

Diemme Filtration

Engineering Value
Through Filtration

Sustainability Report

2025

Diemme Filtration

Engineering Value
Through Filtration

Sustainability
Report

2025

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5000 kg
É alumínio
É sustentável
Diemme Filtration
Diemme Filtration

Letter to stakeholders

Dear Stakeholders,

With the publication of this third **Sustainability Report**, Diemme Filtration renews and strengthens its commitment to integrating sustainability principles even more systematically and structurally into its corporate strategies and management processes. For our organization, sustainability is not a separate area from our business activities, but an essential component of our ability to create lasting value through technological innovation, corporate responsibility, quality and the development of human capital.

The 2025 financial year represented a particularly significant year in the Company's growth journey. During the year, we consolidated the initiatives launched in previous years, further strengthening our organizational structure while continuing to invest in the technologies, processes and skills that underpin Diemme Filtration's competitiveness in international markets.

Among the most significant achievements was the completion of the certification process for our **Organizational Carbon Footprint** in accordance with **UNI EN ISO 14064**, which enabled us to broaden and strengthen the monitoring of direct and indirect emissions, including those falling within **Scope 1, Scope 2 and Scope 3**. This achievement represents a major step towards increasingly informed and rigorous management of the environmental impacts of our activities, while laying solid foundations for identifying and implementing further improvement measures.

At the same time, we strengthened our **sustainability governance** model. The updated materiality analysis, developed through structured and ongoing dialogue with internal and external stakeholders, together with the progressive consolidation of the **ESG Committee**, demonstrates our commitment to systematically integrating environmental, social and governance factors into the Company's decision-making processes and strategic planning. We firmly believe that continuous engagement with customers, suppliers, employees, institutions and communities is essential to building robust, resilient and long-term strategies.

Our industrialization journey also continued to progress. The new Lugo plant, now fully operational, remains one of the cornerstones of the Company's organizational and production development. Digitalization programs were further advanced through the implementation of the **MES (Manufacturing Execution System)**, the expanded use of Salesforce for Customer Service, and the continued development of the **AIDA** IIoT platform. On the technology front, the completion of the **ME-1500 F** model, the **OptyCare™** automatic filter cloth breakage detection system, and the new **Clarion** line for polishing applications confirm Diemme Filtration's ability to develop increasingly advanced solutions capable of effectively meeting the needs of a constantly evolving market.

We believe that innovation achieves its full value only when it generates tangible and measurable benefits. The technologies developed by Diemme Filtration contribute every day to improving the efficiency of industrial processes and promoting a more responsible use of natural resources. In particular, the solutions for the mining sector included in orders secured in 2025 will, once operational, enable the recovery of more than **13 million tonnes of water per year**, making a significant contribution to reducing water consumption and to the sustainable management of an increasingly strategic and valuable resource. This is a concrete example of how technological innovation and sustainability can work in synergy, turning industrial progress into a source of environmental and social value.

Diemme Filtration's growth also continues to be strengthened by its people. Throughout the year, we continued to invest in training, employee welfare and skills development, with the aim of strengthening an organizational culture based on safety, responsibility and continuous improvement. In this context, **ISO 45001** certification, achieved in the previous financial year and now fully integrated into our business processes, continues to provide a key framework for protecting the health, safety and well-being of everyone working with and for our organization.

The economic results achieved in 2025 confirm the strength and resilience of Diemme Filtration's industrial model, even in an international environment characterized by increasing complexity, volatility and profound market transformation.

Against this backdrop, we will continue to invest decisively in research and development, digitalization, the development of our distinctive capabilities and the strengthening of our international presence, while keeping quality, reliability and the ability to innovate at the heart of everything we do.

This Report also holds particular significance as it is the last to be prepared by Diemme Filtration as a company belonging to the **Aqseptence Group**. Our recent entry into the **Sandvik Group** marks the beginning of a new and exciting chapter in our corporate history. We approach this new phase with enthusiasm and a strong sense of responsibility, aware that we can bring to a global industrial group more than fifty years of experience in industrial filtration, an established culture of innovation and a vision of sustainability deeply integrated with technological development. We believe that the complementary skills and experience of the two organizations will enable us to further accelerate the development of increasingly efficient, reliable and sustainable solutions, benefiting our customers and the markets we serve worldwide.

Finally, we would like to express our sincere gratitude to everyone who contributes every day to Diemme Filtration's growth and development: our people, customers, suppliers, partners, institutions and the communities with which we work. The trust placed in us is an asset of exceptional value and an incentive to continue, with responsibility, transparency and determination, along a path of sustainable development that combines competitiveness, innovation and the creation of shared value.



Rosario Eduardo Tagliavini
CEO of Diemme Filtration



Giuseppe Ferraro
CFO of Diemme Filtration

Highlights

Governance

2011
year of incorporation

52,230 m^2
production area

91 mln
turnover 2025

certification
UNI EN ISO 9001
from 2011

Social

161
employees

+10
hires in 2025

3,076
hours of training

19.1
average hours of training per employee

21 %
women in the company

0
accidents in 2025

certification
UNI EN ISO 45001
from 2024

Environment

+2.15 %
energy intensity
(vs 2024)

13 mln t
water recovered thanks to machines started in 2025

8,723 GJ
energy consumed

699 tCO_2eq
scope 1 / scope 2 emissions

2,845 tCO_2eq
scope 3 emissions

3.66 %
water intensity, unchanged
(vs 2024)

+5%
water consumed
(vs 2024)

-17.5 %
waste generated
(vs 2024)

229 t
waste generated in 2025

1

Diemme Filtration: over fifty years of experience in industrial filtration

The evolution of specialized know-how

GRI 2-6

Following its establishment in the early 1970s, Diemme Filtration has progressively established itself as a reference player in solid-liquid separation, building its position on technical expertise and a long-term industrial vision.

As the **filterpress** became increasingly widespread as a versatile technology for a broad range of industrial processes, Diemme Filtration expanded the scope of its solutions, adapting them to the specific requirements of its target markets.

Initially applied to the dewatering of sludge generated by **municipal and industrial wastewater** treatment, this technology was subsequently adopted in sectors including Chemicals, Oil & Gas and, above all, Mining & Metallurgy, becoming an established solution for solid-liquid separation processes.

At the same time, Diemme Filtration continued to invest in the development of its solutions, **introducing innovations that improved performance, reliability and operational efficiency.**

Today, Diemme Filtration offers a broad and customizable range of filterpresses, differentiated by size and technical configuration and designed to meet the specific requirements of customers worldwide. The diversification of the portfolio has supported the company's presence in international markets, enabling it to build strong industrial relationships and strengthen its ability to adapt to different operating conditions.

The **high-rate thickener range** has taken on a strategic role, broadening and strengthening the company's portfolio of integrated solutions and enhancing its ability to address requirements across solid-liquid separation applications.

Diemme Filtration's development has been driven by technical expertise, **continuous engagement with the market** and customer needs, and an ongoing commitment to Research & Development. At the same time, this approach has enabled the company to operate across different industrial environments, **developing increasingly advanced and customizable solutions**.

The locations of Diemme Filtration



1923

The Diemme® is established with the development of the first pressing and separation machines for the agri-food industry

1970

Diemme® Filtration technologies are expanded to encompass other industrial processes.

2011

Diemme Filtration

The filtration division is spun off from the parent company and acquired by Passavant-Geiger, a company within the multinational Bilfinger Berger®.

2013

Passavant-Geiger Group is renamed Bilfinger Water Technologies, and all group companies are instructed to align their corporate names with the new brand.

2016

Aqseptence Group

Bilfinger Water Technologies is acquired by the Techcent Group and subsequently renamed Aqseptence Group.

2022

Diemme Filtration

As part of a rebranding campaign initiated by Aqseptence Group, the company reverts to its original name, Diemme Filtration.

2023

OAKTREE

Aqseptence Group is acquired by Oaktree Capital Management.

The operational landscape: challenges, global trends, and areas for development

[1]Limited **water availability is one of the most significant challenges** of our time, with major implications for industry, agriculture and everyday life. Access to clean and safe water resources is not equally available worldwide, creating a need for technological solutions that support more efficient and responsible use of available resources. In this context, across the main markets served by Diemme Filtration, **solid-liquid separation technologies are essential tools for optimizing industrial processes and improving water resource management.**

These are among the key factors driving **the strong expansion of the industrial filtration sector**.

According to industry estimates, the global industrial filtration market will **exceed USD 50 billion by 2029, compared with USD 29.5 billion in 2020**, with a compound annual growth rate (CAGR) of 6% over the 2022–2029 period. This expansion is being driven by several factors, ranging from increasing attention to the management of industrial residues, such as **mining tailings**, to increasingly stringent safety and environmental protection requirements. **Diemme Filtration's established experience and continuously evolving technology portfolio contribute to the company's strategic positioning within this landscape.**

Particularly relevant in this context is the **contribution to water recovery enabled by Diemme Filtration systems.** Once commissioned, the equipment supplied under orders completed during 2025 for mining tailings dewatering is expected to enable the recovery of approximately 13.15 million tonnes of water per year.

This is a significant volume that, without these solutions, would otherwise have been largely conveyed to artificial tailings storage facilities, with associated potential environmental and social risks. **Distributed across 11 countries and intended for nine different industries**, the equipment sold in 2025 demonstrates **the versatility of Diemme Filtration solutions across different applications**. The installation of this equipment provides a clear benefit by supporting water recovery and reuse, particularly in regions where water availability is limited and sourcing water is more costly.

Innovation in the sector, however, is not limited to the performance of filtration systems; it also extends to the way plants are monitored and managed. **Digital transformation**, driven by **Industry 4.0** principles, enables the integration of intelligent, interconnected systems that can monitor plant performance in real time, collect data, help prevent failures and optimize operational efficiency.

[1] Industrial Filtration Market by Type, Product, Filter Media and by Region, Global Trends and Forecast from 2022 to 2029 – **Exactitude Consultancy**.

Vision and mission underpinning a solid system of values

Vision

Engineering Filtration for the Future.

Mission

We innovate filtration technologies for global industries, leveraging our expertise to improve efficiency, optimize costs and contribute to more responsible management of environmental resources. By continuously developing our team's expertise and working closely with our customers, we build trust and deliver reliable services together with customized, data-driven solutions.

Values

1. Safety

Safety is a fundamental principle in an activity characterized by operational risks. It translates into a constant commitment to protecting the health and well-being of the people who work with us or interact with our organization.

2. Responsibility

We act with seriousness and transparency in decisions and behavior. We promote a solid and consistent ethic that guides every relationship and process, inside and outside the company.

3. Respect

We believe in a working environment founded on collaboration, inclusion and mutual trust. Respect is the basis of our organizational culture.

4. Trust

Building and maintaining reliable relationships is essential for us. Mutual trust enables us to work effectively and continuously in every context.

5. Competence

We value technical knowledge and professional growth. We invest in training to deliver effective, up-to-date solutions in line with the needs of the sectors in which we operate.

6. Passion

Passion for what we do accompanies us every day. It is the energy that motivates us to add value to every detail, with attention and care.

7. Creativity

We know that every challenge requires new ideas. For this reason we encourage innovation and remain open to change, with a keen eye on market developments.

Adaptability and versatility for international markets

A recognized player in industrial filtration, Diemme Filtration continuously develops technological solutions designed to address complex requirements across a wide range of applications. **The company operates across strategic industries ranging from Mining to Chemicals and Pharmaceuticals, Construction and Dredging, as well as Food & Beverage**.

Our broad and versatile offering has enabled us to consolidate a **global presence**, building long-term relationships with international customers and strengthening a reputation based on innovation capabilities, reliability, and the ability to adapt to different operating environments and evolving requirements. Filterpresses and slurry thickeners form the core of Diemme Filtration's product portfolio and are key technologies for solid-liquid separation processes across advanced industrial applications.

Filterpresses: at the core of Diemme Filtration's offering

One of the main strengths of our filterpress offering is its tailored engineering approach. Each system is developed around the customer's specific technical and operational requirements, ensuring close alignment with process needs.

Diemme Filtration's range includes both **overhead-beam** and **side-beam** models. Their ability to be customized according to operating conditions and the standards required across different industries is a **clear example of the engineering flexibility** that enables us to effectively address the needs of complex and diverse markets.

Thickeners: efficiency and reliability in industrial processes

Developed through continuous **Research and Development**, Diemme Filtration thickeners combine **high performance with optimized plant operating costs.** Available in fixed-bridge or centre-column configurations, and for diameters exceeding 40 metres, they can be manufactured **in steel or concrete** depending on project and environmental requirements. Robustness, durability and efficiency define their technical profile, making Diemme Filtration thickeners an essential component in slurry treatment and management processes across advanced industrial applications.

The applications of our solutions

Chemical and Pharmaceutical	Dredging and Soil Remediation	Food & Beverage	Power Industry	Red Mud		Quarrying and Recycling	Mining and Metals	Oil & Gas	Second-generation Bioethanol	Wastewater Treatment
										

Precision and flexibility: tailor-made solutions for every process

GRI 2-6

Diemme Filtration develops filtration solutions designed to improve the efficiency of industrial processes and make the most effective use of the resources involved.

Thanks to our broad, modular range of **filterpresses and thickeners**, we address the technical and operational requirements of the most demanding industries through a tailored, performance-driven approach.

Process performance and reliability, in both production and wastewater treatment applications, are key objectives that Diemme Filtration's solid-liquid separation systems help customers achieve. Plate filterpress technology, in particular, delivers high dewatering efficiency even under complex operating conditions.

Across the industries served by Diemme Filtration, demand for customized plants continues to grow. This capability is central to our identity: **designing and manufacturing tailored solutions** around the specific process requirements of each customer.

The wide range of sizes and configurations, the degree of automation, and the level of engineering customization are **key features that differentiate Diemme Filtration's solutions in the industrial filtration market.**

Among the most advanced models is the **GHT5000F Domino**, currently the largest filterpress available on the global market. Designed for **large-scale mining operations**, it can process high volumes of tailings, the waste slurry generated by mineral extraction processes, supporting **operational continuity and the management of residues on the scale of millions of tonnes per year.**

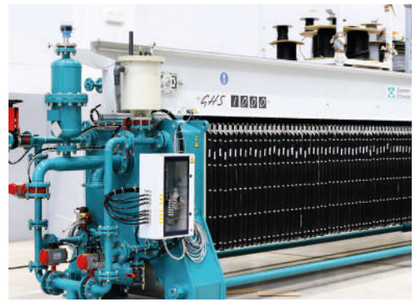


The **GHT-F** filterpress, which includes the Domino model, is designed for highly filterable products and high throughput rates. Its main applications are in the mining and metallurgical industries, as well as in the treatment of Red Mud generated by alumina refineries.

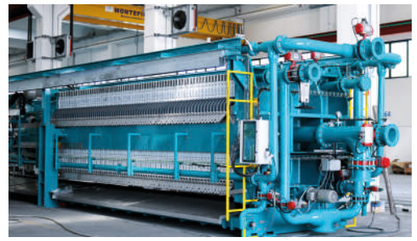
Featuring an overhead-beam structure, the **GHT-P is one of the most versatile models** in the range and is suitable for most of the industries served. Designed for heavy-duty applications, it combines **structural robustness with high production capacity**.



The **GHS** stands out for its **plate pack accessibility, robustness and functional flexibility.** Designed for the chemical, pharmaceutical, food & beverage, mining, metallurgical, and oil & gas industries, it combines **ease of operation with robust construction.**



Fully automated, the **ME model** is designed for operating environments such as **mining and chemical-pharmaceutical** applications, where **high performance with minimal manual intervention** is required.



The **AUTOMAT** is a side-beam filterpress available in different sizes and designed for industrial processes requiring **a limited number of daily cycles and handling products with low filterability**.



The **KE**, meanwhile, addresses applications involving **limited slurry volumes and restricted installation space**, making it particularly suitable for environments such as pilot plants.

Complementing the filterpress range, **high-rate thickeners** play a key role in **slurry treatment** by improving overall process efficiency. Their primary function is **to increase the concentration of suspended solids** upstream of the homogenization tank preceding the filterpress, thereby helping optimize filtration conditions.

Each thickener, like all Diemme Filtration products, is designed on the basis of **laboratory tests performed on samples provided by customers,** ensuring a configuration tailored to the specific requirements of each application.



The development of the **Clarion candle filter in 2025** represents a further step in **expanding Diemme Filtration's technology portfolio.** This new product line is designed for **polishing** applications, i.e. **the removal of solid impurities from suspensions with very low solids concentrations**, with the aim of achieving high levels of purity in the treated liquid.

The technology features **a modular and scalable configuration that can be adapted to different production requirements**. During the year, the first industrial sizes were defined and tests were conducted across several application areas, including mining, hydrometallurgy, chemicals, and "Critical Minerals".

Clarion delivers **high separation efficiency** and contributes to reducing operating costs through the use of lightweight polypropylene components. Its modular design also makes it possible to expand plant capacity easily as customers' production requirements evolve.

2

Sustainability at Diemme: principles and strategic direction

ESG factors as a strategic business driver

A company's ability to generate value is now measured across multiple dimensions: not only economic performance, but also the social and environmental impacts of its activities. With this in mind, **Diemme Filtration has, in recent years, embarked on a structured process** - with the support of external consultants - to integrate these aspects into its corporate strategy.

Through a participatory process involving the board and the Sustainability Committee, Diemme Filtration conducted an **ESG Assessment**: an evaluation tool used to analyze the company's environmental, social, and governance performance. Based on industry best practices, the company identified its strengths and areas for improvement on which to focus future actions.

Following this analysis, a **consulting process** began in 2023 with the goal of defining a sustainability strategy based on the findings of the ESG Assessment. At the same time, several initiatives were implemented, including the preparation of the **first Sustainability Report** and the launch of the **first Organizational Carbon Footprint study**. Although not certified, this was a crucial step that provided the company with a solid foundation for the future and a new understanding of its emission levels.

In the years that followed, **Diemme Filtration continued both to update its Sustainability Report and to measure Scope 1, Scope 2, and Scope 3 emissions in accordance with the GHG Protocol. Regarding the latter, the company obtained certification in 2025 in compliance with the UNI EN ISO 14064:2019 standard.** During the preparation of this Report, this process was further consolidated through **an update of the emissions analysis and an improvement in the quality of the data collected**, which made it possible to include **Scope 3** emissions in the document as well. This approach allows us to build **an increasingly robust and comparable historical record, which is useful for monitoring emissions performance and priority areas for action over time.**

Our commitment to sustainability has led us **to provide specific training for all staff**. For the reporting year covered by this Report, additional training sessions are planned for the ESG Committee, with the goal of strengthening our internal culture and deepening the technical expertise necessary for effective management of these issues.

At the same time, we have set ourselves **the goal of launching a structured process to map our supply chain from an ESG perspective,** aimed at identifying the main risks and opportunities throughout the entire supply chain and strengthening collaboration with suppliers on sustainability issues.

