliability and longevity.

2023 Research, development and innovation (RDI) activities

COSTS
€940,972
overall spending on RDI

HOURS
22,917
worked by RDI staff

6
RDI projects

2024 Research, development and innovation (RDI) activities

COSTS
€988,456
overall spending on RDI

HOURS
26,046
worked by RDI staff

4
RDI projects

+5.1%
RDI costs

+13.7%
hours spent

3 Empowering people

In this section:

People

Human resources management

Diversity and equal opportunities

Training

Health and safety

Employee well-being

Parenthood, family and work–life balance

Family well-being

Fitness area

EMPOWERING PEOPLE – HUMAN RESOURCES MANAGEMENT

People

Focus on people

People are a key factor for business continuity and development. We firmly believe that the true driver of our success is the people who contribute with passion and dedication every day. That is why we are committed to creating a working environment that is a genuine well-being ecosystem, where a work-life balance is not just possible, but actively encouraged and supported.

Policies and governance

We also promote policies and practices aimed at ensuring safe, inclusive working conditions that focus on developing people's skills. We have defined specific policies on human resources management, occupational health and safety, diversity and inclusion, and equal opportunities, formalized in the Code of Ethics and internal procedures. We introduced a parental support policy in 2025, offering a package of additional individual leave entitlements on top of the standard paid leave.

Operational measures

These policies are supported by operational measures, including structured selection and onboarding processes, training and professional development programmes, engagement initiatives, and employee listening and dialogue mechanisms.

Monitoring and KPIs

We continuously monitor the effectiveness of our practices through key performance indicators (KPIs), such as turnover rate, number of new hires, distribution by gender and age group, training hours provided and health and safety indicators. In this context, specific improvement targets are defined, including the strengthening of gender representation, the reduction of the accident rate and the increase in average training hours per employee. The results achieved are subject to periodic monitoring by the Human Resources Department, with the aim of ensuring continuous improvement and alignment with Motor Power Company's social sustainability objectives.



EMPOWERING PEOPLE – HUMAN RESOURCES MANAGEMENT

Human Resources

The company continues to invest in the younger generation, considering this to be a strategic element for future growth and for the consolidation of in-house expertise. In response to current market conditions, the company makes some use of agency workers as a way of ensuring greater organizational flexibility and the efficient management of production volumes.
In 2025, the workforce grew from 152 to 178 staff, an increase of 26 compared to 2024. The number of women employees has risen from 65 to 82, reaching 46% of the total compared to 43% the previous year, a tangible result that reflects the company's commitment to a more inclusive and diverse workforce.

Workforce composition

Key data about the company's workers is presented below. As of 31 December 2025, our workforce consists of 178 workers located in Italy, of which 54% are men and 46% are women, including agency workers.

Gender	2024		2025	
	Number of workers	Percentage	Number of workers	Percentage
Male	87	57%	96	54%
Female	65	43%	82	46%
Total	152	100%	178	100%

Number of workers by contract type/gender	2024			2025		
	Women	Men	Total	Women	Men	Total
Open-ended	64	85	149	65	83	148
Fixed-term	1	2	3	17	13	30
Total	65	87	152	82	96	178

EMPOWERING PEOPLE – HUMAN RESOURCES MANAGEMENT

Human Resources

Employees are broken down according to **working hours**

The number of full-time workers has increased

Number of employees by working hours/gender	2024			2025		
	Women	Men	Total	Women	Men	Total
Full-time	48	79	127	48	82	130
Part-time	13	1	14	14	0	14
Total	61	80	141	62	82	144



EMPOWERING PEOPLE – HUMAN RESOURCES MANAGEMENT

Human Resources

The table below provides data on **non-employee workers** at Motor Power Company. In 2025, the total number of agency workers was 34.

Non-employee workers by contract type broken down by gender	2024			2025		
	Women	Men	Total	Women	Men	Total
Interns and trainees	0	0	0	0	0	0
Agency workers	4	7	11	20	14	34
Total	4	7	11	20	14	34

As reported in the table below regarding employees by **occupational category**, as of 31 December 2025, manual workers represent the largest employee category, making up 56% of the company population. Office staff represent the second-largest employee category, with a percentage of 42%, followed by middle managers at 2%.

Number of employees by category and gender	2024				2025			
	Women	Men	Total	%	Women	Men	Total	%
Middle managers	1	2	3	2%	1	2	3	2%
Office staff	27	31	58	41%	27	33	60	42%
Manual workers	33	47	80	57%	34	47	81	56%
Total	61	80	141	100%	62	82	144	100%

EMPOWERING PEOPLE – HUMAN RESOURCES MANAGEMENT

Human Resources

We have a structured recruitment and selection process governed by an internal procedure that sets out criteria, operational procedures and assessment tools. Candidates are selected based on the match between professional profiles and organizational needs, in compliance with the principles of non-discrimination and equal opportunities. The Human Resources Department is responsible for implementing and monitoring the selection procedure, as well as identifying the most suitable recruitment channels. The following tables present data on new hires and terminations for the 2024 and 2025 financial years, broken down by gender and age group.



The number of new hires in 2025 was six, up one from 2024

New hires (by age)	2024			2025		
	Women	Men	Total	Women	Men	Total
Up to 29	1	0	1	0	2	2
30 to 50	1	1	2	1	3	4
Over 50	1	1	1	0	0	0
Total	3	2	5	1	5	6

There was only one termination in 2025, a decrease of three compared to 2024.

Terminations (by age)	2024			2025		
	Women	Men	Total	Women	Men	Total
Up to 29	0	0	0	0	0	0
30 to 50	1	1	2	0	1	1
Over 50	1	1	2	0	0	0
Total	2	2	4	0	1	1

EMPOWERING PEOPLE – HUMAN RESOURCES MANAGEMENT

Human Resources

The following tables show the company turnover broken down by gender and age group, highlighting both the negative turnover (terminations) and the positive turnover (new hires) recorded in the 2024–2025 two-year period.

The analysis shows a reduction in employee terminations in 2025, particularly among female employees, with no departures recorded during the period. At the same time, new hires were concentrated mainly in the younger and middle age groups, reflecting the company's commitment to strengthening its internal skills base.

For male employees, there was an increase in positive turnover in 2025, especially in the under 30 and 30–50 age groups, while for female employees the overall turnover remains low, confirming stability in the workforce.

