

An aerial photograph of a university campus. In the foreground, there's a circular green lawn with a small building in the center. Surrounding it are various university buildings, some with solar panels on their roofs. The campus is surrounded by lush green trees. In the background, there are large, forested mountains under a clear blue sky.

SUSTAINABILITY REPORT

2024

TABLE OF CONTENTS

	INTRODUCTION	3
	About us	4
	FINDER GROUP HIGHLIGHTS	4
	OUR HISTORY	5
	• Timeline - The main milestones in the growth of the Finder Group	5
	GENERAL DISCLOSURES	6
	Governance	6
	• Finder's organizational model	6
	• Statement on due diligence	6
	• Strategy and business model	8
	• Mission and values	8
	• Business model	9
	• Corporate strategy	12
	Regulatory framework on the environment	14
	Certifications	15
	ENVIRONMENTAL	16
	• Energy consumption	18
	• Management of emissions	21
	Pollution	22
	Use of resources and circular economy	23
	• Management of inflows	26
	• Waste management	28
	SOCIAL	30
	Workforce	30
	Initiatives	30
	• Working conditions	33
	• Equal treatment and opportunities for all	35
	• Health and safety	36
	Affected communities	37
	Initiatives	39
	Consumers and end users	39
	Initiatives	41
	GOVERNANCE	41
	Business conduct	41
	Management of relationships with suppliers	42
	Prevention and detection of corruption and bribery	42

INTRODUCTION

To all our stakeholders,

2024 is no ordinary year in Finder's history. It marks the 70th anniversary of our foundation by Piero Giordanino in Turin in 1954.

Looking back over these seven decades means retracing a history of ingenuity and excellence: from our first patent for the step relay, we have grown into an international company, bringing European-made industrial, residential and commercial electricmechanical and electronic components to customers all over the world. But celebrating an anniversary only makes sense if it helps us to chart a course for our next seventy years.

It is in this spirit that we present the **2024 Sustainability Report**, a document that marks a strategic turning point. While last year we began reporting on the performance of the parent company alone, this year we have decided to extend the scope of our analysis to the entire **Finder Group**, ahead of schedule and in **advance of regulatory requirements**.

This move towards a **Consolidated Report** and voluntary adoption of the **ESRS** (European Sustainability Reporting Standards) is our response to the complexity of the global context. We live in an age of interconnected challenges: from the need to accelerate the energy transition to the critical management of raw materials such as copper, and responsibility for end-of-life electronic products (WEEE).

Against this backdrop, Finder's strategy is to have a competitive advantage as well as resilience:

- **Autonomy and Control** – Our historic choice to opt for vertical production and to keep our technological core in Europe means that we are now better positioned to monitor our supply chain, ensure quality and mitigate supply risks than those who have delocalized.
- **Sustainable Innovation** – Our products are not merely components; they are “enablers” of sustainability. Relays, timers and sensors are devices designed to optimize consumption and make electricity grids smart. Sustainability is, in effect, our core business.
- **Environmental Responsibility** – With this report, we are establishing a consolidated baseline for our greenhouse gas emissions (Scope 1 and Scope 2), a figure which will be key to measuring our future progress. But we're already taking action: from generating our own renewable energy — including our historic hydropower plant — to the strategic decision to eliminate thermoset plastics by 2025, going straight to the root in order to prevent the generation of microplastics in our processes.

However, the real driving force throughout these 70 years has been people. This report sets out our commitment to our coworkers worldwide, through ongoing investments in safety, training and job security. The transparency with which we approach new social metrics, including data on gender equality, demonstrates our commitment to continuous improvement and to building a workplace that lives up to our values.

We would like to thank the men and women of Finder for the passion they show every day, and you, our stakeholders — customers, partners and suppliers — for the trust you continue to place in us.

Our commitment to the future remains true to our roots: tangible innovation, while respecting people's work and the planet's resources.

The Finder S.p.A Board of Directors



The Finder Group, a leader in the production of electronic and electromechanical components for the industrial, residential and commercial sectors, offers a catalogue comprising over 14,000 products — including relays, timers, light sensor, PLCs, thermostats and smart home systems — designed to meet almost every application.

Finder's solutions are distributed all over the world through 29 direct subsidiaries, five production plants in Europe, a well-structured logistical network and more than 80 commercial partnerships.

All stages of the product life cycle — design, digital prototyping, the development of know-how, quality testing and assembly — are managed internally with the support of qualified suppliers, ensuring flexibility and high production standards. This vertical integration ensures reliable, high-performing solutions, meeting the needs of diverse and constantly evolving markets.

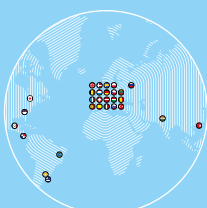
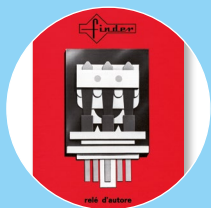
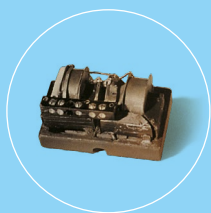
FINDER GROUP HIGHLIGHTS

Coverage of energy needs	14.1% [1]
	Scope 1: 1,734.4 tCO₂e
Greenhouse gas emissions [2]	Scope 2 (Location-based): 2,772.4 tCO₂e
	Scope 2 (Market-based): 5,023.0 tCO₂e
Scrap metal recovery rate	99.5% [3]
Workforce consolidation (voluntary turnover)	0.9% [4]
Injury frequency rate	5.4 [5]
ISO 9001, ISO 14001, ISO 45001, ISO 14064, ISO 50001, ISO/IEC 27701, ISO/IEC 8007934 and ISO/IEC 17025 certifications	

Notes:

- [1] Figure calculated as the ratio between electricity generated from renewable sources and consumed internally, and total electricity consumption;
 [2] For further information, please refer to the sections on "Environmental Information", "Climate Change" and "Greenhouse Gas Emissions";
 [3] Figure calculated as the ratio between the total weight of scrap metal sent for recovery and the total weight of the scrap metal produced;
 [4] Figure calculated as the ratio between the total number of voluntary departures and the total number of employees as at 31 December 2024.
 [5] Figure calculated as the ratio between the total number of accidents involving the internal workforce (both employees and non-employees) and the total number of hours worked by that workforce, multiplied by 10⁶.

OUR HISTORY



TIMELINE

The main milestones in the growth of the Finder Group

- 1949** Turin: Piero Giordanino patents the step relay
- 1954** Turin: Piero Giordanino initiates "Finder" production
- 1965** Opening of the plant in Almesse, Turin (Italy)
- 1966** Launch of the 60 Series industrial relay
- 1974** Opening of the plant in Sanfront, Cuneo (Italy)
- 1981** Internal production of machinery and equipment
- 1991** Opening of the plant in S. Jean de Maurienne (France)
- 1993** Launch of the electronic timer range
- 1996** Creation of the first fully automated line for the production of the new PCB relay
- 2001** Acquisition of Eichhoff Reles SL, Valencia (Spain)
- 2002** Internal production of printed circuit boards for relays and timers
- 2003** Opening of the Central European logistics centre in Trebur Astheim (Germany)
- 2006** Opening of a new logistics Centre in Almesse, Turin (Italy)
- 2017** Opening of an Automatic logistics Centre in Almesse, , Turin (Italy)
- 2018** Finder launches YESLY, the smart home-management system
- 2019** New production centre for automatic relay assembly in Almesse, Turin (Italy)
- 2022** Launch of the OPTA Programmable Logic Relay
- 2024** Acquisition of 4box, Milan (Italy)
- 2024** Certification of the GHG (Greenhouse Gas) emissions inventory in accordance with ISO 14064:2019 for the production sites in Almesse and Sanfront
- 2024** Finder recognized as a Historic Brand of National Interest by the Italian Ministry of Economic Development



GOVERNANCE

Finder's organizational model

The parent company, Finder S.p.A., adopts a **traditional system of administration and control** — a governance model for incorporated entities provided for under Italian law, characterized by the presence of two distinct bodies: the Board of Directors and the Board of Statutory Auditors.

The **Board of Directors**, which is responsible for the administration and management of the company, consists of four members. One of these holds the combined roles of President, Chief Executive Officer and General Manager, while the other three serve as Co-Managing Directors.

The Board of Directors is responsible for the management of the company, dealing with all decisions necessary to achieve its corporate purpose, whether related to ordinary or extraordinary administration, except for those matters reserved by law or the articles of association for the general meeting of shareholders.

The Board of Directors currently consists of four members, all of whom hold executive positions: **Renato Giordanino**, who holds the offices of President, Chief Executive Officer and General Manager, and **Lorenza Giordanino**, **Giuliana Giordanino** and **Elisabetta Giordanino** in the roles of Co-Managing Directors.

Statement on due diligence

Finder recognizes the crucial importance of **due diligence** in the context of sustainability, understood as the entirety of the actions, procedures and controls aimed at identifying, preventing and mitigating the negative impacts arising from its environmental, social and governance activities.

Finder's due diligence process is integrated into the **regulatory framework** of the Group's companies, which governs their main operational activities and ensures:

- **Regulatory compliance** in environmental, social and governance matters;
- **The prevention of impacts** on worker health and safety, product quality, environmental impacts and corporate conduct;
- **The continuous improvement** of sustainability performance.

The regulatory framework is supported by specific tools, including policies, regulations and operating procedures (for further information, see the sections on "General Disclosures" and "Regulatory Framework").

