



Sustainability Report 2025

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Letter to Stakeholders

Dear Stakeholders,

2025 was a year of development and transformation for the Selematic Group: it was the first financial year in which Selematic and Miele operated within a shared industrial project, following the completion of Miele's acquisition in 2024, and the first year in which we chose to systematically report not only on the economic results achieved, but also on our environmental, social and governance performance. The birth of the Selematic Group is the result of the synergy between two historic companies and a journey built on technical expertise, innovation capacity, constant investment and relationships built over time, which allows us today to oversee the entire packaging line, from primary packaging to palletisation.

In 2025, we also laid the foundations for a more structured management of ESG dimensions. The double materiality analysis allowed us to understand with greater awareness the most relevant issues for the Group and our stakeholders: from the development of our people to product innovation, from energy resource management to the quality and safety of the solutions we develop, through to ethics in business conduct and the building of solid relationships with our network of suppliers and partners. These themes have become the pillars of our strategy and have been translated into an ESG Plan that will guide our improvement journey in the coming years. We believe, in fact, that sustainability must become an integral part of the way we design, invest, innovate and measure our performance.

The vision guiding our growth path has translated into some important results, including:

- Miele's achievement of ISO 14001 and ISO 45001 certifications, relating respectively to the environmental management system and the occupational health and safety management system, as well as the launch of Selematic's own certification process;
- the measurement of the Group's carbon footprint, determining direct emissions (Scope 1), indirect energy emissions (Scope 2) and the main emissions arising along the value chain (Scope 3);
- investments aimed at progressively increasing the share of electricity produced from renewable sources, thanks to Miele's photovoltaic systems and the plant currently under construction at the new Selematic facility;
- investment in the training and development of our people's skills, which we recognise as a key factor in supporting product innovation, process quality and the Group's growth;

- the consolidation of the governance and internal control system, through the adoption of an organisational model pursuant to Legislative Decree 231/2001 and the Code of Ethics.

We look to the future with the entrepreneurial spirit that has guided our development path to date, continuing to invest in innovation and in people. We believe that value is built over time, through responsible choices, solid skills and a vision capable of combining growth and sustainability.

Roberto Bonini

Chairman of the Board of Directors



Highlights

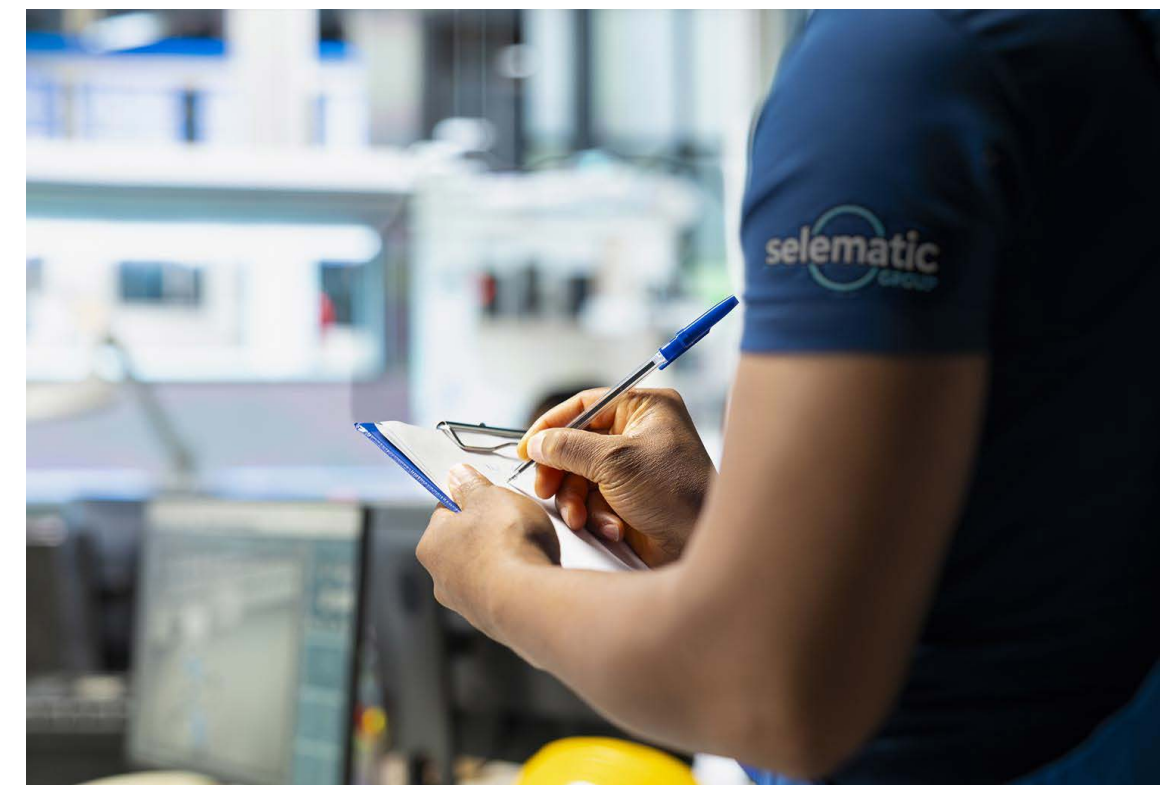


1. The identity of the Selematic Group

1.1 The Selematic Group

The Selematic Group was established in 2024 following the acquisition by Selematic S.p.A. of Miele S.p.A.. Thanks to the integration of the complementary skills of the two companies in the packaging solutions sector, the Group now operates as a technological partner for the design and construction of complete packaging lines, from primary packaging to secondary packaging and palletisation. The Group supports its customers through a consultative approach that combines engineering expertise, application experience and customisation capabilities, developing tailored solutions for a wide range of sectors, including pasta, cereals and cereal-based products, pulses, snacks, dried fruit, coffee, frozen foods and pet food.

The Group operates through an industrial structure spread across four plants located in the hubs of Eboli (Salerno) and Foiano della Chiana (Arezzo).





Selematic is a company specialising in the design and manufacture of solutions for secondary packaging in cardboard or shrink film and for end-of-line, including palletising. Over the years, investments in innovation and the progressive consolidation of the company's know-how have allowed the company to expand its scope and diversify the applications of its solutions.

Today, Selematic designs and manufactures packaging systems for a wide range of products.

The company is based in Eboli (Salerno), where an industrial hub has been developed, consisting of two production plants and a head office, with a total covered area of approximately 10,000 m², within an area of 58,000 m². The site internally integrates the main phases of the production process, from mechanical machining and metal fabrication to painting, assembly, and final machine testing.

YEAR	EVENT
1978	Vito Amabile and Angelo Carimando, drawing on many years of experience in the pasta sector, founded Selematic, starting the business of designing and building packaging systems for dry pasta packs.
1981	Following the growth of the business, the company adopts the legal form of a general partnership and purchases the land on which the first company-owned industrial plant will be built.
1991	Selematic opens a new production facility, featuring 2,000 m² of production space and 600 m² of office space.
1999	Selematic becomes a joint-stock company (S.p.A.), consolidating its growth path and progressive development in international markets.
2001	Selematic purchases a new industrial plant of approximately 58,000 m², which still constitutes the company's production site today, using exclusively its own funds.
2003	Selematic moves its operational headquarters to the new Eboli plant and continues its production and commercial expansion.
2011	Selematic expands its industrial plant by building a new 2,500 m² industrial building.
2017	Vertis SGR, a private equity fund, acquires a stake in Selematic, marking the beginning of a programme to strengthen the company's organisational and management structure.
2021	Mindful Capital Partners takes over from Vertis SGR, continuing the path of development and internationalisation.
2024	Selematic acquires 100% of Miele and Selematic Group is formally established, launching an integration programme for the main corporate functions (sales and marketing, human resources, administration and control, sustainability).
2025	The international growth path continues: Selematic opens its first commercial branch in Mexico, in Guadalajara, to oversee the LATAM market.
2026	The Selematic Group is publishing its first Sustainability Report with reference to the 2025 financial year, prepared in accordance with the GRI Standards.



Miele is a company specialising in the design and production of machines for the primary packaging of food and chemical products. In over fifty years of business, the company has progressively consolidated and expanded its offering, which today includes medium and high-speed machines, from entry-level to premium configurations, designed to ensure high levels

of customisation. The modular approach adopted and the availability of a wide range of accessories allow the machines to be adapted to different production requirements and a variety of formats and packaging materials, including recycled film.

The company is based in Foiano della Chiana (Arezzo) and has two production sites covering a total area of approximately 5,000 m². Miele internally manages the strategic activities of design, assembly, testing and technical support.

YEAR	EVENT
1968	Michele Miele begins the design and production of packaging machines, initially operating under a different brand.
1990s	A new legal entity is born, led by partners Giuseppe and Antonio Miele.
1991	The company founded by Michele Miele officially adopts the "Miele" brand.
2008	Miele becomes a Joint-Stock Company (Società per Azioni) and develops an ultrasonic welding technological system.
2009	Miele starts the production of multihead weighers.
2015	Miele starts a partnership with the University of Ancona for the development of proprietary algorithms and software for weighing and dosing systems.
2018	Miele consolidates its presence in the United States thanks to the partnership with Aripack and the activation of a local office with a showroom and spare parts warehouse.
2024	Selematic acquires 100% of the share capital, giving life to the Selematic Group.
2025	Miele completes the new production plant, increasing production capacity. Miele launches the first packaging machine for short pasta with a double square bottom format, designed to ensure high productivity, ease of use and perfect integration into the Selematic Group's integrated packaging lines, made possible by proprietary software developed in-house.



VALUE, INNOVATION AND DIFFERENTIATION

The continuous search for advanced technological solutions, reliability and attention to customer needs guide the Selematic Group's daily operations in the development of machines for every type of product and process and in the construction of solid and lasting partnerships.

Premium products

Uncompromising performance, precision and reliability

The solutions developed by the Group are designed to offer high performance, operational precision and reliability throughout the entire life cycle of the plant.

Deep experience and knowledge

Skills developed through hands-on experience

The experience gained over decades of activity and deep knowledge of the application sectors represent the basis for developing effective solutions and responding to customer needs.

Integrated solutions

A single partner for the entire packaging process

The complementarity between Selematic and Miele allows the Group to oversee the entire packaging supply chain, from primary packaging to palletising, including for flexible packaging and fragile products.

Customisation

Every project stems from the customer's needs

The adoption of a consultancy approach allows for understanding the specific production needs of customers and creating bespoke solutions for every type of application.

Flexibility

Solutions that adapt to processes

The machines are designed to handle a wide variety of products and formats, offering high operational versatility.

Reliability and durability

Performance that lasts over time

Reliability and durability are distinctive characteristics of the Group's solutions, designed to ensure operational continuity and high levels of efficiency over time.

Safety and quality

Uncompromising design excellence

Every solution is developed according to high quality and safety standards, an expression of Italian know-how and manufacturing tradition.

After-sales service

Proximity to the customer at every stage of the journey

A network of qualified technicians, based at our facilities and in key markets, ensures prompt and effective support throughout the entire life cycle of our systems.

THE BUSINESS MODEL

The Selematic Group operates as a strategic partner for the development of complete and customised solutions for flexible packaging, from primary packaging to secondary packaging, palletising and end-of-line solutions. An offering that combines manufacturing excellence, technological innovation and attention to detail, the distinctive elements of the Italian industrial tradition.

The integration of the skills, technologies and experience gained by Selematic and Miele allows the Group to act as a single point of contact for customers throughout the entire life cycle of the plants, from design to after-sales support, through integrated and bespoke solutions capable of responding to specific production, operational and market needs.

The Selematic Group's operating model is based on a dynamic make-or-buy approach that combines vertical integration and a consolidated network of specialised suppliers. Relationships with the supply chain, established since the company's foundation in 1978, have evolved along with the Group's growth, creating a production ecosystem based on long-term partnerships. For numerous suppliers, the Group still represents the main customer, strengthening a relationship of interdependence that Selematic also interprets as a social responsibility towards the continuity, stability and development of the local business community.

This configuration allows for directly overseeing activities with higher added value and strategic relevance, such as design and engineering, assembly, testing and technical support services, while simultaneously leveraging the skills of qualified partners for the supply of specific components. The result is a flexible and resilient production model, capable of responding effectively to order requirements and demand dynamics, while preserving high levels of quality, reliability and control along the entire value chain, which is divided into the following phases:

1. Analysis of needs and development of the offer

The process starts with the analysis of the customer's production needs and the definition of the most suitable technical solution. During this phase, the machine configuration, any required customisations and the commercial terms of the proposal are defined.

2. Offer, negotiation and acquisition of the order

The presentation of the offer, negotiation and acquisition of the order take place through multiple channels, including direct relationships with end users and OEM customers or through a network of agents and distributors.

3. Custom design and engineering

The customer's needs are translated into an executive project that integrates standardised components and solutions developed to measure according to application specifications.