	2024				2025			
Women	**< 30**	**30 - 50**	**> 50**	**Total**	**< 30**	**30 - 50**	**> 50**	**Total**
Negative turnover - terminations	**0%**	**0.71%**	**0.71%**	**1.42%**	**0%**	**0.00%**	**0.00%**	**0.00%**
Positive turnover - new hires	**0.71%**	**0.71%**	**0.71%**	**2.13%**	**0.00%**	**0.69%**	**0.00%**	**0.69%**
Men	**< 30**	**30 - 50**	**> 50**	**Total**	**< 30**	**30 - 50**	**> 50**	**Total**
Negative turnover - terminations	**0%**	**0.71%**	**0.71%**	**1.42%**	**0%**	**0.69%**	**0.00%**	**0.69%**
Positive turnover - new hires	**0.00%**	**0.71%**	**0.71%**	**1.42%**	**1.39%**	**2.08%**	**0.00%**	**3.47%**

2024 Total

Positive turnover - new hires	Negative turnover - terminations
3.55%	2.84%

2025 Total

Positive turnover - new hires	Negative turnover - terminations
4.17%	0.69%

EMPOWERING PEOPLE – HUMAN RESOURCES MANAGEMENT

Diversity and equal opportunities

> **Everyone has the right to be treated with respect and dignity, and to benefit from the same opportunities for professional and career development.**
>
> Motor Power Company Code of Ethics

Motor Power Company rejects all forms of discrimination based on age, gender, sexual orientation, physical condition, state of health, nationality, ethnic origin, political or trade union affiliation, religion or other personal beliefs. To prevent and tackle all forms of discrimination, internal procedures have been adopted that involve all personnel and all those who work with the company.

Moral integrity
Safe and compliant working environment



Zero discrimination
Internal procedures extended to suppliers, consultants and customers

Equal opportunities
We guarantee all employees the same opportunities for growth, development and professional advancement.

Remuneration metrics

We recognize that fair pay is a key factor in employee satisfaction, motivation and retention. Remuneration policies are designed to ensure fairness, competitiveness and transparency, recognizing individual contributions and promoting overall performance. In line with the commitment to gender equality, confirmed by the certification obtained at the company level, remuneration policies ensure that men and women receive equivalent remuneration for jobs of equal value and comparable skills.

The company reports that all employees are paid adequate wages in line with the Metalworking Industry National Collective Labour Agreement.

EMPOWERING PEOPLE – HUMAN RESOURCES MANAGEMENT

Diversity and equal opportunities

Diversity matrix

In the 2024–2025 two-year period, the workforce grew significantly, from 152 to 178 employees. This increase was driven by operating staff (increase in manual workers from 92 to 115) and by a smaller increase in office staff (from 57 to 60). Growth was particularly marked among employees under 30, in line with the company's strategy of promoting generational turnover. The stable number of middle managers (three employees) and the predominance of employees aged between 30 and 50 help maintain a strong balance between established expertise and younger talent, within an organizational structure that had no senior executives during the reporting period.

Number of workers by category/age group	2024				2025			
	< 30	30 - 50	> 50	Total	< 30	30 - 50	> 50	Total
Executives	0	0	0	0	0	0	0	0
Middle managers	0	0	3	3	0	0	3	3
Office staff	8	32	17	57	10	33	17	60
Manual workers	6	47	39	92	18	56	41	115
Total	14	79	59	152	28	89	61	178

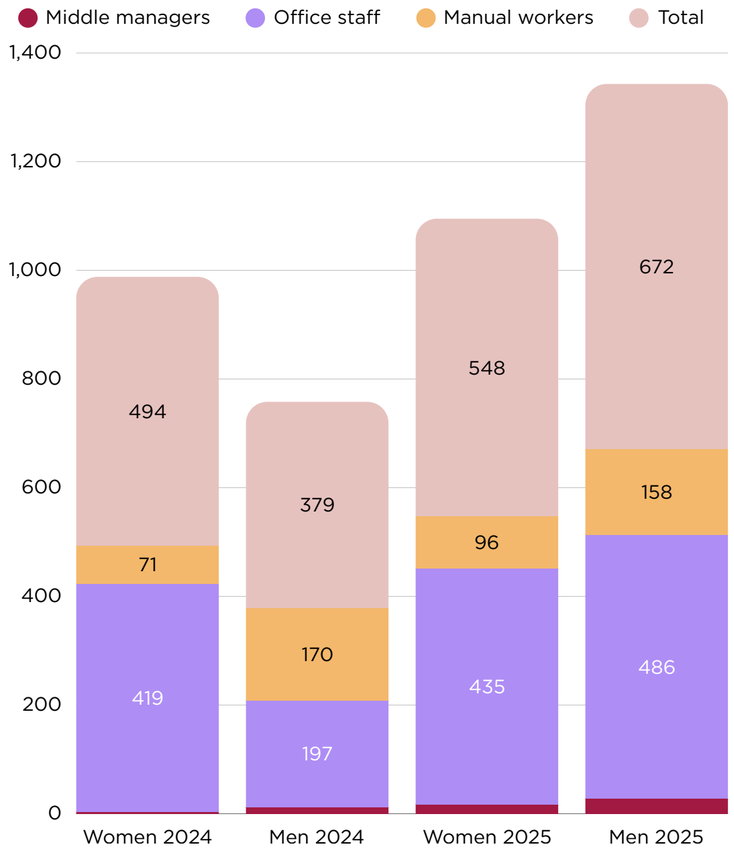
People with disabilities

We promote the inclusion of people with disabilities through our recruitment policies. As indicated in the table below, there are 11 people with disabilities, of which three are men and eight are women.

Number of employees with disabilities	2024	2025
Men	4	3
Women	6	8
Total	10	11

EMPOWERING PEOPLE – HUMAN RESOURCES MANAGEMENT

Training



1,220 hours of training
+40% in 2025

Continuous training is a strategic element for the professional development of employees and for the company's competitiveness. The training programmes aim to help staff acquire new skills, improve individual and team performance, facilitate adaptation to technological and sector-specific changes, and recognize and reward individual achievements. These initiatives also contribute to staff retention and the creation of a sustainable competitive advantage.

New skills
Acquisition of up-to-date and specialist knowledge

Team performance
Individual and team improvement

Technological adaptation
Adjustment to industry changes

Recognition of achievements
Recognition and individual development

2025 Focus

The company ensures that all personnel receive adequate levels of information and training, with a strong focus on recognizing talent and developing in-house skills. In 2025, all workers were supported in carrying out their tasks, including through the mentoring and supervision of experienced internal staff, encouraging the sharing of expertise and the continuous improvement of processes.

EMPOWERING PEOPLE – HUMAN RESOURCES MANAGEMENT

Health and safety

Protecting the health and safety of employees is a strategic priority for the company. Health and safety objectives are defined for each department, taking into account significant risks, compliance obligations and risk assessment results.