The following table provides an overview of the main practices and procedures adopted by the Finder Group for the performance of its due diligence, illustrating how each stage of the process is linked to the content set out in the various sections of the sustainability report:

Core elements of due diligence	Practices and tools adopted by Finder	Procedures and documents for reference	Paragraphs of the sustainability report
a) Embedding due diligence in governance, strategy and business model	Integration of sustainability issues into strategic decision-making, definition of clear responsibilities and roles dedicated to the management of key sustainability issues.	Code of conduct [1] Integrated management system policy	General Disclosures; Governance; Finder's Organizational Model
b) Engaging with affected stakeholders in all key steps of the due diligence	Active engagement of employees, customers, suppliers, communities and competent authorities through audits, feedback, training and reporting systems.	Code of conduct [1] Integrated management system policy	General Disclosures; Identification and Engagement of Stakeholders. Governance information; Prevention and detection of corruption and bribery
c) Identifying and assessing adverse impacts	Analysis of material sustainability issues by mapping environmental, social and governance impacts through a double materiality analysis.	Code of conduct [1] Integrated management system policy	General Disclosures; Double Materiality Analysis
d) Taking actions to address these adverse impacts	Implementation of operational controls, internal audits, ongoing training, preventive management of incidents and emergencies, and measures to reduce environmental, social and governance impacts.	Code of conduct [1] Integrated management system policy	General Disclosures; Regulatory Framework Environmental Information; Initiatives Social Information; Initiatives Social information; Consumers and end-users; Processes to remediate negative impacts and channels for consumers and end-users to raise concerns Governance Information; Initiatives
e) Monitoring the effectiveness of these efforts and communicating	Tracking of environmental consumption, incidents, injuries, complaints and reports. Regular management reviews and ongoing updates to procedures as part of the process of continuously improving the Integrated Management System. Communicating performance to stakeholders through sustainability reporting.	Code of conduct [1] Integrated management system policy	Environmental Information; Metrics Social Information; Metrics Governance Information; Metrics

Notes:

[1] The Code of Conduct fully satisfies ESRS requirements regarding the management of adverse impacts through the implementation of operational measures, audit activities and training programmes. It also addresses, albeit in a general manner, aspects relating to governance, stakeholder engagement, impact assessment and monitoring; however, these are not yet supported by formalised processes.

STRATEGY AND BUSINESS MODEL

Mission and values

The Finder Group bases its operations on three key values that guide its strategic decisions and day-to-day approach:

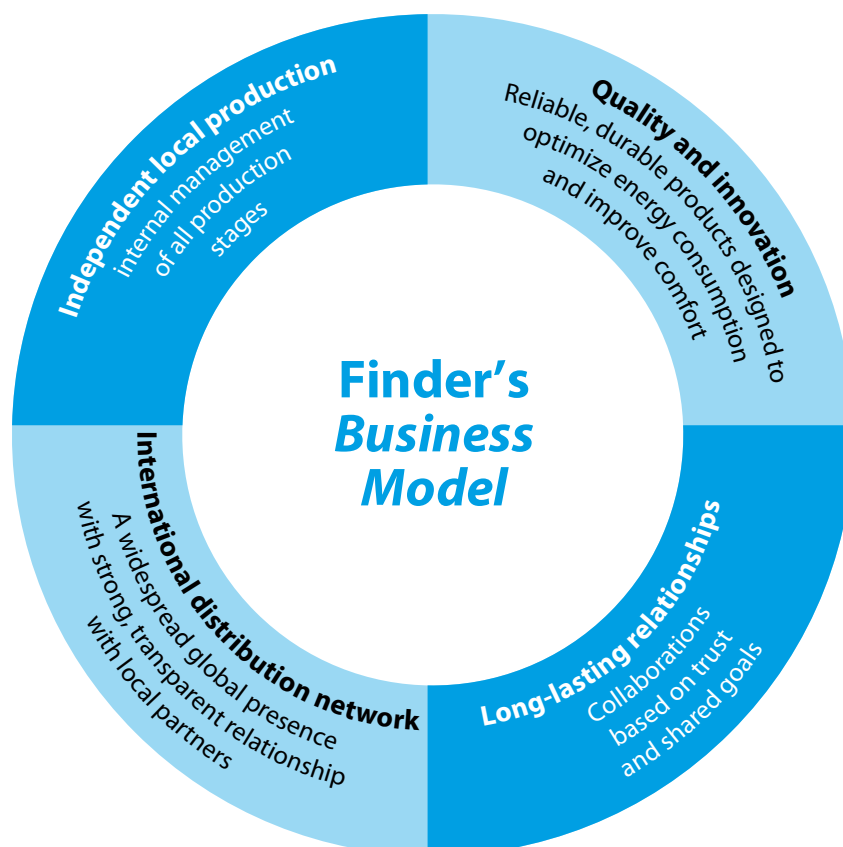
- **Centring people:** every project and every innovation stems from actively listening to the needs of our customers, partners and coworkers. Investing in the professional development and well-being of those who work at Finder means ensuring that our solutions are increasingly tailored to the real challenges of the markets.
- **Pursuing innovation:** the desire to experiment with cutting-edge technologies and tackle complex projects is the driver behind Finder's innovation. Introducing systems dedicated to highly specialized sectors (such as the lift industry, the food industry and hazardous locations) is a concrete example of this.
- **Autonomy and Independence:** Finder's managerial, financial and technological autonomy grants it close control over all company processes, which has also paved the way for simplified internal customs and excellent commercial reliability. In cases involving highly specialized work or small batches, working with qualified suppliers ensures that quality levels are kept high without compromising on lead times.

Through Finder's corporate mission, **"Innovating with respect for people and the planet"**, responsibilities regarding impacts, risks and opportunities related to sustainability are clearly integrated into the company's strategic direction. The mission tasks management with ensuring that the development of components and systems is not only reliable and high-performing, but also respectful of communities and the environment.



Business model

Independent local production, quality and innovation, an international distribution network and longstanding relationships are the key features of Finder's business model. Sustainability is intertwined with each of these elements, strengthening them and making them more resilient over time.



The Group's business model is based on a portfolio of over **14,000 products** — relays, timers, movement sensors, thermostats and advanced smart home solutions — used in sectors ranging from industrial automation to the management of residential lighting, and from climate control to the protection of electrical systems. Alongside the standard lines, tailored solutions are developed for specialized sectors such as the lift industry, the food industry and hazardous locations. Moreover, any home can be transformed into a smart home in a simple and non-invasive way through the YESLY system and products under the 4Box brand.

Finder S.p.A. has its headquarters in Almese (Turin) and has **five production plants** across Europe, plus **direct distribution subsidiaries in 29 countries**. In Europe, it operates in Italy, Germany, the Netherlands, Switzerland, Austria, Romania, Spain, Slovenia, Lithuania, Poland, Portugal, the Czech Republic, Denmark, Hungary, Sweden, the United Kingdom, Belgium and France. In Asia, it is present in Türkiye, India and Hong Kong; while across North and South America it spans Canada, the United States, Mexico, Brazil, Argentina, Panama and Uruguay. This widespread international presence has enabled the development of a strategic network linking the major global markets.



Finder's value chain

Finder develops its own value chain, covering every stage of the design, manufacture and marketing of its product portfolio. These core activities are complemented by integrated digital services and solutions for the generation of renewable energy from hydroelectric sources.

The Group's **own activities** consist of **conceiving of** and **designing** cutting-edge technological and digital solutions, developing the in-house expertise gained over more than 70 years of experience, and creating reliable, high-performing products oriented towards the future.



The Group oversees the **entire design cycle**, from the creative phase through to digital prototyping. It also manages all stages of production — both internally and through selected partners — including the processing of raw materials, the manufacture of plastic components and the assembly of its devices.

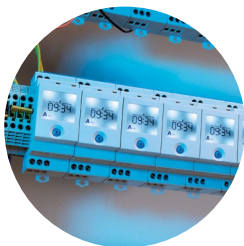


For certain product lines, production and assembly are outsourced to qualified suppliers, ensuring the same high quality standards and the flexibility required to meet the needs of the market. In addition, dedicated production lines are set up at certain overseas subsidiaries and plants, specifically configured to meet the regulatory requirements and technical preferences in their respective countries.



Every device undergoes **rigorous testing and quality control**, using advanced verification systems that ensure full compliance with technical, regulatory and safety requirements. Once testing is complete, the products are packaged and stored in dedicated warehouses, to await distribution via an efficient logistical network. Thanks to strong partnerships with specialist operators, the Group is able to ensure timely deliveries and a widespread presence both nationally and internationally. Commercial activities include **direct sales** and **after-sales support**, with a dedicated customer care service designed to optimize the user experience and encourage customer loyalty.

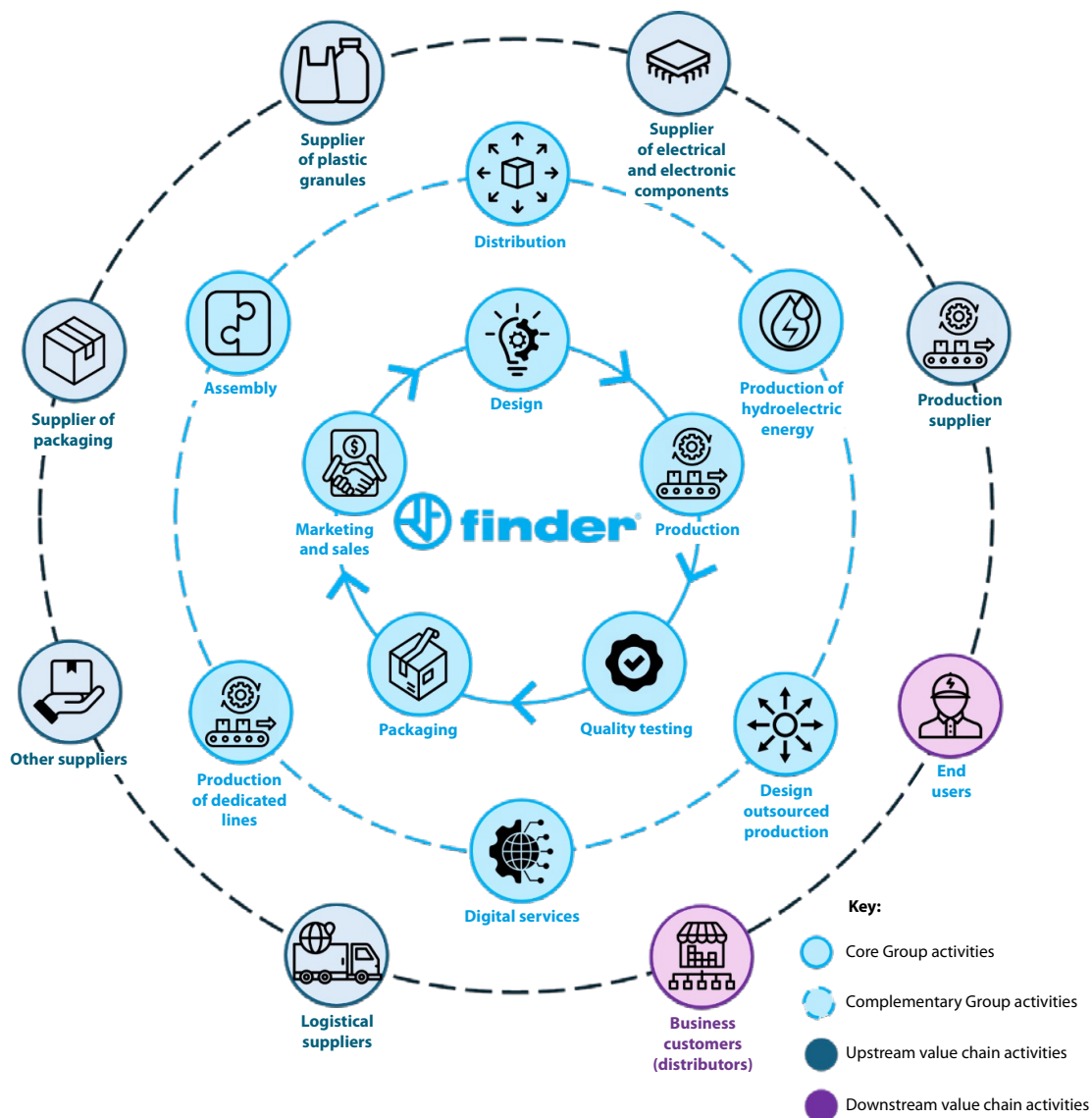
The Group also develops integrated digital solutions, enhancing interoperability between physical products and software platforms to deliver added value to customers. Finally, the operation of a hydropower plant converts kinetic energy from the flowing river into electricity, which is stored and fed into the national grid.