4. Procurement and supply chain management

The Group coordinates the purchase of materials and components through a consolidated network of specialised suppliers. While Miele relies entirely on external purchasing for these components, Selematic keeps some strategic processes in-house, including metal fabrication, mechanical machining and painting.

5. Production, assembly and testing

Before delivery, all machines are assembled and subjected to rigorous internal testing to verify their full compliance with design specifications and ensure their quality, reliability and operational performance. For most plants, the process concludes with the Factory Acceptance Test (FAT), which is carried out at the factory with the participation of the customer or, where necessary, remotely via video link systems. Even when the customer does not take part in the FAT, the testing is performed according to the same standards, procedures and verification criteria, ensuring the same level of accuracy and technical validation. This approach minimises risks during the subsequent installation and Site Acceptance Test (SAT) phases, ensuring high quality standards from the moment of delivery.

6. Packaging and shipping

Once the verification and testing activities are completed, the plants are prepared for shipment and delivered to customers in compliance with the agreed timelines and specific needs.

7. Installation and commissioning

Over 30 technicians specialising in field service support the customer during the installation, start-up, and final testing of the system.

8. Warranty and after-sales support

The relationship with the customer continues throughout the entire life cycle of the system through technical support services, maintenance, spare parts supply, technological upgrades, retrofits, and training, with the aim of preventing machine downtime, improving efficiency, and extending the useful life of the systems.

The Group's production strategy is primarily based on a Make-To-Order (MTO) model, with a limited component of standard modules produced for stock to improve operational efficiency and manage delivery times for orders.



Markets and customer relations

The growth of the Selematic Group has been accompanied by a steady international expansion, extending its reach far beyond national borders, strengthening its proximity to customers and enhancing its ability to serve key markets. The relationship with the customer is based on a consultative approach that accompanies them from the analysis phase of production requirements through to installation, testing, and system start-up. The customer base is broad and diversified, including some of the main operators active in the food and packaging sectors.

The Group is present today in Europe, Africa, the Middle East, Latin America, and partially in North America, with installations in over 70 countries. The establishment of Selematic Group Latam, a new commercial branch in Mexico, represents a further expression of the Selematic Group's international vocation. Direct presence in the area allows for the consolidation of positioning in Central and South American markets, which are among the most dynamic and promising in key application sectors for the Selematic Group.

International coverage is guaranteed by a direct sales network, which is complemented by specialised distributors and OEM collaborations. Furthermore, thanks to a network of over 30 specialised technicians operating in the field, the Group is able to offer comprehensive support service in the main target markets, ensuring timely interventions and qualified support directly at the customer's premises.



1.2 Our products and services

AN INTEGRATED OFFER ALONG THE PACKAGING LINE

The integration of the distinctive skills of Miele and Selematic allows the Group to cover the entire packaging line, combining know-how in primary packaging for the food and chemical sectors with that in secondary packaging and palletising. The solutions developed find application in the packaging of pasta, flour, cereals and cereal-based products, pulses, snacks, dried fruit, ingredients and spices, coffee, frozen foods, fresh-cut produce, pet food, and powdered chemical products.

PRIMARY PACKAGING – MIELE

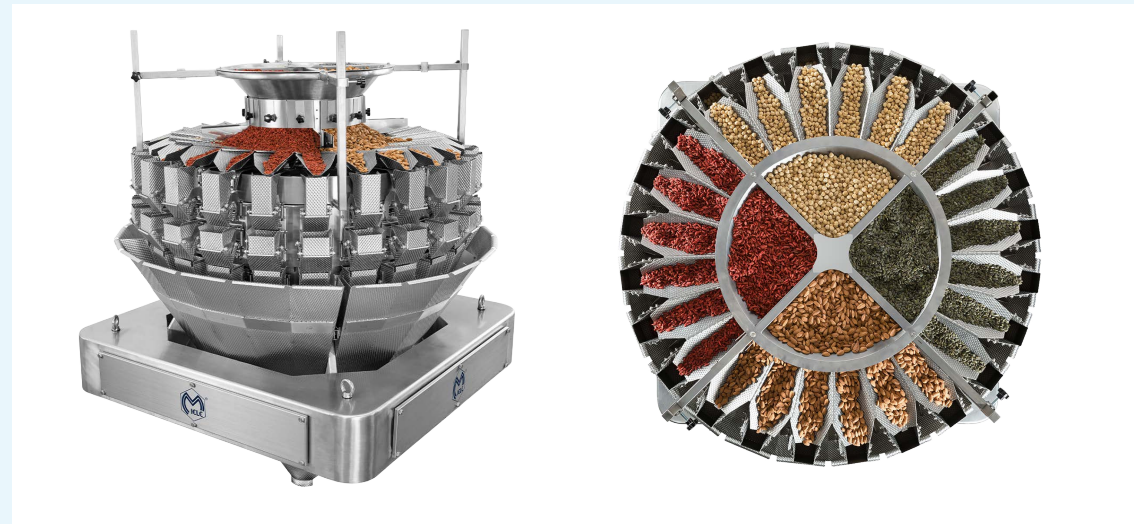
Miele specialises in the manufacture of machines for primary packaging. The offer includes solutions for packaging and dosing, designed to adapt to different application requirements and integrable within complete automatic lines.



Packaging machines

Vertical packaging machines represent the heart of Miele's offer. The range includes Vertical Form-Fill-Seal (VFFS) machines, available in both continuous and intermittent motion configurations, customisable through the integration of accessories and dedicated modules. These machines are designed to create different types of packaging starting from flexible heat-sealable films, such as pillow bags, block-bottom and double-bottom packs, stabilo, VFFS doypack, gusseted bags, as well as vacuum solutions and special formats.

In recent years, the Group has progressively developed significant know-how in the processing of recyclable and mono-material solutions, anticipating the market's shift towards more sustainable packaging requirements. All new-generation packaging machines are prepared for the treatment of these materials through dedicated kits and specific configurations, allowing customers to adopt packaging with a lower environmental impact without sacrificing productivity, quality, and process reliability.



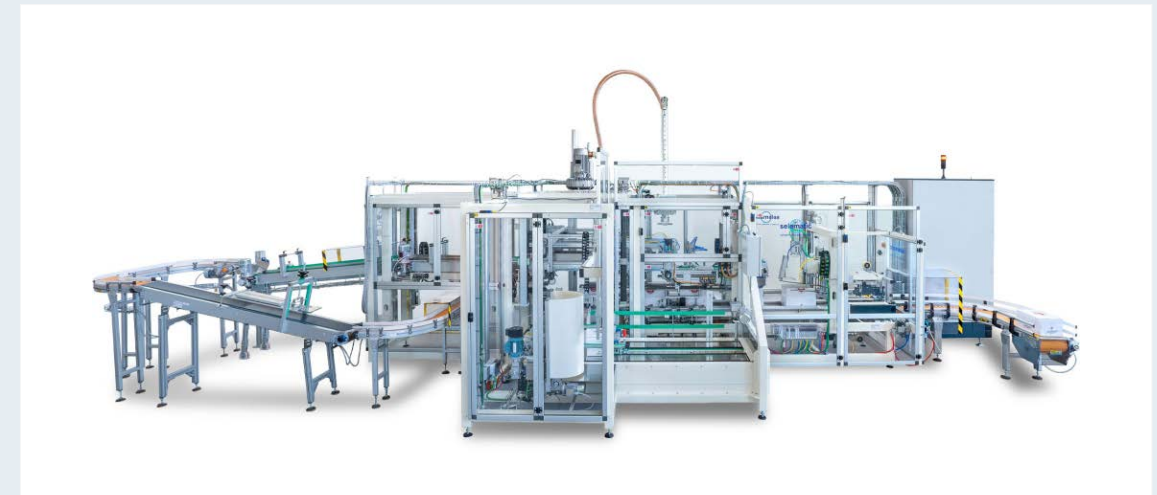
Dosing systems

Vertical packaging machines are designed to integrate with different dosing systems, depending on the physical characteristics of the product and the customer's needs. The offer includes:

- linear weighers, weight-based dosing systems for free-flowing granular products, powders, frozen products, and fresh products;
- multihead weighers, characterised by high dosing precision and productivity and ease of use;
- auger fillers, designed for the dosing of free-flowing and non-free-flowing powders, granules, and other dry products;
- cup fillers, for the volumetric dosing of free-flowing powders, granules, and other dry products.

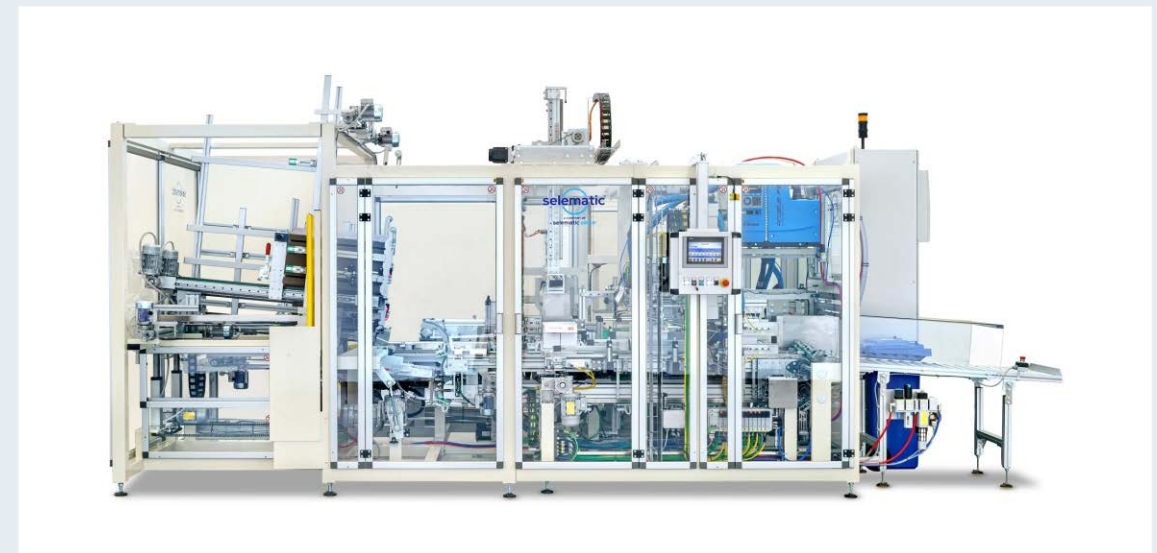
SECONDARY PACKAGING – SELEMATIC

Selematic covers the phases following primary packaging, with solutions dedicated to the automatic cartoning of packs and their preparation for distribution and logistics.



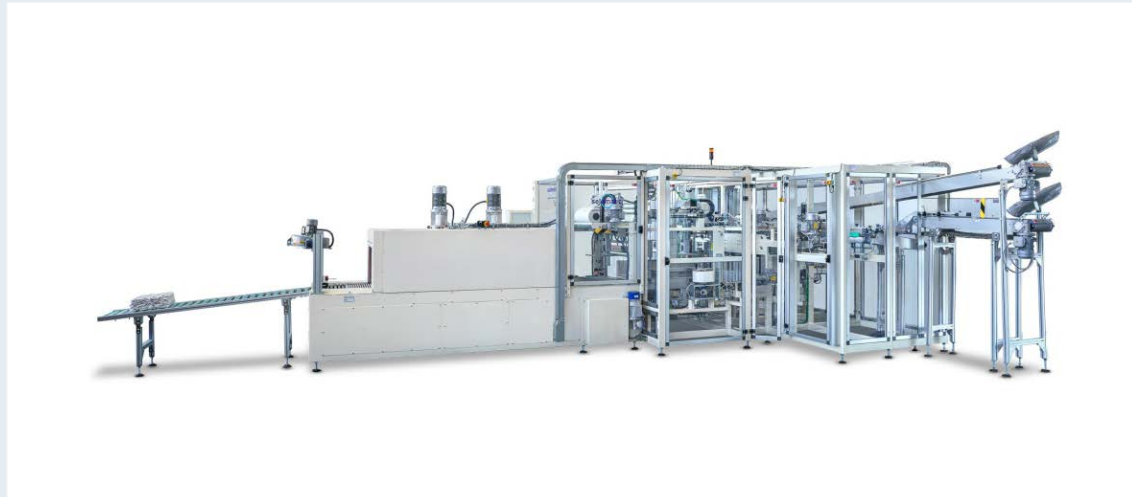
American case packing systems

American case packing systems are designed to automatically insert primary packs into boxes of different sizes and types, offering a wide range of configurations depending on customer needs and requirements for product protection, volume optimisation, and point-of-sale presentation.



Wrap-around cartoning systems

Wrap-around cartoning machines form the secondary packaging directly around the product or group of products, combining the traditional logistical function of cartoning with the option of displaying products directly on the shelf in a tray format, simply by removing the top section of the packaging. The range includes various models with different speeds, developed for specific application requirements.