We have held UNI ISO 45001 certification for some time now, confirming the implementation of a specific occupational health and safety management system. Every day, we promote a culture of prevention that involves implementing measures designed to ensure the safety of all our staff.

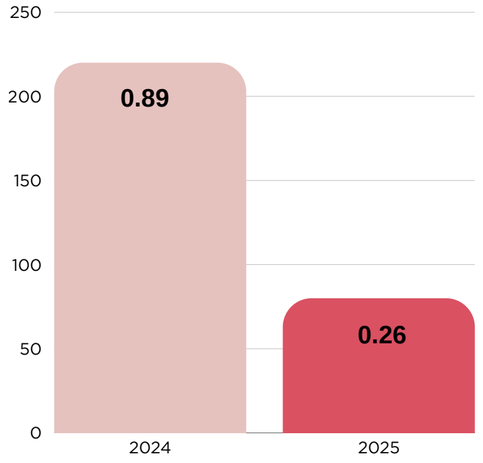
In the event of an incident, those in charge carry out thorough investigations to identify the causes and assess whether any adjustments to internal processes are required. The cooperation of workers is essential. Staff can report potential risks and suggest improvements.

In 2025, the company's workplace injury statistics improved compared with the previous year. The injury frequency index fell from 17.42 to 14.87, while the severity rate decreased from 0.89 to 0.26, indicating a significant reduction in the impact of workplace injuries in terms of lost working days and demonstrating the effectiveness of the company's prevention and awareness-raising initiatives.

FREQUENCY INDEX

Worker injury data	2024			2025		
	Women	Men	Total	Women	Men	Total
Number of work-related injuries	3	1	4	**2**	**2**	**4**
Hours worked	88,041	141,523	229,564	**114,998**	**153,923**	**268,922**
Frequency Index (No. of Injuries * 1,000,000)/Hours Worked	34.08	7.07	17.42	**17.39**	**12.99**	**14.87**

SEVERITY RATE



-66%
days of injury

-71%
severity rate

EMPOWERING PEOPLE – WELL-BEING

Employee well-being

Employee well-being is at the heart of Motor Power Company's corporate culture. The company promotes a healthy and sustainable lifestyle through a set of practical initiatives that improve the quality of daily life, encourage socializing and contribute to reducing the environmental impact of work activities.

Employee well-being and quality of life

Reduction of the company's environmental footprint



Exercise
The new headquarters has an on-site fitness area. It is open to all workers to promote mental and physical well-being.

Partner restaurant network
A network of partner restaurants, canteens and cafés providing employees with easy access to healthy, balanced meals.

Car pooling
Car pooling reduces the number of vehicles on the road, cuts CO_2 emissions and promotes socializing between colleagues while commuting.

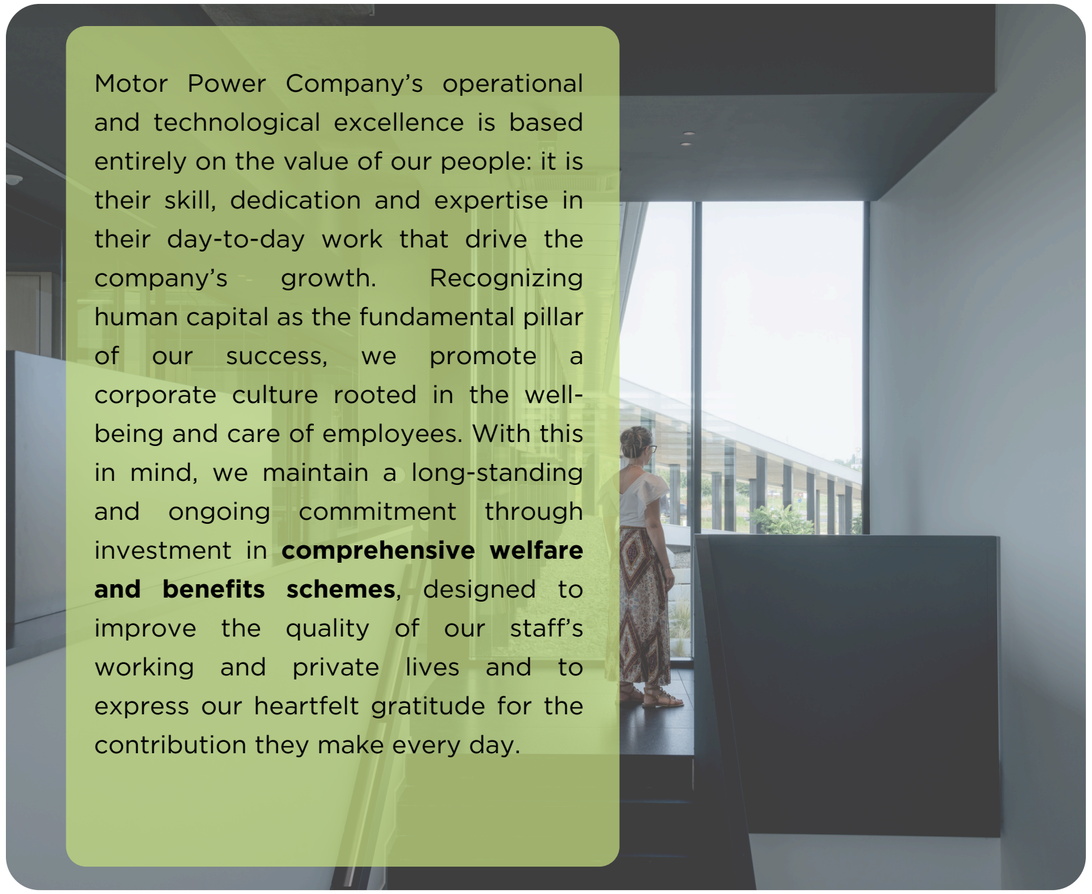
Company bicycles
Bicycles are available to promote sustainable mobility and daily physical movement.

Company vehicles
All employees can use company vehicles outside working hours for removals or to transport bulky items.

Organic fruit
Weekly supply of organic fruit for all employees, provided by a local organization that reflects the values of responsible business practices and community.

EMPOWERING PEOPLE – INVESTING IN HUMAN CAPITAL

Employee well-being



Motor Power Company's operational and technological excellence is based entirely on the value of our people: it is their skill, dedication and expertise in their day-to-day work that drive the company's growth. Recognizing human capital as the fundamental pillar of our success, we promote a corporate culture rooted in the well-being and care of employees. With this in mind, we maintain a long-standing and ongoing commitment through investment in **comprehensive welfare and benefits schemes**, designed to improve the quality of our staff's working and private lives and to express our heartfelt gratitude for the contribution they make every day.