The activities of the **upstream value chain** include the strategic procurement of essential resources and specialist services designed to support the Group's entire production process. In particular, suppliers of energy, technical materials (plastic granules, electronic components), packaging and transport services are selected based on careful assessment of their reliability and alignment with the corporate values. These resources, together with components and semi-finished products from within the company, are fed into the dedicated assembly lines located both in Italy and in the main European subsidiaries, in order to optimise service levels and comply with local regulations.



Finder's value chain is completed **downstream** by the organization and management of sales to business customers — installers, designers and resellers — providing customized solutions and ongoing, qualified support. The process covers order fulfilment, and the widespread distribution of products from various locations to the end customer, as well as the provision of technical support, user training and customer support. At the same time, the electricity generated by the company's own hydropower plant is fed into and sold on the national grid, thereby completing the cycle of downstream commercial activities with an integrated offering of products, services and energy supply.



The Finder Group's business model is designed to offer reliable, efficient and secure technological solutions capable of meeting the needs of a wide range of **customers** and application sectors. The company develops customized solutions for specialist applications, enabling its business customers — designers, installers and retailers — to stand out in the market, optimize their operating costs and improve the efficiency of their systems.

The Finder model also generates tangible benefits for other stakeholders: **suppliers** are engaged in long-term relationships and qualification processes based on the criteria of quality and innovation; while **employees** work in an international environment that promotes safety, professional growth and the development of advanced technical skills. **Investors** and **financial partners** find the Group to be a solid and resilient organization, combining stable financial results with a commitment to sustainability.

Finder's integrated approach to quality, process control and logistics ensures the timely delivery of products and qualified after-sales support, thereby bolstering customer satisfaction and loyalty.

In this way, the Group helps to build a transparent, innovative and competitive supply chain, generating positive, long-lasting benefits for the whole stakeholder ecosystem.

Corporate strategy

Finder's strategy has developed within a rapidly expanding industrial sector, driven by investments in smart grids and the adoption of safety and energy efficiency technologies. The company stands out in this sector for the products it offers for electrical panels and automation, including systems for buildings and residences. The Group prioritizes certain sustainability challenges: if addressed proactively, these can become strategic levers to strengthen competitiveness and ensure the resilience of its operations and its value chain.

Specifically, Finder has identified the following challenges

- **Availability and responsible procurement of critical raw materials (CRMs):** mitigating the risk of shortages of strategic materials, including copper, through supply chain partnerships, diversifying supply sources and promoting the circular economy, with a particular focus on increasing recovery and recycling activities;
- **Circular economy and WEEE management in the downstream value chain:** promoting the recovery of secondary raw materials, helping to achieve the European collection and recycling targets, including through collaborations with specialist operators and projects focused on process and product innovation;
- **Product innovation and eco-design:** integrating sustainability criteria from the design stage, promoting solutions that are more durable and safer than the market average, and reducing the use of hazardous substances as well as environmental impacts throughout the entire life cycle;
- **Regulatory compliance and management of hazardous substances:** ensuring compliance with the requirements of European directives (e.g. RoHS) and developing control systems to minimize the risk of exposure to hazardous substances for people and the environment;
- **Energy efficiency and the transition to renewable sources:** increasing the self-generation of energy from renewable sources and improving the energy efficiency of production facilities to reduce climatealtering emissions.

The Group is working to address these challenges by mapping the key sustainability-related impacts, risks and opportunities, and by identifying metrics to be monitored over time in accordance with ESRS standards. The aim is to identify and implement solutions capable of fostering a more sustainable, innovative industry, resilient to longterm risks.

In line with the company's values, the topics identified through the double materiality analysis and the main challenges facing the electronics and electrical equipment manufacturing sector, Finder's strategy is based on three key pillars:

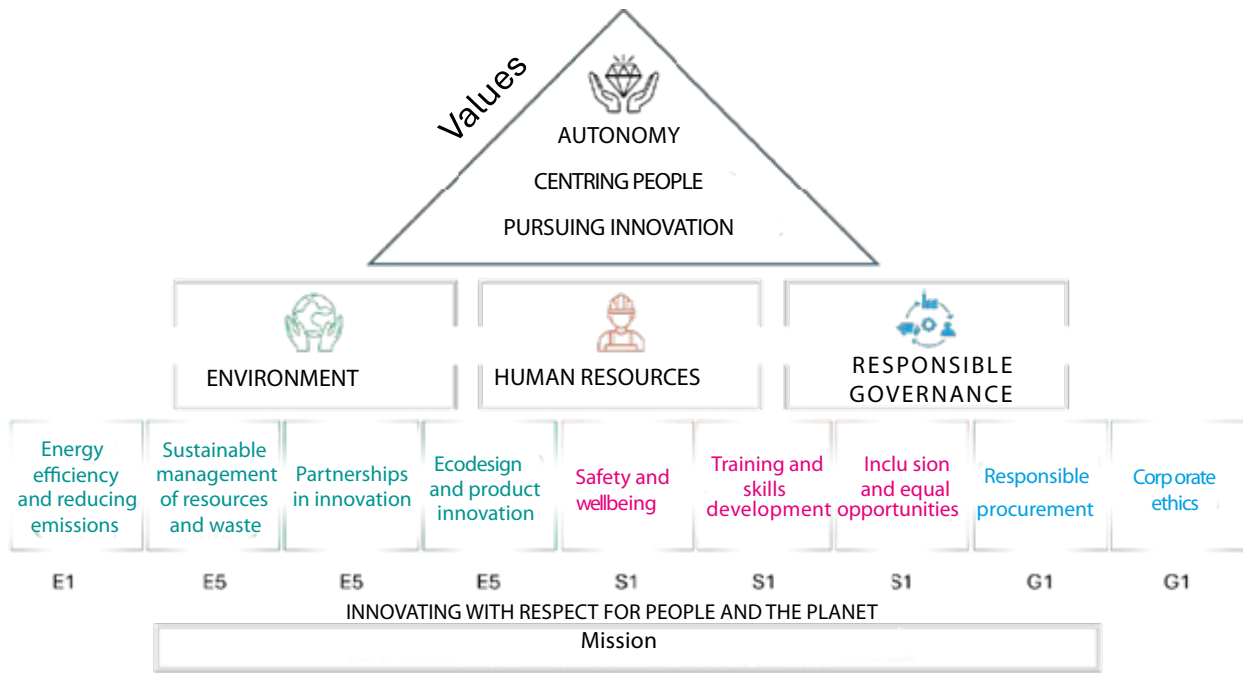
- **THE ENVIRONMENT:** focusing on environmental protection through improving the energy efficiency of production processes, reducing the climate impact and constantly monitoring the resources used, with a view to promoting the sustainable and responsible management of the company's activities.
- **HUMAN RESOURCES:** focusing on the value of the people who work at Finder, promoting their safety, well-being, continuous training and skills development, with the aim of creating a safe, inclusive and motivating working environment.
- **SUPPLY CHAIN:** focusing on responsible supply chain management, ensuring regulatory compliance and traceability throughout the supply chain. This pillar aims to understand and mitigate the environmental and social impacts generated by suppliers, by promoting principles of sustainability and transparency at every stage of production and procurement.

This strategic framework allows FINDER to integrate **economic growth, innovation** and environmental and **social** responsibility, ensuring a sustainable approach consistent with the expectations of its stakeholders.

The three pillars are enabled by a factor that applies across the board: **innovation and partnership**, meant as a lever for the integration of environmental and social responsibility alongside the quality of the products sold. It follows that FINDER’s sustainability strategy is supported and enabled by:

- **Innovation**, process digitalization, automation and the use of smart systems are key tools for ensuring sustainable and resilient management;
- **Strong, ongoing relationships with strategic partners** — customers, suppliers and financial institutions — who share the same values and long-term objectives. These partnerships represent an essential factor in accelerating the transition towards an increasingly sustainable and responsible business model.

The strategy takes the form of a set of **concrete initiatives** aimed at mitigating environmental impacts, continuously improving operational performances and promoting a more resilient and inclusive industrial ecosystem. (For further information, see the section on “Initiatives”)



REGULATORY FRAMEWORK ON THE ENVIRONMENT

The Finder Group stands out for its prompt and systematic adoption of the key environmental and social regulations and directives applicable to its sector. The implementation of procedures — covering waste management, chemicals, responsible procurement and the protection of health and human rights throughout the supply chain — demonstrates the company's concrete commitment to ensuring regulatory compliance and acting responsibly towards the environment and society.

These measures are not only a legal requirement, but also represent a strategic choice aimed at preventing risks, promoting transparency throughout the value chain and encouraging the continuous improvement of business performance.