Shrink wrappers

Shrink wrappers allow for the automatic wrapping of groups of packs using polyethylene film, which is then heat-shrunk by passing through an oven (positioned in-line), creating bundles that are open at the sides or completely closed. The range is designed to handle different types of primary packaging and grouping configurations, ensuring application flexibility and operational efficiency.



Palbox

These systems automate the filling of large pallet boxes, which serve a clear logistical purpose and can then be placed directly on the floor in discount stores or used for specific promotional activities. Thanks to robotic pick-and-place systems, they are able to handle different types of packaging and formats.



Systems for disposable products

For several years, Selematic has developed specific automatic solutions for bagging disposable products (plates and cups) and their subsequent case packing.



Accessory modules

The Group's offering is completed by a range of modules that integrate packaging and case packing lines with features dedicated to product control, handling, and management. Thanks to their modularity, these solutions can be installed on both new systems and existing lines, adapting to different production needs. The range includes systems for checking the weight of both packs and cartons, detecting metal contaminants, verifying that packaging is correctly sealed, automatically applying lids, and orienting packages during subsequent handling and palletising phases.



Palletising solutions

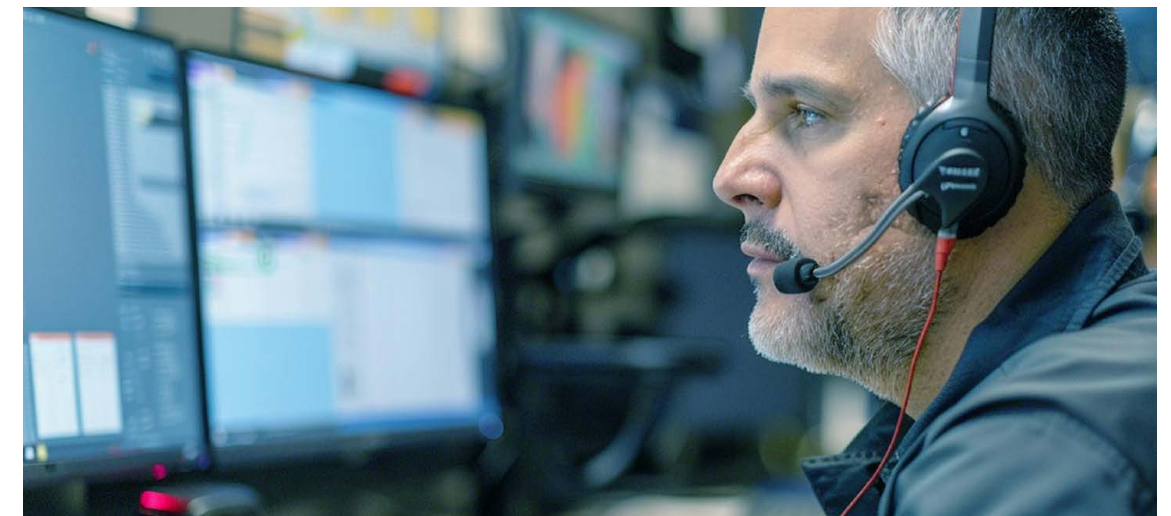
Palletising systems allow for the automation of handling and pallet formation operations at the end of the line, managing cartons, bundles, and bags. The systems can be configured according to production volumes, the plant layout, and the specific operational needs of customers.

Palletising operations are entrusted to robotic systems and dedicated gripping devices, capable of precisely handling individual packages or entire groups of products. Through proprietary configuration and control software, the systems process the most suitable palletising patterns based on product characteristics and operational requirements.

ASSISTANCE AND SUPPORT THROUGHOUT THE ENTIRE LIFE CYCLE OF THE SYSTEM

The value of the solutions offered does not end with the delivery of the system. The Selematic Group supports its customers throughout the machine's life cycle, through services dedicated to maximising performance, operational continuity, and useful life: from technical assistance to preventive maintenance, up to service contracts and upgrade and retrofit interventions.

Technical assistance is available **both on-site**, with specialised technicians who intervene directly at the customers' plants, **and remotely**, through tele-assistance technologies that allow for real-time diagnosis, monitoring of operating parameters, and support in resolving anomalies or configuring new set-ups, reducing the time and costs associated with travel.



Periodic maintenance programmes transform maintenance from a corrective intervention into an investment in efficiency: scheduled check-ups and interventions on parts subject to wear allow for the identification of critical issues before they result in production downtime. Maintenance packages are modular and customisable according to the actual conditions of use of the system.

Through **service contracts**, the Group guarantees continuous support to the customer, supporting them in monitoring the system's needs, planning interventions, and managing technical assistance activities. These agreements define clear service levels (SLAs), guaranteed response times, and favourable conditions for spare parts and labour.

The offer is completed by **Upgrade & Retrofit services**, which allow for the modernisation of the existing machine fleet by integrating new technologies, updated safety systems, and advanced software modules, improving energy efficiency, cycle speed, and compatibility with Industry 4.0 standards, without having to replace the systems entirely.

2. Corporate governance and business conduct

The Selematic Group's governance system is structured to ensure transparency in decision-making processes, effective oversight of corporate risks, and compliance with the relevant regulatory framework. Solid governance is therefore not just a compliance requirement, but the foundation upon which responsible and effective business management is built, capable of supporting the pursuit of strategic objectives, protecting the interests of stakeholders, and supporting the creation of long-term value.

2.1 Corporate governance and organisational model

Ownership structure

The Selematic Group is composed of Selematic, the parent company, and Miele, 100% controlled following the acquisition operation completed in the first half of 2024.

Selematic's ownership structure includes Mindful Capital Partners III S.C.A. SICAF, the majority shareholder, alongside the founding family's long-standing shareholders, who continue to retain a stake in the company's share capital. This configuration allows for the integration of the experience gained and the entrepreneurial vision of the historic ownership with the resources and skills brought by the institutional investor, contributing to supporting the Group's development and expansion path.



Governance and organisational structure

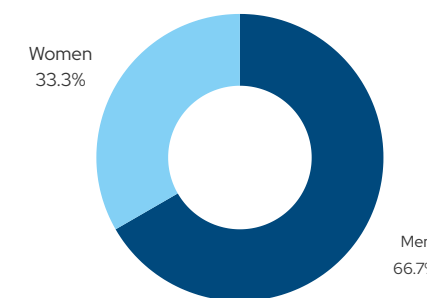
The Selematic Group's corporate governance model is based on a system of rules, bodies and control mechanisms defined in compliance with applicable legislation and the characteristics of the individual companies that are part of it.

Strategic and general policy decisions are the responsibility of the Selematic Board of Directors, supported by an organisational structure divided by function, with responsibilities defined in relation to the main operational and management areas.

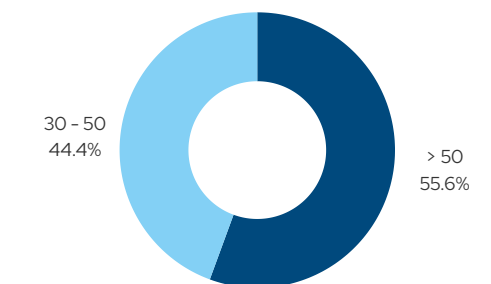
The Selematic Board of Directors is composed of 9 members, 6 men and 3 women.

Selematic

Composition of the Board of Directors - Gender



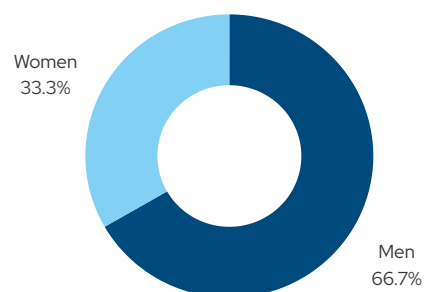
Composition of the Board of Directors - Age group



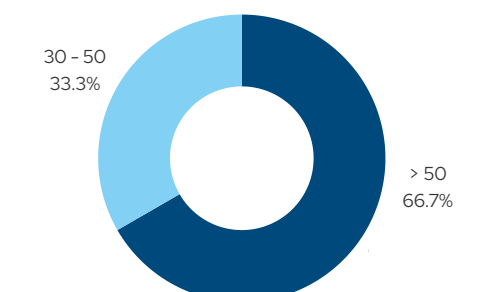
The Miele Board of Directors is composed of 3 members, 2 men and 1 woman.

Miele

Composition of the Board of Directors - Gender



Composition of the Board of Directors - Age group



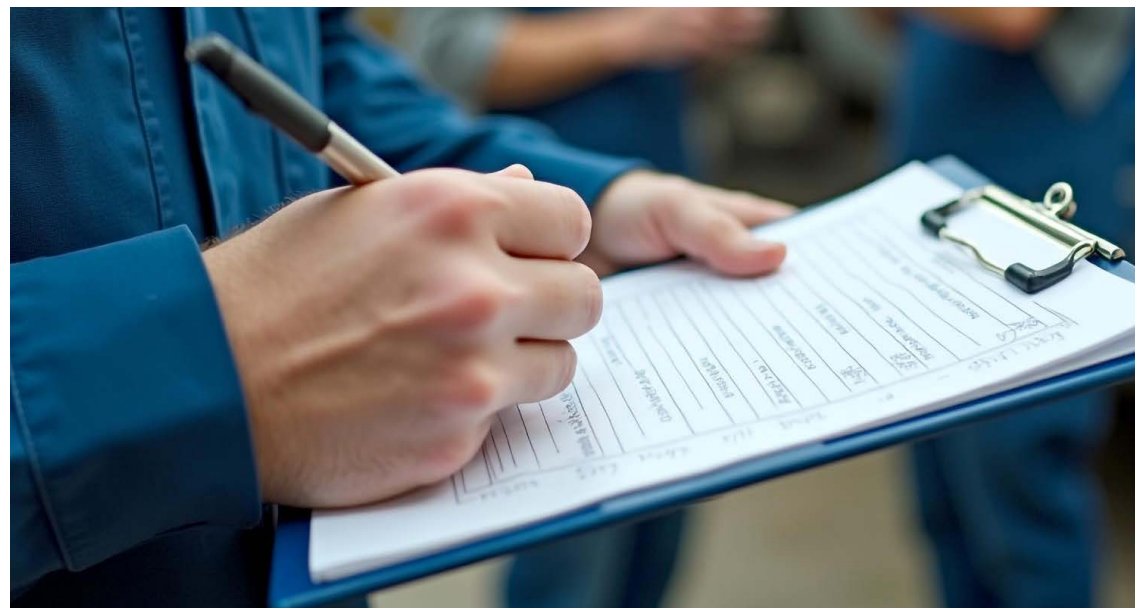
The Board of Statutory Auditors exercises the control and supervisory functions attributed by current legislation regarding compliance with the law and the articles of association, the correct administration of the company and the adequacy of the organisational, administrative and accounting structures adopted. The statutory audit of accounts is entrusted to independent auditing firms.

COMPANY	STATUTORY AUDITORS	STATUTORY AUDIT
Selematic	3 standing auditors and 2 alternate auditors	Performed by KPMG S.p.A.
Miele	3 standing auditors and 2 alternate auditors	Performed by KPMG S.p.A.

The organisational model adopted pursuant to Legislative Decree 231/2001 constitutes a central element of the Selematic Group's governance system. It defines an organic set of principles, rules of conduct, operating procedures and control measures aimed at preventing the risk of committing the crimes provided for by the legislation and promoting the management of business activities based on the principles of legality, fairness and transparency. Monitoring the effective implementation and updating of the Model is entrusted to the Supervisory Body, an independent body vested with autonomous powers of initiative and control, which periodically reports to the Board of Directors on the activities performed and the outcomes of the reviews carried out.

The 231 Model is integrated with the Code of Ethics, which defines the values, principles of behaviour and standards of conduct to which directors, employees, collaborators, suppliers and partners and all those who operate on behalf of or in the interest of the Group must adhere.

Any violations of current legislation, the Code of Ethics, the 231 Model and company procedures can be reported through the whistleblowing channel, established in compliance with Legislative Decree 24/2023.