Key areas of action and priorities

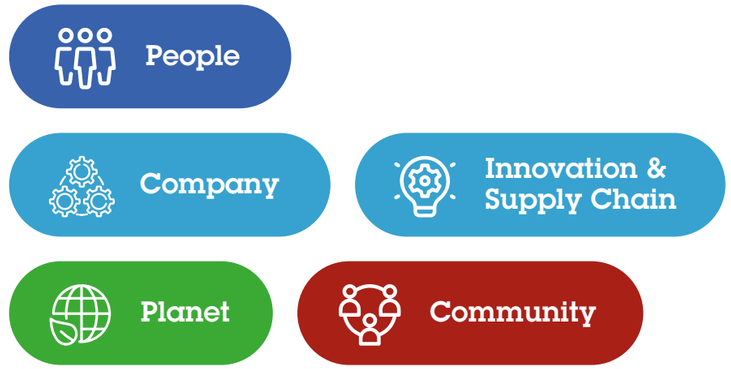
Diemme Filtration's sustainability-oriented strategy stems from the **company's strategic plan** and is structured around **five pillars,** broken down into key themes and specific actions, with a **time horizon** covering the four-year period **from 2024 to 2027.**

The plan focuses on **initiatives aimed at improving environmental, social, and governance performance.**

The strategic pillars align with the **key areas identified by Diemme Filtration**: this is where short-, medium-, and long-term actions will be concentrated, with the aim of strengthening the company's focus on resources, people, and the context in which it operates.

Based on the desire **to consolidate competitiveness in the industrial filtration sector**, the plan guides the company toward greater **technological efficiency** and an increasingly structured management of **environmental, social, and organizational** aspects.

The implementation of the adopted actions is continuously monitored, verifying the results achieved and adjusting the approach based on regulatory and operational developments and emerging challenges. **For each pillar, the following is a summary of the actions and objectives** that have been achieved, are in progress, or are planned between **2023 and 2025**, broken down by relevant thematic area.



Key

To start
Underway
Achieved

People

To value our people and foster a **corporate culture** based on **respect** and **equal treatment**. To invest in **ongoing training, well-being, and opportunities for growth** to support **personal and professional development**, fostering **employee engagement** and helping to create a **healthy, multicultural, safe, and inclusive** work environment.

Topic	SDGs	Target SDGs	Goal	Target Year	2023 Progress	2024 Progress	2025 Progress	Status
Talent Acquisition and Retention	**SDG 9 Industry, Innovation, and Infrastructure** **SDG 4 Quality Education**	**Target 9.5** Enhance scientific research, upgrade the technological capabilities of industrial sectors. **Target 4.4** By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	**Establishment of at least one industrial doctoral scholarship with financial support and the provision of a work placement every three years**	Annual	1 active scholarship	1 active scholarship	2 active scholarships	✓
			Commitment to host 5–7 students per school year (PCTO) at the company	Annual	16 students hosted	10 students hosted	7 students hosted	✓
			Formalization of an onboarding procedure	2024	-	Onboarding procedure completed	-	✓
Employee Skills Development	**SDG 4 Quality Education**	**Target 4.7** By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development	**100% of employees to receive training on ESG topics (general training) by 2024**	2024	-	100%	-	✓
			100% training of blue-collar workers on ESG topics (general training) by 2025	2025	-	-	100%	✓
Occupational Health and Safety	**SDG 8 Decent Work and Economic Growth**	**Target 8.8** Protect labour rights and promote safe and secure working environments for all workers.	**Implementation of an Occupational Health and Safety Management System certified to the UNI ISO 45001:2018 standard**	2024	-	ISO 45001 certification obtained	-	✓
			Adoption of a company-wide Occupational Health and Safety policy	2024	Establishing a Company Health and Safety Policy	-	-	✓
			Annual renewal of the "Safety Walk" feedback initiative	Annual	-	Project completed	Project completed	✓
Employee Benefits and Workplace Well-being	**SDG 3 Good Health and Well-being** **SDG 8 Decent Work and Economic Growth**	**Target 3.4** By 2030, promote mental health and well-being. **Target 3.8** Achieve universal health coverage, including financial risk protection, access to quality essential health-care services. **Target 8.5** By 2030, achieve full and productive employment and decent work for all women and men.	**Conduct a survey on work-related stress for employees every 4 years**	2023 2027	Survey sent	-	-	→
			Expand the welfare plan: create a relaxation room	2024	-	Relaxation room built	Items added: sofas, video game consoles, tables/ benches/chairs	✓
			Expand the welfare plan: implement a supplemental health plan	2026	-	-	-	→
			Formalize a welfare and work-life balance plan for employees	2025	-	Formalized	-	✓
			Establish at least one partnership agreement with a business	2026	-	1	1	→
			Formalize a car policy	2025	-	-	Formalized	✓

Company / Innovation & Supply Chain

Integrating ESG issues into corporate governance means strengthening transparency, ethics, and compliance within decision-making and operational processes. Diemme intends to manage environmental, social, and governance aspects in an increasingly structured manner, developing a greater capacity to identify and manage risks and opportunities related to its activities. The goal is to ensure **consistency and continuity in the adoption of management practices aligned with high organizational standards**, contributing to the creation of value over the medium and long term for all stakeholders.

Process and product innovation also serves as a strategic driver of growth: Diemme Filtration promotes the adoption of **advanced technologies, including artificial intelligence**, and works to **optimize the value chain** through dialogue and collaboration with suppliers, customers, and partners, fostering **strong and lasting relationships** throughout the entire supply chain.

Topic	SDGs	Target SDGs	Goal	Target Year	2023 Progress	2024 Progress	2025 Progress	Status
Responsible Supply Chain Management	SDG 12 Responsible Consumption and Production SDG 16 Peace, Justice, and Strong Institutions	Target 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle. Target 16.5 Substantially reduce corruption and bribery in all their forms.	**Sharing and adoption of the code of conduct with 100% of active suppliers**	Annual	Underway	100% of procurement spending with suppliers who have signed the Supplier Code of Conduct	100% of procurement spending with suppliers who have signed the Supplier Code of Conduct	✓
			Implementation of a supplier evaluation and qualification plan based on compliance with environmental and social criteria	2027	-	-	-	→
			Mapping of suppliers from an ESG perspective	2026	-	-	Underway	→
			Creation of a procedure for recording suppliers' environmental information	2026	-	-	Underway	→
Transparency, Ethics, and Business Integrity	SDG 12 Responsible Consumption and Production SDG 16 Peace, Justice, and Strong Institutions	Target 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle. Target 16.6 Substantially reduce corruption and bribery in all their forms.	**Awarded the EcoVadis medal**	2026	-	Completing the EcoVadis Questionnaire	Completing the EcoVadis Questionnaire	→
			Development of an internal and external materiality analysis involving stakeholders	2025	First internal materiality analysis (for BDS FY 2023)	Internal and external materiality analysis (for BDS FY 2024)	-	✓
			Update of the materiality analysis	2026	-	-	Update of the materiality analysis according to impact materiality	✓
			Launch of a sustainability section on the website	2025	-	-	Activity completed	✓
			Establishment of a procedure to verify information and prevent greenwashing	2026	-	-	-	→
Responsible Governance	SDG 12 Responsible Consumption and Production SDG 16 Peace, Justice, and Strong Institutions	Target 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle. Target 16.6 Substantially reduce corruption and bribery in all their forms.	**Drafting of a strategic sustainability and monitoring plan**	2024	-	Release of the strategic corporate sustainability plan	Update of the strategic corporate sustainability plan	✓
			Establishment of a sustainability governance framework	2026	Establishment of an ESG Working Group (GDL)	Transformation of the GDL into an ESG Committee	In the process of being formalized	→

Planet

Diemme Filtration is committed to improving **energy efficiency and optimizing resource** use through the adoption of technologies and the design of solutions aimed at reducing consumption, with a particular **focus on water resources.**

The company promotes practices aimed at the reuse, recycling, and circular economy of materials, progressively integrating **emission reduction** measures into its operations and implementing **strategies for measuring and gradually offsetting emissions.**

Topic	SDGs	Target SDGs	Goal	Target Year	2023 Progress	2024 Progress	2025 Progress	Status
Energy Management	SDG 7 Affordable and Clean Energy	Target 7.2 By 2030, increase substantially the share of renewable energy in the global energy mix. Target 7.3 By 2030, double the global rate of improvement in energy efficiency.	**Expansion of renewable energy use: expansion of the photovoltaic system (new plant) with a capacity of 240 kW**	2024	Underway	Completed +240 kW	Start-up of the photovoltaic park	✓
			Expansion of renewable energy use: installation of a photovoltaic system at the old plant	2027	-	-	-	→
			Expansion of renewable energy use: implementation of an EE supply contract with the issuance of GDO certificates	2026	-	-	-	→
			Achievement of greater energy efficiency through the implementation of tailored measures	2027	-	Completed projects: replacement of windows and doors. Partial projects: lighting retrofit	Relamping nearing completion	→
			Launch of energy management activities with the identification of energy performance indicators	2026	-	-	-	→
			Monitoring of 100% of electricity consumption	2027	-	-	100% of the new plant's electricity consumption is covered by a continuous monitoring system (power quality analyzers)	→
Emissions	SDG 12 Responsible Consumption and Production SDG 13 Climate Action	Target 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle. Target 13.2 Integrate climate change measures into national policies, strategies and planning.	**Preparation of a study certified to UNI EN ISO 14064:2019 or the GHG Protocol - CFO Scope 1, 2, and 3 study**	2025	-	First CFO Scope 1, 2, 3 study released (uncertified)	Release of a certified CFO Scope 1, 2, 3 study	
			Optimization of business travel monitoring (e.g., through the use of a dedicated tool)	2025	-	-	Internal software and platforms have been optimized	✓
			Establishment of an environmental policy	2025	-	Update completed	-	✓
Materials	SDG 12 Responsible Consumption and Production	Target 12.2 By 2030, achieve the sustainable management and efficient use of natural resources.	**Use of recycled paper from an FSC-certified supply chain (for office use/brochures)**	2024	-	Use of recycled paper from an FSC-certified supply chain and Ecolabel-certified	-	✓
			Formalization of a procedure for monitoring and archiving information on the quantity (in kg or metric tons) of incoming materials	2026	-	Underway	Underway	→

Community

Diemme Filtration intends to strengthen its ties with the local area through the **active involvement of the local community.**

The company fosters partnerships with schools and universities, participates in **initiatives of local interest**, and supports **cultural and social projects** that create shared value. These activities help strengthen the company's responsible and engaged presence in the communities where it operates.

Topic	SDGs	Target SDGs	Goal	Target Year	2023 Progress	2024 Progress	2025 Progress	Status
Relationship with the local area and the community	**SDG 4** **Quality Education** **SDG 9** **Industry, Innovation and Infrastructure**	**Target 4.a** Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all. **Target 4.3** Ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university. **Target 4.4** Increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship. **Target 9.5** Enhance scientific research, upgrade the technological capabilities of industrial sectors, encouraging innovation.	**Schools – Donation of 5 computers every two years to selected schools**	2023 2025 2027 2029	12 PCs for ITIS Ravenna	-	2 PCs for ITTS Forlì and 2 PCs for "Centro Paradiso"	✓
			Schools – Annual organization of company tours for at least 2 classes or visits by Diemme to schools	Annual	3 classes	5 classes	Diemme visited schools and met with a total of 6 classes	✓
			Sponsorship of a local event or initiative every two years	2024 2026 2028	Shell Eco Marathon Europe	Romagna Digital Valley		✓
			Universities – Provision of financial support for the annual mechatronics degree program starting in 2024	Annual	-	Grant disbursement (29 participants)	Grant disbursement (23 participants)	✓


Filtration

Stakeholders and their central role in business management

GRI 2-29

Stakeholders are the internal and external parties who interact with Diemme Filtration, who may influence or be influenced by its activities, products, or services, or whose decisions may determine the success of our development strategies and established objectives.

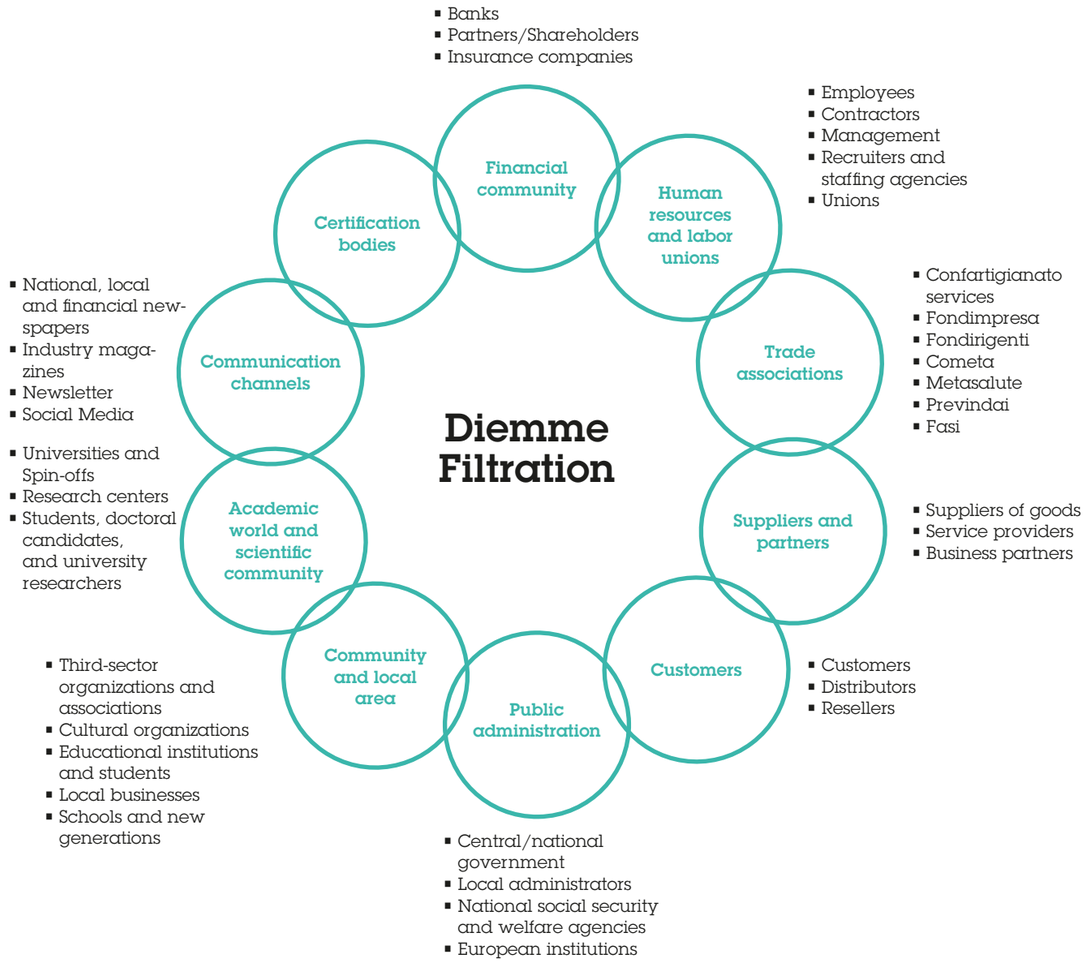
The ongoing management of stakeholder relationships is a cornerstone of Diemme's governance. A structured dialogue allows us to anticipate market expectations and effectively mitigate operational risks. This approach strengthens the pillars of trust and transparency, translating its ESG commitment into a shared growth strategy.

At Diemme Filtration, our relationship with stakeholders goes beyond simply listening; it serves as **a concrete tool for refining our strategy and operations**, with a view to benefiting all parties involved.

Listed below are the main categories of stakeholders with whom we interact:



Diemme Filtration's stakeholder map



Identification and stakeholder engagement

Stakeholder engagement is the systematic process through which ***a company engages with stakeholders to align with industry priorities.*** *It is the key driver for* ***identifying sustainability issues, as well as for informing stakeholders about specific decisions, actions, and performance.***

Throughout 2023, Diemme Filtration launched a process to identify and map the interests and engagement methods of its stakeholders. For each stakeholder category, the company identified the current information channels and specific engagement methods in order **to establish a solid foundation for future stakeholder engagement**, ensuring that their voices are heard in corporate strategies and decisions.

Stakeholder interests and engagement methods

Broad category	Interest	Engagement method	
Public administration	▪ Responsible governance ▪ Transparent management ▪ Regulatory compliance	▪ Website ▪ Annual financial statements	▪ Periodic reports - email (PEC) ▪ Social Security account ▪ Entratel ▪ Materiality analysis survey
Community and local area	▪ Support for local initiatives ▪ Financial support for local organizations ▪ Financial support for the local community	▪ Trade shows and events, specialized meetings, open houses ▪ Local meetings and events ▪ Social media	▪ Website ▪ Donations, press releases, sponsorships
Academic world and scientific community	▪ Collaboration opportunities for training undergraduate students ▪ Financial stability ▪ Funding	▪ Trade shows and events, specialized meetings ▪ Career day	▪ Materiality analysis survey
Communication channels	▪ News and innovations	▪ One-on-one meetings ▪ Social media ▪ Website	▪ Materiality analysis survey
Certification bodies	▪ Maintenance of certifications	▪ Audit day ▪ Specialized meetings	▪ Materiality analysis survey
Financial community	▪ Economic and social sustainability over time	▪ Website ▪ Annual financial statements	▪ Board of Directors ▪ Specific meetings ▪ Email ▪ Materiality analysis survey
Human resources and labor unions	▪ Employment stability ▪ Workplace well-being ▪ Responsible governance	▪ Website ▪ Bulletin board ▪ Social media ▪ One-on-one meetings ▪ Corporate events	▪ Training and awareness-raising activities, opportunities for personal growth ▪ Periodic meetings ▪ Email ▪ Newsletter ▪ Materiality analysis survey
Trade associations	▪ Product quality ▪ Product safety ▪ Innovation	▪ Website ▪ Discussion meetings ▪ Email	▪ Materiality analysis survey
Suppliers and partners	▪ Continuity of employment relationships ▪ Business integrity ▪ Economic sustainability	▪ Website ▪ Contract documents ▪ Regular meetings ▪ Vendor list ▪ Email	▪ Materiality analysis survey
Customers	▪ Product quality and safety, process efficiency, environmental stewardship ▪ Customer care ▪ Business integrity	▪ Customer Service - AIDA ▪ Social media ▪ Newsletter ▪ Website ▪ Press releases	▪ Complaint and dispute management ▪ Specific meetings and web meetings ▪ Trade shows/Conferences ▪ Academy Portal ▪ Events/Open houses ▪ Materiality analysis survey

Materiality analysis

GRI 3-1 | GRI 3-2

Stakeholder engagement is **strongly promoted by the Global Reporting Initiative (GRI)**, which emphasizes its fundamental role in effectively identifying material issues in the environmental, social, and governance (ESG) areas.

Recognizing that dialogue is a strategic driver of ESG performance, in 2024 Diemme Filtration launched an intensive engagement process with its most significant stakeholders. This initiative enabled the company **to analyze perceptions of its impacts and tailor its strategy in response to the priorities raised by its partners.**

Balance and representativeness among the various stakeholder categories were central criteria in the process of building relationships, consistent with the company's operating context.