DIRECTIVES OF REFERENCE	SUBJECT OF THE DIRECTIVE
RoHS Directive (2011/65/EU)	Restriction of the use of hazardous substances in electrical and electronic equipment, helping to reduce pollution and to protect health.
WEEE Directive (2012/19/EU)	Regulation of the registration, evaluation and restriction of chemicals, with the aim of protecting human health and the environment
REACH Regulation (EC 1907/2006)	Regulation of the registration, evaluation and restriction of chemicals, with the aim of protecting human health and the environment
Regulation (EU) 2023/1542	Establishment of criteria for the management of batteries and accumulators, promoting their proper disposal and the recovery of resources
Conflict Minerals (Regulation (EU) 2017/821, DoddFrank)	Promotion of the responsible sourcing of minerals from conflict areas, protecting the rights of communities throughout the value chain

CERTIFICATIONS

Oversight of the Group's internal activities is also ensured through the adoption and updating of a series of management system certifications. Group companies that do not have a formalized management system in accordance with international standards have nevertheless developed internal procedures consistent with those adopted by Finder S.p.A., although these procedures are not shared or harmonized at Group level.

The following is a list of the certifications issued to the company which are currently valid, in both the environmental and other fields:



- Certification of the Quality Management System's compliance with **UNI EN ISO 9001:2015**. The certification covers the following companies: Finder S.p.A. (Almese and Sanfront); Elettroplastica Filignanese S.r.l.; 4Box S.r.l.; the Finder S.p.A. commercial offices located around Italy; Finder Eléctrica SLU; Finder Polska Sp. z o.o.; Finder Plc; Finder India Pvt. Ltd.; and Finder Portugal LDA;



- Certification of the Environmental Management System's compliance with **UNI ISO 14001:2015**. The certification covers the following companies: Finder S.p.A. (Almese and Sanfront); Elettroplastica Filignanese S.r.l.; and the Finder S.p.A. commercial offices located around Italy;



- Certification of the Occupational Health and Safety Management System's compliance with **UNI ISO 45001:2018**. The certification covers the following companies: Finder S.p.A.; Elettroplastica Filignanese S.r.l.; and the Finder S.p.A. commercial offices located around Italy; (Almese and Sanfront);



- Certification of the compliance of the Management System for designing and reporting organization-level greenhouse gas (GHG) inventories with standard **UNI EN ISO 14064-1:2019**. The certification covers Finder S.p.A. (Almese and Sanfront);



- Certification of the Energy Management System's compliance with **UNI CEI EN ISO 50001:2018**. The certification covers Finder S.p.A. (Almese and Sanfront);



- Certification of the Information Security Management System's compliance with **ISO IEC 27001:2022 and 27001:2019**. The certification covers Finder S.p.A. (Almese) and DNDG S.r.l.



The companies' development of technological solutions aimed at improving the energy efficiency of buildings helps to **reduce both electricity consumption and indirect emissions** (Scope 2). At the same time, the company promotes the generation, internal consumption and sale of electricity from renewable sources, particularly hydroelectric and solar power, **reducing reliance on the grid and associated emissions**.

A further contribution to reducing environmental impact comes from the use of heat pumps for heating and cooling the company's premises, resulting in a **decrease in the use of fossil fuels and direct emissions** (Scope 1). These initiatives are concrete examples of how technological innovation can generate both environmental and competitive advantages.

The following are the main initiatives relating to climate change mitigation:

PRODUCTION OF RENEWABLE ENERGY

Planned and ongoing initiatives:

This involved the installation of photovoltaic systems at various operational sites and the construction of a hydropower plant.

Geographical area of application:

The initiative covers the following subsidiaries, listed by country:

- Italy (Finder S.p.A., Finder Elettroplastica Filignanese S.r.l. and Echo D S.r.l.)
- Czech Republic (Finder CZ s.r.o.)
- Poland (Finder Polska Sp. z o.o.)
- Germany (Finder GmbH)
- Portugal (Finder Portugal LDA)
- Mexico (Relevadores Finder S.A. de C.V.)
- Romania (Finder Echipamente SRL)
- Spain (Finder Electrica S.L.U.)

RENEWAL OF THE COMPANY FLEET, AND SUSTAINABLE MOBILITY

Electric and plug-in hybrid vehicles have been introduced for business travel purposes, with charging infrastructure installed at the main operational sites to support the initiative. At the same time, a programme has been launched to replace the diesel forklift trucks used in production plants with new-generation electric vehicles, with the aim of reducing direct emissions and improving the energy efficiency of internal logistical activities.

Geographical area of application:

The initiatives listed have been implemented, with specific adaptations, at the Group's various sites in Italy (Finder S.p.A. and Elettroplastica Filignanese Srl); Germany (Finder GmbH); Portugal (Finder Portugal LDA); and Slovenia (Finder, d.o.o.).

REPLACEMENT OF HEATING SYSTEMS

This project involved replacing traditional heating systems with high-efficiency heat pumps, with the aim of reducing direct emissions deriving from stationary combustion.

The intervention also made it possible to reduce the production of air pollutants associated with combustion processes, improving air quality and contributing to the decarbonization of the company's activities.

Geographical area of application:

The initiative is already underway in Italy and France, specifically at Finder S.p.A. and the Finder France SARL subsidiary.

PURCHASE OF RENEWABLE ENERGY

Finder has signed "green" supply contracts for some of its sites, reinforcing its commitment to sustainable, lowcarbon procurement.

Geographical area of application:

The initiative is already underway at the German subsidiary (Finder GmbH).

MONITORING AND REDUCING ENERGY CONSUMPTION

This initiative involved the installation of dedicated software and sensors to monitor the consumption of electricity and heating, as well as the automated collection of data for periodic analysis.

Geographical area of application:

The initiative covers the following companies, listed by country:

- Italy (Finder S.p.A. and Elettroplastica Filignanese S.r.l.)
- Portugal (Finder Portugal LDA)
- Slovenia (Finder d.o.o.)

Energy consumption

In 2024, the Finder Group's total **energy consumption** is estimated to have come to **21,397.3 MWh**. The largest share, accounting for **65.2%** (13,957.6 MWh), is attributable to the use of **electricity**, confirming the growing electrification of processes and the gradual reduction in the use of fossil fuels. Electricity is mainly used to power production facilities, to heat and cool buildings and to light premises. The remainder of the energy consumption comes from the fuels used to power the company fleet and to heat premises using boilers.

Sources of energy consumption	MWh
Consumption of fossil fuel to power the vehicles in the Group's company fleet [1]	5,141.8
Consumption of fossil fuel to power the Group's building and processes [2]	2,297.9
Consumption of electricity [3]	13,957.6
Total energy consumption	21,397.3

Notes:

[1] Consumption linked to powering company vehicles was calculated on the basis of data collected via the IT platform used across the Group to gather information on sustainability. Each company reported the volumes of fuel (in litres) used during the reporting year, based on their own records of consumption. Subsequently, consumption in litres was converted into energy content by applying the specific conversion factors for each type of fuel taken from DEFRA's "Fuel properties" database, which can be accessed at the following link: <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2024>

[2] Consumption by stationary sources stems mainly from the combustion of natural gas to heat premises and, to a lesser extent, from the combustion of diesel to generate the energy used in processes. Consumption was determined on the basis of data collected via the IT platform used across the Group to gather information on sustainability. Each company reported the volumes of natural gas (expressed in cubic metres or kilowatt-hours) and of diesel (expressed in litres) used during the reporting year based on their own records of consumption. Consumption was then converted into energy content by applying the specific conversion factor taken from DEFRA's "Fuel properties" database, which can be accessed at the following link: <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2024>

[3] Electricity consumption was measured through the IT platform used across the Group to gather information on sustainability. Each company reported the data on annual electricity consumption expressed in kilowatt-hours (kWh) based on their own records. Total consumption includes electricity purchased from the grid, electricity purchased and covered by renewable energy certificates, as well as electricity generated by photovoltaic systems and consumed internally.

In line with the Finder Group's commitment to managing and progressively reducing its environmental impact, it is estimated that approximately **15.6% of the electricity consumed has come from renewable sources** in 2024 (2,175.0 MWh). Specifically, **14.1% of electricity consumption comes from self-generation via photovoltaic systems**, while the remainder is attributable to the **purchase of renewable energy certified through Guarantees of Origin**.

In total, more than **80% of the Group's total energy consumption** is concentrated in **Italy, Spain and Germany**, confirming the strategic role of these regions within the production and logistical chain and their impact on the Group's overall energy performance.



Country	Energy consumed [MWh] [1]	Energy intensity [MWh/mlin€] [2]
Italy	13.716,9	66,9
Spain	1.908,2	105,9
Germany	1.639,7	34,2
Netherlands	499,9	79,9
Brasil	487,2	63,9
Poland	390,3	51,6
France	326,0	22,2
Portugal	303,2	93,5
Great Britain	235,2	33,2
Czech Republic	233,3	64,2
Hungary	211,4	72,7
Mexico	201,4	35,1
Romania	179,8	50,4
United States	153,7	13,8
Argentina	152,1	24,6
Switzerland	147,8	20,4
Belgium	143,9	68,8
Austria	137,2	26,5
Canada	109,4	36,8
Slovenia	83,8	52,0
Türkiye	66,6	10,0
India	30,2	5,0
Lithuania	28,0	10,3
China	7,7	1,7
Sweden	4,5	7,8
Denmark	0,0	0,0
Group total	21.397,3	54,7

Notes:

[1] Energy consumption was broken down using aggregate data for all subsidiaries located within the same country.

[2] Energy intensity was calculated by comparing each country's total energy consumption with the total net revenue generated by the subsidiaries located there.

Management of emissions

Analysis of greenhouse gas emissions by geographic area reveals a marked concentration in Italy, the Group's main source of emissions with **540.7 tCO₂e under Scope 1** and **2,316.5 tCO₂eq under Scope 2 (location-based)**. This result is consistent with the organizational structure and the significant presence of production sites and staff across the country - factors which result in a greater demand for energy and a larger carbon footprint.

Spain ranks second in terms of its volume of emissions, with **48.1 tCO₂e under Scope 1** and **207.6 tCO₂e under Scope 2 (location-based)**. These figures reflect the important operational role played by local facilities in the Group's industrial processes and the intense usage of electricity in their production and management activities.

These are followed by **Germany**, with **316.1 tCO₂e under Scope 1** and **54.9 tCO₂eq under Scope 2 (location-based)**. These emissions are mainly attributable to logistical and distribution activities, characterized by the use of a commercial fleet and supplying energy to storage warehouses.



The Finder Group has a dedicated team to ensure that the issue of pollution is dealt with in a careful and structured manner. Specifically, the Group manages and monitors pollutants, substances of concern and substances of very high concern through procedures that comply with current legislation.