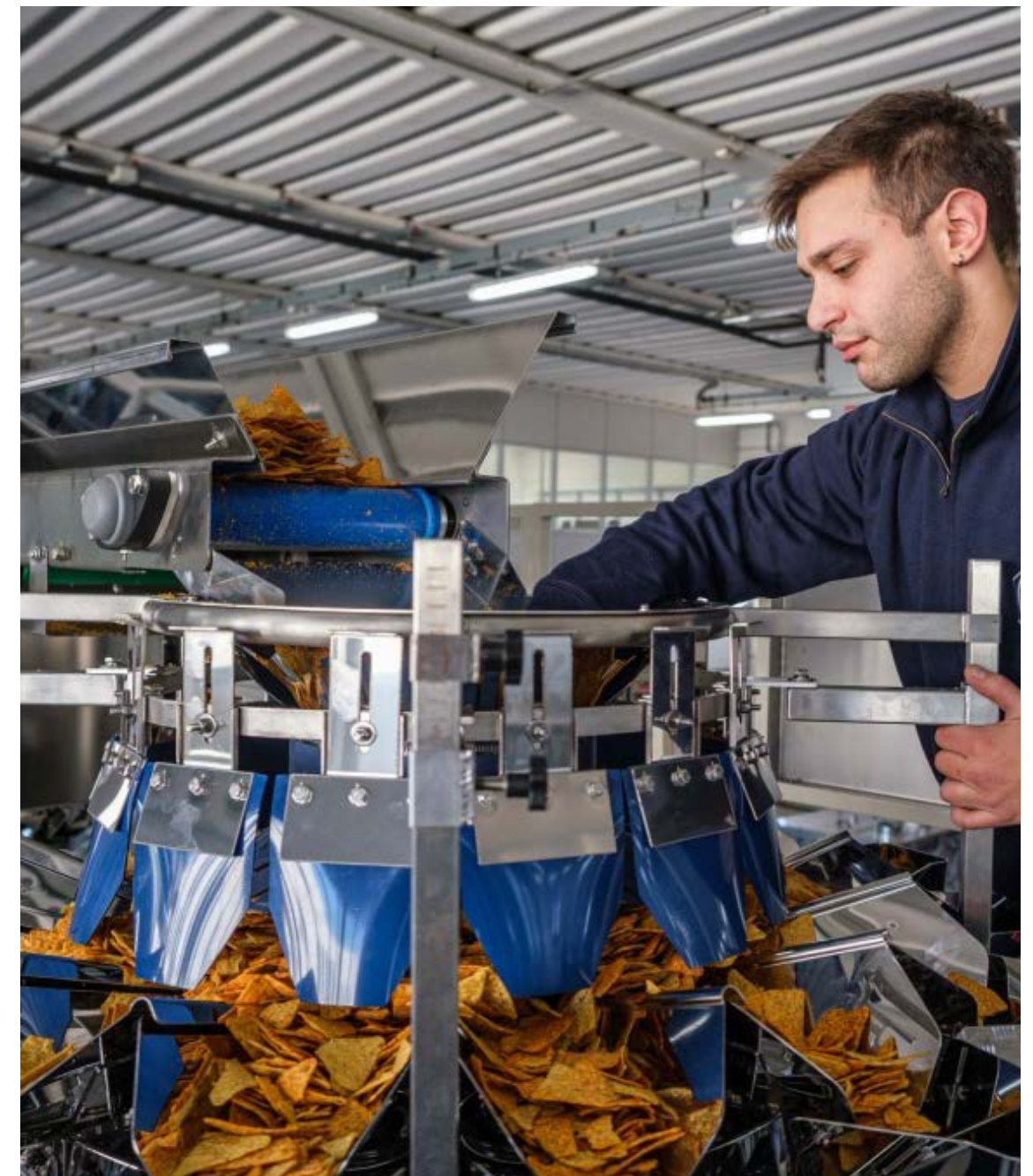


2.2 Certifications

The adoption of certified management systems constitutes a qualifying element of the Group's organisational model and contributes to strengthening the oversight of business processes, the continuous improvement of performance and the ability to respond in a structured way to market needs.

In support of this approach, Selematic and Miele operate through a quality management system certified according to the ISO 9001 standard, which covers design, production and after-sales assistance activities.

During 2025, Miele also obtained ISO 14001 and ISO 45001 certifications, relating respectively to the environmental management system and the occupational health and safety management system, a milestone that consolidates a management model oriented towards the prevention of environmental impacts and the protection of the health and safety of its people. Selematic has also started this certification path, with the aim of extending shared management standards aligned with international best practices to the entire Group perimeter. A commitment that testifies to the desire to strengthen organisational safeguards and to integrate quality, environment and safety into business processes in an increasingly structured way.



2.3 Economic value generated and distributed

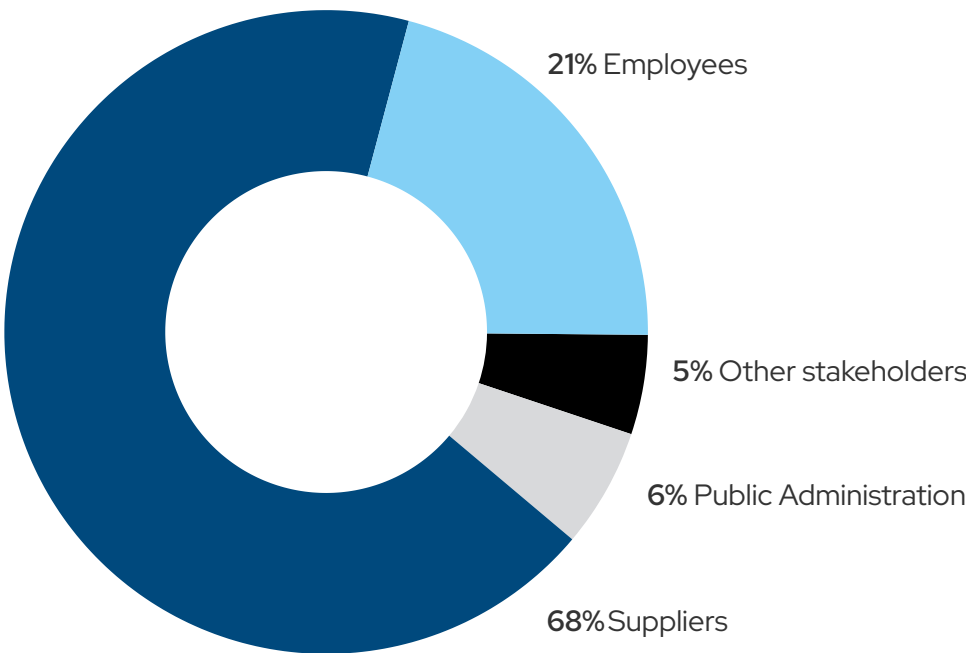
The ability to generate and distribute economic value reflects the Selematic Group's role in contributing to the development of the economic and social system in which it operates, through a network of relationships with customers, suppliers, collaborators, institutions and local communities.

In 2025, the Selematic Group generated a total economic value of approximately 29.96 million euros. Of these, 24.70 million euros, equal to 82.4% of the total generated, were distributed to stakeholders, while the remaining portion, equal to approximately 5.26 million euros, was retained to support the continuity of activities and the investments necessary for the Group's development.

Of the economic value distributed in 2025, 68% was allocated to suppliers of goods and services, 21% to personnel and 6% to the Public Administration in the form of taxes and duties. The remaining portion was distributed to other stakeholders.

	2025
Economic value generated by the Selematic Group	29,957,343
Revenues from sales	29,340,387
Change in inventories	227,462
Other revenues and income	435,477
Financial income	1,520
Write-downs of receivables and investments	-47,503
Economic value distributed by the Selematic Group	24,696,741
Suppliers	16,788,238
Employees	5,165,844
Debt capital	1,216,674
Public administration	1,493,634
Exchange rate differences	32,351
Economic value retained by the Selematic Group	5,260,602
Depreciation and amortisation	4,665,185
Provisions	243,779
Undistributed income	351,638

Economic value distributed by the Selematic Group - 2025



3. The sustainability path

The creation of the Selematic Group in 2024 also provided the impetus for starting a structured process of analysis and reporting of ESG performance, consolidating, within a unified framework, activities and initiatives that had previously been developed independently by the individual companies.

The reporting process has fostered a more informed understanding of the relationships between business activities, processes, stakeholders, and the reference context, through the mapping of impacts generated on the environment and people and the identification of economic-financial risks and opportunities connected to sustainability factors in the medium-to-long term. To this end, a double materiality analysis was conducted, which directly involved the main stakeholders in assessing the relevance of the impacts associated with sustainability issues, integrating these results with the internal analysis of impacts, risks, and opportunities. The outcomes of this process guided the selection of the material topics covered in this document and the definition of the intervention priorities and objectives of the Selematic Group's 2026-2028 ESG Plan.



3.1 Dialogue with stakeholders

The variety of markets served and the operating contexts in which the Selematic Group companies are present implies engagement with a plurality of stakeholders, each with different expectations and methods of interaction. Relationships with these stakeholders are developed primarily within the scope of the Group's ordinary activities, through the sales network and technical assistance service for customers, qualification procedures and management of supply relationships, internal communication tools and training activities aimed at employees, and information and reporting flows intended for shareholders.



The following table shows the main categories of stakeholders identified and the related methods and frequency of engagement.

STAKEHOLDER CATEGORY	ENGAGEMENT METHOD	FREQUENCY
Employees	Internal communications, periodic meetings, training, reporting and feedback channels	Continuous and periodic
Customers	Direct sales network, on-site and remote technical assistance, digital channels	Continuous
Suppliers and strategic partners	Qualification procedures, technical meetings, contracts	Periodic / on a contractual basis
Local community	Relations with local authorities and local organisations	Periodic / based on projects
Institutions and regulatory authorities	Regulatory and compliance obligations, formal communications	Continuous
Public Administration	Administrative and tax obligations, institutional relations	Periodic
Shareholders and financial institutions	Periodic reports, financial statements and corporate communications, meetings and assemblies	Periodic

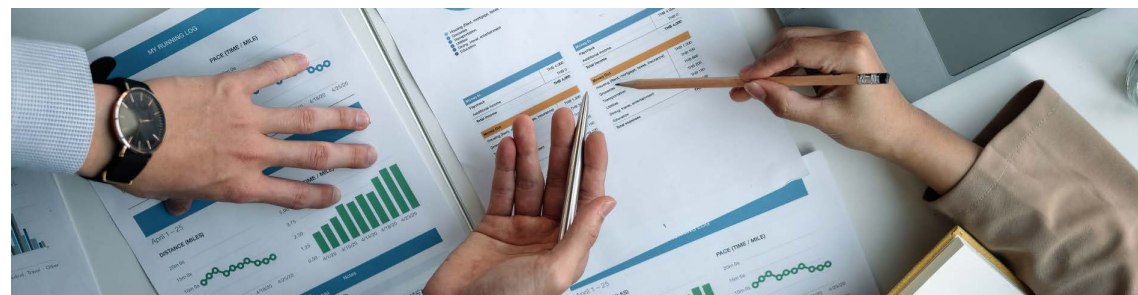
3.2 Double materiality analysis

The double materiality analysis represents the methodological foundation underpinning the Selematic Group's sustainability reporting process, carried out with the aim of identifying the sustainability matters that are material both in terms of their impacts on people and the environment and in terms of the financial effects arising from the risks and opportunities associated with these matters.

Double materiality: two complementary perspectives

Impact materiality analyses the effects – positive and negative, actual and potential – that the Group's activities or those arising along the value chain generate or could generate on the environment and people in the short, medium, and long term. A sustainability issue is considered material from this perspective when such effects are significant in terms of intensity, scale, or likelihood of occurrence.

Financial materiality, on the other hand, assesses the extent to which a sustainability issue can translate into risks or opportunities with significant economic-financial repercussions for the Group, affecting its financial position, economic results, cash flows, or access to sources of financing. An issue is considered material from this perspective when such effects are likely to significantly influence the Group's ability to generate value and pursue its development over time. A sustainability topic is defined as material when it is relevant according to one of the two perspectives or both.



The process

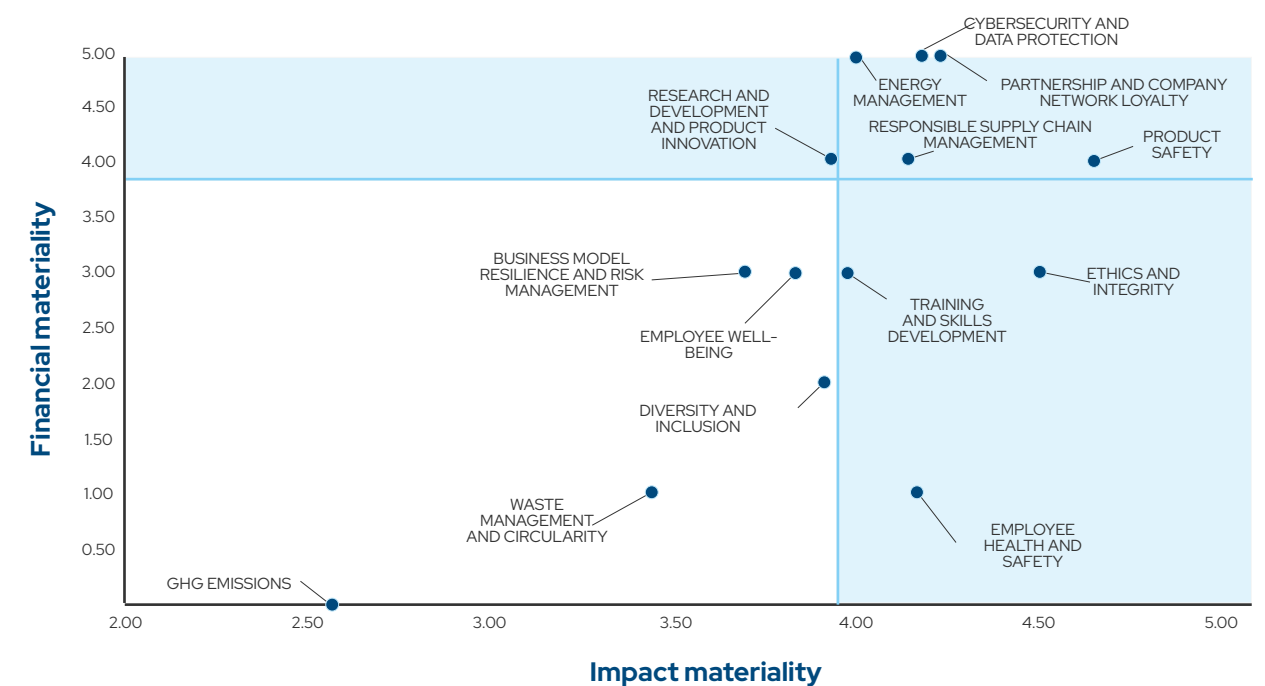
The double materiality analysis process was divided into the following phases.