All our workers have access to the "Welfare Hub" platform, a user-friendly tool that allows them to manage their 'welfare credit' and use it to purchase a range of goods and services.

Welfare credit can be used for:

Purchasing goods: shopping vouchers, fuel vouchers and gift cards for a wide range of stores.

Personal and family well-being services: spa treatments, medical appointments, dental care, childcare services, coaching and psychological support.

Expense reimbursements: expenses for education, care services or transport, both for themselves and their family members.

On-demand vouchers: use of welfare credit at facilities or services not directly available on the platform.

This initiative offers workers the opportunity to access a wide range of customized solutions to meet personal and family needs, improving their well-being and quality of life.

EMPOWERING PEOPLE – REMOTE WORKING AS A DRIVER OF SUSTAINABILITY AND WELL-BEING

Employee well-being

In line with our vision of a flexible, inclusive and forward-looking organization, remote working has become firmly embedded in our business strategy, not only as a way of organizing work, but as a key driver of environmental and social sustainability.

The adoption of remote working reflects our commitment to fostering a culture based on trust, accountability and the achievement of objectives, moving beyond a model based simply on physical presence in the office.

The adoption of remote working is fully integrated into our Corporate Welfare and Diversity, Equity & Inclusion policies. The main benefits identified and promoted include:

Work-Life Balance. Flexibility in terms of working hours and location allows our staff to more easily balance their professional life with personal and family needs.

Inclusion and Equal Opportunities. Remote working breaks down geographical and physical barriers, supporting the inclusion of vulnerable groups, parents with young children and caregivers.

Reduction of emissions. Reduction of CO_2 and other greenhouse gases associated with the use of private transport.

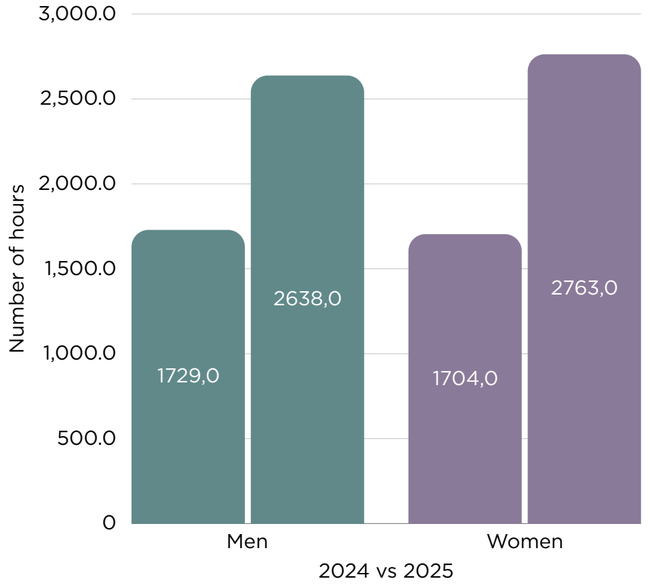
+57%

remote working hours in 2025

Men 2,638

Women 2,763

Total 5,401 remote working hours



EMPOWERING PEOPLE – SCHOLARSHIPS

Employee well-being

Investing in the education of our employees' children means believing in the value of people beyond the workplace, building a better future together. With this vision, the **FUTURE IN>MOTION** project was established, a tangible corporate welfare initiative aimed at rewarding academic excellence and supporting families in the educational path of the younger generations.

FUTURE IN>MOTION Criteria

The scholarships are awarded on the basis of objective criteria relating to academic merit and continuity of study, with awards divided by level of education:

- Secondary education (lower and upper secondary): awards are granted to students who achieve outstanding results at lower- and upper-secondary level. Assessment is based on specific criteria covering academic achievement and behaviour.

- University education: scholarships are awarded to recognize the successful completion of a university degree, whether a three-year bachelor's degree or a master's degree.



EMPOWERING PEOPLE – PARENTAL SUPPORT

Parenthood, family and work-life balance

In 2025, we introduced our **Parental Support Policy** to provide greater flexibility, leave arrangements and practical support for balancing work and family life, while fostering a more inclusive workplace that is attentive to employees' needs. These initiatives reflect the company's commitment to improving quality of life and promoting a sustainable, inclusive and responsible culture.

> **The well-being of every member of staff has a positive impact on the quality of work and on the organization as a whole. Investing in people means investing in the company's future.**
>
> Parental Support Policy and Work-Life Balance · Motor Power Company

An unforgettable journey
Time off for expectant parents to attend prenatal appointments.

The first few days matter
Extended parental leave beyond statutory minimum requirements, because the first days of a child's life are precious and cannot be repeated.

Starting nursery/preschool
Time off to support children as they settle into nursery or preschool.

Family care and support
Dedicated days off and special leave in the event of illness affecting children or other family members.

Returning to Work & Flexibility

Extended remote working: increase in the number of remote working days to help parents achieve a better work-life balance.

Part-time on request with option to return to full-time: new parents can request part-time working hours, with flexibility tailored to the individual employee's needs.

Continuity of role and salary: guaranteed reassignment to the same pay grade and role upon return.

Inclusive organization of meetings: meetings, training sessions and events scheduled at times that fit in with the needs of part-time workers.

EMPOWERING PEOPLE – PARENTAL SUPPORT

Family well-being

Putting people first means creating an environment capable of supporting each worker, including in their private life. The tables below show the number of employees who took leave in 2025 to care for family members and support work-life balance, broken down by gender.

Work Life Balance	2024			2025		
	Women	Men	Total	Women	Men	Total
Leave to care for family members	6	5	11	6	4	10
Leave to care for sick children	3	3	6	4	3	7
Leave for prenatal appointment				0		0
Additional days of parental leave	0	1	1	0	4	4
Leave for starting nursery				0	3	3

Parental leave	2024			2025		
	Women	Men	Total	Women	Men	Total
Parental leave	3	0	3	2	1	3
Employees who returned to work after parental leave	2	0	2	2	0	2
Employees who returned to work after parental leave and were still employed 12 months later	2	0	2	2	0	2

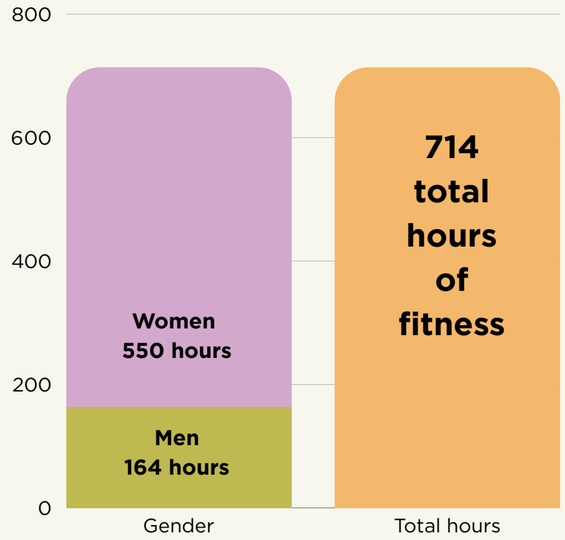
EMPOWERING PEOPLE – PARENTAL SUPPORT

Fitness area

Motor Power Company has installed an on-site fitness area, available to all workers for independent use and for organized sessions, thus offering maximum flexibility in the use of spaces. To encourage its use, the company grants an additional half-hour of paid leave, demonstrating its genuine commitment to supporting the physical and mental well-being of its staff.