Finder guarantees that all materials purchased **comply with the main European regulations** and with **international standards**.

To ensure a secure supply and a responsible supply chain, the company **requires each supplier to provide the documentation necessary** to confirm compliance with key European regulations, including the **REACH** Regulation (Registration, Evaluation, Authorisation and Restriction of Chemicals), the **RoHS** Directive (Restriction of Hazardous Substances) and regulations on Conflict Minerals.

In 2024, Finder sourced components containing **cadmium** for use in the production of its finished products, making use of the **exemptions** provided for in the RoHS Directive, as there were no viable technical alternatives available for the manufacture of these components. Starting from 2025, Finder will cease marketing and distributing all finished products incorporating elements that contain cadmium, thereby completely eliminating the presence of such substances throughout its entire supply chain.

At present, certain processes at the Almese plant involve **injection moulding** thermoset plastic granules. Over the years, these materials have ensured excellent performances in terms of rigidity, resistance to heat and dimensional stability, but they have limitations when it comes to recycling as they cannot be remelted. Moreover, they can generate micro-particles during handling.

Finder has always handled such operations with the **utmost care and responsibility**, implementing procedures designed to minimize any potential risk of dispersion and carrying out regular spot checks of the workplace and atmospheric emissions. Workplaces also undergo thorough cleaning on a regular basis and are equipped with localized extraction systems. These measures have made it possible to minimize the spread of plastic particles in the environment, while simultaneously ensuring the protection of workers' health.

In **October 2025**, the **final batch** of relays made **with thermoset plastics** was produced, marking the definitive end of this type of production. From that point on, Finder has used only thermoplastics — materials which, unlike thermoset plastics, can be remelted and therefore recycled. This transition represents a significant step forward, not only from a technical perspective but also in terms of the environment: eliminating the processing of these materials will minimize the risk of microplastics being generated and enable the recovery of waste material.

The decision to move away from thermoset plastics in favour of thermoplastics is a clear sign of Finder's commitment to **sustainable innovation**, as it shifts its processes towards **more efficient solutions** and **mitigating potential environmental impacts**.

Furthermore, the use made of Finder products — primarily intended for the installation of electromechanical and electronic components and for long-term use in situ, thanks to their high durability — together with the WEEE management systems operating at national level, leads Finder to believe that, once placed on the market, its products are highly likely to be incorporated into a cycle of use and end-of-life management capable of ensuring the prevention of the dispersion and degradation of plastic materials in the environment, as well as their proper recovery, provided that the product is correctly handed over to end-of-life collection schemes by the end user.

In line with its **corporate policies**, Finder considers responsible resource management and the reduction of its environmental impact to be strategic priorities. The Group is committed to **reducing the waste** generated by its operations, to **continuously improving the efficiency of its production processes**, and to **adopting innovative solutions with a low environmental impact**.

The initiatives undertaken in relation to waste reduction and sustainable procurement represent a significant step forward in the evolution of Finder's business model, which is aimed at more a resilient and ethical management which respects the environment.

OPTIMIZING WASTE FLOWS THROUGH REUSE AND RECYCLING

Finder has implemented a structured internal training programme designed to raise employees' awareness of proper waste management, with the aim of promoting the reuse and responsible disposal of waste and maximizing the recovery of materials. At the same time, the company has entered into partnerships with suppliers specializing in recycling services, in order to ensure that recyclable materials are managed efficiently and in compliance with the regulations.

Geographical areas where the initiative is applied:

- Italy (Finder S.p.A. and Finder Elettroplastica Filignanese S.r.l.);
- Spain (Finder Electrica S.L.U.);
- Germany (Finder GmbH);
- France (Finder France SARL and Finder Composants SAS);
- United Kingdom (Finder PLC);
- Canada (Finder Components Inc.);
- Czech Republic (Finder CZ s.r.o.);
- Hungary (Finder Hungary KFT);
- Austria (Finder Relais Vertriebs GmbH);
- Switzerland (Finder Schweiz AG);
- Slovenia (Finder D.O.O.).

Finder plans to roll out the initiative across all the Group's operational sites, strengthening training programmes, consolidating partnerships with recycling service providers, and enhancing circular economy practices, all with a view to improving the efficiency of resource use and further reducing its overall environmental impact.

CONTROL AND TRACEABILITY OF PROCUREMENT FLOWS

Finder has implemented a structured system to monitor its supply chain, designed to ensure the responsible management of critical materials and compliance with the leading international regulations. The initiative requires suppliers to attest to their compliance with the REACH and RoHS regulations, as well as to collect data annually using the Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT).

These activities make it possible to verify the traceability of materials, prevent the use of minerals sourced from conflict areas, and ensure the ethical and sustainable management of procurement flows. Through regular monitoring, Finder promotes transparency and compliance throughout the value chain, encouraging its suppliers to adhere to international environmental and social standards.

Geographical area of application:

The initiative is implemented at the Italian parent company, Finder S.p.A., which is responsible for procuring most of the materials used by the Group, involving the suppliers linked to production activities

DIGITALIZATION OF CATALOGUES

Finder has launched a wide-ranging programme to convert its catalogues and informational materials into digital form, with the aim of reducing the use of paper and printed materials. This initiative makes it possible to reduce the environmental impact caused by the consumption of natural resources and by the production and distribution of catalogues, while simultaneously improving internal efficiency and the accessibility of information to customers and stakeholders.

Geographical area of application:

The project has been implemented by all Group subsidiaries.

OPTIMIZATION OF LOGISTICS

Finder has implemented a system to streamline its deliveries, aimed at reducing the overall number of journeys and optimizing the use of its vehicles. This initiative makes it possible to reduce the use of packaging materials, cut CO2 emissions and improve the overall sustainability of the distribution chain, while simultaneously generating economic and environmental benefits for both the company and its logistical partners.

Geographical area of application:

The initiative has been implemented by all Group subsidiaries.

SUSTAINABLE INNOVATION IN PROCESSES: TRANSITION TO LASER MARKING

Finder is gradually replacing traditional ink-based marking systems with laser technologies that have a low environmental impact, thereby eliminating the use of ink and ribbons. The adoption of this technology makes it possible to reduce the generation of waste, improve worker safety and optimise the operating costs associated with the management of consumables. This initiative represents a significant step towards more sustainable and innovative production, in line with the company's objectives of efficiency and environmental responsibility.

Geographical area of application:

The initiative is already in place in Italy, specifically at Finder S.p.A. and at the Elettroplastica Filignanese S.r.l.

USE OF DURABLE PACKAGING FOR THE INTERNAL TRANSPORT OF MATERIALS

This initiative involves replacing the single-use packaging used to transport components and semi-finished products between departments with durable, reusable packaging designed for multiple use cycles.

Geographical area of application:

Italy (Finder S.p.A.)

REDUCING SINGLE-USE PLASTIC THROUGH WATER DISPENSERS

This initiative involved the installation of water dispensers at the Almese site, with the aim of reducing the use of single-use plastic bottles and encouraging sustainable practices within the company.

Geographical area of application:

Italy (Finder S.p.A.).

Management of inflows

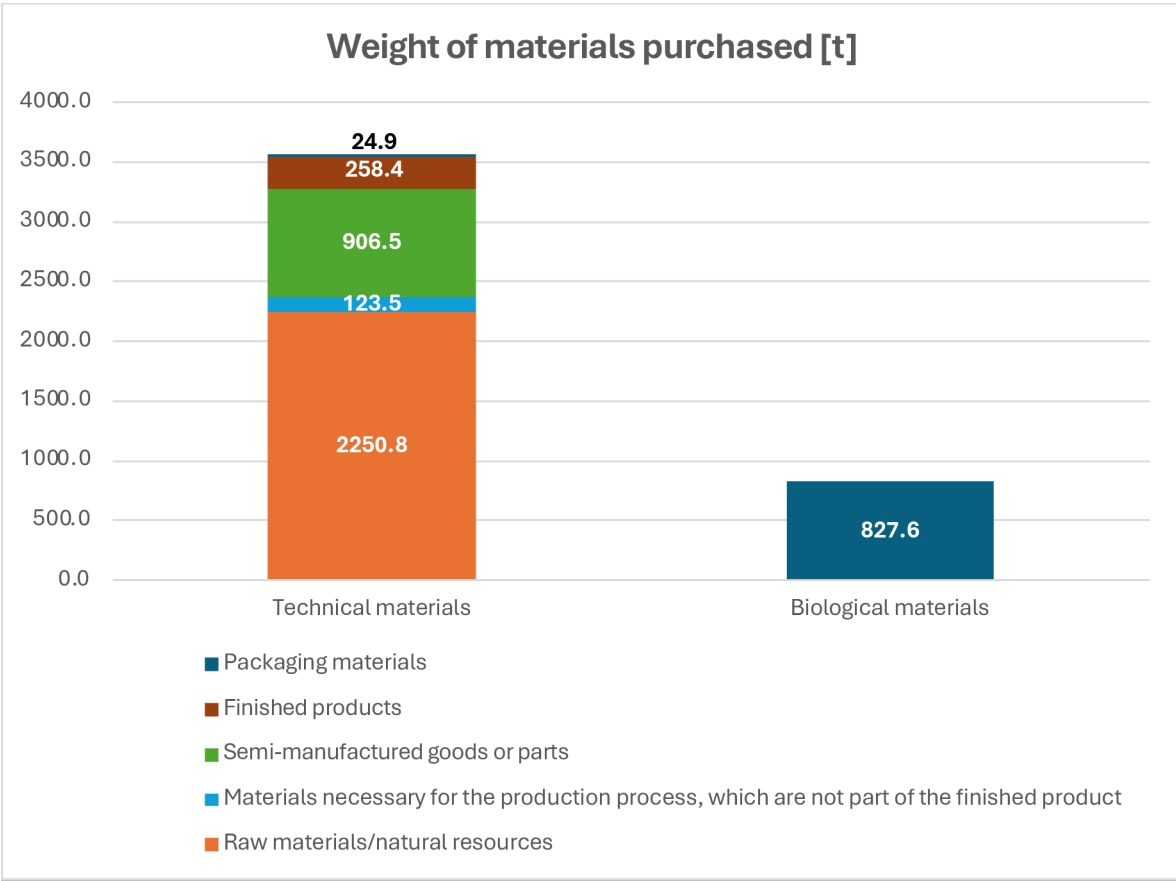
In **2024**, the Finder Group used a total of **4,391.6** tonnes of raw materials, semi-finished products, finished products and packaging materials.