The following section outlines the key findings that emerged from this process.

The materiality analysis identifies and highlights the issues that define an organization's sustainability approach and that must be addressed reporting. Through processes involving both internal and external stakeholders, this tool makes it possible to determine which **economic, governance, environmental, and social issues** are relevant and therefore material to the organization.

Material issues are the aspects that reflect the significant economic, environmental, and social impacts generated by the company and that substantially influence stakeholders' assessments and decisions.

Internal materiality analysis, 2024

For the second edition of its sustainability report, Diemme Filtration conducted a structured materiality analysis process, building upon and expanding the approach introduced in the previous edition.

In 2024, an initial exercise to identify material issues was launched, based on industry analysis, evidence, and benchmarking, as well as the direct involvement of senior management, the CEO and CFO, and the Sustainability Committee. The exercise consisted of the following phases:

The materiality process	
1	Mapping of stakeholders and engagement methods
2	Analysis of market scenarios and outlooks, in-depth examination of comparables at the national and international levels (benchmark analysis)
3	Analysis of the SASB (Sustainability Accounting Standards Board) Materiality Map, with reference to the filtration systems sector
4	Identification of the list of ESG issues and assessment of internal materiality
5	Interviews with selected company representatives regarding the business model and strategic priorities
6	Validation of materiality issues and priority levels by management and the Sustainability Committee

In the absence of significant business changes or events that would require an update to the contextual analysis compared to the previous year, the findings from the first materiality process were revisited, extending engagement to the most significant external stakeholders.

The objective was to gather their perspectives on the issues already identified as significant and to identify any new areas to be considered.

Internal and external materiality analysis, 2025

The 2025 materiality process	
1	Interviews with company representatives to obtain updates on the business model and the corporate environment compared to the previous year
2	Internal assessment of the material and emerging issues identified last year
3	Identification of the most significant stakeholders and engagement through surveys
4	Analysis of survey results directed at senior management (CEO and CFO), the Sustainability Committee, and external stakeholders
5	Validation of materiality issues and priority levels by senior management and the Sustainability Committee

The 2025 analysis involved not only internal stakeholders but also external stakeholders.

Specifically, **Diemme Filtration's Executive Management (CEO, CFO) and Sustainability Committee assessed the ESG issues** that emerged as relevant in 2024, with the opportunity to identify additional or emerging areas through a **survey on a dedicated online platform** and interviews conducted with external consultants.

At the same time, an external stakeholder engagement initiative was conducted through **a survey translated into Italian, English, Spanish, and Portuguese, administered via an online platform that guaranteed anonymity.** The choice of a digital tool addressed the need to engage a diverse group of stakeholders spread across various geographic regions worldwide.

In line with the principle of **inclusive reporting**, the approach adopted by Diemme Filtration in selecting stakeholders was broad and representative: **all relevant groups had a voice in the engagement process,** with participation proportional to the absolute size of each category.

The process enabled:

- the mapping of strategic priorities with respect to relevant stakeholders;
- the validation of sustainability-oriented actions in relation to stakeholders' perceptions;
- strengthening the ability to listen to and engage with the various stakeholders.

The initiative involved **10 categories of external stakeholders, comprising a total of 141 representatives, with a response rate of 51%.**

The stakeholders involved **rated the material and emerging issues,** identified the previous year, in terms of interest on a numerical scale from 1 (issue of no interest) to 4 (priority issue). The analysis also assessed stakeholders' perceptions of Diemme Filtration's sustainability initiatives and commitment, which were found to be positive overall.

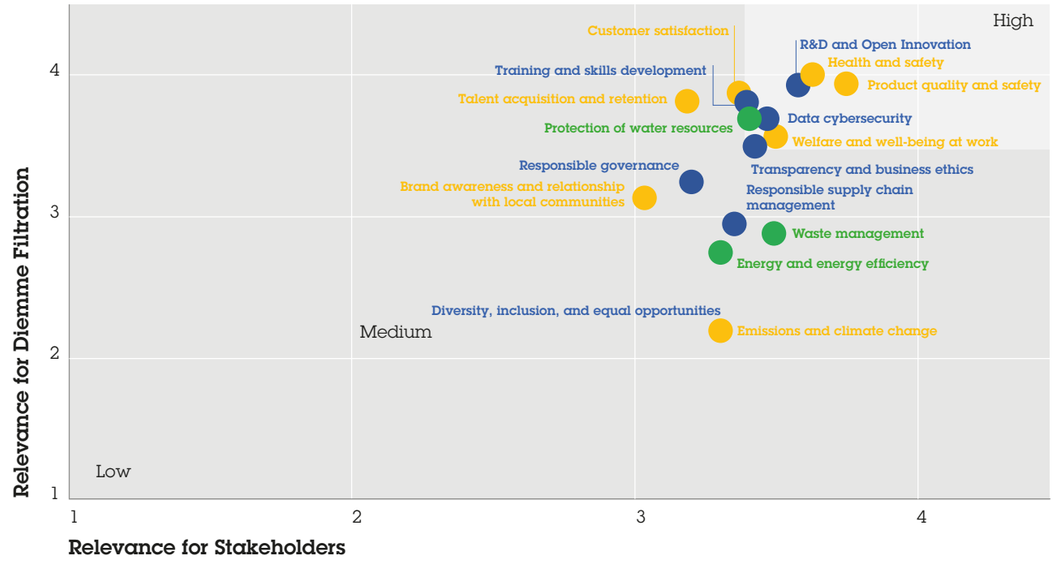
Evidence of external stakeholder engagement through surveys

Stakeholder category	Response rate (%)
Financial community	66
Suppliers and business partners	100
Customers	15
Public administration	-
Human resources and labor unions	-
Certification bodies	-
Trade associations	100
Academic and scientific communities	50
Media	50
Supervisory body	100
Total	**51**

The engagement process played a key role **in deepening our understanding of key stakeholders' perspectives and in gathering useful insights to guide strategic priorities in the ESG area.**

The results of the engagement with external stakeholders and the assessment conducted by senior management (CEO, CFO) and the Sustainability Committee were summarized in the **materiality matrix**, which graphically illustrates the relevance attributed to each issue from both perspectives, highlighting points of convergence and any areas of misalignment.

The matrix was validated by the Sustainability Committee, which confirmed its value as a **strategic decision-support tool.**



The y-axis represents the level of relevance assigned to the issues by Diemme Filtration's management (CEO and CFO) and Sustainability Committee as internal stakeholders, while the x-axis indicates the level of relevance assigned to the issues by suppliers, customers, institutions, local communities, universities, and other external stakeholders.

The most relevant issues are located far from the origin on both axes; **the upper-right quadrant of the matrix identifies those that are particularly significant.** The **materiality matrix** graphically illustrates the results of the stakeholder engagement process, which aimed to gain a deeper understanding of the **perceived relevance of the issues identified as material and emerging last year**, in order to further refine their integration into corporate strategies.

The issues included in area 3,4-4, classified as high relevance, are perceived as **significant by both Diemme Filtration and its external stakeholders**. Given their importance, these issues are considered a priority not only for sustainability reporting purposes but also **in strategic and management terms. This area primarily focuses on social and governance issues** *(Research and Development, Product Quality and Safety, Data Cybersecurity, Employee Welfare and Well-being, Health and Safety, Customer Satisfaction, Training and Skills Development, Transparency and Business Ethics),* **with the exception of the environmental issue of "water resources," which is central to the company's business operations**.

The issues included in Area 2-3.4, which are of medium importance, are perceived as having a medium-to-high level of significance by both Diemme Filtration and its external stakeholders. These issues have also been reported on, with an indication of ongoing or planned actions; they represent areas in which investments have been made or are planned, as highlighted in the strategic plan.

Here as well, social and governance issues predominate *(Talent Acquisition and Retention, Responsible Governance, Brand Awareness and Relations with Local Communities, Responsible Supply Chain Management, Diversity and Equal Opportunity).* **However, environmental issues have a greater impact than those in the top quadrant of the matrix**. Among these, we find issues such as *Waste Management, Emissions and Climate Change, and Energy and Energy Efficiency.*

The absence of assessments in area 1-2 (low) underscores the validity of the initial materiality approach launched in 2024, which enabled an **accurate and consistent identification of material issues,** as also validated by external stakeholders. The high degree of alignment between internal and external assessments attests to the soundness of the path taken and the consistency between Diemme Filtration's strategic direction and the expectations of its relevant ecosystem.

2026 materiality analysis: impact materiality

The 2026 materiality process	
1	Context analysis for updating the business model and corporate context compared to the previous year
2	Identification of a long list of impacts for each material topic that emerged from last year's process
3	Review and validation of the long list of impacts
4	Assessment of the impacts by members of the Sustainability Committee based on their respective areas of expertise (environmental, social, and governance)
5	Validation of the impact assessment by the Sustainability Committee

Continuing the approach initiated in previous years, Diemme Filtration has chosen to enhance the materiality assessment process with an additional level of analysis, introduced during the year this document was prepared and in line with the requirements of GRI Standard 3.

Building on the material issues that emerged in the previous year and the engagement of internal and external stakeholders, specific impacts were identified for each issue with the support of external consultants. These impacts were categorized by nature and type - positive or negative, actual or potential - and mapped along the value chain: upstream, within the company's own operations, and downstream.

The identification process generated an **initial list of 27 overall impacts**, broken down as follows:

- **7** for the environmental dimension;
- **10** for social governance;
- **10** for governance;

The list was **reviewed by the ESG Committee** to verify its full consistency with the company's actual situation and was approved in its entirety.

Following the validation of the list of impacts, the next step was to assess their **severity and significance,** in line with the GRI3 standard, based on the following variables:

- **significance for positive impacts,** determined by scope and magnitude, measured on a simplified qualitative-quantitative scale from 1 to 3;
- **severity for negative impacts,** determined by scope, magnitude, and the irreversible nature of the impact, measured on a simplified qualitative-quantitative scale from 1 to 3;
- **the probability of occurrence**, in the case of potential **positive or negative impacts**, was assessed using a simplified qualitative-quantitative score ranging **from 0.25 to 0.75.**

Table 1
Parameters used to assess impacts

Impacts	Negatives	Positives
Actual	Severity (magnitude, scope, irreversible nature of the impact)	Significance (magnitude and scope)
Potential	Severity (magnitude, scope, irreversible nature of the impact) based on the probability of occurrence	Significance (extent and scope) based on the probability of occurrence

Table 2
Description of parameters used to assess impacts

Impact assessment variables	Description
Magnitude	Severity of the negative impact or quantification of the benefits that the positive impact brings to people or the environment.
Scope	Extent of positive or negative impacts. In the case of environmental impacts, the extent can be understood as the scope of the environmental harm or benefit, or as a geographic area. In the case of impacts on people, the extent can be understood as the number of people affected negatively or positively.
Irreversible nature of the impact	Degree to which negative impacts can be reversed.
Probability	Probability of a potential negative or positive impact occurring.

The assessment was conducted by members of Diemme Filtration's ESG Committee according to their areas of expertise. Subsequently, **only the truly material impacts were selected, based on the definition of a materiality threshold set at the average of the scores assigned to the impacts (approximately 2).**

Impacts below the threshold (<2) were therefore not assessed, allowing for the transparent and traceable exclusion of less significant impacts. There are 17 impacts with a rating of 2 or higher, broken down as follows:

- **5** for the environmental dimension;
- **6** for the social dimension;
- **6** for governance.

Since this is an initial approach to identifying impacts, the analysis focused primarily on the company's own operations, with an initial assessment of what occurs upstream and downstream in the value chain. The results show a predominance of positive impacts, with the exception of four negative impacts. The remaining negative impacts identified in the initial list were found to be of low significance.

Below is a summary of the findings from the process described above:

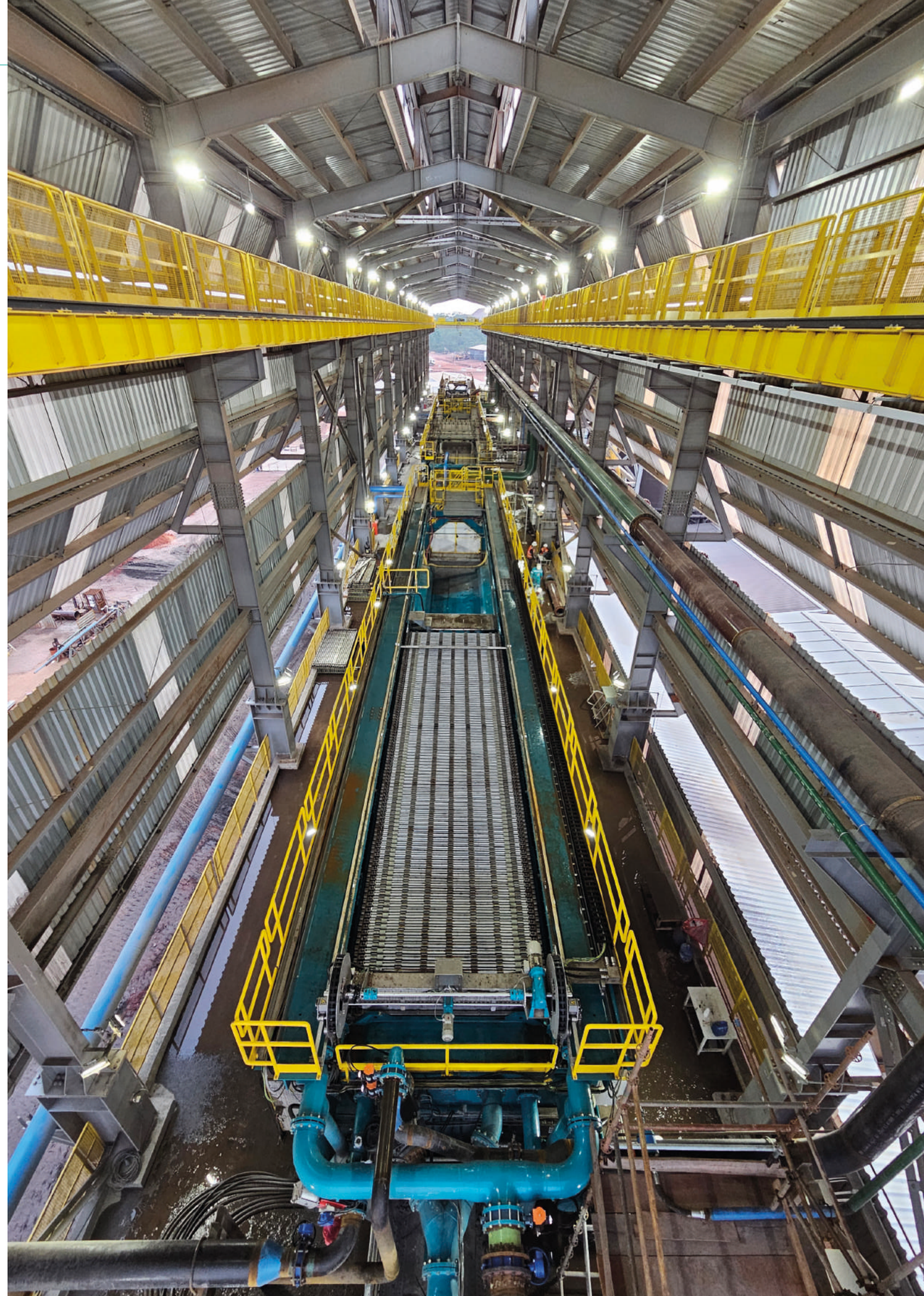
Topic	Impacts	Type	Location			Strategic plan pillar
			Upstream	Own operations	Downstream	
Energy and energy efficiency	Reduction in consumption, energy demand, and dependence on fossil fuels through measures implemented at production facilities - including the recovery of heat from the painting plant to preheat incoming air, and the careful monitoring of consumption - as well as the installation of a photovoltaic system.	**Actual Pi**		▪		Planet
Emissions and climate change	Greenhouse gas emissions generated both by production activities (Scopes 1 and 2) and throughout the entire value chain, upstream and downstream (Scope 3), which represent the most significant component.	**Actual Ni**	▪	▪	▪	
Emissions and climate change	Reduction of emissions of harmful substances through the use of low-solvent paints, improving air quality in the plants and limiting the impact on air pollution in line with, and exceeding, the requirements of the AUA.	**Actual Pi**		▪		
Water resource protection	Recovery and reuse of water in industrial processes, resulting in a reduction in water withdrawal, thanks to the use of Diemme machinery.	**Actual Pi**			▪	
Waste management	Generation of hazardous and non-hazardous waste resulting from business operations.	**Actual Ni**		▪		
Occupational health and safety	Promotion of a culture of prevention of workplace accidents and illnesses through mandatory and voluntary training, a management system, near-miss management, and the active involvement of staff in reporting potential issues.	**Actual Pi**		▪		People
Employee welfare and well-being	Promotion of employee well-being through corporate welfare initiatives such as: financial benefits, health and pension funds, sustainable mobility, work-life balance programs, and team-building initiatives.	**Actual Pi**		▪		
Training and skills development	Personal and professional development and growth of employees through technical and soft skills training, participation in third-party programs and events (e.g., FIT 4 Leadership, Romagna Digital Valley, etc.), and performance evaluation systems.	**Actual Pi**		▪		
Talent acquisition and retention	Strengthening the ability to attract and retain talent through talent acquisition programs, partnerships with universities, and professional development and growth pathways promoted by Diemme.	**Actual Pi**		▪		
Diversity, inclusion, and equal opportunity	Limited gender representation in technical and operational roles, within an industry traditionally characterized by a male-dominated workforce.	**Actual Ni**		▪		
Product quality and safety	Design and manufacture of machinery compliant with safety standards and CE marking.	**Actual Pi**		▪	▪	Company

Key

Impact type
Pi: Positive impact
Ni: Negative impact

Location
Indicates the presence of the impact at this stage of the value chain

Topic	Impacts	Type	Location			Strategic plan pillar
			Upstream	Own operations	Downstream	
Customer satisfaction	Complaints or issues resulting from product malfunctions or suboptimal performance.	**Actual Ni**		▪	▪	Company
Customer satisfaction	Improving customer satisfaction and strengthening relationships with various supply chain stakeholders through dedicated initiatives, such as the AIDA project and the Diemme Trust Badge program.	**Actual Pi**		▪	▪	
Research and development and open innovation	Developing more efficient machinery that reduces the overall environmental impact, and new technological solutions through collaborations with startups; specifically, within the B-Plas framework, the exchange of expertise and the introduction of innovative technologies into industrial processes are encouraged.	**Actual Pi**		▪	▪	Innovation & Supply Chain
Responsible supply chain management	Mapping suppliers from an ESG perspective.	**Potential Pi**	▪	▪	▪	
Transparency and business ethics	Promoting and ensuring ethical conduct both within and outside the organization through the adoption of a Code of Conduct and an Organizational Management and Control Model.	**Actual Pi**	▪	▪	▪	Company
Responsible governance	Focusing on sustainability issues within corporate governance by establishing an ESG committee and working to define a more robust structure.	**Potential Pi**		▪		
Cybersecurity	Management of corporate stakeholder data in compliance with the General Data Protection Regulation (GDPR) and best practices regarding cybersecurity and privacy protection, through procedures and control systems designed to ensure compliance with EU Regulation 2016/679 (GDPR).	**Actual Pi**	▪	▪	▪	



3

Governance and oversight of ESG matters

Governance structure and corporate organization

GRI 2-9 | GRI 405-1

Effective governance is essential for providing **direction, consistency, and continuity to an organization's sustainability decisions.**

With this in mind, Diemme Filtration has established a **Sustainability Committee** tasked with guiding, supporting, and monitoring the company's ESG initiatives.