Pilates and functional fitness classes, open to everyone, are also a great opportunity for team building: sharing an informal space strengthens relationships between colleagues, promotes cohesion and contributes to creating a more positive and collaborative working environment.

These initiatives reflect the belief that investing in people's health means investing in a corporate culture that is sustainable, responsible and focused on collective well-being.



Exercise during working hours

Energy and productivity

Mental and physical well-being

Dedicated on-site area

A tangible commitment to the health, energy, and mental and physical well-being of employees.

4 Environmental protection

In this section:

Environmental management and policy
New research projects
Air emissions
Energy management
Water management
Waste management
Deforestation
Biodiversity protection
Product redesign

ENVIRONMENTAL PROTECTION – ENVIRONMENTAL POLICY

Environmental management and policy

Aware of the impact of our business, we have translated our ethical commitment into a structured environmental management approach, focused on increasingly ambitious goals: efficient processes and products that combine excellent performance with respect for the planet.

UNI EN ISO 14001:2015
Certification of the environmental management system was obtained in 2017, providing a structured approach to monitoring the impacts of activities, products and services.

ENVIRONMENTAL POLICY · PRINCIPLES

- Compliance with industry laws and regulations
- Continuous improvement of effectiveness and efficiency
- Staff engagement and training
- Selection of partners committed to environmental protection
- Waste reduction and pollution prevention
- Gradual renewal of the vehicle fleet
- Efficient management of natural and energy resources

ENERGY EFFICIENCY AT THE NEW HEADQUARTERS

Solar PV system
550 kW
2,500 m² of solar panels

Heat pumps
Gas-free heating and cooling

Underfloor heating
In production departments

LED lighting
Energy-efficient lighting in all areas

BMS
Automated building services management

OPERATIONAL MEASURES AND INITIATIVES

Gradual reduction of energy consumption in production processes

Remote working to reduce energy consumption in offices

Reduced use of printers and paper

Water-based paints and resins in production processes

Fleet modernization with EVs and PHEVs

ENVIRONMENTAL PROTECTION – RESEARCH AND INNOVATION

New research projects 2025 · Life Cycle Assessment

2025 Academic partnership
Research project with the **University of Modena** – LCA applied to a Motor Power Company product

The project applied the **Life Cycle Assessment (LCA)** methodology to objectively quantify the environmental impacts associated with the entire life cycle of a product: from the consumption of natural and energy resources to emissions into the air, water and soil.
The potential impacts on the environment and human health deriving from materials, production processes and energy consumption were estimated. The results represent a first step towards the systematic integration of LCA tools into business processes, with the aim of guiding design decisions towards reducing environmental impacts.

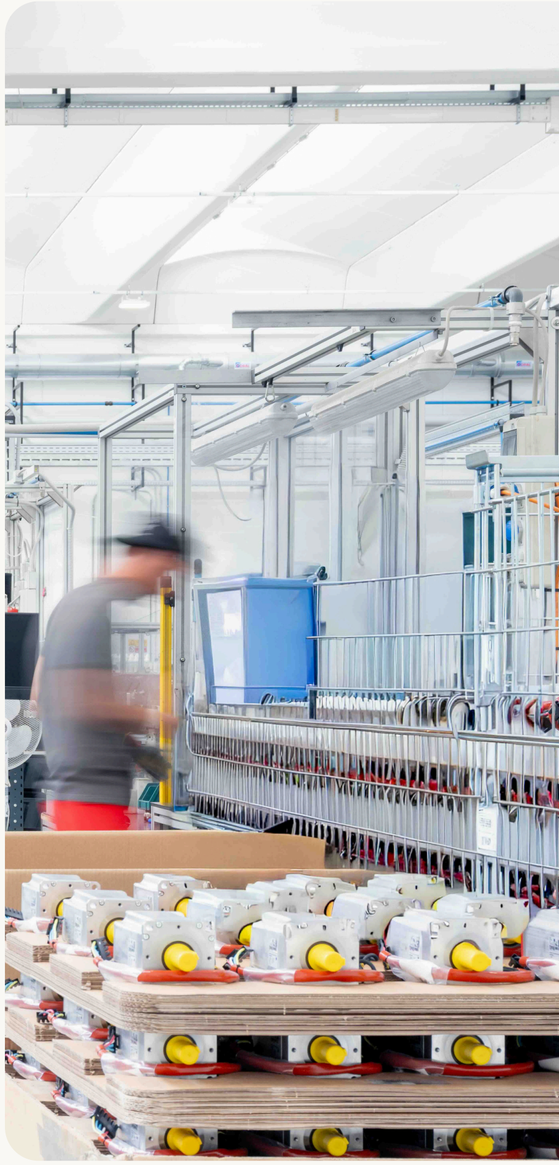
AREAS ANALYSED

- **Materials**
- **Production processes**
- **Energy consumption**

THE FOUR STAGES OF LCA

1. **Goal and scope definition**
   Definition of the scope of the assessment and the environmental objectives to be pursued
2. **Inventory analysis · LCI**
   Collection and quantification of all material and energy flows throughout the life cycle
3. **Life cycle impact assessment · LCIA**
   Assessment of environmental and human-health impacts using standardized impact categories
4. **Interpretation of results**
   Identification of priority areas for improvement and support for design decisions

→ **First step towards systematic integration**
The results will support the integration of LCA tools into business processes to guide design choices towards reducing environmental impacts.