The high overall volume is strictly linked to the **nature of the company's business**, which requires that these materials be used for the production and distribution of the finished products.

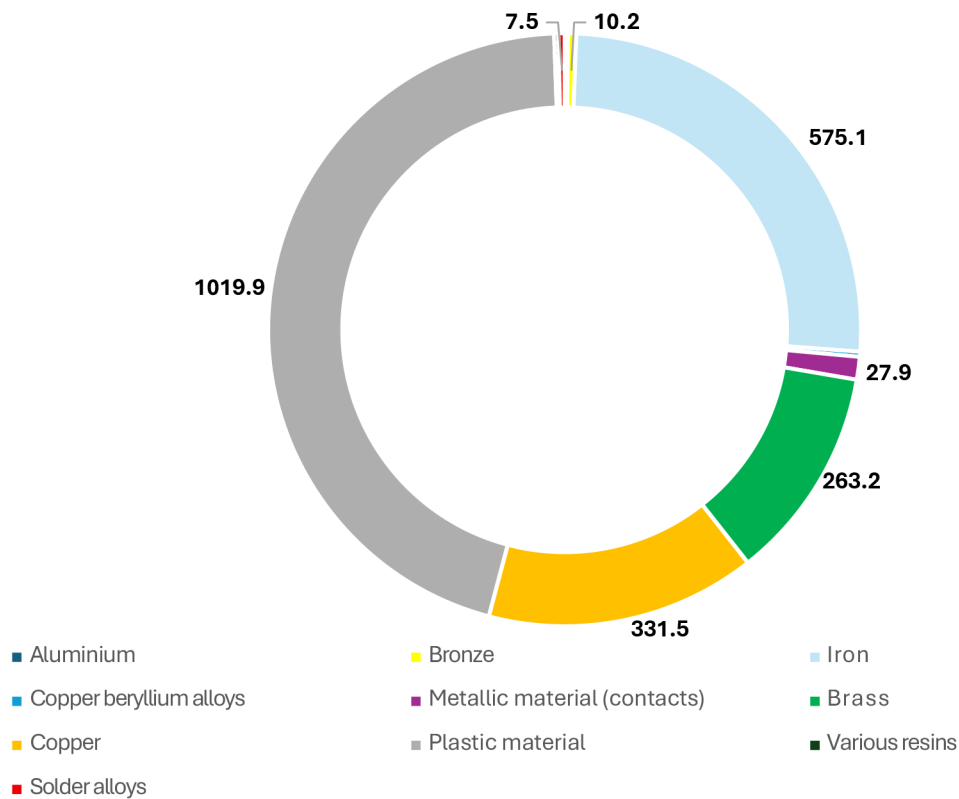
Of the total materials used, the **composition** can be broken down as follows:

- **Technical materials:** 81.2% (3,564.0 tonnes);
- **Organic materials:** 18.8% (827.6 tonnes).

The predominance of technical materials reflects the characteristics of Finder products, which require the **use of metals** – essential for the transmission and management of electrical energy – and of **plastics**, used as housings and structural components, in order to ensure the technical performance and durability of the devices. The organic materials, on the other hand, refer mainly to the use of **paper** and **cardboard** for packaging and shipping, as well as to the **wooden** pallets used for both external transport and the internal movement of goods and materials.



Breakdown of raw materials/natural resources by category [t]



In 2024, organic materials sourced from sustainable supply chains totalled **463.1 tonnes**, accounting for 10.5% of the total materials used and 56.0% of the total volume of organic materials used.

This figure is primarily attributable to the use of paper and cardboard certified by the Forest Stewardship Council (**FSC**)¹ and of wooden pallets certified by Programme for the Endorsement of Forest Certification (**PEFC**)² schemes: a testament to the Group's commitment to using materials from responsibly managed sources.

¹ The Forest Stewardship Council is an international, non-profit NGO that has established an internationally recognized system for the certification of sustainable and responsible forest management.

² The system enables certification of the sustainability of forest management and the traceability of the wooden and paper products that are marketed and processed.

Waste management

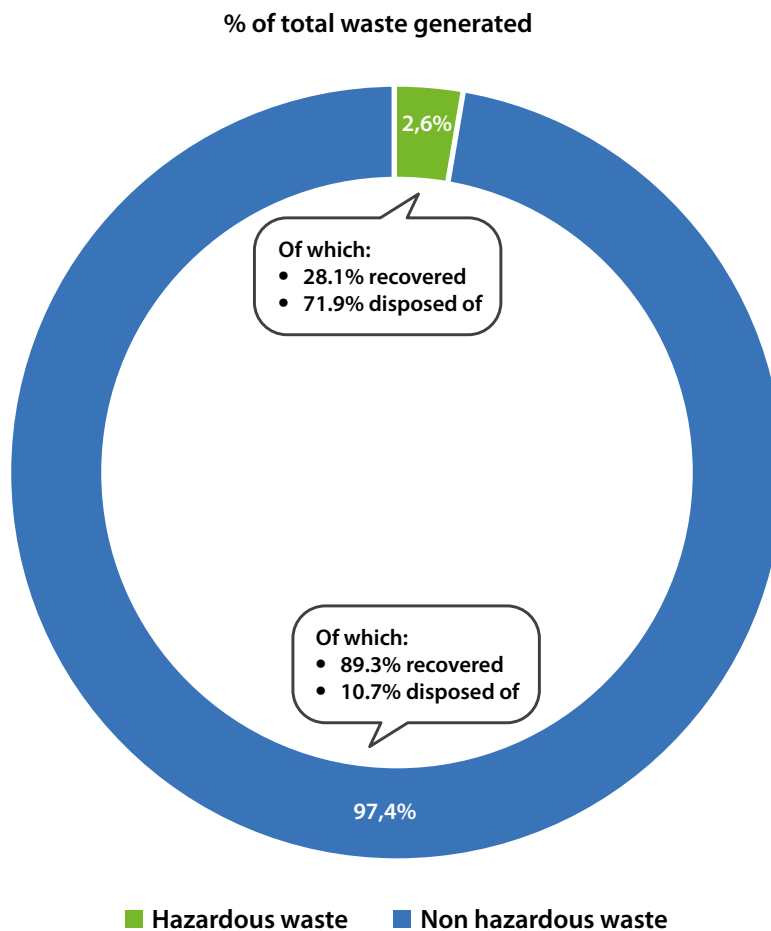
The **waste generated** by the Group's activities in 2024 is estimated at **998.6 tonnes**. This figure is mainly attributable to **production processes**, and to a lesser extent to **office work**.

Production generated **511.2 tonnes of scrap metal**, accounting for **51.2%** of total waste. Of this total, **507.5 tonnes** (99.5%) were **sent for recovery**, highlighting the Group's impressive capacity to reintroduce scrap metal into the production cycle. In particular, with regard to copper scrap, the operators in the sector responsible for the recovery and recycling of the scrap generated by Finder are the same operators from which the company buys back the copper used in production. This helps to create a virtuous cycle of recycling and reusing materials containing recycled content. These approaches are fully consistent with the **European strategy** for the promotion and recovery of metals on the lists of Critical Raw Materials (CRM).

Other significant waste streams came from **packaging**, including plastics, paper and cardboard, wood and mixed materials.

The total quantity of this waste amounted to **274.6 tonnes**, corresponding to **27.5% of the total** waste generated, of which **248.3 tonnes** (equivalent to 90.4%) are **sent for recovery**.

Overall, **97.4%** of the waste produced was classified as **non-hazardous**. Furthermore, **87.7%** of total waste was **recovered**, while only **12.3%** was sent for **disposal**.



Monitoring of Critical Raw Materials in the downstream value chain

The Finder Group directly generates limited quantities of WEEE (Waste Electrical and Electronic Equipment) as part of its activities. Nevertheless, it operates within a **supply chain that has a significant impact** on the consumption of Critical Raw Materials (CRM) and on the related recovery dynamics.

As highlighted in the background analysis, only **37% of WEEE is collected correctly** in Italy. To ensure effective and responsible monitoring of the flows of these resources, Finder S.p.A. is a member of the **Cobat WEEE Consortium**, which manages the collection and recycling of WEEE generated and placed on the market at national level.

At the same time, the company submits **periodic declarations regarding the volume of products placed on the market** to the consortium and pays a **contribution in proportion to the quantities sold**, in accordance with the principle of Extended Producer Responsibility (EPR), thereby supporting and financing the proper management and recovery of end-of-life WEEE.

Similarly, every company in the group has subscribed to their respective national consortium in order to contribute to the responsible management of WEEE at an international level.



The Finder Group recognises the importance of incorporating the views of its workforce into decision-making processes and into the activities aimed at managing actual and potential impacts. To this end, it actively promotes worker engagement through a variety of tools and methods

Dialogue with personnel takes place both **directly** and **through trade union representatives** and **works councils**.

These methods of engagement and participation form part of a structured and ongoing process, divided into **several stages** taking place at **varying intervals**.

Tools such as **internal surveys** and **performance appraisals** are also used, enabling the collection and communication of workers' opinions, including through **voting systems**. This approach has often led to concrete ideas and solutions, contributing significantly to the improvement of company processes and policies.

A **dedicated whistleblowing channel** is provided for use. It also permits the anonymous submission of reports, ensuring **confidentiality** and **protection against any form of retaliation**, under the responsibility of the **Whistleblowing Manager**.

INITIATIVES

Conscious of the strategic role of its human capital in ensuring business continuity and the excellence of the services it offers, the Group has developed an integrated set of initiatives in line with its internal policies, designed to promote efficient and sustainable personnel management.

These initiatives are aimed at **improving quality of life at work, well-being, safety** and **job satisfaction among employees**, with the goal of fostering loyalty among qualified staff who are fully aligned with the company's values.

The main initiatives dedicated to enhancing and developing the internal workforce are outlined below.

Training and skills development

The Group has adopted a structured and dynamic training programme designed to encourage the ongoing development of its employees' professional and cross-cutting skills.

The training programme covers a wide range of topics, including language courses, technical training (including on-boarding for new hires) and specialist refresher courses for existing personnel.

The plan also provides for initiatives dedicated to development of personnel, compulsory courses — such as first aid — team-building activities and specific training modules on sales, new products and management.

Geographical area of application:

Mainly Belgium, Denmark, France, Germany, Italy, Lithuania, the Netherlands, Poland, Portugal, United Kingdom, Czech Republic, Spain, Switzerland, Hungary, Argentina, Brazil and China.