Following its establishment, **the Committee was formalized, with a dedicated mission statement and clearly defined roles and responsibilities**, in order to consolidate the credibility of ESG oversight and strengthen the role of sustainability in the company's decision-making processes

ESG Committee	Role
Andrea Pezzi	Director of Marketing and Communication [Coordinator of ESG Committee]
Giovanni Bombardini	HSE Manager
Elisa Canto	Head of Administration
Gaia Corelli Grappadelli	Head of Human Resources
Roberto Dal Monte	Digital Process Data Manager and Head of Project Controlling
Andrea Giampaolo	Plant Manager
Nicola Rossi	Head of HSEQ
Salvatore Trinchese	Procurement Manager

Vision and balance: an organization guided by awareness

Diemme Filtration's governance system is multi-member and characterized by a collegial approach; it is structured to combine experience, expertise, and oversight to ensure balanced decision-making.

The Board of Directors consists of two key figures:

- **Rosario Eduardo Tagliavini**, Chairman of the Board of Directors and Chief Executive Officer;
- **Giuseppe Ferraro**, member of the Board of Directors and Chief Financial Officer.

The **Sole Statutory Auditor, Alessandro Gallo**, supports the administrative body by overseeing and ensuring compliance with regulatory requirements and managerial balance.

Rounding out the organizational structure is the **Supervisory Board** (SB), which includes **Roberto Nicolucci (Chairman)** and **Alessandro Gallo.** The SB monitors compliance with **Legislative Decree 231/2001,** which ensures the transparency and integrity of internal processes.

A balanced approach that combines strategic vision with organizational rigor, forming the foundation of the trust the company builds with its stakeholders every day.

Board of Directors	Role	Age
Rosario Eduardo Tagliavini	Chairman of the BoD and CEO	Older than 50
Giuseppe Ferraro	Member of the BoD and CFO	Between 30 and 50

Sole Statutory Auditor	Role	Age
Alessandro Gallo	Statutory Auditor	Older than 50

Supervisory Board	Role	Age
Roberto Nicolucci	President of the SB	Older than 50
Alessandro Gallo	Member of the SB	Older than 50

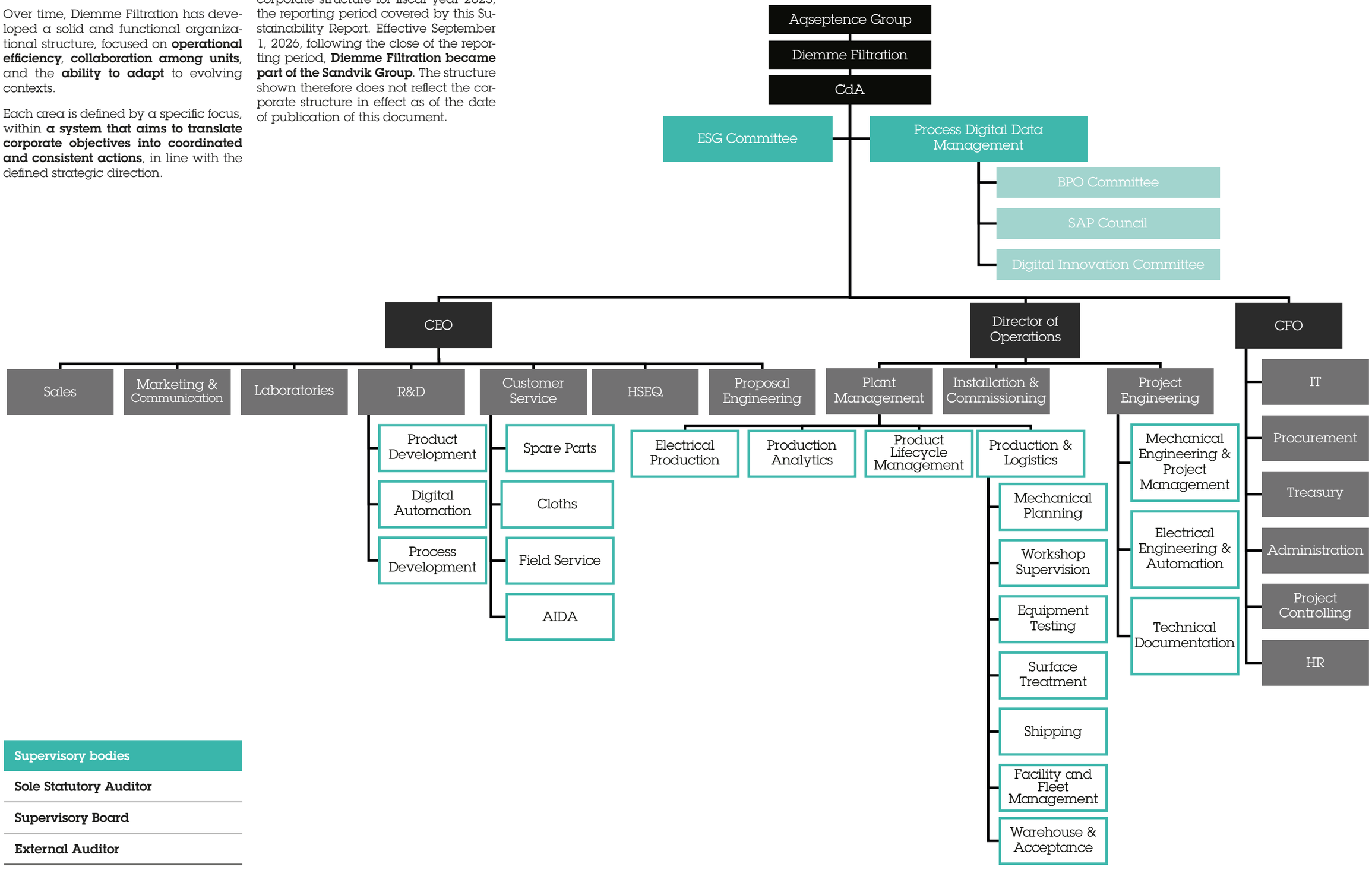
The organization and its structure

Over time, Diemme Filtration has developed a solid and functional organizational structure, focused on **operational efficiency**, **collaboration among units**, and the **ability to adapt** to evolving contexts.

Each area is defined by a specific focus, within **a system that aims to translate corporate objectives into coordinated and consistent actions**, in line with the defined strategic direction.

The organizational chart shown reflects Diemme Filtration's organizational and corporate structure for fiscal year 2025, the reporting period covered by this Sustainability Report. Effective September 1, 2026, following the close of the reporting period, **Diemme Filtration became part of the Sandvik Group**. The structure shown therefore does not reflect the corporate structure in effect as of the date of publication of this document.

Organizational structure as of December 31, 2025



Supervisory bodies

Sole Statutory Auditor

Supervisory Board

External Auditor

Transparency, ethics and compliance

GRI 2-16 | GRI 2-26 | GRI 2-27 | GRI 205-3 | GRI 406-1

Integrity, transparency, and compliance with regulations are fundamental principles for Diemme Filtration's business, integrated into **decision-making, operational, and relational processes**, with **the aim of strengthening stakeholder trust** and safeguarding the quality of internal and external relationships.

During the reporting period, **the governance system** was based on the adoption of the **Aqseptence Group's Code of Conduct and Code of Ethics**, documents shared with internal and external stakeholders and available on the company's website.

These values guide the company's decisions, including opposition to all forms of corruption, respect for all forms of diversity - whether cultural, ethnic, religious, ideological, or gender-based - and a commitment to upholding proper and ethical conduct in all relationships.

Since 2013, the company has adopted **the Organizational and Management Model, in compliance with Legislative Decree 231/2001,** aimed at preventing unlawful conduct and to promote a corporate culture based on integrity, accountability, and compliance with applicable regulations.

The Supervisory Board is responsible for verifying and monitoring the implementation of the model; it ensures the proper application of its provisions and provides robust oversight within a corporate environment characterized by transparency and fairness.

To support our monitoring and prevention system, we have established a **whistleblowing channel** through which employees can report, even anonymously, conduct that is unlawful, improper, or inconsistent with company principles.

This channel provides protection for those who report such violations and, at the same time, serves as an important tool for ensuring a safe, inclusive, and transparent work environment.

Over the past four years, there have been no reported incidents of corruption, regulatory violations, or cases of discrimination. This result confirms the effectiveness of the safeguards we have put in place and our ongoing commitment to promoting a corporate culture based on ethics, compliance, and accountability.

A high level of protection: data management at Diemme

GRI 205-1 | GRI 205-2

With regard to data security, we adopt a proactive and multifaceted approach to ensure the protection of information.

The Data Security Policy is based on the most rigorous standards for information security management and represents a commitment to high levels of cybersecurity, extended to the entire group and aimed at promoting best practices across all business units.

Through best practices inspired by the ISO 27001 model for file system management, files are classified and protected based on their criticality and confidentiality, ensuring that confidential information is handled with the utmost care.

In 2024, the company began implementing a **DMS (Document Management System)**, designed to ensure **high levels of security and traceability** in the management of information entrusted by customers and partners who collaborate with Diemme Filtration.

The management models adopted comply with ISO standards. As a relevant entity under the **European NIS2 Directive**, Diemme Filtration has also initiated a collaboration with the **National Cybersecurity Agency (NCA)** to align with European best practices in cybersecurity and undergo periodic government audits.

This initiative, which aims to make the national and EU supply chain more resilient and responsive, ensures continuous improvement in data management and protection practices.

Personal data is managed in strict compliance with the **provisions of the GDPR,** incorporating, to the greatest extent possible, advanced privacy practices that meet and even exceed European regulations.

Partners and customers are guaranteed the utmost transparency in our personal data processing practices, which are communicated and disclosed in our privacy notices, which are kept up to date and always available.

All processes involving the processing of personal data are monitored through a **Record of Processing Activities**, which is subject to annual audits. We continuously monitor developments in best practices in this area to ensure that the standards we have adopted are kept up to date and maintained.

Ongoing **training courses for those responsible for the processing of personal data** help foster a culture of compliance with privacy regulations, supported by the collaboration of all company departments.

Communications with customers are targeted and responsible: newsletters are sent exclusively to recipients who have expressed a genuine interest in the services offered, excluding any form of unsolicited mass mailings.

This approach safeguards the company's reputation and strengthens partners' confidence in our ability to manage and protect data securely and in compliance with applicable regulations.

Consolidation and steady growth: economic performance

GRI 201-1

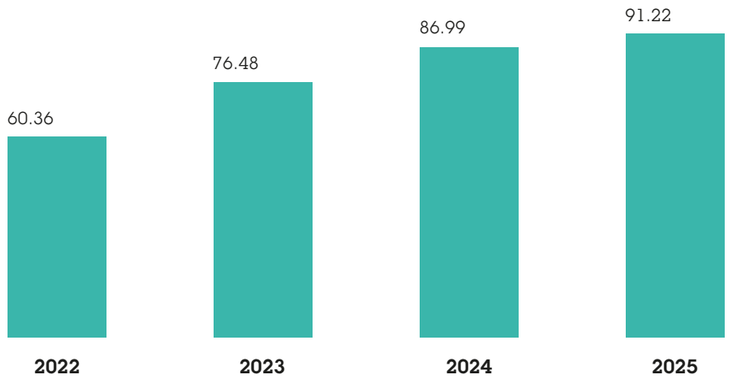
The creation of economic value is the result of the company's day-to-day operations and the outcome of collaboration with the entire ecosystem of stakeholders: customers, suppliers, employees, institutions, and local communities.

Reporting on this value means documenting not only the **year's economic performance** but also the ways in which **the resources generated are redistributed** along the value chain.

In 2025, **revenue reached 91,218,883 euros**, up 4.9% from the 86,992,960 euros recorded in 2024.

In terms of revenue, this result marks the **best year ever for Diemme Filtration.** The year began with **a positive trend in new orders**, indicating from the very first months the possibility of achieving revenue equal to or greater than that of the previous fiscal year; this favorable trend continued throughout 2025.

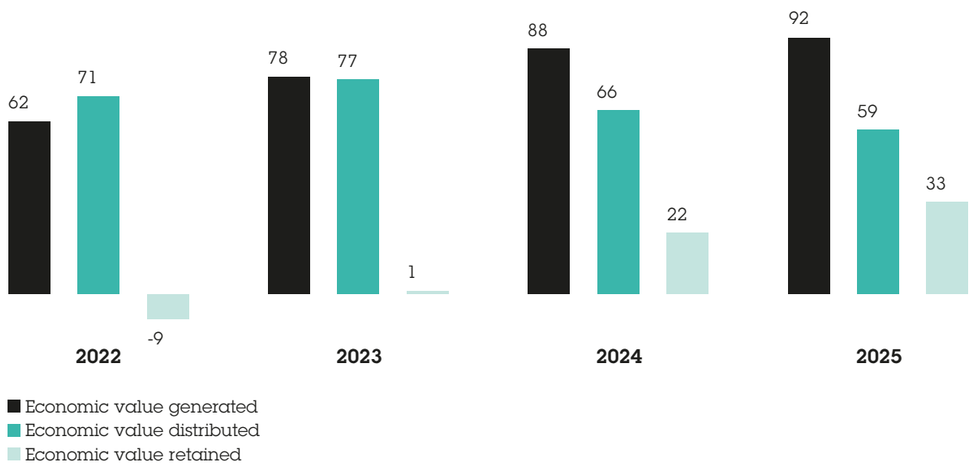
Revenue (millions of €)



The following charts graphically illustrate **the creation and distribution of economic value** over the four-year period, based on data derived from the Income Statement for each fiscal year, in order to transparently represent the value generated by Diemme Filtration and its subsequent redistribution among the main stakeholder categories.



Economic value generated, distributed, and retained (millions of €)



In 2025, **99.7% of the economic value generated and received came from revenue related to the sale of finished products**, while the remaining 0.3% was attributable to ancillary activities. Overall, the figure shows an increase compared to 2024, when the economic value generated and received amounted to 89,066,101 euros, confirming a positive trend.

The **economic value received** also includes the portion of other revenue items derived from the public sector.

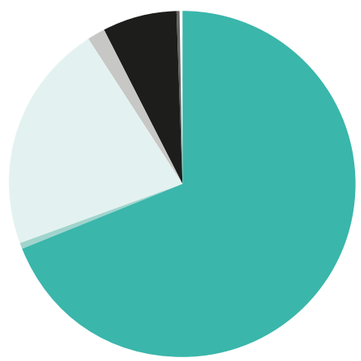
The **economic value distributed**[2] includes costs reclassified according to the main categories of stakeholders that benefited from them. In 2025, approximately 64.1% of the economic value directly generated was redistributed.

The **largest share** of the distributed value went to **suppliers**, amounting to **69.2%**, confirming the central role of the supply chain in the company's value creation.

During the year, there was also an increased **focus on the local community**: the share of economic value distributed to the community rose from 0.01% in 2024 to 0.23% in 2025, confirming the gradual strengthening of Diemme Filtration's commitment to the local area.

The **distribution of value** among stakeholders is broken down as follows:

Economic value distributed %



Retained economic value is represented by the difference between the economic value generated and received, and the economic value distributed to the various stakeholder categories.

The following table provides a breakdown of the economic value generated and distributed, in accordance with GRI standards.

Economic value directly generated and distributed	2022	% of tot.	2023	% of tot.	2024	% of tot.	2025	% of tot.
Economic value generated and received	**62,091,702**	**100%**	**78,576,680**	**100%**	**89,066,101**	**100%**	**92,593,973**	**100%**
Economic value generated	61,372,048	98.8%	78,138,578	99.4%	88,325,397	99.2%	92,274,170	99.7 %
Economic value received	719,654	1.2%	438,102	0.6%	740,704	0.8%	319,803	0.3%
Economic value distributed	**71,120,739**	**114.5%**	**77,167,620**	**98.2%**	**66,493,376**	**74.7%**	**59,386,989**	**64.1%**
Suppliers	57,630,281	81%	57,600,460	74.6%	46,060,249	69.3%	41,087,501	69.2%
Directors	463,060	0.7%	398,813	0.5%	226,486	0.3%	238,497.44	0.4%
Human resources	10,505,037	14.8%	12,012,764	15.6%	12,633,185	19%	12,749,711.36	21.6%
Banks and other lenders	652,159	0.9%	742,871	1%	931,074	1.4%	923,019	1.6%
Government	1,688,988	2.4%	6,130,424	7.9%	6,638,516	10%	4,148,854	7%
External donations	181,214	0.3%	282,288	0.4%	3,865	0.01%	168,458	0.3%
Economic value retained	**(9,029,037)**	**-14.5%**	**1,409,060**	**1.8%**	**22,572,725**	**25.3%**	**33,206,984**	**35.9%**

2 For the purposes of reconciliation with the Income Statement, the amount allocated to investor remuneration was not included in the calculation, as dividends represent a distribution of profits and are not an item recognized in the Income Statement, which is the source of the data reported in this paragraph.
It should be noted, however, that in 2025, investor returns amounted to 15 million euros.

4

Quality, research and technological development: innovation at Diemme

The culture of quality at Diemme Filtration

GRI 203-1 | GRI 2-16 | GRI 416-1

A cornerstone of the company's offerings is product quality, that is supported by a systematic approach based on thorough analyses, timely corrective actions, and shared policies, with a constant focus on safety and customer satisfaction.

The implementation of a **quality and safety management system** compliant with the UNI EN ISO 9001 and UNI EN ISO 45001 standards allows for the structured monitoring of various indicators, including the number and nature of incidents related to **product and process nonconformities, as well as workplace incidents.**

Each incident is recorded and analyzed with the direct involvement of the various internal processes concerned to identify the causes and implement the necessary corrective actions.

Customer complaints, whether regarding quality issues or operator safety, are handled with the utmost care, leading, where necessary, to preventive modifications to machinery with a view to continuous improvement. In some cases, operational errors involving new models have revealed situations of potential risk, which have been addressed through the intervention of the Research and Development team with the introduction of additional safety devices.

The system is based on comprehensive and structured documentation - an **integrated quality/safety manual**, procedures, and operational guidelines, as well as risk analyses - which ensures the consistency and traceability of processes.

All products are subject to the **Machinery Directive with CE marking**, which requires the preparation of a complete technical file accompanying each model. The document contains a detailed risk analysis for each family of machinery, ensuring that each device complies with the standards required by the market and by European safety and quality regulations.

To define the quality management system in its entirety, Diemme Filtration adopts and upholds, during the reporting period, the **Integrated HSEQ Corporate Policy and the Aqseptence Group Code of Conduct,** which establishes the expected behaviors and operational principles for all employees, promoting responsible management consistent with the organization's commitments.