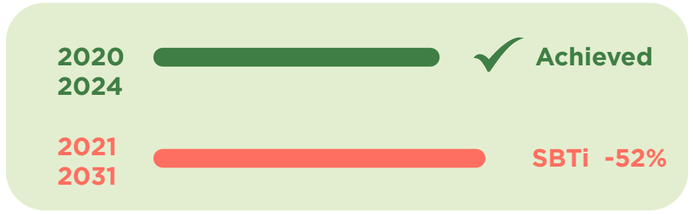
ENVIRONMENTAL PROTECTION – CLIMATE

Air emissions

In 2020, Motor Power Company set a goal of reducing CO_2 emissions by 50% by 2025. The goal was **achieved and exceeded in 2024**, a year ahead of schedule.

In 2025, the company joined the **SBTi – Science Based Targets initiative**, committing to reduce its emissions by **52% by 2031**, based on 2021 emissions, in line with scientifically validated climate targets.

PROGRESS TOWARDS TARGETS



Calculation sources
Scope 1: ISPRA 2024 emission factors for the fuels used by the company's vehicle fleet and DEFRA 2025 emission factors for the fuels used for heating.
Scope 2: ISPRA emission factors – provisional 2025 update – for the Location-Based method, and Residual Mix emission factors, in accordance with the AIB Calculation 2025 methodology, for the Market-Based method.

CO_2 EMISSIONS – SCOPE 1 & SCOPE 2 (TONNES)

	2021	2024 100% EAC	2025	2025 2021
Scope 1 (tons of CO2)	250	189	119,9	-52%
Scope 2 market based (tons of CO2)	190,6	0,0	372,7	96%
Total scope 1 + scope 2	**441**	**189**	**493**	**12%**

	2021		2025	
Scope 1 (tons of CO2)	250		119,9	-52%
Scope 2 location based (tons of CO2)	107,8		186,3	73%
Total Scope 1 + Scope 2	**358**		**306**	**-14%**

EMISSION REDUCTION INITIATIVES

- Electricity from renewable sources
- Fleet replacement with electric and hybrid vehicles
- High-efficiency LED lighting
- Replacement of systems with heat pumps
- 550 kW solar PV system

Scope 2 2025 — temporary factors
The increase in Scope 2 emissions in 2025 is attributable to temporary factors linked to the move to the new premises, including the simultaneous management of two sites and construction work during the first few months of the year. The move also led to a change in the company's energy consumption mix, with gas use gradually being phased out in favour of electricity. The new premises are equipped with a solar panel system, which came into operation in 2026; the benefits of this in terms of emissions reductions will therefore be evident from 2026 onwards.

ENVIRONMENTAL PROTECTION – ENERGY

Energy management



Energy is one of the most important environmental aspects of our business operations. Motor Power Company constantly monitors consumption, promotes efficient technologies and raises staff awareness of responsible consumption, including the complete replacement of lighting with LED technology.

2025 ENERGY MIX

Electricity from the grid
871,334 kWh

Gas
21,597 Sm^3

Solar PV system
0 kWh
being implemented

Fleet fuel
30,242 litres

SOLAR PV SYSTEM

550 kW
installed power

2,500m²
panel surface area

ENERGY INTENSITY 2025

Market based 14,40 tCO_2e/€ mln turnover

Location based 8,95 tCO_2e/€ mln turnover

Index that measures the energy consumed in relation to the revenue generated (€34.2 million), a key indicator of the organization's energy efficiency.

From 2026, the power generated by the solar PV system will contribute to significantly reducing consumption from the grid and related emissions.

ENVIRONMENTAL PROTECTION – WATER RESOURCES

Water management

Motor Power Company takes a cautious and responsible approach to water management, recognizing that, in relation to its business model, direct impacts on water bodies are currently limited. Any more significant effects are likely to be due to upstream phases of the supply chain.

Water resource management has been identified as a non-material topic in the materiality matrix. The company mainly monitors withdrawals associated with its production processes, while direct water consumption is minimal and data on discharges is not collected.

The commitment is supported by ISO 14001 certification, which promotes the efficient use of resources and the prevention of pollution. Even without formal water targets, the company encourages the reduction of on-site consumption.

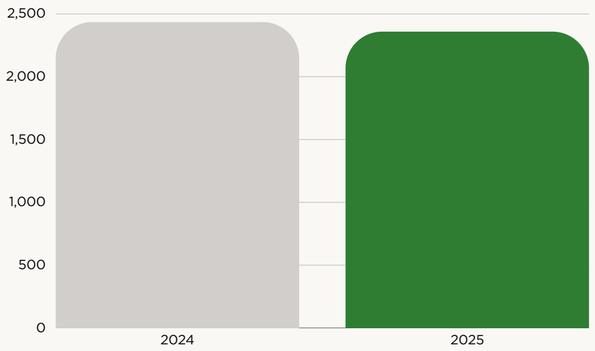
In the double materiality matrix, **water management** is classified as a **non-material** topic. However, monitoring takes place in line with the ISO 14001 principle of continuous improvement.

WATER CONSUMPTION — WITHDRAWALS (M^3)

2024	2025
2,435 m^3	2,359 m^3

-3.1%

reduction in water consumption 2024→2025



OUR APPROACH

Monitoring withdrawals
Constant monitoring of water consumption in production and service activities

Reducing water waste
Internal awareness-raising for the efficient and responsible use of water resources

ISO 14001
Management framework that includes pollution prevention and the efficient use of natural resources

Next steps
Assess the potential benefits of conducting a water risk assessment to identify high-impact supply chain categories.

ENVIRONMENTAL PROTECTION – WASTE

Waste management

Waste generated in the production departments and offices is managed according to internal procedures in compliance with current regulations: sorting by type, storage in designated areas and transfer to authorized companies for disposal and recovery.

WASTE REDUCTION INITIATIVES

- Personal water bottles to reduce single-use bottles
- Recyclable cups and stirrers in vending machines
- Separate collection of paper and cardboard from offices and packaging
- Preferential purchase of products with Ecolabel certification

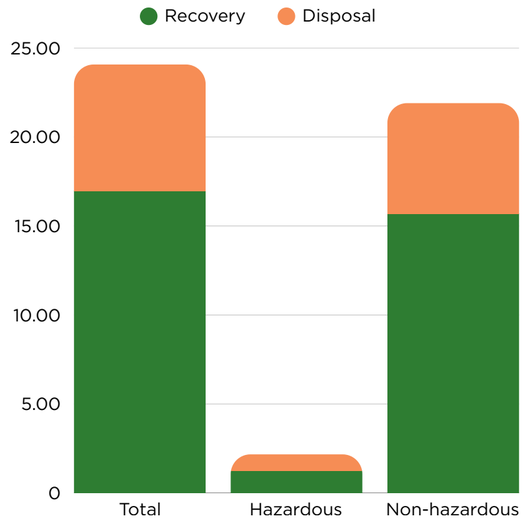
28,000

single-use plastic bottles avoided thanks to the company's six water dispensers

In order to promote responsible behaviour, Motor Power Company has installed six water dispensers, encouraging the use of reusable water bottles. In the 2026 survey, the two dispensers fitted with meters showed that over 9,000 0.5-litre bottles had been avoided: a figure that has been extrapolated to the other four dispensers.