HEALTH, SAFETY AND OPERATIONAL MANAGEMENT

The Finder Group considers occupational health and safety to be a fundamental element of responsible and sustainable business management. The initiatives undertaken are designed to prevent accidents, promote safe and ergonomic working environments, and encourage a culture of safety among all employees. In particular, several companies within the Group have introduced dedicated training programmes, preventive medical checkups and structural interventions designed to ensure maximum protection for workers. The main initiatives already implemented include, notably:

- Training programmes on occupational safety, with regular courses for all personnel;
- Workstations designed in accordance with criteria of safety and ergonomics, particularly in warehouse areas;
- Preventive healthcare services and on-site medical consultations, exclusively for managers.

Geographical area of application:

The initiatives listed have been implemented, with specific adaptations, at various Group sites.

CORPORATE WELFARE AND WELL-BEING INITIATIVES

Description of the initiatives:

The Finder Group actively promotes the well-being of its employees through a structured programme of voluntary initiatives designed to improve the quality of their working and personal lives. The measures in place encompass physical, psychological and social aspects, with the aim of creating welcoming, stimulating and inclusive working environments. Particular attention is devoted to mental health, to promoting physical activity, and to organizational flexibility and practical support for the personal and family needs of coworkers.

The main initiatives already implemented include, notably:

- Psychological well-being programmes, with dedicated support services for employees;
- Special arrangements regarding sporting activities and free access to the in-house gyms, including group training sessions;
- Free on-site massages, available twice a month for every employee;
- Free distribution of fruit, vegetables and baked goods to promote healthy eating habits;
- Pleasant working environments, enhanced by background music;
- Customized support for individual and family needs;
- Free advice during working hours (on tax, pensions, the Equivalent Economic Situation Indicator (ISEE) and matters relating to Italian Law 104);
- Flexible working hours to help achieve a good work-life balance;
- The option to work part-time or remotely, where applicable.

Geographical area of application:

The initiatives listed have been implemented, with specific adaptations, at the Group's various sites in Italy, Brazil, Germany, France, the Netherlands, Hungary and the United States.

The action plan provides for the expansion of well-being programmes, the consolidation of sporting arrangements, the expansion of psychological support services and the promotion of increasingly inclusive workplaces.

RESPONSIBLE CORPORATE MOBILITY AND VEHICLE PERKS

Description of the initiatives:

The Finder Group has implemented a forward-thinking company policy on the allocation and use of company cars, designed to improve employee well-being, facilitate mobility and foster a sense of trust and responsibility. The initiative forms part of a wider corporate welfare programme and is notable for the fact that employees are also permitted to use the vehicles for private purposes, within pre-set limits. The main characteristics of the policy include, notably:

- The allocation of company cars, with the option of using them for private purposes;
- The promotion of safe, sustainable mobility through the selection of efficient vehicles that comply with environmental and safety standards.

Geographical area of application:

The initiatives listed have been implemented, with specific adaptations, at the Group's various sites in Italy, Germany, France and Hungary.

A CULTURE OF DIALOGUE AND ACTIVE ENGAGEMENT

The Finder Group promotes a corporate culture based on transparency, open dialogue and the active engagement of its employees. In particular, several Group companies have implemented policies and practices designed to recognize individual and collective contributions, encouraging participation and fostering positive relationships. The main initiatives already implemented include, notably:

- An "open-door" policy which encourages direct dialogue between employees and management;
- A culture of transparent feedback, with collaborators being involved at an early stage in the event of changes in the company;
- Joint corporate events, such as team-building activities, parties, outings and celebrations to strengthen internal unity;
- Team-building activities designed to promote collaboration and team spirit.

Geographical area of application:

The initiatives listed have been implemented, with specific adaptations, at the Group's various sites in Italy, Germany and France.

The action plan for the future includes organizing and promoting further joint corporate events, strengthening communication and engagement channels, and implementing IT systems to collect feedback and information regarding job satisfaction among employees.

LISTENING AND INCLUSION PROGRAMME FOR PEOPLE WITH DISABILITIES

The initiative consists of conducting monthly interviews with employees with disabilities, with the aim of gathering qualitative data on accessibility needs, well-being at work, the ergonomics of workstations and inclusive training. The information gathered is then analysed by the Disability Manager and presented to the HR Department in order to plan improvements.

Geographical area of application:

Initiative implemented at the Finder S.p.A. site (Italy).

Working conditions

Employee composition and turnover

As at 31 December 2024, Finder's workforce stood at 1,691 people.

NUMBER OF EMPLOYEES BY GENDER

GENDER	NUMBER OF EMPLOYEES (as at 31/12/2024)
Male	833
Female	857
Other [1]	1
Not reported	0
TOTAL EMPLOYEES	1,691

Notes:

[1] Gender as declared by the employees themselves.

Taking the Group's total workforce into consideration, approximately **71.7%** are employed in **Italy (1,030 employees)** and in **Spain (183 employees)**. The remaining personnel are located in other countries, as follows: Germany (90); Austria (8); the Netherlands (15); Switzerland (8); Romania (68); Slovenia (5); Lithuania (6); Poland (21); Portugal (12); the Czech Republic (8); Denmark (1); Hungary (15); Sweden (2); the United Kingdom (21); Belgium (5); France (47); Türkiye (10); India (25); China (7); Canada (9); the United States (15); Mexico (21); Brazil (39); and Argentina (20).

In 2024, there were **103 departures** among employees, representing a **turnover rate of 6.1%**. This figure reflects overall stability in workforce numbers and a balance between the incoming and outgoing personnel. Looking exclusively at voluntary departures, there were **16 voluntary resignations**, representing a **voluntary turnover rate of 0.9%**, further confirming the continuity and stability of the workforce.

An analysis of the distribution by age bracket shows that approximately **10.6% of employees** (179 people) are under 30, indicating a limited presence of young people within the Group. The **30-50** age bracket accounts for **50.1% of the workforce** (848 employees), confirming that the core of the company consists of personnel in their prime working years. Finally, **39.3% of employees** (664 people) are over 50, highlighting a significant proportion of older workers, who make a considerable contribution in terms of experience and strategic know-how.

The composition of personnel reflects a **mature and dynamic workforce**, with a significant number of experienced professionals who are able to facilitate the training and integration of the younger generation. At the same time, the predominance of employees in the middle age bracket suggests that the company's workforce is far from reaching retirement age, ensuring solid prospects for business continuity and the effective transfer of skills.

Based on the available estimates, Finder adopts a remuneration system that complies with national and international regulations, as well as industry best practices, with the aim of ensuring that its employees receive fair pay commensurate with their role, skills and working circumstances.

According to estimated figures, **100%** of employees are expected to receive remuneration in line with the relevant collective bargaining agreements or local regulations in 2024. This approach is a testament to the Group's commitment to promoting fair and transparent working conditions consistent with the specific regulatory and organisational context of the various countries in which it operates.

Social protection and family leave

Finder ensures that its employees are provided with an adequate system of social protection designed to safeguard their income in the case of events such as illness, unemployment, workplace accidents, acquired disability, parental leave and retirement, from the start of their employment with the company.

In 2024, **all Group employees were entitled to family leave³**, in accordance with the applicable collective bargaining agreements and current legislation.

It should be noted that **13.7%** actually took advantage of this family leave. Broken down by gender, approximately 3.4% of this figure is represented by men and 10.3% by women. Within gender categories, this corresponds to **7% of men** (58 out of 833) and **20% of women** (174 out of 857).

Respect for human rights and workers' rights

Through its **Code of Ethics** and **Ethical Conduct Policy**, the Finder Group reaffirms its unwavering commitment to promoting a corporate culture based on respect for human rights, gender equality and embracing diversity. These principles form the foundation of a fair and inclusive workplace, aimed at ensuring the protection of civil, political, social, economic, cultural and solidarity rights, including the right to self-determination, peace, development and environmental protection.

The application of national collective bargaining agreements across the board, in line with local regulations and industry best practices, helps to ensure that workers' human rights are respected through agreements reached and shared during collective bargaining with workers' representatives.

Group companies which do not yet have a formal Code of Ethics adopt the guidelines established by the parent company Finder S.p.A., thereby ensuring that their conduct is consistent with the ethical values shared companywide.

In accordance with the provisions of the Code of Ethics, every report received through the channel dedicated to the workforce is carefully examined to assess its nature and gravity.

During 2024, **no incidents of discrimination or harassment were recorded or reported, nor were there any serious incidents involving human rights violations.**

³ Family leave refers to periods of absence from work granted by law or under the terms of a contract, during which a worker may temporarily step away from their duties to attend to family needs, such as caring for children, spouses, parents or other cohabiting family members without losing their right to retain their job and, in some cases, while receiving financial compensation.

Equal treatment and opportunities for all

Diversity and inclusion

In line with the principles set out in its **Code of Ethics**, the Finder Group actively promotes diversity and is committed to preventing all forms of discrimination within the organisation.

It should be noted that **4%** of workers have a disability, 1% of whom are men and 3% are women. The distribution within gender categories shows **3% of men** (23 out of 833) and **5% of women** (43 out of 857) have disabilities. These figures confirm the Group's commitment to inclusion and provide a basis for the development of further targeted policies and initiatives aimed at ensuring equal opportunities and accessibility across all areas of the company, in line with the business model.

Due to the nature of the company's activities, there are more female manual workers than male ones, partly because certain stages of manufacturing the products require a high degree of manual dexterity. At other organizational levels, such as senior management, middle management and clerical staff, the gender balance is skewed in favour of men.

These figures show that, while there are differences linked to roles and functions, the Finder Group maintains an overall gender balance across employee categories, confirming the company's commitment to promoting an inclusive and equitable environment while recognising the sector-specific dynamics that influence distribution within the workforce.

Training and skills development

For many years, the Finder Group has promoted a structured training programme open to all employees, designed to develop technical, language and cross-cutting skills in line with the ever-changing work environment.

The training activities include language courses and technical, managerial and psychological training, as well as specific sessions on occupational health and safety and regulatory updates.

The programme also includes on-boarding courses for new hires, on-the-job technical training, updates on new products, and specialist sessions on human resources, labour rights and environmental protection.