Case Study

Filtration solutions for rare earth production

The growing importance of rare earths in high-tech industrial supply chains has led Diemme Filtration to participate in **a project to develop a filtration system dedicated to their production**.

The project involves **three membrane plate filterpresses, models ME1000 and ME800,** installed on two process lines for the solid-liquid separation of rare earth-based compounds. The scope of supply also includes the main auxiliary equipment, such as feed pumps, cake-washing systems, filter cloth washing pumps, and compressors used in the blowing and squeezing phases.

The machines were custom-designed to operate under particularly complex conditions related to the temperature and chemical composition of the products. For this reason, selected materials such as polypropylene and stainless steel were used in the parts in contact with the process.

The system also enables cake washing, a necessary step to achieve the chemical and physical characteristics required by the final product and to ensure high process standards.



Advanced design capabilities: innovation at Diemme Filtration

Diemme Filtration's business model is built around its **capacity for innovation:** this is the key factor that establishes its position as a leader in industrial filtration. In a rapidly evolving market, the company operates with the goal of anticipating customer needs through advanced and customized solutions.

Leading this effort are two complementary pillars: **the Laboratory and the Research & Development department,** both fully integrated into the organization and focused on continuous experimentation.

Laboratory

During the pre-sales phase, **the Laboratory plays a key role alongside the sales department,** conducting tests aimed at optimizing processes and plant performance. Approximately 80% of its activities are dedicated to providing technical support to customers and partners, while the remaining 20% is focused on innovation.

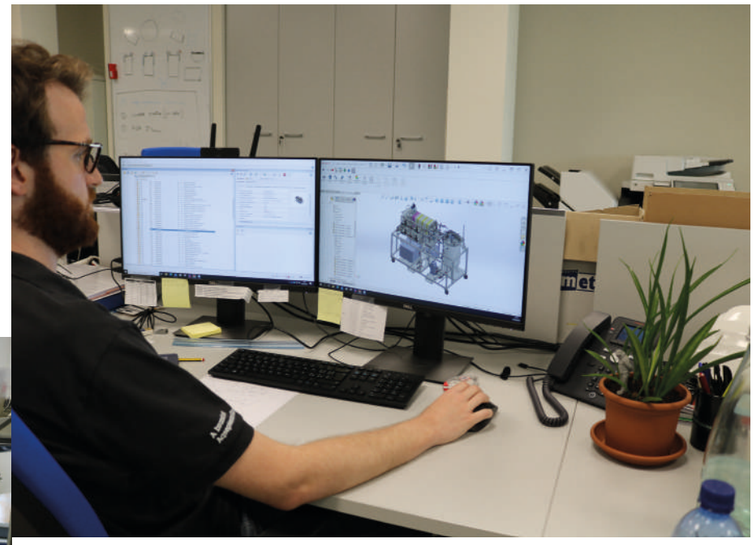
A dedicated budget is invested in equipment, training, and continuous improvement. Current activities include the optimization of **the polishing system (Clarion), with particular attention to the purification of filtrate and process water for reuse within the plant**, especially for washing the filter cloths.



Research and Development

The R&D department focuses its activities on innovative projects: the development and expansion of the **AIDA platform**, the evolution of existing product lines, and process automation. The department frequently participates in initiatives funded by public entities and collaborates with universities, research centers, and private partners, with the goal of expanding its scope of expertise and accelerating technological development.

The synergistic relationship between the Laboratory and R&D enables Diemme Filtration **to push the boundaries of innovation**, developing solutions that improve plant performance and reduce operating costs.



AIDA System Tutor: digital technology in process management

Digital transformation is redefining the way industrial plants are monitored, managed, and optimized. In the filtration sector, this evolution opens up new opportunities to improve operational efficiency, anticipate critical issues, and offer customers increasingly continuous and proactive support.

This is the context for **AIDA, the servitization project developed by Diemme Filtration to integrate products, services, and digital solutions** based on Industrial Internet of Things (IIoT) technologies.

The platform allows customers to remotely monitor key plant operating parameters, collect and analyze machine data **in real time, and identify information useful for improving operational performance,** with a focus on energy efficiency.

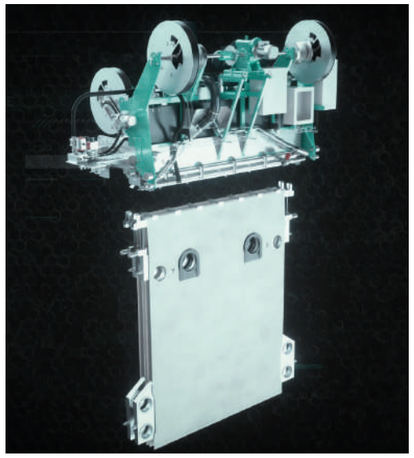
Through continuous analysis of operational data, AIDA supports the monitoring of plant performance and evaluates its evolution over time. By comparing performance against industry **benchmarks** and key performance indicators, it helps identify areas for improvement and the optimization potential that can still be achieved. In this way, AIDA acts as a true ***digital coach***, guiding operators toward a gradual increase in performance while offering a concrete vision of achievable goals in terms of efficiency, productivity, and reliability.

Throughout 2025, development of the platform continued, strengthening its role within the customer service strategy. **More than 40 Findings Reports** were produced. These tools help identify opportunities for improvement and potential operational issues by analyzing plant performance data. To further accelerate AIDA's evolution and consolidate internal expertise, a dedicated software engineer was also added to the team.

Cybersecurity is a central element in the development of our digital solutions. We devote a high level of attention to risks related to cyberattacks, data loss, and potential financial damage; in this regard, we exercise particular diligence in selecting technology partners capable of providing ISO 27001-certified solutions approved by IT professionals.

OptyCare™: predictive maintenance for filter cloths

In 2025, within the AIDA digital ecosystem, OptyCare™, an intelligent system for the automatic monitoring of filter cloths designed to improve the reliability and efficiency of filterpresses, completed its industrial development process.



Integrated directly into the plant, **OptyCare™ captures high-resolution images** of the entire filter surface during the normal filter cloth washing cycle, without affecting productivity. Using advanced image analysis algorithms and artificial intelligence, **the system enables the timely detection of defects, anomalies, and signs of wear**, supporting more targeted maintenance interventions.

This technology **optimizes the service life of filter cloths,** increases plant availability, and reduces the risk of unplanned downtime, with additional benefits in terms of energy consumption and operating costs.

The first industrial system of this type was built in 2025 and began operating in early 2026 at a customer's facility in the United States.

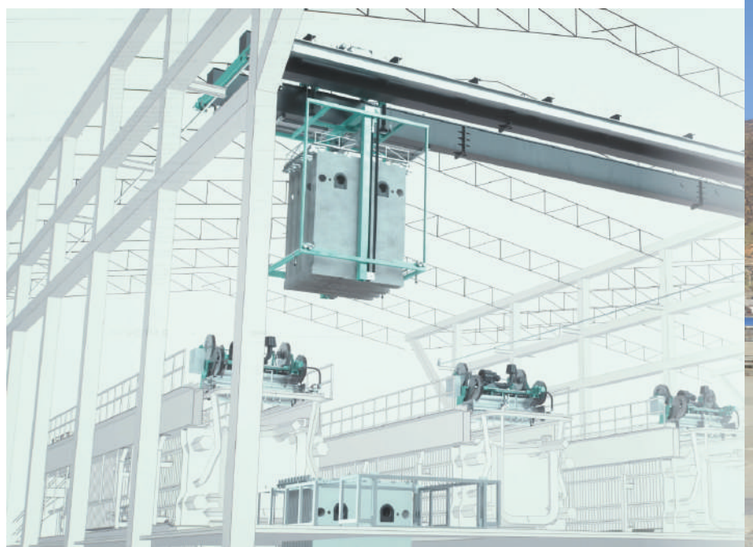
X-Change™: replacing filter cloths while preserving production efficiency

Also **in 2025**, as part of the AIDA ecosystem, **Diemme Filtration introduced X-Change™**, the automated system for the selective replacement of filter cloths, **developed for high-capacity systems**, with particular reference to the **GHT2500F** and **GHT5000F** models.

This solution automates the replacement of filter media, targeting only those that actually require replacement.

The system operates based on information collected by OptyCare™ and managed through the AIDA digital ecosystem, enabling a shift from scheduled or reactive maintenance to a more intelligent management approach, grounded in objective data regarding the actual condition of consumables.

X-Change™ helps increase the system's level of automation, **reducing the need for continuous manual intervention and the operational risks associated with maintenance activities.** At the same time, it promotes more efficient use of filter cloths, lower labor costs, and greater operational continuity.



Case Study

AIDA – Remote monitoring and timely intervention at a zinc tailings plant

Thanks to the **AIDA** platform, Diemme Filtration intervened remotely to identify and resolve an operational issue at a South American facility dedicated to the treatment of **zinc tailings, located at an altitude of over 4,500 meters in the Andes.**

Continuous monitoring of process parameters revealed a gradual increase in cycle times on days with colder temperatures. Analysis of the collected data allowed the Diemme Filtration team to quickly identify the source of the problem in the filterpress's hydraulic system.

To resolve these issues, a software modification was developed and implemented remotely to automatically activate the oil heating system when a specific minimum temperature threshold is reached.

The intervention was completed in less than 24 hours, without the need for on-site work. The solution adopted restored the plant's performance, increased the number of daily cycles, and improved overall operational efficiency.

The technical team's efforts enabled a timely response through targeted software modifications and mechanical optimizations, avoiding travel and on-site work. This approach prevented costly plant downtime, ensuring operational continuity and tangible economic benefits for the customer.



B-PLAS: synergies for circularity

Breathing new life into what is currently considered waste is one of the most tangible challenges of the circular economy.

For Diemme Filtration, innovation also means this: supporting technologies capable of transforming waste streams into new industrial opportunities, fostering the exchange of information between scientific research, technical expertise, and production applications.

In this context, **B-Plas** is establishing itself as a company that originated from a research project at the **University of Bologna** and was developed with the goal of **repurposing waste and residual materials through high-tech processes.** B-Plas's journey is fully aligned with Diemme's vision of innovation, which is focused on experimentation, circularity, and the search for solutions applicable on an industrial scale.

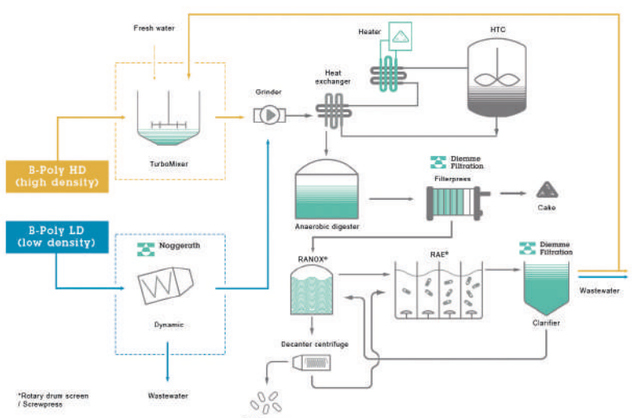
B-Plas has developed a biochemical process that converts sludge from wastewater treatment plants into bioplastics, transforming a material currently considered waste into a potentially useful resource for new applications. This solution helps reduce the strain on waste disposal systems and, at the same time, promotes the search for alternatives to fossil-based polymers.

The project is particularly significant in light of the expected developments in the European sewage sludge sector. During the three-year period from 2026 to 2028, **the implementation of European policies on landfilling**, the growing focus on the recovery of critical nutrients such as phosphorus, and the need to strengthen the Union's industrial sovereignty will increasingly lead public managers and industrial operators **to prioritize technologies capable of integrating material recovery, energy recovery, and climate footprint reduction.** In this scenario, material recovery from sludges will increasingly become an essential component of future European environmental infrastructure.

The collaboration with B-Plas takes shape through **the sharing of spaces, resources, and know-how, particularly in the field of Research & Development.**

In this way, industrial and scientific expertise are integrated to support the project's evolution and facilitate its transition from experimentation to practical application.

B-Plas also holds the status of a Benefit Corporation, confirming its formal commitment to environmental and social goals, and **has received support from the European LIFE program,** dedicated to promoting **innovative technological solutions in the industrial and environmental sectors**, further strengthening the application potential of the developed technology.



From suppliers to customers: the value chain

GRI 2-6 | GRI 204-1

For Diemme Filtration, building strong and lasting partnerships is a strategic and essential element for strengthening the company's competitiveness and generating shared value.

To promote the sharing of knowledge and support the optimal use of the technologies developed, **the Diemme Filtration Academy was created, a platform dedicated to training customers and operators.** Through videos, webinars, tutorials, technical content, and process information, the platform allows users **to deepen their understanding of the machinery and technological solutions provided by the company, strengthen their technical skills, and increase their autonomy in managing systems**, particularly during the installation, operation, and optimization phases of the machinery.

To streamline the relationship between the company and its customers, **a ticketing system was introduced in 2025, designed to make the management of support requests more structured, traceable, and efficient.** This tool improves the tracking of reports, facilitates a more timely response, and enhances the quality of the service provided.

The year 2025 saw the launch of an additional Business Unit dedicated to the filter cloth sector, composed of professionals with extensive experience in solid-liquid separation applications.

This initiative is part of the **company's Customer Service development strategy** and was launched with the goal of **offering customers increasingly comprehensive support throughout the entire lifecycle of their systems**. Filter cloths are, in fact, a key element in the performance of filterpresses, affecting productivity, system availability, and operating costs.

In 2025, Diemme Filtration launched its structured customer satisfaction survey process, integrating it into the Salesforce CRM system. This decision made it possible to digitize the collection of feedback and make it an integral part of customer relationship management. The integrated approach, combining process expertise, field support, digital monitoring, and specialized services, enables Diemme Filtration to help customers optimize filtration performance, thereby helping to reduce downtime, improve operational efficiency, and extend the service life of the filter media.

Case Study

Recovery of mining residues in Brazil

Diemme Filtration contributed to the construction of **a plant for the treatment of ferrous mining tailings in Brazil,** aimed at recovering materials that had been accumulating for over twenty years in a storage basin.

The solution provided includes **two GHT2500F20 filterpresses,** installed downstream of the magnetic separation circuit, with **a total capacity of approximately 4,000 metric tons per day.** The system produces a cake with a residual moisture content of approximately 15%, facilitating the recovery of a significant portion of the iron content and allowing the non-recoverable fraction to be disposed of as "filtered tailings."

The project helps **reduce the risks associated with traditional tailings storage, improves water resource management, and promotes a circular economy approach** by repurposing materials previously considered waste.



Customer Service: the strategic role of the Diemme Trust Badge

Customer Service at Diemme is a **strategic department dedicated to building and ensuring a solid relationship with customers** based on effective technical support, the prevention of operational risks, and the improvement of plant performance. This is complemented by the belief that **sharing technical expertise and knowledge adds value** both for the customer and for the overall quality of the service provided.

The **Diemme Trust Badge** is part of this initiative; launched in 2024 and further developed in 2025, it is designed to formally recognize and highlight the technical skills of operators who use Diemme Filtration equipment.

The program is delivered through **the Diemme Filtration Academy platform and consists of two progressive phases.** The first phase is theoretical and takes place online via personalized tests based on the specific machine installed at the customer's site: a minimum score of 75% is required to pass. Those who meet this threshold advance to the second, practical phase, which is conducted directly at the plant or at agreed-upon locations under the supervision of experienced Diemme Filtration personnel.

Upon completion of the program, participants are **awarded the Diemme Trust Badge**, which certifies the level of proficiency achieved, recognizing not only the technical skills acquired but also operational responsibility and the ability to contribute to the proper and efficient management of the plant.

As of December 31, 2024, the Academy platform had 224 registered users in the training section, of whom approximately 35% had already completed the online theoretical course. **In 2025, the Academy platform recorded a total increase of 346 users**, confirming the growing interest in the training and professional development tools made available by Diemme Filtration.

The project continues to be promoted through corporate channels and sales materials, with the goal of progressively expanding a culture based on expertise, safety, and operational efficiency.

Quality and strong local roots in supply chain management

An effective supply chain is based not only on the quality of the goods and services purchased, but also on relationships built on trust, defined selection criteria, and responsible supplier management.

To this end, Diemme Filtration applies rigorous qualification criteria, collaborating with partners capable of meeting the company's quality standards and contributing to the continuity and efficiency of processes.

Diemme Filtration's procurement primarily involves **semi-finished products, raw materials, and commercial components. Every new supplier is required to sign the Group's Code of Conduct**, thereby demonstrating its commitment to the principles that guide the company. The evaluation process also takes into account financial stability and certifications held, including those related to environmental and social issues.

For each project, random inspections are conducted to monitor progress, and annual audits are performed on suppliers with the highest number of nonconformities.

In 2024, thanks to collaboration between the Purchasing Department and the Quality Department, **a bonus/penalty system** targeting specific suppliers was introduced, with the goal of incentivizing improvements in quality standards and a reduction in nonconformities. Each of the 9 identified partners was offered an individualized, customized contractual agreement that provides financial incentives upon achieving specific compliance levels. In 2025, 3 penalties were imposed and 2 bonuses were awarded.

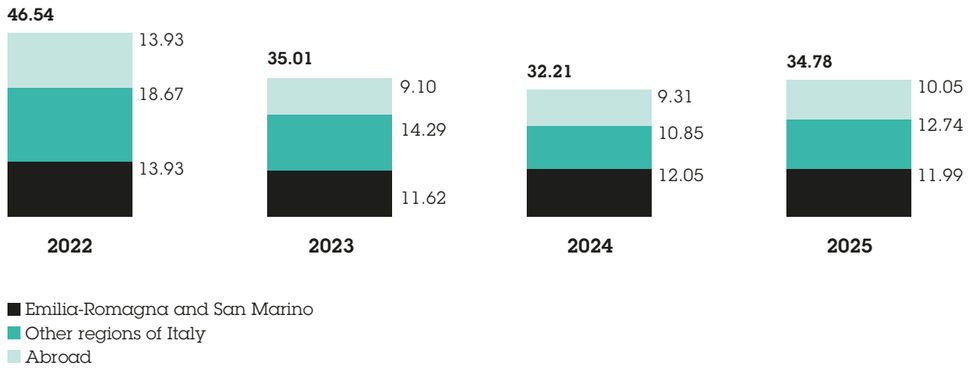
Looking ahead, **a structured supplier mapping process** based on ESG criteria is planned, aimed at gaining a deeper understanding of the supply chain and progressively integrating environmental, social, and governance aspects into the selection and monitoring of partners, thereby fostering more responsible and transparent supplier relationships that are consistent with the company's sustainability strategy.

With a view to strengthening relationships with the local community and simplifying logistics management, local and national suppliers are given priority whenever possible. An analysis of the geographic distribution of procurement spending shows a recovery in 2025 following the decline recorded between 2022 and 2024: the total value of procurement rose from 32.21 million euros in 2024 to 34.78 million euros in 2025, an increase of approximately 8%.