- *Understanding the context and mapping key stakeholders.* The first phase involved an analysis of the external context – with reference to industry trends, major ESG developments, and practices adopted by comparable entities – integrated with an analysis of the internal context, with particular reference to the business model, production processes, and relevant relationships arising along the value chain, both upstream and downstream. On this basis, the relevant stakeholders were identified, i.e., the internal and external parties who can exert an influence on the Group or be influenced by its activities.

- *Identification and assessment of impacts.* Starting from the evidence that emerged in the internal and external context understanding phase, the main actual and potential, positive and negative impacts generated by the Group on people and the environment were identified. These impacts were subsequently translated into a questionnaire submitted to a sample of Selematic and Miele's key stakeholders – employees, customers, suppliers, and shareholders – and to the Strategic Sustainability Committee, in order to collect their assessment in terms of relevance. The responses obtained were then consolidated without assigning differentiated weightings to the different stakeholder categories.
- *Identification and assessment of risks and opportunities.* Starting from the impacts identified in the previous phase, the economic and financial risks and opportunities were identified. The Strategic Sustainability Committee assessed their potential relevance, considering the magnitude of the effects on the financial position, financial performance, cash flows, and conditions of access to finance or capital, as well as the probability that such effects will occur in the short, medium, or long term.
- *Analysis of results and definition of the double materiality matrix.* The results of the impact materiality and financial materiality analyses were consolidated into an integrated framework. This process led to the identification of nine material topics, represented graphically in the double materiality matrix.

The Strategic Sustainability Committee supervised the entire process, assessed the relevance of the impacts, risks, and opportunities, and defined the relevance thresholds for the prioritisation of topics, ensuring consistency with the Group's strategic development guidelines.

DOUBLE MATERIALITY MATRIX



No.	MATERIAL TOPIC
1	Energy management
2	Research and development and product innovation
3	Product safety
4	Employee health and safety
5	Training and skills development
6	Ethics and integrity
7	Partnership and company network loyalty
8	Cybersecurity and data protection
9	Responsible supply chain management
10	GHG emissions
11	Waste management and circularity
12	Employee well-being
13	Diversity and inclusion
14	Business model resilience and risk management

During 2026, the Selematic Group translated the material topics that emerged from the double materiality analysis process into a structured ESG Plan, with specific interventions for each ESG pillar and indicators for monitoring sustainability performance.



4. Environmental sustainability

THE SELEMATIC GROUP'S CARBON FOOTPRINT

Starting from this financial year, the Group monitors and reports direct emissions (Scope 1), indirect energy emissions (Scope 2), and the main indirect emissions arising along the value chain (Scope 3).

Greenhouse gas emissions are determined in accordance with the "GHG Protocol Corporate Accounting and Reporting Standard". The emission factors used are taken from the UK Government GHG Conversion Factors for Company Reporting (DEFRA) and from AIB-2025 (AIB - Supplier mix for the location-based approach and AIB - Residual mix for the market-based approach).

Direct emissions (Scope 1)

In 2025, the Selematic Group's direct greenhouse gas emissions (Scope 1) amounted to 83.81 tCO₂ and are mainly attributable to the use of diesel for the company fleet and the consumption of natural gas for heating the Miele plant.

VARIABLE	UNIT OF MEASUREMENT	2025
Natural gas	tCO ₂	30.03
LPG	tCO ₂	1.56
Diesel	tCO ₂	52.22
Refrigerant gases	tCO ₂	0
Total	tCO ₂	83.81

Indirect energy emissions (Scope 2)

Scope 2 emissions include indirect emissions deriving from the generation of electricity purchased and consumed by the Group for the operation of production plants, equipment, and lighting in company facilities. The Group determines and reports their amount by adopting both the location-based method and the market-based method.

VARIABLE	UNIT OF MEASUREMENT	2025
Indirect emissions (location-based method)		
Total	tCO ₂	105.30
Indirect emissions (market-based method)		
Total	tCO ₂	166.22

Indirect emissions (Scope 3)

The Scope 3 emissions perimeter includes indirect emissions arising along the value chain of the Selematic Group, both upstream and downstream. In particular, the Group monitors and reports emissions associated with inbound and outbound logistics, logistics and waste management, business travel, and employee commuting. Indirect Scope 3 emissions represent the most significant component of the Group's emissions profile.

VARIABLE	UNIT OF MEASUREMENT	2025
Categories included: Inbound logistics, outbound logistics, logistics and waste management, business travel, employee commuting	tCO ₂	806.31
Total	tCO ₂	806.31



Group carbon footprint

In 2025, the total greenhouse gas emissions generated by the Selematic Group amounted to 995.42 tCO₂ according to the location-based approach and 1,056.34 tCO₂ according to the market-based approach.

VARIABLE	UNIT OF MEASUREMENT	2025
Direct emissions (Scope 1)	tCO ₂	83.81
Indirect emissions (Scope 2) (location-based method)	tCO ₂	105.30
Indirect emissions (Scope 2) (market-based method)	tCO ₂	166.22
Indirect emissions (Scope 3)	tCO ₂	806.31
Total (Scope 1, 2 location-based method, 3)	tCO ₂	995.42
Total (Scope 1, 2 market-based method, 3)	tCO ₂	1,056.34



GHG emissions intensity

The GHG emissions intensity ratio was calculated by relating the total greenhouse gas emissions generated to the sales revenue for the financial year. This indicator allows for the analysis of the carbon intensity level of the Group's activities and for monitoring its evolution over time.

VARIABLE	UNIT OF MEASUREMENT	2025
Emissions intensity ratio (Scope 1, Scope 2 location-based method)	tCO ₂ /€ million	6.45
Emissions intensity ratio (Scope 1, Scope 2 market-based method)	tCO ₂ /€ million	8.52

4.1 Energy management

In 2025, Miele obtained certification for its environmental management system in accordance with the UNI EN ISO 14001:2015 standard. Selematic has also started the certification process, with the aim of achieving it over the coming financial years.

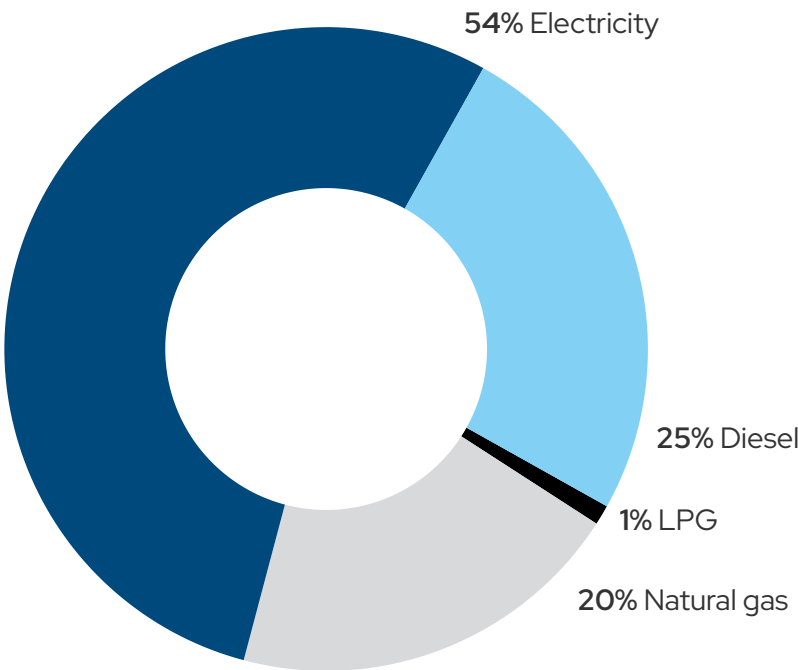
Energy consumption

The Group's energy requirements are met through the use of fuels (natural gas, LPG, and diesel) and electricity, sourced partly from the grid and partly self-produced through photovoltaic systems installed on the roof of the Miele plant. Self-produced and self-consumed electricity from photovoltaic sources contributed to covering 15.94% of the Group's total electricity requirements in 2025. The installation of an additional photovoltaic system at the new Selematic plant, currently nearing completion, will allow the Group to expand its renewable energy generation capacity and reduce its dependence on external electricity supply.

VARIABLE	UNIT OF MEASUREMENT	2025
Fuel consumption (expressed in GJ) ¹		
Natural gas (used for heating work environments by Miele)	GJ	590.51
LPG (used for heating and domestic hot water production by Selematic)	GJ	26.13
Diesel ² (used for powering company vehicles)	GJ	769.99
Electricity consumption (expressed in GJ) ¹		
Electricity purchased from the grid	GJ	1,356.28
Self-generated electricity from photovoltaic systems	GJ	556.58
of which self-consumed	GJ	257.22
Total	GJ	3,000.13

1. The conversion factors used are taken from the document "UK Government GHG Conversion Factors for Company Reporting – Fuel properties" from DEFRA 2025.
2. The data relating to diesel consumption is estimated based on the expenditure incurred for refuelling company vehicles.

Selematic Group energy consumption - 2025



Following the energy analysis conducted at the Eboli site, Selematic has implemented some investments for the optimisation of consumption. In particular, shielding films were installed on glass surfaces to limit solar radiation, especially in the summer months, and air conditioning systems were renewed by replacing fan coils and heat pumps. With the new Miele plant becoming fully operational, the Group will continue its energy efficiency journey by extending the interventions to the new spaces intended for offices and production activities.

Energy intensity

To assess the efficiency with which the Selematic Group uses energy resources in relation to its business activities over time, total energy consumption is measured against turnover. In 2025, the energy intensity ratio is 102.25 GJ per million euros of revenue.

VARIABLE	UNIT OF MEASUREMENT	2025
Energy intensity ratio	GJ/€ million	102.25

4.2 Research and development and product innovation

Mechanical design, automation and deep knowledge of the target application sectors represent the heart of the Selematic Group's industrial model. By combining investment in technological innovation with specialist engineering expertise and established know-how, the Selematic Group develops primary and secondary packaging solutions designed to deliver precision, reliability and operational continuity, while integrating effectively into customers' production processes. A model that is also reflected in the Group's industrial structure: Selematic directly oversees some strategic processes, such as carpentry, painting and mechanical machining, preserving distinctive skills, direct control over the most delicate phases of production and faster response times, while Miele has strengthened its operational capacity through new spaces dedicated to assembly, testing, FAT, packaging and shipping.



The Selematic Group's design approach goes beyond the simple supply of machinery and is based on the development of customised solutions, designed for the specific production and technical needs of customers. Selematic and Miele in fact support customers in engineering and design activities, creating configurations capable of adapting to different packaging materials - including multi-layer, single-layer materials, recyclable bioplastics and paper-based films - and of managing different products and formats.

Furthermore, a wide range of high-precision accessories that can be integrated modularly into packaging lines allows fundamental operations, such as dosing and weighing, to be performed with high levels of accuracy and reliability, thanks to patented systems and certified solutions for checking package weight, thus contributing to the reduction of product waste.

THE EVOLUTION OF PACKAGING MACHINES

The synergy between Selematic and Miele has given rise to a path of technological evolution that combines application expertise, mechanical engineering and advanced packaging technologies to develop increasingly integrated, high-performance and specialised machines.