Cumulative and partially estimated value, not relating exclusively to 2025.

2025 WASTE BY DESTINATION (TONNES)



2025 RECOVERY RATE

70% recovery

30% disposal

-44% hazardous waste compared to 2024

	Total	Disposal	Recovery
2024 Total	**14.81**	**2.39**	**12.42**
2025 Total	**24.07**	**7.12**	**16.95**
Of which hazardous	**2.18 (-44%)**	**0.90**	**1.27**
Of which non-hazardous	**21.89**	**6.22**	**15.68**

Non-recurring increase

The increase recorded in 2025 was mainly due to the relocation of the headquarters from Castelnovo to Reggio Emilia (12.70 tonnes of one-off waste). The increase is non-recurring in nature and is not related to ordinary business.

ENVIRONMENTAL PROTECTION – RESOURCE MANAGEMENT

Deforestation

-21%
colour printing vs 2024

=
stable paper consumption vs 2024

60%+
digitalized processes

Environmental sustainability is a pillar of our growth strategy. In line with the United Nations Sustainable Development Goals (SDGs), we are committed to reducing the impact of our activities on deforestation, favouring FSC-certified and recycled materials and limiting the use of paper resources.

Printing is one of the main indirect sources of paper consumption: we have made black and white printing standard for internal documents and encouraged digital collaboration, including shared cloud platforms and electronic signatures, to reduce multiple paper copies.

In 2025, an in-house analysis by department identified the main areas of consumption as the goods receipt and operations areas. This forms the basis of the definition of future targeted awareness-raising and digitalization actions.

REDUCTION OF THE IMPACT OF PRINTING

1. **Black and white as standard**
   Use of colour limited to strictly necessary cases
2. **Fewer printed copies**
   Digital viewing encouraged for reports, contracts and manuals
3. **Consumption monitoring**
   Quarterly reports on paper and ink consumption

Target
Almost complete **digitalization of document workflows** within the next five years, ensuring the transparency and traceability of activities.

ENVIRONMENTAL PROTECTION – ECOSYSTEMS

Biodiversity protection

Protecting biodiversity is a key principle of our sustainability strategy. Aware of the possible direct and indirect impacts of industrial activities on local ecosystems, we are committed to minimizing any negative effects on flora and fauna.

The most significant initiative involves the landscaping of public areas within the industrial estate and the internal courtyards of the new site. A garden has been designed to help absorb CO_2, regenerate the local area and conserve biodiversity, using species selected for their low water and maintenance requirements. Tree species were selected for their adaptability and low maintenance needs. The perennial herbaceous plants alongside them provide long-lasting ground cover, helping to suppress weeds and promote the creation of microhabitats.

To understand the impact of our operations, we mapped the ecosystems surrounding the production sites, which allows us to adopt targeted measures to preserve habitats, prevent ecological fragmentation and reduce emissions that could interfere with local biodiversity.

ACTIONS PLANNED

Reforestation and planting
Native species in industrial and surrounding areas

Protected green areas
Within the facilities, to support local wildlife

Responsible water management
To prevent the contamination of watercourses and aquatic habitats



ENVIRONMENTAL PROTECTION – ECO-DESIGN AND LOGISTICS

Product redesign, more efficient logistics

Product design can also make a tangible contribution to environmental sustainability. In 2025, we redesigned the dimensions of one of our motors, with the aim of optimizing its footprint without compromising its performance.

The reduction in product size made it possible to redesign its packaging, making it more compact and streamlined. This apparently limited measure has resulted in a benefit along the entire logistics chain: from individual packaging to the organization of loads and warehousing.

More efficient packaging allows a greater number of units to be transported within the same volume, directly **reducing goods movements** and easing logistics congestion during both shipping and storage.

LOGISTICS EFFICIENCY

+ 25%

loading efficiency for shipping

Optimized packaging
Redesigned in line with new product dimensions

Reduced logistics congestion
Fewer vehicles used for the same number of units transported

FROM REDESIGN TO RESULTS

1. **Product redesign**
   Optimization of motor dimensions
2. **Packaging optimization**
   More compact packaging, consistent with the new format
3. **More efficient logistics**
   Reduction in warehouse handling operations

Impact on emissions

The greater logistics efficiency has led to an **estimated reduction in CO_2 emissions of 18-20%** along the distribution chain.

5 Our commitment to local communities



In this section:

Our commitment to the local area

Collaboration with schools and universities

Corporate volunteering and community support

LOCAL AREA AND COMMUNITY· COMMUNITY INITIATIVES

Our commitment to the local area

Our commitment to the local area is ongoing and focused on the creation of shared value, with the aim of generating lasting tangible benefits for the community. We operate according to the principles of responsibility and sustainability, giving equal importance to economic and social growth and the protection of environmental resources.

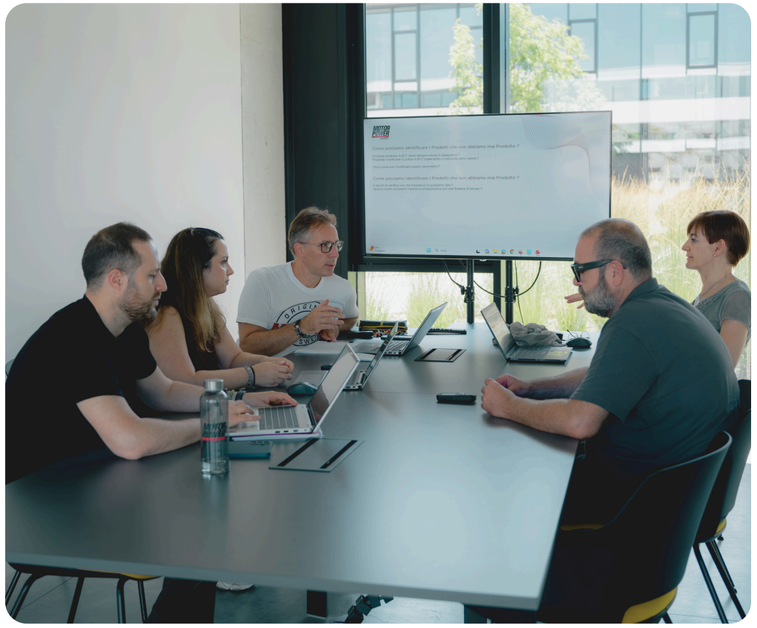
Motor Power Company takes an active role in supporting and working with local communities in the provinces of Reggio Emilia and Modena, through initiatives aimed at strengthening the link with the local area. We consider building positive relationships with the local community to be a key element of our sustainability strategy.