Spending on suppliers located in Emilia-Romagna and San Marino remained essentially stable, totaling 11.99 million euros compared to 12.05 million in 2024. **In contrast, the share allocated to suppliers from other Italian regions increased,** rising from 10.85 to 12.74 million euros, contributing significantly to the overall increase in spending. **The foreign component also increased,** rising from 9.31 to 10.05 million euros, while maintaining a generally stable share of the total.

In 2025, spending on Italian suppliers, including those from Emilia-Romagna, San Marino, and other Italian regions, accounts for approximately 71% of the total. This figure confirms the supply chain's deep roots within Italy and, at the same time, the company's ability to maintain a flexible supply network that meets its production, technical, and quality requirements.

Breakdown of supplier expenditures by location (millions of €)





5

People and the local community: the two pillars of Diemme's commitment

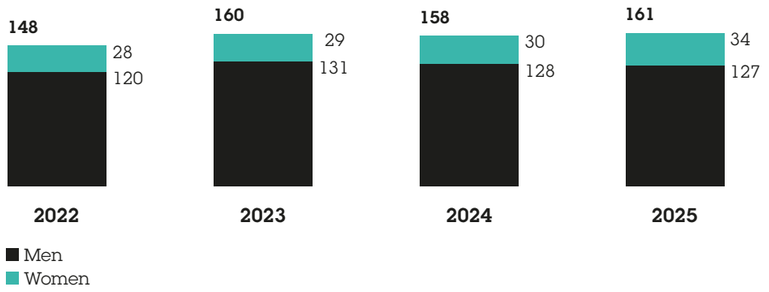
Human capital and the value of continuity

GRI 2-7 | GRI 2-8 | GRI 2-30 | GRI 401-1

At Diemme Filtration, **human capital is an essential element in ensuring continuity, innovation, and quality over time**.

Expertise, experience, and collaboration define Diemme Filtration's approach to business and form the foundation upon which the company confidently navigates changes in the market and the manufacturing landscape. That is why **we foster a work environment that prioritizes safety, well-being, and professional growth**, in the belief that investing in our people is a key driver of creating lasting value.

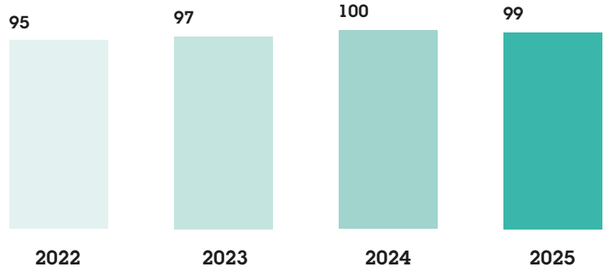
Workforce composition by gender (n)



In 2025, the company's workforce consisted of 161 people, a slight increase from the 158 recorded in 2024. The net increase of 3 employees confirms **a pattern of substantial continuity** and consolidation following the expansion phase that had characterized previous years.

During 2025, 10 new hires were made (4 women and 6 men), compared to 7 departures (7 men). The number of departures has remained generally stable over the past four years, **while the level of new hires, though lower than the peaks recorded in 2022 and 2023, reflects a trend consistent with a more gradual and structured phase of growth.**

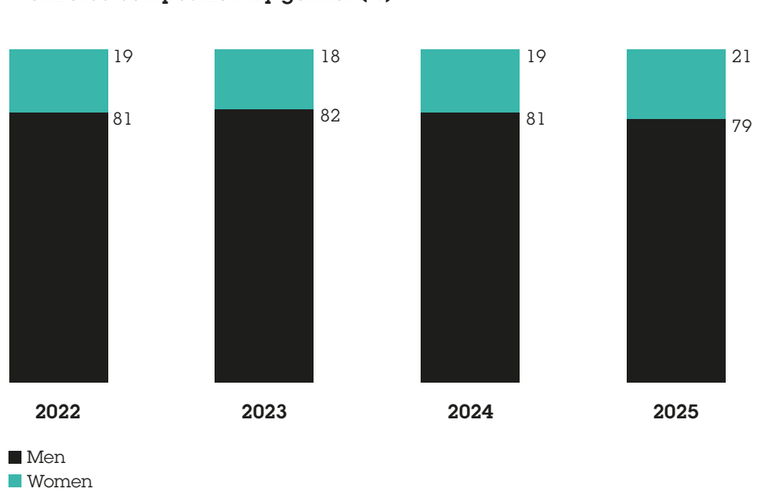
Employees with permanent contracts (%)



Employment stability is a defining feature of the organization: **in 2025, 99% of the staff were employed under permanent contracts,** while there were 2 employees on fixed-term contracts. Five people, all women, are employed part-time, an increase of two compared to 2024. Employees, excluding executives, are classified under the National Collective Bargaining Agreement for the Metal and Mechanical Industry.

Our sector continues to be characterized by a female workforce that is more concentrated in administrative roles and less represented in production areas. In 2025, women accounted for 21% of the company's workforce, up from 18% in 2023 and 19% in 2024, and in line with the national average for the sector, which stands at 20.9%.

Workforce composition by gender (%)



New generations, training and skills development

The next generation contributes to the organization's evolution by bringing skills, perspectives, and needs that foster engagement with change and innovation.

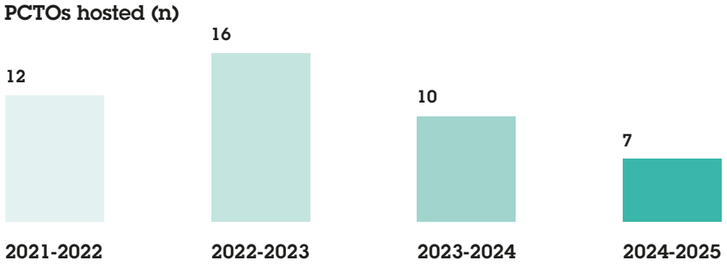
To this end, **Diemme Filtration dedicates time, resources, and attention to the onboarding of new employees, guiding them through a structured talent acquisition and onboarding process via a dedicated procedure.** During the first three months, every new employee is paired with a mentor and participates in on-the-job training, receiving practical information on company procedures, the code of conduct, and the main methods for managing their work.

To support the onboarding process, new hires also receive a welcome pack, which includes a company handbook with useful information on communication and managing absences, work hours, remote work, the proper use of company assets, and the organizational chart.

In this vein, new hires are also celebrated through the company's social media channels by sharing a welcome photo.

The relationship with younger generations is also fostered through ties to the local community and **well-established partnerships with local schools, including technical and professional schools (ITIS and IPSIA), and high schools. Company tours, programs focused on soft skills and career guidance, and summer internships provide concrete opportunities to introduce young people to the world of work** and foster the development of practical skills useful for their professional paths.

PCTOs hosted (n)



In addition to these initiatives, there are also **advanced training and research programs**, including industrial doctoral programs and projects co-funded with universities. The launch of these programs is evaluated on a case-by-case basis, taking into account the strategic importance of the project, the availability of qualified candidates, and the required investment.

From 2022 to 2025, Diemme Filtration participated in several research projects in collaboration with the academic community. Among these, the Diemme industrial doctoral program, dedicated to **the development of artificial intelligence and image processing techniques for industrial applications**, and the B-Plas industrial doctoral program, focused on **sustainable technologies for the production of bioplastics within the framework of the circular economy.** Finally, thanks to the valuable contribution of the University of Ferrara, a doctoral program was co-funded; it began in January 2024 and will run through December 2026, taking place at the University of Ferrara and abroad, focused on **modeling the dewatering capacity of sludge.**

Training as a driver of growth

GRI 404-1

The evolution of the industry requires constant updating of skills, which is essential for meeting current operational needs and supporting the organization's ability to address future challenges.

Diemme Filtration promotes training programs designed to support the professional growth of its employees, **strengthening technical, soft, and managerial skills.** Training is tailored to the specific needs of the various company departments and serves as a fundamental tool for fostering innovation, work quality, and shared development.

The courses, whether individual or group-based, are initiated either at the recommendation of department heads or at the direct request of employees.

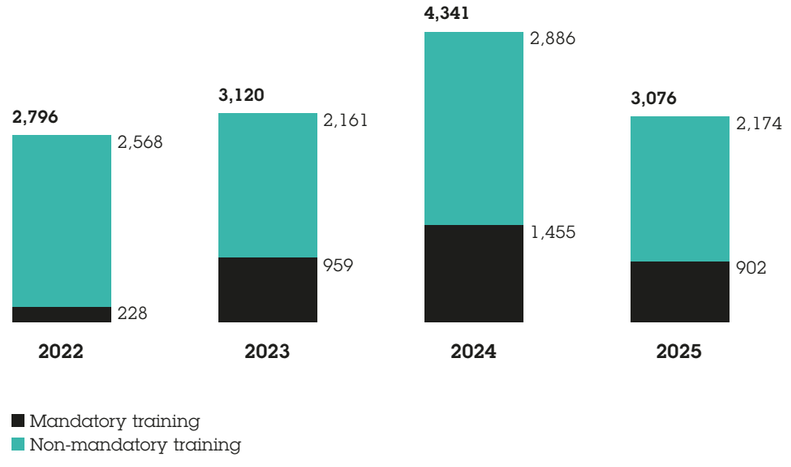
A total of 3,076 training hours were provided in 2025.

In particular, **the number of hours dedicated to blue-collar workers increased significantly,** rising from 877 hours in 2024 to 1,456 hours in 2025.

The share of voluntary training also grew, accounting for 71% of the total compared to 66% the previous year, confirming a growing focus on continuous skills development.

The average number of training hours per person fell from 27.5 hours in 2024 to 19.1 hours in 2025. This change is primarily attributable to the delivery, in 2024, of numerous mandatory courses that were not subject to annual renewal and were therefore not offered with the same intensity in 2025.

Breakdown by training type (hours)





The 2025 training programs covered both technical and soft skills, with courses dedicated to artificial intelligence and its applications in various work settings, foreign languages, including English and Portuguese, regulatory updates, *cybersecurity, communication skills,* and *project management*.

During the year, **the ESG course "Introduction to Sustainability"** was also extended to the entire workforce, ensuring the full involvement of production staff and strengthening the internal promotion of a culture of sustainability.

In 2025, three Diemme Filtration employees participated in Fit 4 Leadership, the international program dedicated to developing leadership skills within the Group.

The initiative represented an important opportunity for professional growth, allowing participants to deepen their understanding of their leadership style, strengthen team management skills, and develop useful tools to approach managerial responsibilities with greater awareness.

The program also facilitated dialogue with colleagues from various international contexts, contributing to the sharing of different experiences, approaches, and perspectives. Participation in this program reaffirms our commitment to valuing our people and promoting an open, collaborative, and continuous-improvement-oriented managerial culture.

The annual performance evaluation process fits into this same framework; it is geared toward the continuous improvement of technical and soft skills and is designed as an opportunity for constructive dialogue and recognition of individual contributions.

Looking ahead to the coming years, we are finalizing a growth strategy based on **MBO objectives**, which will progressively incorporate sustainability-related indicators as well, so as to increasingly **align individual performance, company results, and ESG commitments**.

Welfare, well-being and sense of belonging

Creating the conditions so that everyone can work with peace of mind, feel part of the organization, and contribute to the company's growth to the best of their ability: this is **what well-being means to Diemme Filtration**, and it translates into a set of tools, initiatives, and practices that support daily work life.

The targeted investment initiatives focus on several key areas: these include contributions to the **"Cometa" Pension Fund** for participating employees, **gym membership agreement**, fully subsidized **meal vouchers** provided for every working day that includes an afternoon shift, **insurance coverage for life, accidents, and occasional business travel**, as well as the **annual welfare bonus,** which can be used for fuel, groceries, or via the **Tippest Welfare platform**.

These measures are complemented by **parental support tools, such as supplementing the INPS allowance for parental leave for up to a total of 30 days** alongside family-dedicated initiatives, including **scholarships for employees' children** who demonstrate excellence in both high school and in STEM university programs.

Initiatives to support **commuting** include mileage reimbursements for those who use bicycles or electric scooters, incentives for carpooling with at least three colleagues, and benefits related to the use of public transportation.

To promote a balance between personal and professional life, flexible work schedules and the option to work remotely have been offered, while still maintaining opportunities for discussion and collaboration at the office.

The welfare system is complemented by a **performance bonus,** awarded at the end of the year and tied to the achievement of **shared corporate objectives, including EBITDA, project margins, and a reduction in workplace accidents.**

In 2025, in order to offer employees an even more welcoming environment that prioritizes daily well-being, the company's facilities were enhanced with the addition of a **relaxation room** equipped with video game consoles, small sofas, and more comfortable seating.

For several years now, Diemme Filtration has been investing in **team-building initiatives**, events that help strengthen a sense of belonging, foster cohesion among employees, and cultivate a work environment where collaboration and interpersonal relationships are an integral part of daily operations.

Team Building



The late-summer 2025 company party, open to employees and their families, provided an opportunity to spend time together outside the workplace, fostering mutual understanding and strengthening bonds within the company community.



Now in its fourth year, the Company Beach Tennis Tournament remains a well-established summer tradition at Diemme Filtration. The event offered employees an opportunity for sports, teamwork, and active participation, helping to foster collaboration and engagement among colleagues.



Throughout 2025, Diemme Filtration organized a **yoga course** for its employees, offering them **a space to slow down**, regain balance, and take care of their well-being. The initiative is part of the company's ongoing efforts to foster a work environment that is increasingly **focused on the individual**, stress management, and the quality of professional life.



The "ski day" in the snow-covered mountains has now become one of Diemme Filtration's most anticipated events. In 2025, the initiative once again brought employees together outside the workplace, offering an opportunity to combine sports, relaxation, and camaraderie. This experience helps foster team spirit and strengthen the relationships built in everyday life.

Protecting health and focusing on safety

GRI 403-1 | GRI 403-2 | GRI 403-3 | GRI 403-4 | GRI 403-5 | GRI 403-6 | GRI 403-8 | GRI 403-9

Ensuring safety means creating the conditions so that every activity can be carried out with awareness, responsibility, and mutual care. For Diemme Filtration, protecting health and safety in the workplace is an element to be integrated into daily processes and reinforced through the active involvement of everyone.

As confirmation of this approach, **on December 18, 2024, we obtained ISO 45001 certification**, the international standard for occupational health and safety management systems. **This certification demonstrates our ongoing commitment to a structured and proactive approach** aimed at continuously improving working conditions and reducing exposure to risks.

Risk assessments are conducted using dedicated tools, including a risk matrix that enables us to identify relevant information, define priorities for action, and plan targeted measures to eliminate or reduce potential hazards. This process allows us to maintain constant monitoring of activities and to take timely action in areas requiring greater attention.

A fundamental aspect of the prevention system is the **direct involvement of staff,** who are encouraged to report anomalies or hazardous situations through their supervisors and via designated forms.

In addition, **the monthly "Safety Walk" initiative has been in place** for several years, with participation from the CEO and the heads of plant operations, production, quality, and safety. During these sessions, feedback on critical issues and suggestions for improvement are collected directly from employees and are then discussed in SPP meetings to plan and implement the necessary corrective actions. In the event of accidents or near misses, **a dedicated procedure** allows for analyzing the causes of the incident, identifying the most appropriate improvement measures, and preventing similar situations from recurring.

Dialogue between employees and the company is further ensured by the Employee Safety Representative, who maintains a constant line of communication with management and helps make the system more participatory and effective.

Health surveillance is entrusted to the Occupational Physician, who conducts medical examinations and periodic on-site inspections in accordance with the provisions of Legislative Decree 81/08.

The Occupational Physician also contributes to updating health protocols in light of any organizational, operational, or job-related changes, ensuring that oversight remains consistent with the evolution of the company's activities.

Accidents

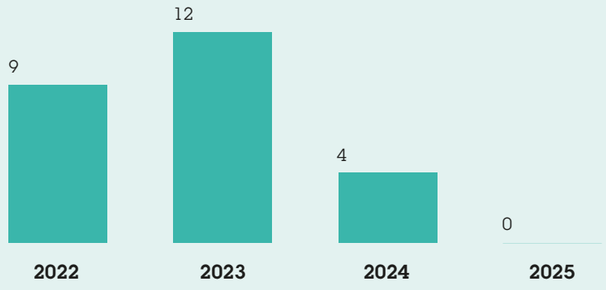
2025 was a particularly significant year for occupational health and safety: no accidents were reported, resulting in a rate of 0 out of 258,338 hours worked.

Achieving this milestone is the result of consistent efforts based on training, monitoring, employee engagement, and daily attention to risk management.

During the 2022–2025 period, no cases of reported occupational diseases were recorded. Furthermore, the company has never recorded any fatal accidents: a particularly significant result that reflects its constant commitment to ensuring high standards of occupational health and safety. These findings confirm the effectiveness of the policies and measures adopted, as well as the organization's ability to promote a culture of prevention and continuous improvement.

* The accident rate is calculated as follows: (Total number of reportable accidents at work / Hours worked) * 1,000,000.

Accident rate



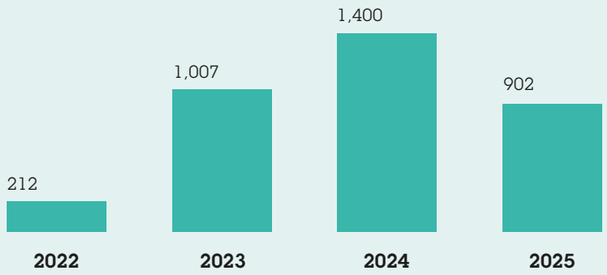
Training, Health, and a Safe Work Environment

In 2025, Diemme Filtration reaffirmed its commitment to **training in occupational health and safety, providing a total of 902 hours of training and involving 72 people.**

This figure represents a 35.6% decrease compared to the 1,400 hours provided in 2024, attributable to the lower number of mandatory courses scheduled for the year, as many training activities had already been completed in the previous period and did not require annual refresher training.

Training continues to be a fundamental pillar of the internal prevention system. Through targeted programs, employees' skills, awareness, and sense of responsibility are strengthened, contributing to the consolidation of an increasingly widespread and participatory safety culture.

Hours of training related to "Workplace Safety"



Diemme's role as a local stakeholder

GRI 2-28

The local community surrounding a company is an integral part of it: in the relationships it builds, in the causes it chooses to support, and in its concrete contribution to the community's quality of life.

For Diemme Filtration, being part of a community means recognizing its shared aspirations, harnessing its energy, and contributing, through concrete actions, to the growth of a social fabric that is more solid, inclusive, and people-centered.

Throughout 2025, **we supported various local initiatives**, focusing our efforts on areas considered particularly important to the community, including health, combating violence, supporting vulnerable individuals, and the education and development of the younger generations.

In 2025, **the total value of donations allocated** to charitable initiatives amounted to **9,176.73 euros**, in addition to donations of refurbished goods.



In the healthcare sector, we supported the **Pro-Chirurgia Onlus Association** by contributing to the purchase of **a mobile digital manometry system for the Surgery Department at Umberto I Hospital in Lugo.** This initiative aimed to support the improvement of equipment available to healthcare staff and, indirectly, the quality of services provided to patients in the region.