During 2025, this path translated into the presentation of new solutions:

- a new **family of wrap-around cartoning machines**, developed according to an innovative modular operating principle and designed to reach up to 20 cartons per minute. A solution designed to interpret the evolution of packaging needs and the growing spread of Shelf-Ready Packaging;



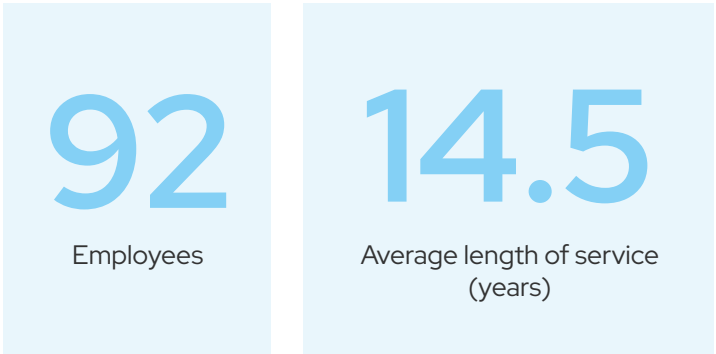
- a **machine dedicated to double square-bottom packs for the dry pasta sector**, which stems from the meeting between Selematic's application know-how in the pasta world and Miele's technological expertise in Vertical Form-Fill-Seal machines.

The new generations of Selematic Group machines are designed to ensure higher levels of efficiency and production performance, optimising the ratio between energy consumption and generated output.



The Selematic Group is constantly committed to the development of innovative high-speed lines to support packaging models increasingly oriented towards the reduction of unit times and costs, the optimisation of logistics activities and the creation of practical, versatile packaging with high aesthetic yield.

5. Social responsibility

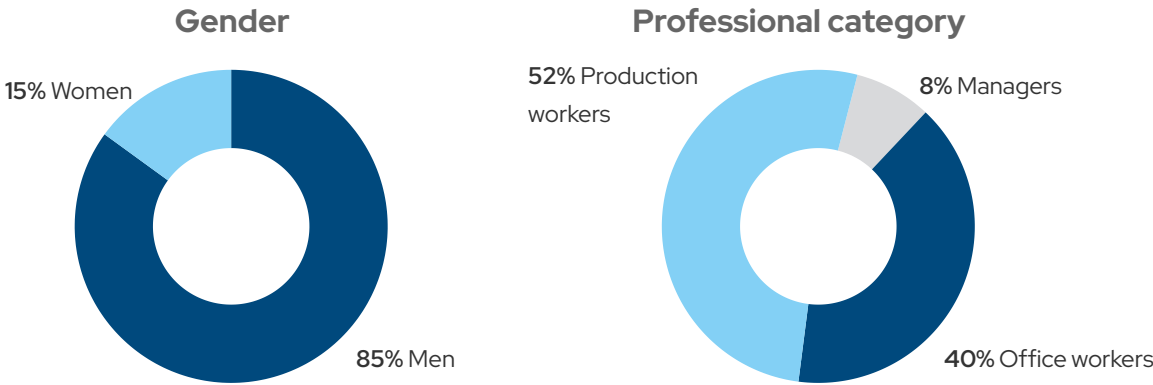


THE PEOPLE BEHIND THE SELEMATIC GROUP

As at 31 December 2025, the Selematic Group employs a total of 92 employees, distributed between the production sites of Eboli and Foiano della Chiana. The female component represents 15.2% of the total workforce.

Employees divided by professional category and gender

PROFESSIONAL CATEGORY	MEN	WOMEN	TOTAL
Managers	4	3	7
Office workers	26	11	37
Production workers	48	0	48
Total	78	14	92



The staff structure reflects the Group's organisational and production model, characterised by a significant incidence of operational roles, which make up over half of the workforce. The female presence is concentrated entirely in the office worker and manager categories, while operational roles are covered exclusively by male personnel.

Employees by gender and length of service

LENGTH OF SERVICE	MEN	WOMEN	TOTAL
< 5	20	5	25
5 - 10	12	1	13
> 10	46	8	54
Total	78	14	92

The high incidence of employees with more than ten years of service within the organisation, equal to approximately 60% of the total workforce, reflects the strength of the bond between the Group and its people, which contributes to the continuity of processes and the consolidation of company know-how.

Alongside the employees, there are 6 non-employee workers, all working at Selematic under temporary work contracts.

Turnover

In 2025, the Group consolidated its employment base through 9 new hires, of which 3 at Selematic and 6 at Miele, while the terminations of employment recorded in the period totalled 5.

TURNOVER	MEN	WOMEN	TOTAL
Hires	6	3	9
Incoming turnover ³			9.78%
Terminations	4	1	5
Outgoing turnover ⁴			5.43%

3. The incoming turnover rate is determined as the ratio between the number of new hires made in the reporting period and the number of employees at the end of the same period.
4. The outgoing turnover rate is determined as the ratio between the number of terminations recorded in the reporting period and the number of employees at the end of the same period.

People management

The Selematic Group promotes a work environment based on the valuing of merit, the quality of professional contribution, and respect for the dignity of the individual. Relations with personnel are managed in compliance with the principles of equal opportunity and non-discrimination based on age, gender, sexual orientation, health status, nationality, political opinions, or religious beliefs.

The remuneration and contractual conditions applied to employees are defined in compliance with the National Collective Labour Agreement (CCNL) for the Metalworking Industry.

GENDER PAY RATIO BY PROFESSIONAL CATEGORY ⁵		2025
Managers		0.83
Office workers		0.65
Production workers		n.a.
TOTAL ANNUAL REMUNERATION RATIO		2025
Ratio between the remuneration of the person receiving the highest remuneration and the median remuneration of all other employees		2.39

5.1 Product safety

The safety of the machines produced is an absolute priority for the Selematic Group, an expression of a customer-oriented vision: high standards, no compromise on quality, and Made in Italy solutions, designed to adapt to the production needs of every industrial entity.

The concept of safety concerns two complementary dimensions: on the one hand, the protection of the operator during the use and maintenance phases of the machines; on the other, the protection of the final consumer.

Safety for the user

Every machine is equipped with integrated safety systems, dedicated manuals, and adequate technical documentation. Furthermore, the Selematic Group regularly carries out noise measurements and electromagnetic compatibility (EMC) checks on the systems developed, with the aim of ensuring the correct functioning of the machines and compliance with applicable safety and reliability standards. Noise measurements allow for monitoring the noise levels generated during the operation of the lines, while EMC

⁵ The gender pay ratio is determined as the ratio between the average remuneration of women and that of men for each professional category.

tests allow for verifying the ability of electronic equipment to operate correctly without generating interference in the surrounding industrial environment.

Safety for the final consumer

Ensuring the quality and safety of the solutions produced means investing in the continuous training of collaborators on the topics of hygiene and food safety and, at the same time, overseeing the supply chain through supplier qualification and supply traceability. This is a particularly strategic aspect, also in light of the stringent hygiene requirements demanded by the food sector for components and materials that, in primary packaging machines, come into direct contact with the food product.



5.2 Employee health and safety

Selematic and Miele guarantee healthy and safe working environments and promote the spread of a culture of prevention through a structured risk management system. Compliance with operating procedures, the adoption of responsible behaviour, and the timely reporting of potentially dangerous situations are obligations shared by all people working within the Group.

The health and safety management system

The Selematic Group's occupational health and safety management system is developed in compliance with the provisions of Legislative Decree 81/2008 and subsequent amendments and additions, and is structured into defined operating procedures, risk assessment activities for workers' health and safety within the organisation where they perform their work, formalised in the Risk Assessment Documents (DVR), training and refresher programmes for staff, and monitoring of accidents and near misses. In 2025, Miele obtained certification of its management system according to the ISO 45001

standard, while Selematic began the process aimed at achieving the same certification. During 2025, the assessment of the risks associated with the activities carried out within the new Miele facility was completed. The facility houses areas dedicated to warehouse operations, mechanical and electrical pre-assembly, as well as administrative support functions for production. Selematic's DVR will be updated at the beginning of the next financial year.

The provision of personal protective equipment is determined on the basis of the risk assessment and the specific operating conditions associated with the various company roles.

The effectiveness of the prevention and protection system is periodically monitored through specific discussion sessions involving the Employer, the Head of the Prevention and Protection Service, the Occupational Physician, and the Workers' Safety Representative. These meetings aim to assess the adequacy of the measures implemented, analyse trends in employees' health and safety conditions, and identify potential improvement actions.

Occupational health and safety performance

In 2025, no work-related injuries, commuting accidents, or cases of occupational disease were recorded. The reviews carried out during the reporting year confirmed the robustness of the prevention and protection system and the adequacy of the measures implemented to safeguard workers' health and safety.

DESCRIPTION	2025
Percentage of employees covered by the health and safety management system	100%
Number of recordable work-related injuries	0
Number of work-related injuries with serious consequences (excluding fatalities)	0
Number of fatalities as a result of work-related injuries	0
Rate of recordable work-related injuries ⁶	0
Rate of serious injuries (excluding fatalities)	0
Rate of fatalities	0
Number of hours worked by employees	175,889.33
Days lost due to injuries	0
Severity rate ⁷	0

6. The work-related injury rate is calculated as follows: no. of work-related injuries/total hours worked x 1,000,000.

7. The severity rate is calculated as follows: no. of days of absence due to injury/total hours worked x 1,000.

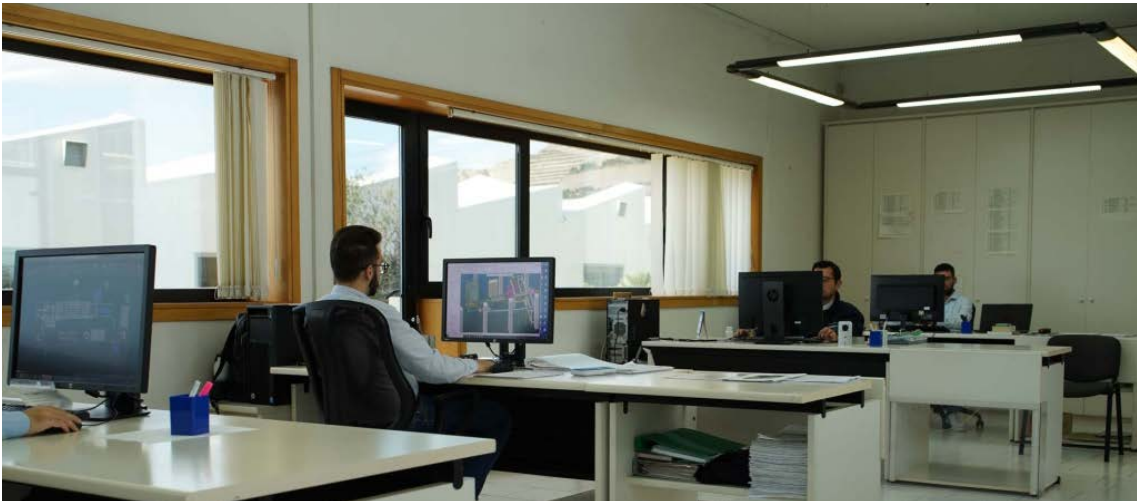
Health and safety training

The development and updating of skills regarding occupational health and safety were supported through mandatory training courses aimed at the staff of both Group companies, for a total of 369 hours of training carried out during the year. The courses covered general and specific training, emergency management (fire prevention and first aid), training for safety roles required by legislation (Workers' Safety Representatives and supervisors), authorisation for the use of work equipment, and specific training for activities characterised by particular risk profiles.



Welfare

The Selematic Group promotes a corporate culture focused on people and their well-being. In addition to providing all employees with the welfare measures set out in the applicable National Collective Labour Agreement (CCNL), the Group has continued its path towards the progressive integration of welfare initiatives across its different companies, extending to Miele the tools already established at Selematic and harmonising employee welfare policies. In this context, the Corporate Benefits portal was introduced, providing employees with access to a broad range of partnerships, discounts and benefits, together with the Well-Work platform, also extended to Miele, which is dedicated to the management of flexible benefits. These initiatives aim to expand welfare opportunities and respond more effectively to employees' diverse needs.



5.3 Training and skills development

To strengthen internal capabilities and foster the development of increasingly cross-functional expertise, a knowledge transfer programme was launched from the Electrical Engineering Department to machine testing technicians, with the aim of increasing their autonomy in managing, configuring and adapting machine software to meet specific customer requirements.

TRAINING	UNIT OF MEASUREMENT	MEN	WOMEN	TOTAL
Total training hours provided to employees	hours	373	23.5	396.5
of which on occupational health and safety	hours	353	16	369.0
Average number of hours of training provided to employees	hours	4.78	1.68	4.31

Furthermore, during 2025, 27.5 hours of training were provided on the topics of personal data protection and digital resilience.

The enhancement of individual performance is supported by a Management by Objectives (MBO) incentive system that provides for variable bonuses based on the achievement of economic, commercial, and operational objectives defined annually, such as turnover, margins, testing technician productivity, production process efficiency, purchasing management, and revenue generation from the sale of spare parts.

This tool promotes the empowerment of individuals in coordination roles and helps to align organisational behaviours with shared and measurable objectives. Already adopted in Selematic and also introduced in Miele, the system will be progressively extended, starting from 2026, as part of the process of harmonising and developing tools for the management, enhancement, and incentivisation of people at Group level.