In 2024, it is estimated that a total of **17,966 hours of training** were conducted, an average of **15.9 hours per employee**. On average, male personnel received 12.8 hours of training and female personnel received 18.2 hours. The figures refer only to part of the company's full operations, but include the parent company, Finder S.p.A., and its Spanish subsidiary, which are the entities with the most employees.

The figure for the average number of training hours per employee confirms Finder's **commitment to promoting the professional development** of its personnel.

Health and safety

In pursuing its goal of ensuring safe workplaces aligned with the nature of its operations, Finder attaches the utmost importance to safeguarding the health and safety of its employees.

To this end, the company actively promotes the adoption of good health and safety practices, integrating them into its corporate processes and spreading a culture of prevention at all levels of the organization. To manage these aspects in a structured and ongoing manner, Finder S.p.A. has implemented a management system compliant with **UNI ISO 45001** – “Occupational Health and Safety Management Systems”. This is currently applied to a significant part of the company’s operations, covering **60.3%** of the Group’s workforce.

According to data from the parent company, Finder S.p.A., there was **1 workplace accident** in 2024 out of a total of **927 employees**, corresponding to an **average rate of 0.6 accidents per 1,000 workers**⁴. By way of comparison, according to data from the Italian National Institute for Insurance against Accidents at Work (INAIL), as at 31 October 2024⁵ the Italian manufacturing sector recorded around 93,000 accidents per year out of a workforce of 3.8 million, with an average rate of 24.5 accidents per 1,000 workers. Finder S.p.A.’s figure is therefore significantly lower than the national average, confirming the effectiveness of the prevention and protection policies and measures adopted.

Occupational diseases

The tasks carried out in the production and warehouse departments at Finder Group sites, due to their operational nature, may involve exposure to various risk factors, including the manual handling of loads, vibration, noise, awkward postures and repetitive movements. Thanks to prevention initiatives and a constant focus on occupational health and safety, no cases of occupational disease were recorded among employees during 2024.

⁴ Calculation carried out using the method employed by INAIL for national monitoring.

⁵ Source: <https://www.inail.it/portale/it/inail-comunica/news/notizia.2025.05.infortuni-e-malattie-professionali-nell-analisi-di-dati-inail-i-numeridel-manifatturiero.html>

Finder, which is deeply rooted in the territories where it operates, has a business model that generates positive impacts on local communities through **initiatives that promote socio-economic development and collective well-being**. The company adopts an **inclusive and responsible approach**, prioritizing procurement from local suppliers and hiring personnel who live in the areas where it operates. In some locations, Finder has contributed to the renovation of local buildings and supports municipal projects through **donations and marketing support**. The Group's commitment to the community also takes the form of **sponsorship of sporting and cultural activities**. In addition, some Group companies **are required by law to donate a share of their profits to nonprofit organizations** and draw up an annual **programme of social initiatives**. These measures strengthen ties with the local community and promote a corporate culture focused on social responsibility and the creation of shared values.

INITIATIVES

Finder recognizes its active role in the sustainable development of the territories in which it operates, contributing to urban regeneration and the strengthening of the local socio-economic fabric. The company's strategy for growth is based on close collaboration with public institutions and local entities, with the shared aim of making the most of unused real estate to help preserve areas that have not yet been developed.

The approach adopted is based on ongoing, constructive dialogue with all local stakeholders (institutions, local communities, trade associations and third-sector organizations) with the aim of defining common objectives, preventing potential negative impacts and maximizing the benefits generated by activities for the local socioeconomic context.

The following are the main initiatives aimed at consumers and end users:

URBAN REGENERATION PROJECTS FOR ECONOMIC AND SOCIAL GROWTH IN THE TERRITORIES

Finder is involved in urban regeneration projects in the territories where it operates, through the acquisition and refurbishment of derelict buildings.

To carry out these projects, the company works with local businesses and professionals, fostering a production chain with strong local roots and thereby helping to create new economic and employment opportunities, as well as contributing to the development of the community. In most cases, refurbished buildings are used for production activities or, as in the case of a recent project by Finder S.p.A., converted into a facility designed to host national and international customers and partners. The initiative aims to make the most of the existing stock of buildings, improve the urban landscape and strengthen relationships with local stakeholders.

Geographical area of application:

Finder S.p.A. (Italy).

SUPPORTING THE LOCAL ECONOMY THROUGH EMPLOYMENT AND LOCAL SUPPLY CHAINS

The subsidiaries of the Finder Group promote initiatives aimed at encouraging the active involvement of local communities, with a particular focus on job creation and the economic development of the territories in which they operate. In this context, priority is given to hiring personnel who live in the relevant areas and to collaborating with local service providers, thereby helping to make the most of the skills, professional expertise and resources available in the territory.

Geographical area of application:

Initiatives implemented in all Group subsidiaries, with specific adaptations.

SOCIAL AND ENVIRONMENTAL COMMITMENTS IN RELEVANT COMMUNITIES

The Finder Group's international subsidiaries promote social initiatives aimed at local communities, with the goal of strengthening ties with the territory, promoting ESG practices and contributing to collective well-being. Their main activities include organising community engagement events and gatherings, such as sports days, collaborations with youth groups — like the Scouts — and the provision of materials and equipment for activities that benefit the local community.

Geographical area of application:

Initiatives implemented, with specific adaptations, at the Group's sites in Italy, Romania, the United Kingdom and Brazil.

The positive impacts generated by Finder for consumers and end users are closely linked to the company's commitment to ensuring **transparency, accessibility and support** throughout the entire life cycle of its products and services. The availability of dedicated channels such as a freephone number, a website, social media and a technical support service enables the provision of clear, timely and comprehensive information to end users, helping to resolve queries and complaints and **improving the overall customer experience**. Furthermore, the communication channels have been designed to be accessible, favouring inclusion and enabling a wider range of users to easily access crucial information, thereby helping them to make more informed decisions. These initiatives, which are integrated into the customer relations strategy, help to strengthen trust in the Finder Group and promote a business model geared towards responsibility and centred on end users.

INITIATIVES

In line with its mission of excellence and sustainable innovation, Finder regards its customers and end users as a central element of its corporate strategy and growth path. The company considers its relationship with those who choose and use its products to be not merely a commercial interaction, but a collaboration based on trust, quality and responsibility.

The following are the main initiatives concerning consumers and end users:

ASSURANCE OF PRODUCT CONFORMITY AND INTEGRITY THROUGHOUT THE VALUE CHAIN

Planned and ongoing initiatives:

An already-implemented initiative has introduced rigorous checks on 100% of the parts produced. The company employs advanced technologies to ensure the integrity and optimal performances of its products, ensuring full compliance with the highest standards of quality and safety.

Description of the initiatives:

The intervention involved a verification process for every component of the final product, comprising in-depth tests including: process control, size verification, electrical analysis and assessment of electroplated coatings. This activity is part of a broader strategy of operational excellence, aimed at ensuring compliance with the highest standards of quality and safety throughout the entire value chain.

Geographical area of application:

The initiative is in place in Italy, at the Finder S.p.A. sites.

TRANSPARENCY OF INFORMATION AND CONSUMER PROTECTION

The actions already undertaken by the company include:

- The production and distribution of clear, comprehensive and accurate informational materials;
- The translation of the contents into 14 languages, in order to ensure international accessibility;
- A particular focus on transparency, safe use and support to help consumers make informed choices.

Geographical area of application:

The initiative implemented at Finder S.p.A. in Italy has been rolled out across all the markets served, particularly those targeting end consumers.

ENHANCEMENT OF CUSTOMER SUPPORT AND DIGITALIZATION OF SUPPORT INFORMATION

This initiative comprises an integrated set of interventions designed to enhance customer support and to promote clear, transparent communication for both the business sector and for end users.

The activities undertaken involved:

- The launch of a freephone number dedicated to technical and sales support;
- The publication of clear, up-to-date informational content which is easy to consult.
- After-sales services and customer support;
- Digitalization and information dissemination activities aimed at end users.

Geographical area of application:

Initiative implemented in Italy, at Finder S.p.A.



INITIATIVES

Finder S.p.A. holds “**CRIBIS Prime Company**” accreditation, attesting to the company’s high level of **commercial reliability**. The company is committed to maintaining this accreditation over time, which it views it as a feature that also distinguishes it among suppliers, who can rely on a solid partner that pays on time and is committed to building long-lasting and transparent relationships.

ACCREDITATION	DESCRIPTION	BENEFITS FOR SUPPLIERS
CRIBIS Prime Company [1]	Finder S.p.A. has been awarded the “CRIBIS Prime Company” accreditation, which represents the highest level of commercial reliability and is awarded only to companies that maintain consistently high standards of economic-financial soundness and fair payment practices.	• Assurance of a relationship with a solid partner that pays on time; • Greater trust and stability in supplier relationships; • An opportunity to plan long-term collaborations with a company renowned for its commercial reputation.

Note:
[1] Publicly available accreditation.



MANAGEMENT OF RELATIONSHIPS WITH SUPPLIERS

Finder carefully selects its suppliers to ensure that the products and services it offers to the end customers meet the highest quality standards. It **prioritizes suppliers who can ensure high quality standards and full compliance with the regulations** applicable to the products, components and raw materials purchased.

As part of the qualification and monitoring process, suppliers are required to provide **declarations and certifications** regarding compliance with **chemical and environmental regulations** (REACH and RoHS), as well as adherence to the quality and technical requirements imposed by Finder. In order to ensure strict compliance with the relevant European directives, **verification questionnaires** are sent to commercial partners each year to ensure that the substances used, including those contained in components or raw materials, comply with the established thresholds for hazardous substances — particularly the 0.1% limit for substances of very high concern (SVHC).

These activities help to ensure **transparency throughout the entire supply chain** and to prevent potential environmental and social impacts and risks.

PREVENTION AND DETECTION OF CORRUPTION AND BRIBERY

The Finder Group's corporate and organisational structure comprises companies of different sizes and levels of complexity, across a diverse range of operational and regulatory contexts. Some of them have formalized tools in place for the management of non-conformities relating to corporate conduct, including cases of corruption, whilst other smaller entities have not yet implemented dedicated reporting channels or procedures.

Despite the absence of structured systems in some Group entities, **consolidated practices are emerging** that help to prevent and monitor the risks of corruption and bribery.

Finder S.p.A. has implemented a structured system for handling reports of unlawful conduct, with a particular focus on preventing and combating corruption and bribery. This system is structured around the **Code of Conduct** and the **Whistleblowing Procedure**, complementary tools that reflect the company's commitment to ethics, legality and transparency.