On the occasion of Christmas, the company chose to support the Linea Rosa Association by contributing to the purchase of items intended for two women who were victims of violence. These were simple yet practical tools, designed to support their journey toward independence, safety, and personal recovery.

Also as part of its Christmas initiatives, **the holiday gift for staff was purchased from the San Patrignano Community**. This choice had the merit of combining a moment of corporate camaraderie with support for an organization dedicated to addiction recovery and the social and professional reintegration of individuals.



Our contribution to the local community also involves **the responsible reuse of resources. Two refurbished computers from the technical office were donated to the "Centro Paradiso" in Russi,** a municipal recreation center for children and teens, with the goal of **supporting educational, academic, and social activities** in an environment designed to foster personal growth, participation, and inclusion. An additional donation, consisting of two computers, was made to the ITTS in Forlì to support student training and foster the development of their digital skills.

These initiatives highlight that, at Diemme, our commitment to the community translates into concrete actions consistent with social responsibilityactions that add value to the local area and strengthen an authentic relationship between the company, the people, and the local community.

6

The environmental dimension of Diemme's journey

Energy efficiency: opportunities and technology

GRI 302-1

Diemme Filtration adopts **a structured approach to energy management, aimed at reducing energy consumption, optimizing costs, and improving production efficiency.**



In 2024, we opened a new 24,000 m² plant, designed from the outset **to minimize energy consumption.** The assembly areas are equipped with a radiant floor heating and cooling system to ensure comfort and efficiency year-round.

In the "surface treatment" area, **the installation of 150-meter-long rails optimizes the handling of heavier structural steel components, reducing unnecessary movement.** The painting system incorporates filtration and heat recovery systems using air-to-air heat exchangers, which preheat the incoming air and reduce energy consumption during the winter months.

To complete the new plant, a 240-kW photovoltaic system was installed and has begun operating in May 2025,



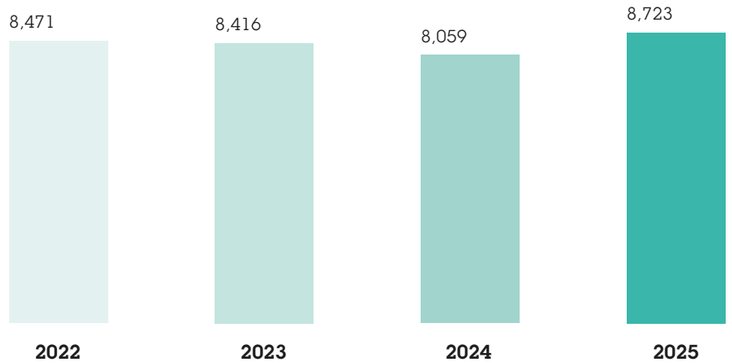
which helps meet energy needs and supports the radiant heating system.

The entire electrical infrastructure is continuously monitored via **Schneider electrical panels**, integrated with **an advanced energy management platform** that enables precise monitoring of energy consumption and more efficient energy management. In this context, in 2024, **the conversion of the former warehouse facility made it possible to optimize space and reduce energy consumption**, by avoiding the heating of non-operational areas and concentrating activities in shared spaces.

In 2025, the old paint system was decommissioned as part of a change in the use of the space, which included the installation of heat pumps.



Energy consumption (GJ)



In 2025, the company's total absolute energy consumption reached 8,723 GJ, recording **an 8.24% increase compared to 2024** and reversing the downward trend observed in previous years.

The increase in consumption **is primarily attributable to the rise in operational activities and in energy demand associated with production processes**. In this regard, in fact, an analysis of the trend in the **energy intensity index confirms a more moderate increase** compared to absolute values (+2.15% compared to 2024), reaching 0.95 GJ/€ in 2025 while remaining at **levels significantly lower than those of 2022.**

Energy intensity	UoM	2022	2023	2024	2025
Total energy consumption	**GJ**	**8,471**	**8,416**	**8,059**	**8,723**
Sales volume	€	60,364,193	76,482,265	86,992,960	91,218,882
Energy intensity index	**GJ/€**	**1.40**	**1.10**	**0.93**	**0.95**

The increase in consumption affected both fuels and purchased electricity. Fuel consumption, in particular, rose by 3.7%, reaching 4,464 GJ in 2025. Among the main energy sources, there was growth in natural gas for heating (+2.9%), totaling 3,551 GJ, and in diesel for transportation (+7.6%), which reached 825 GJ.

At the same time, **electricity consumption rose by 13.5% compared to 2024, reaching 4,260 GJ.**

From an energy sustainability perspective, in 2025 the company also increased its use of electricity from renewable sources through **on-site solar power generation, consuming 456 GJ.** This development helps mitigate the environmental impact associated with the increase in overall energy consumption and limit Scope 2 indirect emissions.

Energy consumption from fuels (GJ)	2022	2023	2024	2025
Natural gas	-	-	-	-
Natural gas for thermal use	4,609.58	4,616.79	3,449.31	3,550.77
Fuel for company fleet	-	-	-	-
Diesel	1,053.52	1,003.39	766.07	824.56
Gasoline	85.43	112.98	90.92	88.36
Total energy consumption from fuels (GJ)	**5,748.52**	**5,733.16**	**4,306.29**	**4,463.69**
Purchased energy consumption (GJ)	**2022**	**2023**	**2024**	**2025**
Electricity purchased from non-renewable sources	2,723.25	2,683.08	3,753.16	3,803.96
Electricity purchased from renewable sources with GO	-	-	-	-
Electricity from renewable sources consumed	-	-	-	456.00
Total electricity consumed	**2,723.25**	**2,683.08**	**3,753.16**	**4,259.81**
Total energy consumed	**8,471.77**	**8,416.24**	**8,059.45**	**8,723.50**

Emissions generated and CFO

GRI 305-1 | GRI 305-2

The technologies developed by Diemme Filtration help customers manage their resources more efficiently, reduce waste, and optimize production processes, with a particular focus on water use. This same approach guides the company's internal operations, which are driven by a constant commitment to improving environmental performance.

In order to limit emissions into the atmosphere, **paints and solvents with lower levels of harmful substances were selected, and all emission points were monitored in accordance with current regulations.** The inspections conducted as part of the Single Environmental Permit confirm that the measured values are well below the authorized limits.

Direct emissions therefore remain at low levels and do not represent a material priority, although they continue to be a **focus of constant attention. The main opportunities for reduction, on the other hand, lie along the value chain.**

With this in mind, **in 2024, Diemme Filtration launched its first organizational carbon footprint study**; in 2025, the process continued with the measurement and certification of Scope 1, Scope 2 and Scope 3 in accordance with the GHG Protocol, resulting in certification in compliance with the UNI EN ISO 14064:2019 standard.

While this edition of the Sustainability Report was being drafted, the process was further consolidated through an update to the emissions analysis and an improvement in the quality of the data collected, **which made it possible to include Scope 3 emissions in the document as well**. This analysis provides increasingly reliable and comparable historical data that can be used to monitor emissions performance and priority areas for action over time.

Scope 1

Direct emissions

Emissions generated directly from sources controlled or owned by Diemme Filtration, such as building heating, production machinery, and fuel for company vehicles.

Scope 2

Indirect emissions from imported energy

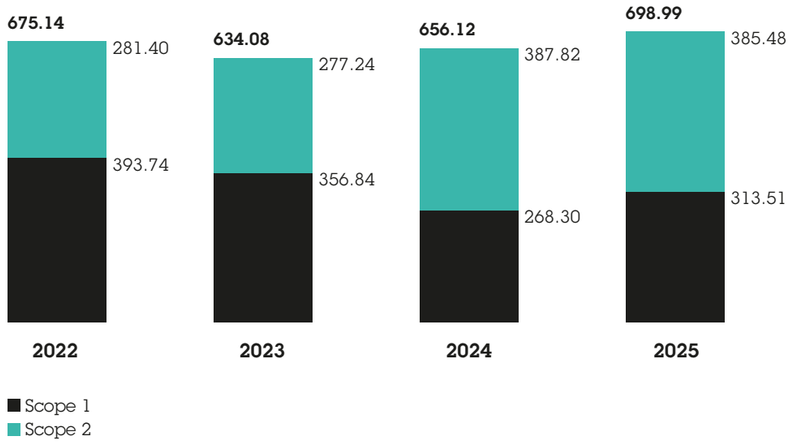
Emissions associated with the generation of electricity, heat, or steam purchased and consumed by Diemme Filtration for its day-to-day operations.

Scope 3

Other indirect emissions along the value chain, both upstream and downstream

All other indirect emissions along the supply chain: from the purchase of raw materials to third-party logistics, business travel, and product disposal.

Total emissions (tCO_2eq)



In 2025, total Scope 1 and Scope 2 emissions amounted to 698.99 tCO_2eq, an increase from the previous year. In 2024, total **Scope 1 and Scope 2** emissions amounted to **656.12 tCO_2eq**, marking a **3.48% increase compared to 2023** (634.08 tCO_2eq) and a 2.82% decrease compared to 2022 (675.14 tCO_2eq).

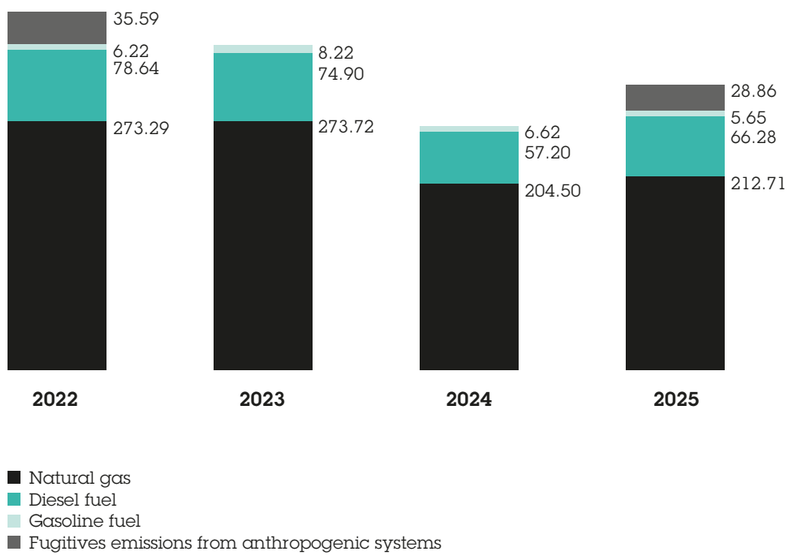
In detail:

1. In 2025 direct **Scope 1 emissions in absolute terms Totald 313.51 tCO_2eq**, up from the 268.30 tCO_2eq recorded in 2024. This increase, amounting to approximately 16.9%, is primarily attributable to higher production that year.

2. In 2025, **Scope 2** indirect emissions, related to purchased energy **totalled 385.48 tCO_2eq** in absolute terms, a slight decrease from the 387.82 tCO_2eq recorded in 2024. The reduction, amounting to approximately 0.6%, indicates that the figure remained essentially stable compared to the previous year. **However, when examining the trend in emissions intensity, it remained virtually stable in 2025 compared to 2024,** showing a slight increase of 1.3%. **Compared to 2022,** however, the figure shows **a significant reduction of approximately 32%**, confirming the overall improvement in emissions efficiency during the period under review.

3. For 2025, Scope 3 emissions were also included in the reporting, thanks to the gradual improvement in the accuracy, completeness, and traceability of the data collected over the years. **In 2025, total Scope 3 emissions amounted to 2,844.62 tCO_2eq, of which 767.79 tCO_2eq were attributable to upstream activities in the value chain and 2,076.83 tCO_2eq to downstream activities.** Upstream Scope 3 emissions relate to indirect impacts generated before goods and services enter the company, such as purchases, raw materials, and inbound transportation. Downstream emissions, on the other hand, include impacts following the sale of products, such as distribution, use, and end-of-life.

Emissions composition of Scope 1 (tCO_2eq)



Emissions intensity	UoM	2022	2023	2024	2025
Total GHG emissions (Scope 1 and Scope 2) (a)	**tCO_2eq**	**675.14**	**634.08**	**656.12**	**698.99**
Sales volume (b)	€	60,364,193	76,482,265	86,992,960	91,218,882
Emissions intensity index (a/b) *100.000		**1.12**	**0.83**	**0.75**	**0.76**

Responsibility and optimization: water resource management

GRI 303-5

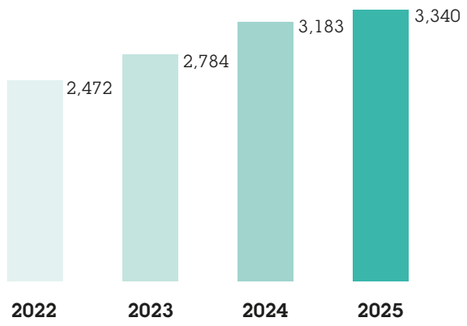
In the industrial filtration sector, water is a key resource for production processes. Its efficient management is essential both in internal operations and throughout the value chain.

Although Diemme Filtration's direct water consumption is not among the main factors of impact, measures are nonetheless taken to optimize water use in production activities and in the cleaning of laboratory equipment, processes that require significant amounts of water.

In 2025, 3,340 m³ of water were consumed.

When water consumption is compared to revenue, water intensity in 2025 remained stable compared to 2024, standing at **3.66 m³ per 100,000 euros of revenue.** However, this figure represents a **10.5% decrease compared to 2022**, highlighting a gradual improvement in water use efficiency, despite the growth in the company's operations.

Water consumption (m³)



Water intensity	UoM	2022	2023	2024	2025
Total water consumption (a)	m³	2,472	2,784	3,183	3,340
Sales volume (b)	€	60,364,193	76,482,265	86,992,960	91,218,882
Water intensity index (a/b) *100,000		**4.09**	**3.64**	**3.66**	**3.66**

In 2025, thanks to contracts for tailings filtration at various mines across different geographic areas, the amount of water recovered by Diemme's customers is estimated to exceed 13 million metric tons per year.

The solutions developed by Diemme Filtration promote a more efficient and responsible use of water, facilitating its recovery and reuse in customers' processes, with a particular focus on the mining sector.

In regions characterized by water scarcity, such as the Andean or coastal areas, the company's technologies help reduce the withdrawal of fresh water and limit costs associated with water supply or desalination.

In tailings treatment, **Diemme Filtration's solutions address key challenges associated with traditional storage systems in artificial ponds** by producing more stable dewatered sludge, reducing the space required, facilitating faster site restoration, and minimizing environmental risks.

Case Study

Iron concentrate filtration - India

Diemme Filtration has completed the commissioning of **a GHT2500F18 filter-press** for the dewatering of iron ore concentrates at a major pelletizing plant in India, with a production capacity exceeding 3,500 metric tons per day.

The project, **developed for a joint venture between leading international players in the steel industry,** required a phase of technical optimization, managed in close collaboration with the customer.

The implemented measures improved the system's performance, specifically enabling a threefold increase in the service life of the filter cloths, with benefits in terms of reduced operating costs and material consumption.

The plant now ensures stable cake moisture levels below 9%, contributing to the efficiency of the production process and a more effective use of resources throughout the operational cycle.



Waste management

GRI 306-1

Waste management at Diemme Filtration is based on compliance with regulations, the traceability of waste streams, and a focus on ensuring materials are properly disposed of, with the goal of reducing the amount of waste produced and promoting increasingly effective technical solutions.

The waste produced includes **both non-hazardous and hazardous waste,** primarily consisting of laboratory effluents that are mainly water containing dissolved solids. These waste streams are **managed through dedicated procedures**, in accordance with current regulations.

This approach is reflected in the value we provide to our customers, particularly in the mining sector, where tailings management, water recovery, and safe disposal are key drivers for reducing environmental risks and promoting more efficient processes.

Throughout the year, simple measures were implemented to reduce waste generated by day-to-day business operations, such as: **the installation of filtered tap water dispensers**, the introduction of a **returnable glass bottle program**, and the "**RiVending**" project for collecting cups and stirrers..

Special containers allow **materials to be sorted and stacked**, reducing their volume and making them easier to recycle.

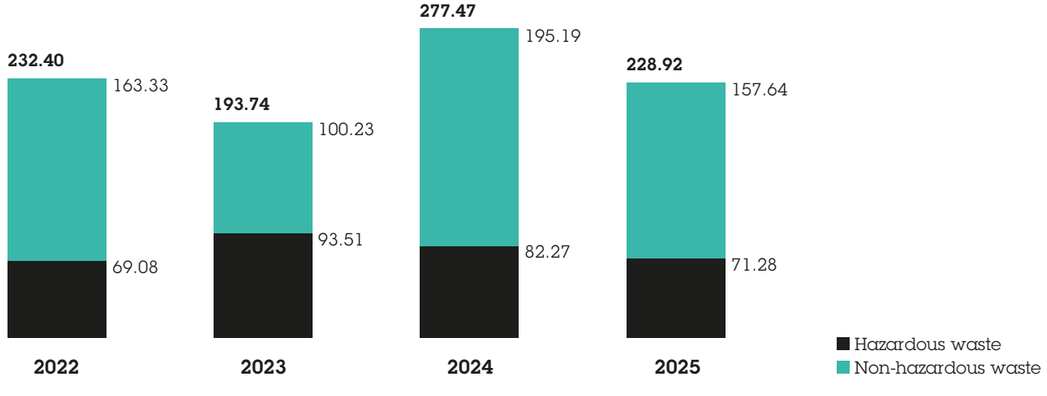
Cups and stirrers, made from the same type of plastic, can thus be recovered and reintroduced into the production cycle, in accordance with a circular economy model..

With regard to waste reduction and circular economy initiatives along the value chain, the **Cloth Recycling Project** is a particularly important initiative, **born out of the need to identify more sustainable solutions for managing spent filter cloths,** particularly in relation to the use of large machines.

The project aims to develop, in collaboration with suppliers, methods **to make the fabric of the filter cloths recoverable and recyclable**, with the goal of reintroducing the regenerated material into the production of new filter cloth and thereby extending the raw material's life cycle.

After a period of slowdown, the project was recently revived through **collaboration with the new business unit dedicated to filter cloths**, with the goal of giving new momentum to the initiative that had already been launched.

Waste generated (t)



In 2025, total waste production stood at 228.92 metric tons, down from the 277.47 metric tons recorded in 2024 **(-17.5%)**. The figure returned to lower levels after the previous year's peak, coming in slightly higher than the 2023 figures.

Hazardous waste Totald 71.28 metric tons, down from 82.27 metric tons in 2024 **(-13.4%)**. Following the increase recorded in 2023, this category showed a gradual decline over the next two years, returning to levels close to those of 2022.

Non-hazardous waste represents the largest share of the total, amounting to 157.64 metric tons in 2025. This category also shows a decrease compared to 2024, when it reached 195.19 metric tons **(-19.24%).** The trend in non-hazardous waste is more variable over the observed period and has a significant impact on fluctuations in the overall total.

Overall, **2025 shows a decrease in both waste categories compared to the previous year, with a particularly significant improvement in non-hazardous waste**, which continues to account for the largest share of waste generated: a trend that is also confirmed when considering the intensity value.