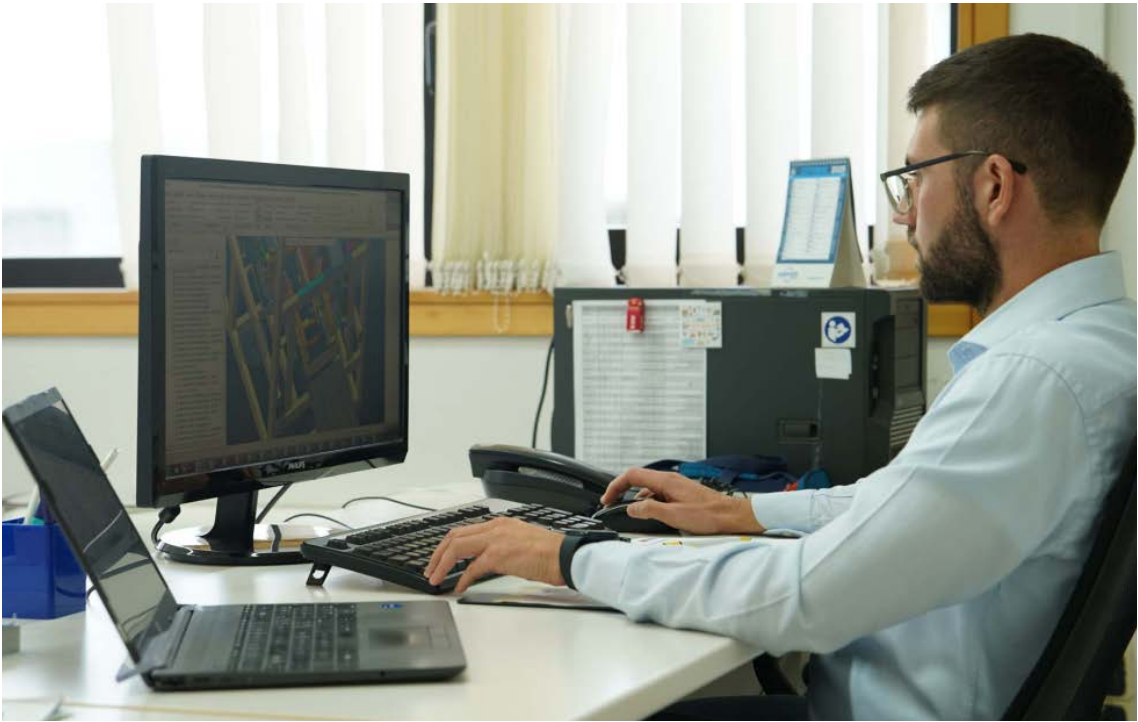


6. Ethical governance

6.1 Ethics and integrity

The Code of Ethics

The Code of Ethics gathers the principles and values that characterise the Group's identity and represent the reference point that guides the decisions and behaviours of all those who operate in its name or on its behalf – directors, statutory auditors, managers, employees, consultants, external collaborators, and suppliers. Legality, transparency, and fairness constitute its foundations, alongside respect for human rights, the enhancement of people and capabilities, attention to the quality and safety of processes, the promotion of innovation, environmental protection, and respect for market rules and fair competition.



The dissemination of the Code of Ethics is promoted through the distribution of a copy to all employees and its publication on the Group's website. In business and contractual relationships with third parties, specific contractual clauses are included requiring adherence to the principles of the Code and acceptance of the applicable sanctions in the event of violations.

The 231 Model and the Supervisory Body

The Organisation, Management and Control Model adopted pursuant to Legislative Decree 231/2001 defines the set of rules and principles of conduct aimed at preventing the commission of crimes relevant under the Decree and promoting conduct based on legality, fairness, and transparency.

To oversee the effective implementation and updating of the Organisation, Management and Control Model and compliance with corporate ethical principles, the Group has established a Supervisory Body (OdV) endowed with autonomy, independence, and adequate control powers. Function managers and operational contacts are required to collaborate with the OdV, supporting its activities and reporting any violations or anomalies.

The whistleblowing system

In compliance with current legislation, the Group has adopted a whistleblowing system through which employees, collaborators, consultants, agents, and suppliers can report any violations of the law, the 231 Model, and the Code of Ethics, including cases of corruption, fraud, and serious violations regarding occupational health and safety, the environment, privacy, and competition, of which they have become aware.

Reports are managed by the OdV according to criteria of confidentiality regarding the identity of the whistleblower and the content of the report, traceability, and data security, in compliance with the prohibition of retaliation and defined timelines for acknowledgement and feedback.

In 2025, there were no cases of non-compliance with laws and regulations, and no reports were received through the whistleblowing system relating to violations of the Code of Ethics, the 231 Model, or applicable legislation.



6.2 Partnership and company network loyalty

Proximity to customers represents one of the distinctive elements of the Selematic Group's business model, supporting them throughout the entire life cycle of the systems. From installation and maintenance activities to upgrade and retrofit interventions, the Group provides its customers with specialist technical skills, knowledge of production

processes, and dedicated solutions, with the aim of optimising system performance, extending their useful life, and reducing the risk of machine downtime.

The Selematic Group oversees the market through a multi-channel commercial model that integrates direct sales to the end user, collaborations in the OEM sector, and a network of specialised agents and distributors, with the aim of ensuring commercial continuity, technical support, and the ability to respond to the diverse application needs of customers. Installation and technical assistance activities are entrusted to a network of over 30 technicians

specialised in field service.

The quality of the solutions and services offered is supported by a structured management system certified according to the ISO 9001 standard, adopted by both Selematic and



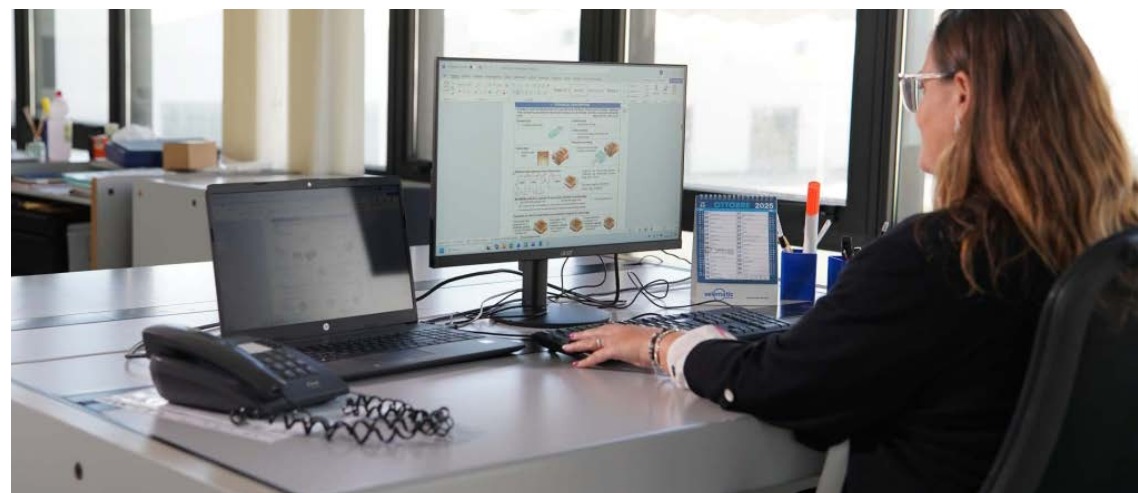
6.3 Cybersecurity and data protection

Cybersecurity and the protection of know-how represent areas of growing strategic importance for the Selematic Group, as they are closely connected to the characteristics of its business model and the technological complexity of the solutions designed.

The centrality of information systems as a lever for value creation for the Group is also reflected in the investments made for the updating and digitalisation of internal processes. Between the autumn of 2024 and 2025, training continued on the use of the Teseo management software, adopted by Miele, which allows for the optimisation and centralisation of the management of the main company activities. The extension of its use by Selematic is currently being evaluated.

Protection of know-how and machine safety

Preserving corporate know-how and the technological value incorporated in its machines is an absolute priority for the Selematic Group. Proprietary software developed in-house constitutes the high value-added technological core of the solutions offered by the Group. The combination of specialist expertise, research activities and established engineering experience requires the implementation of appropriate measures to protect the company's know-how and proprietary information. To this end, the Group has implemented security systems that limit access and methods of intervention on installed software, defining the operational perimeters permitted to customers and preserving control over the most sensitive technological components.

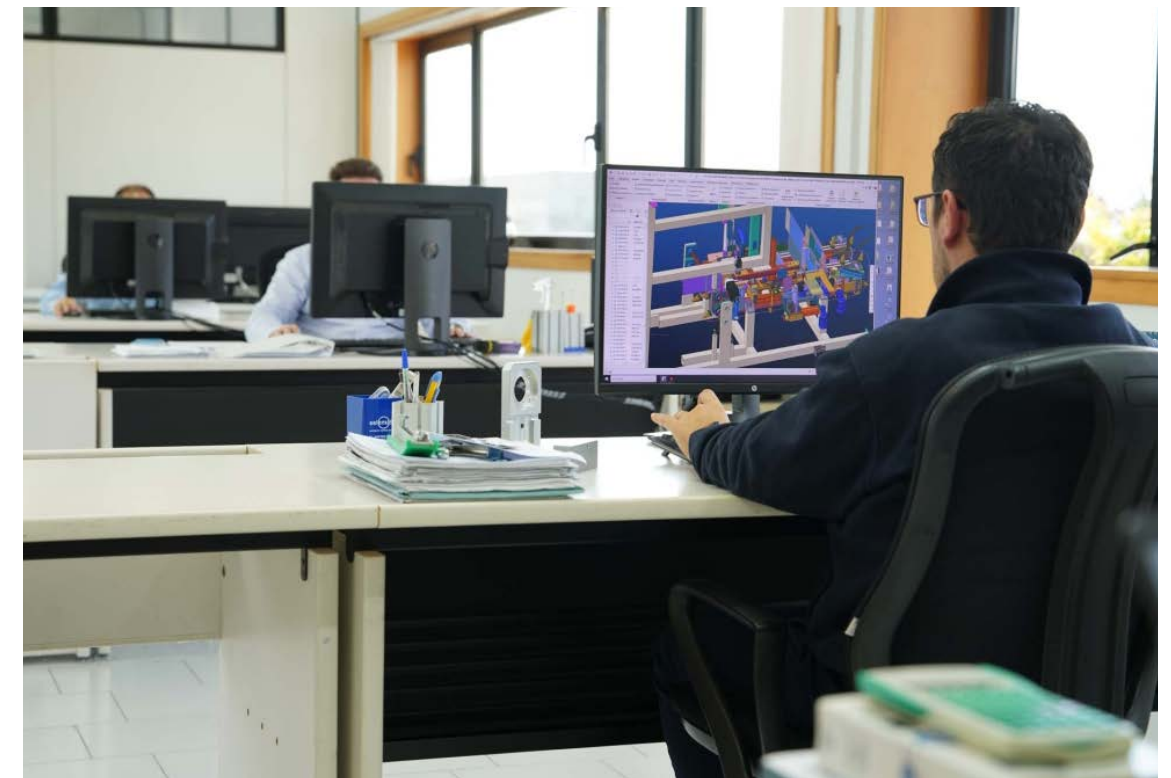


Compliance with the NIS 2 Directive

During 2025, Selematic and Miele began the process of adapting to the European NIS 2 (Network and Information Security) Directive.

The process led to the strengthening of cybersecurity governance through the formalisation of dedicated roles and responsibilities, including the appointment of the Chief Information Security Officer (CISO) and reference points for relations with the National Cybersecurity Agency (ACN) and CSIRT Italia, and the implementation of

an Information Security Management System structured according to the National Framework for Cybersecurity and Data Protection (FNCDP). Training and awareness-raising activities were also provided to Selematic and Miele employees, aimed at spreading greater awareness of cyber risks, organisational responsibilities and procedures for preventing and managing IT incidents.



Protection of personal data and information security

The Selematic Group's privacy governance is based on a "Privacy Management System" that regulates the management of personal data and corporate information in compliance with Regulation (EU) 2016/679 (GDPR) and applicable national legislation. Based on the principles of accountability and risk assessment, the system defines roles, responsibilities, procedures and security measures for the management of processing.

Access to company information is restricted to authorised personnel on the basis of their roles and responsibilities and is governed by specific confidentiality obligations.

The protection of proprietary information is also supported, where appropriate, by the inclusion of confidentiality clauses and non-disclosure agreements in contractual relationships. Any incidents that may compromise information security are promptly reported and managed according to the established company procedures.

During 2025, no customer privacy breaches were reported, nor were there any cases of data leaks, theft or loss of personal data.