OUR GUIDING PRINCIPLES

Charitable donations
Support for people facing hardship and for long-term community initiatives

Collaboration with schools and universities
Dialogue between the business and educational institutions to support the growth of younger generations

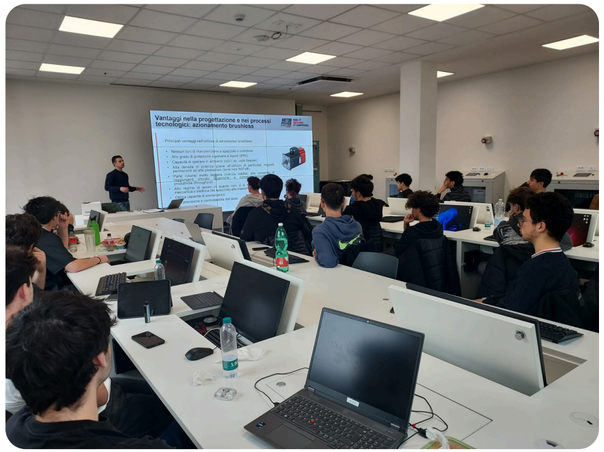
Employee volunteering
Participation in company volunteering initiatives and programmes



LOCAL AREA AND COMMUNITY· COMMUNITY INITIATIVES

Collaboration with schools and universities

Building and maintaining positive relationships with the community is a key element for strengthening the company's reputation with all stakeholders, as well as being a strategic factor for attracting and developing talent.
Against this background, we promote and maintain structured partnerships with a number of secondary schools and universities, aimed at providing course-related internships and developing work-placement and school-to-work programmes with local educational institutions.



PARTNER INSTITUTIONS AND TYPES OF PARTNERSHIPS

Institution	Partnership type	Students	Of which women
University	Degree-related internships	2	1
Upper secondary schools	Internships and school-to-work programmes	2	1
ITS MAKER	Work placements and internships	3	0

ITS Maker – 36 hours
In 2025, Motor Power Company contributed to ITS Maker's "Digital Automation" course with two modules taught by its technicians: Electromechanical actuators and drives (16 hours) and Industrial automated machines (20 hours), involving a total of 11 students. The initiative was created to share the practical and specialist expertise developed within the company, giving future technicians greater exposure to the technologies and processes actually used in industrial automation.

OBJECTIVE OF PARTNERSHIPS

The programmes are designed to reflect labour-market needs and industrial development trends, helping young people develop specialist technical skills and make a successful transition into employment: in 2024 we welcomed eight trainees, followed by seven in 2025.

LOCAL AREA AND COMMUNITY· COMMUNITY INITIATIVES

Corporate volunteering and community support

The corporate volunteering project continued in 2025, with the aim of generating a positive impact on the local community and promoting the active involvement of employees in community support initiatives in collaboration with Caritas Reggiana, Nuovamente, Casa Betania and a local parish: organizations committed to supporting vulnerable groups.

In 2024, 27 employees, including both production workers and office staff, took part in an internal consultation via Microsoft Teams, contributing a total of 112 paid working hours between September and December.

The project continued in 2025, expanding both participation and impact and helping to strengthen a corporate culture based on engagement, social responsibility and collaboration.

VOLUNTEERING

	2024		2025	
Category	**Number of workers**	**Total hours of volunteer work**	**Number of workers**	**Total hours of volunteer work**
Women	18	72	24	123
Men	9	40	13	52
Total	**27**	**112**	**37**	**175**

175
hours of corporate volunteering

+56%
hours compared to 2024



OUR COMMITMENT TO THE LOCAL COMMUNITY

In 2025, we strengthened our corporate social responsibility strategy by combining corporate volunteering initiatives with a scheme providing financial support to leading associations in the local area:

- Caritas Reggiana and Casa Betania – Support for reception services and initiatives tackling social vulnerability (€500 each)
- Associazione Chernobyl – Humanitarian and international cooperation initiatives (€2,000)
- Associazione Nuovamente – Social inclusion and charitable reuse projects (€500)

Methodological note

This document is the second Sustainability Report of Motor Power Company Srl (hereinafter referred to as "MPC" or "Company").Prepared on a voluntary basis and published annually, this document aims to communicate to stakeholders the company's results, strategy and commitments concerning environmental, social and governance issues, as well as the achievements reached thanks to the principles and values guiding its operations.
The Sustainability Report has been drafted in compliance with the ESRS.
It should be noted that Motor Power Company does not fall within the scope of the EU Directive 2022/2464, known as the Corporate Sustainability Reporting Directive (CSRD), which came into effect in Italy on 10.09.2024 with Italian Legislative Decree 125/2024.
The selected performance indicators are those provided by the aforementioned adopted reporting standards, representative of the specific sustainability areas analysed and consistent with the activities carried out and their impacts. The selection of these indicators was based on the analysis of their significance, as described in the "Materiality Assessment" section. Moreover, any quantitative information based on estimates is clearly indicated in the relevant sections of the Sustainability Report.
The reporting scope for the qualitative and quantitative data and information relates to 31 December 2025.
Any scope restrictions necessary in the reporting of qualitative and quantitative KPIs are appropriately indicated in specific notes within the document.
This Sustainability Report was approved by the Board of Directors of Motor Power Company on 22 July 2026, and has not been audited by an independent auditor.
The Sustainability Report is published on the Company’s official website, www.motorpowerco.com
For further information, e-mail us at: sustainability@motorpowerco.it

ESRS Content Index

Standard	Topic	Chapter
ESRS 1	General requirements	1
ESRS 2	General disclosures	1
ESRS E1	Climate change	4
ESRS E2	Pollution	4
ESRS E3	Water and marine resources	4
ESRS E4	Biodiversity and ecosystems	4
ESRS E5	Resource use and circular economy	n/a
ESRS S1	Own workforce	3
ESRS S2	Workers in the value chain	3
ESRS S3	Affected communities	5
ESRS S4	Consumers and end-users	n/a
ESRS G1	Business conduct	2



More than a report, this document tells the story of a shared commitment to building a company based on strong values, driven by its people, engaged with the community, environmentally responsible and focused on creating innovation and lasting value.

Motor Power Company s.r.l.| Sustainability Report 2025

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