By 2025, in fact, there will be **an improvement in the ratio of waste production to sales volume, with a value of 2.50 compared to 3.19 in 2024.**

Waste production intensity	UoM	2022	2023	2024	2025
Total waste production (a)	t	232.404	193.743	277.465	228.915
Sales volume (b)	€	60,364,193	76,482,265	86,992,960	91,218,882
Waste production index (a/b) *1,000,000		**3.85**	**2.53**	**3.19**	**2.50**

Methodological note

GRI 2-1 | GRI 2-2 | GRI 2-3 | GRI 2-5

Reporting scope

Company name	Diemme Filtration
Nature of ownership	Private
Legal form	Srl
Location of headquarters	Via Gessi 16, 48022 Lugo, RA - Italy

The report

This document represents the third Sustainability Report of **Diemme Filtration S.r.l.** (hereinafter also referred to as "the company" and/or "the firm") The information contained in this document has been compiled and analyzed to ensure a clear understanding of the company's activities, its performance, its results, and the resulting impact.

The Sustainability Report has been prepared on a voluntary basis.

The analysis will be further developed and expanded upon in subsequent periods through the conduct of one or more stakeholder engagement activities and reporting on the company's contribution to achieving the defined objectives.

The Sustainability Report is prepared annually and published on the official website of Diemme Filtration Srl.

To request further information regarding the content of this document, please contact the following email addresses:

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andrea.pezzi@diemmefiltration.com

References and standards used

The Sustainability Report was prepared by selecting indicators from the GRI Sustainability Reporting Standards published by the Global Reporting Initiative (GRI), in accordance with the "Referenced" reporting option. The set of GRI Standards indicators used for reporting is listed in the GRI Content Index of this document.

The general principles applied in preparing the Sustainability Report are those established by the GRI Standards, namely: materiality, inclusiveness, sustainability context, completeness, balance between positive and negative aspects, comparability, accuracy, timeliness, reliability, and clarity.

The selected performance indicators are those required by the adopted reporting standards; they are representative of the specific sustainability areas analyzed and consistent with the company's operations and the impacts it generates. These indicators were selected based on a materiality analysis of the issues relevant to the company, its industry, and Diemme's most significant external stakeholders, as described in the section "Materiality Analysis."

This analysis, as part of the sustainability process, involved the Management (CEO and CFO) and the Sustainability Committee of Diemme Filtration in an assessment of the issues and the subsequent assignment of a score based on two different aspects: the importance and the priority of action for the company.

This Sustainability Report was prepared with methodological support from:

tecno ESG

GRI standards

Reporting package

This section provides details on the GRI indicators used in this document to ensure greater clarity and comparability of ESG performance over the three-year reporting period.

GRI 302 - Energy

Fuel energy consumption (GJ)	2022	2023	2024	2025
Natural gas				
Natural gas for heating	4,609.58	4,616.79	3,449.31	3,550.77
Fuel for company fleet				
Diesel	1,053.52	1,003.39	766.07	824.56
Gasoline	85.43	112.98	90.92	88.36
Total fuel energy consumption	**5,748.52**	**5,733.16**	**4,306.29**	**4,463.69**

Purchased energy consumption (GJ)	2022	2023	2024	2025
Electricity purchased from non-renewable sources	2,723.25	2,683.08	3,753.16	3,803.96
Electricity purchased from renewable sources with GO				
Electricity from renewable sources consumed				456
Total electricity purchased	**2,723.25**	**2,683.08**	**3,753.16**	**4,259.81**
Total energy consumed	**8,471.77**	**8,416.24**	**8,059.45**	**8,723.50**

Energy intensity	UoM	2022	2023	2024	2025
Total energy consumption (a)	GJ	8,471	8,416	8,059	8,723
Sales volume (b)	€	60,364,193	76,482,265	86,992,960	91,218,882
Energy intensity index (a/b) * 10,000	**GJ/€**	**1.40**	**1.10**	**0.93**	**0.95**

GRI 305 - Emissions

Scope 1 GHG Emissions – tCO_2e[3]	2022	2023	2024	2025
Natural gas	273.29	273.72	204.50	212.71
Diesel fuel for the company fleet	78.64	74.90	57.19	66.29
Gasoline for the company fleet	6.22	8.22	6.62	5.65
Fugitive emissions from anthropogenic systems	35.59			28.86
Total Scope 1	**393.74**	**356.84**	**268.30**	**313.51**

3 Source of emission factors used:
- Natural Gas: DEFRA 2025
- Diesel Fuel: DEFRA 2025 - Diesel (average biofuel blend)
- Gasoline Fuel: DEFRA 2025 - Gasoline (average biofuel blend)
- Fugitive Emissions from Anthropogenic Systems: DEFRA 2025 – R410A

Scope 2 GHG Emissions – tCO_2e[4]	2022	2023	2024	2025
Purchased electricity	281.40	277.24	387.82	385.48
Total Scope 2	**281.40**	**277.24**	**387.82**	**385.48**

GRI 306 - Waste

Hazardous waste (t) – EWC code	2022	2023	2024	2025
050601	0.21			
060106	0.66	2.06		
080111	4.92	4.36	3.44	0.46
120116	4.34	4.18	0.58	4.06
130208	2.72		0.89	0.84
130802	3.93	1.98	5.25	0.75
140603	0.66	0.62	4.44	8.99
150110	1.65	1.24	1.89	1.91
150202	1.41	6.50	1.90	2.55
160211			0.04	
161001	48.54	72.56	63.54	50.90
160213	0.04		0.30	0.81
Total hazardous waste	**69.08**	**93.51**	**82.27**	**71.28**

Nonhazardous waste (t) - EWC code	2022	2023	2024	2025
070213				27.96
161002				3.62
060503	0.93	0.45	1.79	
080120	47.34	28.66	10.46	
160306			1.86	
080318			0.01	
150101	1.26			
160214	0.56		0.25	
160216	0.04		0.02	
170203	30.59			
170405	24.45	9.84	111.62	37.19
150203	0.04			
150103	29.08	25.90	29.78	53.45
200301	18.90	18.25	24.94	22.55
200101	10.10	14.32	14.46	11.58
170201		1.34		
170411		1.47		1.29
Total non-hazardous waste	**163.29**	**100.23**	**195.19**	**157.64**

4 Source of emission factors used:
Electricity: Ecoinvent 3,11 - Electricity, medium voltage {IT} | market for electricity, medium voltage | Cut-off, U

GRI 303-5 - Water consumption

Water consumption (m^3)	2022	2023	2024	2025
Total water consumption	**2,472**	**2,784**	**3,183**	**3,340**

GRI 2-7 - Employees

Employeees by gender	2022	2023	2024	2025
Female	28	29	30	34
Male	120	131	128	127
Total	**148**	**160**	**158**	**161**

Employees by contract type	2022	2023	2024	2025
Temporary	**7**	**5**		**2**
Female	1			
Male	6	5		2
Permanent	**141**	**155**	**158**	**159**
Female	27	29	30	34
Male	114	126	128	125
Total	**148**	**160**	**158**	**161**

Employees by form of employment	2022	2023	2024	2025
Full-time	**145**	**157**	**155**	**156**
Women	25	26	27	29
Men	120	131	128	127
Part-time	**3**	**3**	**3**	**5**
Women	3	3	3	5
Men				
Total	**148**	**160**	**158**	**161**

GRI 405-1 - Corporate bodies and employees classified by gender and age group

Governing bodies by gender	2022			2023			2024			2025		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Board of Directors		2	2		2	2		2	2		2	2
Sole Statuatory Auditor		1	1		1	1		1	1		1	1
Supervisory Body		2	2		2	2						
Total [5]		**4**	**4**		**4**	**4**		**4**	**4**		**4**	**4**
Percentage %		100	100		100	100		100	100		100	100

5 The Sole Statuatory Auditor is also a member of the Supervisory Board.
To avoid double counting, the total does not equal the sum of the individual items.

Corporate bodies by age group	2022				2023				2024				2025			
	<30 years	30-50 years	>50 years	Tot.	<30 years	30-50 years	>50 years	Tot.	<30 years	30-50 years	>50 years	Tot.	<30 years	30-50 years	>50 years	Tot.
Board of Directors		1	1	**2**		1	1	**2**		1	1	**2**		1	1	**2**
Sole Statuatory Auditor			1	**1**			1	**1**			1	**1**			1	**1**
Supervisory Body			2	**2**			2	**2**			2	**2**			2	**2**
Total [6]		**1**	**3**	**4**		**1**	**3**	**4**		**1**	**3**	**4**		**1**	**3**	**4**
Percentage %		**25**	**75**	**100**		**25**	**75**	**100**		**25**	**75**	**100**		**25**	**75**	**100**

Employees by category and gender	2022			2023			2024			2025		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Senior managers		4	**4**		4	**4**		4	**4**		5	**5**
Middle managers		17	**17**	1	17	**18**	1	17	**18**	1	16	**17**
Office workers	28	45	**73**	28	50	**78**	29	51	**80**	33	53	**86**
Factory workers		54	**54**		60	**60**		56	**56**		53	**53**
Total	**28**	**120**	**148**	**29**	**131**	**160**	**30**	**128**	**158**	**34**	**127**	**161**
Percentage %	**18**	**82**	**100**	**18**	**82**	**100**	**19**	**81**	**100**	**21**	**79**	**100**

Employees by category and age group	2022				2023				2024				2025			
	<30 years	30-50 years	>50 years	Tot.	<30 years	30-50 years	>50 years	Tot.	<30 years	30-50 years	>50 years	Tot.	<30 years	30-50 years	>50 years	Tot.
Senior managers		2	2	**4**		2	2	**4**		1	3	**4**		2	3	**5**
Middle managers		12	5	**17**		13	5	**18**		12	6	**18**		11	6	**17**
Office workers	12	56	5	**73**	12	61	5	**78**	13	60	7	**80**	9	68	9	**86**
Factory workers	6	32	16	**54**	8	32	20	**60**	6	26	24	**56**	4	24	25	**53**
Total	**18**	**102**	**28**	**148**	**23**	**108**	**32**	**160**	**19**	**99**	**40**	**158**	**13**	**105**	**43**	**161**
Percentage %	**12**	**69**	**19**	**100**	**12,5**	**67,5**	**20**	**100**	**12**	**63**	**25**	**100**	**8**	**65**	**27**	**100**

6 The Sole Statuatory Auditor is also a member of the Supervisory Board.
To avoid double counting, the total does not equal the sum of the individual items.

Protected job categories by category and gender	2022			2023			2024			2025		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Factory workers		6	**6**		8	**8**		8	**8**		9	**9**
Office workers	1	1	**2**	1	1	**2**		1	**1**		1	**1**
Total	**1**	**7**	**8**	**1**	**9**	**10**		**9**	**9**		**10**	**10**

GRI 401 - Turnover

Employees at the end of the reporting period	2022			2023			2024			2025		
Gender	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Total	**28**	**120**	**148**	**29**	**131**	**160**	**30**	**128**	**158**	**34**	**127**	**161**

New hires	2022			2023			2024			2025		
Gender	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Up to 29 years	2	5	**7**	1	5	**6**	2	2	**4**		2	**2**
30-50		10	**10**	2	9	**11**		2	**2**	4	2	**6**
More than 50 years		4	**4**		3	**3**		1	**1**		2	**2**
Total	**2**	**19**	**21**	**3**	**17**	**20**	**2**	**5**	**7**	**4**	**6**	**10**

Separations	2022			2023			2024			2025		
Gender	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Up to 29 years				2		**2**		4	**4**		1	**1**
30-50		2	**2**		5	**5**	1	4	**5**		4	**4**
More than 50 years	1	4	**5**		1	**1**		1	**1**		2	**2**
Total	**1**	**6**	**7**	**2**	**6**	**8**	**1**	**9**	**10**		**7**	**7**

Reason for separation	2022			2023			2024			2025		
Gender	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Voluntarily separation		1	**1**	2	2	**4**	1	6	**7**		4	**4**
Resignation for just cause												
Dismissals for just cause								1	**1**		1	**1**
Retirement	1	4	**5**		1	**1**		1	**1**			
Other		1	**1**		3	**3**		1	**1**		2	**2**
Total	**1**	**6**	**7**	**2**	**6**	**8**	**1**	**9**	**10**		**7**	**7**

Turnover	2023			2024			2025		
Gender	Female	Male	Total	Female	Male	Total	Female	Male	Total
Positive turnover - new hires	11	14	**14**	7	5	**5**	13	5	**6**
Negative turnover - separations	-7	-5	**-5**	-3	-8	**-7**		-5	**-5**
Total turnover	**4**	**9**	**8**	**3**	**-3**	**-2**	**13**		**1**

GRI 404-1 - Average hours of training per year per employee

Average hours of training	2022			2023			2024			2025		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Senior managers		6.0	**6.0**					19.5	**19.5**		12.8	**12.8**
Office workers - Middle managers	26.1	28.1	**27.5**	23.6	27.7	**26.5**	27.2	37.8	**34.6**	11.5	16.9	**15.1**
Factory workers		5.5	**5.5**		9.6	**9.6**		15.9	**15.9**		27.5	**27.5**
Total	**26.1**	**17.2**	**18.9**	**23.6**	**18.6**	**19.5**	**27.2**	**27.8**	**27.6**	**11.5**	**21.1**	**19.1**

GRI 403-5 - Worker training on occupational safety and health

Health and safety training delivered	2022		2023		2024		2025	
	Hours of training	Employees involved	Hours of training	Employees involved	Hours of training	Employees involved	Hours of training	Employees involved
Health and safety General training	72	8	16	4	48	12	8	2
Health and safety Specific training	140	14	541	87	1,352	102	894	72
Total	**212**	**22**	**557**	**91**	**1,400**	**114**	**902**	**74**

GRI 403-9 - Work-related injuries

Number of accidents	2022	2023	2024	2025
Total number of work-related fatalities				
Total number of serious work-related accidents (excluding fatalities)				
Total number of reportable work-related accidents	2	3	1	

Type of accident	2022	2023	2024	2025
Fall and slip		1		
Road accident				
Struck by - Hit by/Against	2	2	1	

Time-related data	2022	2023	2024	2025
Number of hours worked	229,809	243,450	257,287	258,338
Type of accident	**2022**	**2023**	**2024**	**2025**
Work-related fatality rate				
Rate of serious work-related accidents (excluding fatalities)				
Rate of reportable work-related accidents	9	12	4	

GRI 204-1 - Proportion of spending on local suppliers

	2022			2023			2024			2025		
	n.	Euros	%	n.	Euros	%	n.	Euros	%	n.	Euros	%
Total expenditure for suppliers	**295**	**46,542,620**	**100**	**265**	**35,012,297**	**100**	**279**	**32,214,563**	**100**	**252**	**34,787,104**	**100**
Suppliers in Italy and San Marino	265	32,608,712	70	248	25,910,852	74	253	22,901,845	71	228	24,736,883	71
Local suppliers (Emilia-Romagna and San Marino)	129	13,933,908	4*	131	11,618,481	45*	117	12,049,412	53*	110	11,996,827	48*

* Percentage calculated on the value of suppliers in Italy and San Marino



GRI content index

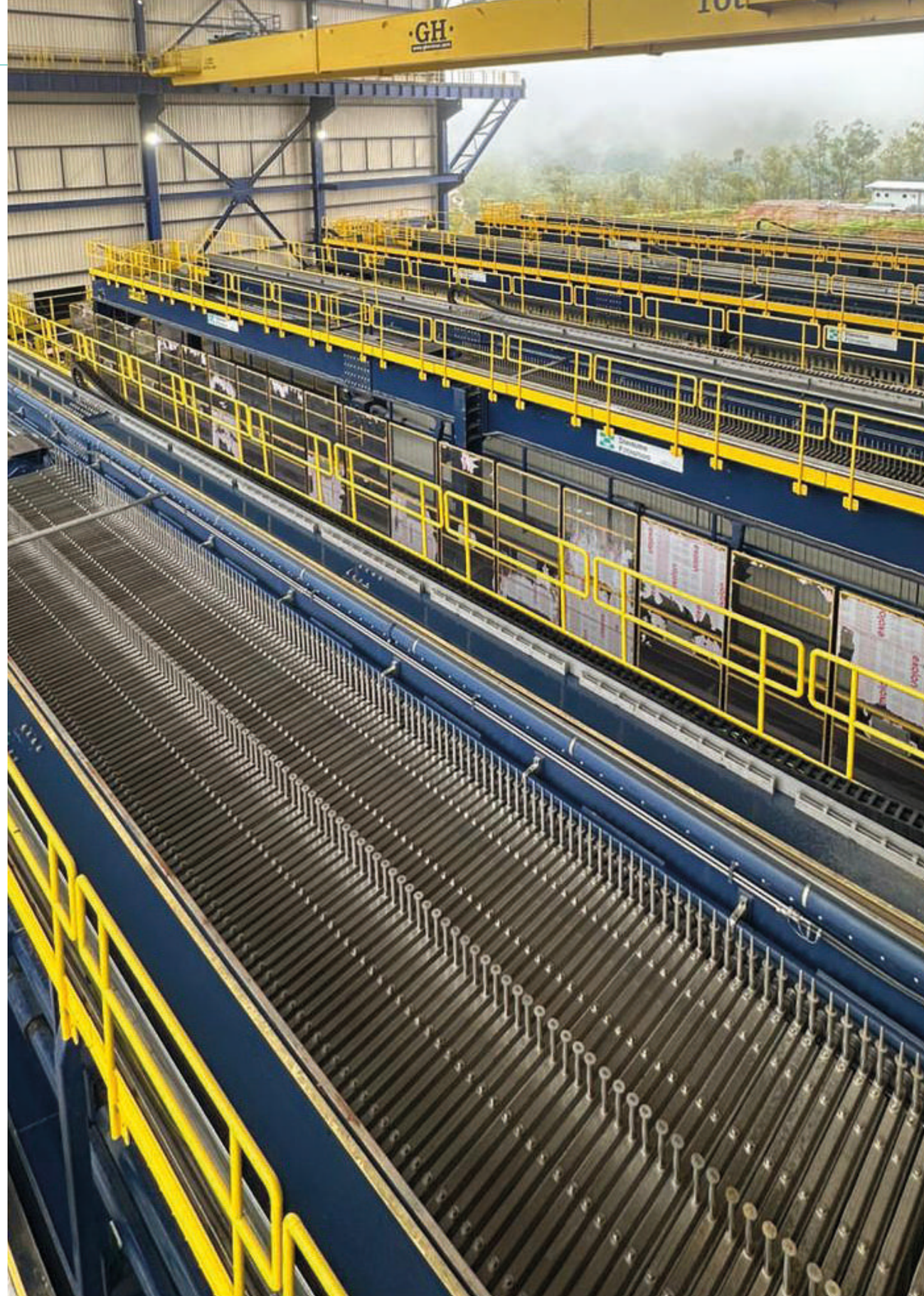
Diemme Filtration Srl has reported the information listed in this GRI Table of Contents for the period January 1, 2022 – December 31, 2025, in accordance with the GRI Standards.

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