6.4 Responsible supply chain management

The Selematic Group's production model combines in-house control of the most critical operations, such as design and engineering, assembly and testing, and support services, with the use of external suppliers for specific phases of the process, maintaining a balance aimed at cost optimisation and flexible management of demand peaks. Mechanical machining, metal fabrication and painting are mainly managed internally by Selematic, while Miele uses external suppliers for their execution. Electrical components constitute the main category of materials purchased at a consolidated level.

The selection of suppliers and partners is the result of a structured and documented evaluation process that integrates the analysis of the economic-financial profile, technical-organisational solidity, the territorial context in which the subject operates, internal governance, and the required administrative and authorisation documentation, including in the environmental, health and safety, and anti-mafia spheres. Suppliers are also required to comply with current legislation and the Group's Code of Ethics, as well as to ensure no involvement in violations of fundamental rights. Qualified suppliers are subject to ongoing monitoring to ensure continued compliance with product requirements and applicable quality and safety standards.



The geographical proximity of suppliers and the solidity that characterises supply chain relationships are constituent elements of the business model for the Selematic Group. A short supply chain, consolidated over time and rooted in the local area, which the Group considers an integral part of its production ecosystem. Involvement also extends to participation in company life through forms of continuous interaction.

7. ESG Plan 2026-2028

SCOPE AND SDGs	INITIATIVE	OBJECTIVE	STATUS
Environment	Installation of a photovoltaic system at the new Selematic plant	Reduce energy consumption from fossil fuels through on-site renewable energy production, reducing Scope 2 emissions of the production site	2027 - 2028
	Acquisition of ISO 14001 certification for Selematic	Structure and formalise the management of corporate environmental impacts	2026
	Measurement of total Group emissions (Scope 1-2-3)	Monitoring and reducing GHG emissions	Ongoing, on an annual basis
	Investment in the research and development of innovative machines with reduced environmental impact	Development of customised and multi-function machines, machines designed to optimise energy consumption and capable of effectively processing sustainable packaging materials	Ongoing
	Research and development of solutions for extending the useful life of machinery	Promote the design of technical solutions and hardware and software updates that allow for the extension of the machinery life cycle, improving performance, efficiency and reliability, and contributing to the principles of the circular economy	Ongoing
	Energy efficiency of plants and buildings: optimisation of HVAC systems, installation of Low-E films on office windows, photovoltaic systems in the two Miele plants, LED lighting, thermally insulated windows	Reduce energy consumption and Scope 2 emissions through structural interventions on buildings and plants, improving operational efficiency and reducing energy costs in the medium term	2028

SCOPE AND SDGs	INITIATIVE	OBJECTIVE	STATUS
People 	Acquisition of ISO 45001 certification for Selematic	Expansion of the occupational health and safety management system	2026
	Introduction of a measurement system for monitoring the health and safety performance of machinery	Integration into the Health and Safety Management System of a structured system of indicators to monitor safety requirements, performance and continuous improvement of machinery throughout their life cycle, strengthening risk prevention and the effectiveness of controls	2027
	Definition and implementation of a company policy for the management of business travel and operational activities in high-risk countries	Protect the health and safety of personnel exposed to high-risk geopolitical or environmental contexts, equipping the company with structured procedures for the identification, assessment and mitigation of risks connected to international activities	2026 - 2027
	Provision of flexible benefits through a corporate welfare platform	Improve employee well-being and satisfaction, increasing real purchasing power through customisable and tax-efficient benefits	2026 - 2027
	Administration of an organisational climate survey	Assess the level of satisfaction, engagement and well-being perceived by employees, identifying areas for improvement in organisational culture and working conditions	2027

SCOPE AND SDGs	INITIATIVE	OBJECTIVE	STATUS
Governance 	Implementation of the Organisation, Management and Control Model pursuant to Legislative Decree 231/2001 at Miele and update at Selematic	Strengthening of the internal control system	2026
	Registration as an Important Entity on the ACN Portal (the Italian National Cybersecurity Agency) and analysis of compliance with the NIS 2 Directive	Fulfil the regulatory obligations provided for by the NIS 2 Directive regarding cybersecurity and identify compliance gaps with respect to the requirements of the NIS 2 Directive and define an adjustment plan for cyber risk management and operational resilience	2026
	Procedures for the protection of machinery automation software and data integrity	Ensure the security and operational continuity of industrial automation systems, preventing unauthorised access, tampering and loss of data critical to production	2026
	Preparation of a Supplier Code of Conduct	Define minimum ethical, environmental and social standards for suppliers, extending corporate values along the entire supply chain and reducing reputational and compliance risks	2026
	Implementation of a responsible procurement policy that integrates ESG criteria into supplier monitoring, by sending a self-assessment questionnaire to the most relevant supply chain partners	Integrate environmental, social and governance criteria into the selection and monitoring of suppliers, mapping ESG risks in the supply chain and promoting responsible business practices among commercial partners	2027
	Monitoring of customer satisfaction	Systematically assess the level of customer satisfaction, identifying areas for improvement in the product and service and strengthening the relationship and loyalty in the long term	Ongoing

8. Appendix

METHODOLOGICAL NOTE

This document constitutes the first Sustainability Report of the Selematic Group and presents the environmental, social and governance performance for the 2025 financial year (1 January – 31 December 2025). The reporting scope includes the two Group companies: Selematic S.p.A. and Miele S.p.A.. As this is the first Report, comparative data referring to the performance of previous financial years are not available. Any estimates have been prepared in accordance with the applicable reference methodologies and practices.

The topics explored in this document correspond to those identified as material within the scope of the double materiality analysis. The data and information subject to reporting were collected through a structured process that involved the competent corporate functions of both companies, validated by the respective managers and archived in such a way as to ensure their traceability and verifiability.

This Sustainability Report is prepared in accordance with the GRI Standards, the international framework for sustainability reporting developed by the Global Reporting Initiative, in the most updated versions available at the date of drafting the document. The GRI Content Index, which reports the connection between the GRI disclosures and the contents of this Report, is included in the Appendix.

The 2025 Sustainability Report is published on the Group's website and made available to all stakeholders.

SELEMATIC GROUP PERFORMANCE INDICATOR TABLES

Environment

GRI 302-1: ENERGY CONSUMPTION WITHIN THE ORGANISATION; GRI 302-3: ENERGY INTENSITY

VARIABLE	UNIT OF MEASUREMENT	2025
Total energy consumption (expressed in GJ) ⁸		
Total	GJ	3,000.13
Energy intensity ratio		
Total	GJ/ € million	102.25

8. The conversion factors used are taken from the document "UK Government GHG Conversion Factors for Company Reporting – Fuel properties" from DEFRA 2025.

GRI 303-3: WATER WITHDRAWAL; GRI 303-4: WATER DISCHARGE; GRI 303-5: WATER CONSUMPTION

VARIABLE	UNIT OF MEASUREMENT	2025
Water withdrawal		
Surface water	ML	-
Groundwater	ML	1.24
Seawater	ML	-
Third-party water	ML	0.34
Total water withdrawal	ML	1.58
Water discharge		
Surface water	ML	-
Groundwater	ML	1.24
Seawater	ML	-
Third-party water	ML	0.34
Total water discharge	ML	1.58
Water consumption		
Surface water	ML	-
Groundwater	ML	0
Seawater	ML	-
Third-party water	ML	0
Total water consumption	ML	0

GRI 305-1: DIRECT (SCOPE 1) GHG EMISSIONS

VARIABLE	UNIT OF MEASUREMENT	2025
Direct emissions – Scope 1		
Natural gas	tCO ₂	30.03
LPG	tCO ₂	1.56
Diesel	tCO ₂	52.22
Refrigerant gases	tCO ₂	0
Total	tCO₂	83.81

GRI 305-2: INDIRECT (SCOPE 2) GHG EMISSIONS FROM ENERGY CONSUMPTION

VARIABLE	UNIT OF MEASUREMENT	2025
Indirect emissions (location-based method)		
Total	tCO₂	105.30
Indirect emissions (market-based method)		
Total	tCO₂	166.22

GRI 305-3: OTHER INDIRECT (SCOPE 3) GHG EMISSIONS

VARIABLE	UNIT OF MEASUREMENT	2025
Categories included: Inbound logistics, outbound logistics, logistics and waste management, business travel, employee commuting		
	tCO ₂	806.31
Total	tCO₂	806.31

GRI 305-4: GHG EMISSIONS INTENSITY

VARIABLE	UNIT OF MEASUREMENT	2025
Emissions intensity ratio (Scope 1, Scope 2 location-based method)	tCO ₂ /€ million	6.45
Emissions intensity ratio (Scope 1, Scope 2 market-based method)	tCO ₂ /€ million	8.52

GRI 306-3: WASTE GENERATED; GRI 306-4: WASTE DIVERTED FROM DISPOSAL; GRI 306-5: WASTE DIRECTED TO DISPOSAL

DESCRIPTION	UNIT OF MEASUREMENT	2025
Non-hazardous waste	ton	46.80
of which destined for recovery	ton	46.80
of which destined for disposal	ton	0
Hazardous waste	ton	0
of which destined for recovery	ton	0
of which destined for disposal	ton	0
Total	ton	46.80
Waste destined for recovery	%	100%
Waste destined for disposal	%	0%

Social

GRI 2-7: EMPLOYEES

Employees by gender and length of service

LENGTH OF SERVICE	MEN	WOMEN	TOTAL
< 5	20	5	25
5 – 10	12	1	13
> 10	46	8	54
Total	78	14	92

GRI 2-8: WORKERS WHO ARE NOT EMPLOYEES

NON-EMPLOYEE WORKERS	TOTAL
Temporary agency workers	6
Total	6

GRI 2-21: ANNUAL TOTAL COMPENSATION RATIO

GENDER PAY RATIO BY PROFESSIONAL CATEGORY ⁹	2025
Managers	0.83
Office workers	0.65
Production workers	n.a.

9. The gender pay ratio is determined as the ratio between the average remuneration of women and that of men for each professional category.

TOTAL ANNUAL REMUNERATION RATIO	2025
Ratio between the remuneration of the person receiving the highest remuneration and the median remuneration of all other employees	2.39

GRI 401-1: NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

TURNOVER	MEN	WOMEN	TOTAL
Hires	6	3	9
Incoming turnover ¹⁰			9.78%
Terminations	4	1	5
Outgoing turnover ¹¹			5.43%

10. The incoming turnover rate is determined as the ratio between the number of new hires made in the reporting period and the number of employees at the end of the same period.
11. The outgoing turnover rate is determined as the ratio between the number of terminations recorded in the reporting period and the number of employees at the end of the same period.

GRI 403-1: OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM;
GRI 403-8: WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM; GRI 403-9: WORK-RELATED INJURIES;
GRI 403-10: WORK-RELATED ILL HEALTH

VARIABLE	KPI	UNIT OF MEASUREMENT	2025
Occupational health and safety management system	Implementation of an occupational health and safety management system	Yes/No	Yes
Occupational health and safety management system	Involvement of employees in the occupational health and safety management system	Yes/No	Yes
Occupational health services	Presence of a medical service for the protection of workers' mental and physical integrity	Yes/No	Yes

DESCRIPTION	2025
Percentage of employees covered by the health and safety management system	100%
Number of recordable work-related injuries	0
Number of work-related injuries with serious consequences (excluding fatalities)	0
Number of fatalities as a result of work-related injuries	0
Rate of recordable work-related injuries ¹²	0
Rate of serious injuries (excluding fatalities)	0
Rate of fatalities	0
Number of hours worked by employees	175,889.33
Days lost due to injuries	0
Severity rate ¹³	0

12. The rate of work-related injuries is calculated as follows: no. of work-related injuries/total hours worked x 1,000,000.
13. The severity rate is calculated as follows: no. of days of absence due to injury/total hours worked x 1,000.

GRI 404-1: AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

TRAINING	UNIT OF MEASUREMENT	MEN	WOMEN	TOTAL
Total training hours provided to employees	hours	373	23.5	396.5
of which on occupational health and safety	hours	353	16	369.0
Average number of hours of training provided to employees	hours	4.78	1.68	4.31

GRI 405-1: DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

Employees divided by professional category and gender

PROFESSIONAL CATEGORY	MEN	WOMEN	TOTAL
Managers	4	3	7
Office workers	26	11	37
Production workers	48	0	48
Total	78	14	92

Governance

GRI 205-3: CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN

VARIABLE	KPI	UNIT OF MEASUREMENT	2025
Reports	Number of reports received through the channels made available	Number	0
Corruption risk	Total number of verified incidents of corruption against Selematic Group or its employees	Number	0
Corruption risk	Presence of corruption-related lawsuits taken against Selematic Group or its employees	Yes/No	No
Legal Actions	Number of pending or concluded lawsuits related to anticompetitive behaviour and antitrust violations	Number	0
Violations	Number of incidents of violation of free competition, monopolistic practices, antitrust laws, and incidents of active or passive corruption	Number	0

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To facilitate consultation, the table only includes the GRI disclosures applicable to the Group's activities.



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