



2025 Sustainability Report

The background is a solid teal color. It features several sets of white, thin, wavy lines that create a sense of motion and depth. One set of lines in the upper right corner forms a series of overlapping, rounded shapes that resemble a stylized, elongated cone or a series of ripples. Another set of lines in the lower half of the image flows from the left towards the right, curving downwards as it goes. These lines vary in density and curvature, contributing to an abstract, organic feel.

A Sustainability Journey in Continuous Evolution

Less than a year after the publication of its first Sustainability Report - based on data as of December 31, 2023 - Italdesign presents a new edition, referring to the fiscal year ending December 31, 2024. Two reports within such a short timeframe demonstrate not only the company's commitment to continuing the path it has embarked upon with consistency, but also the speed at which the regulatory and operational context is evolving.

The reference framework has indeed changed with the introduction of the Omnibus Directive, which has altered reporting requirements for many companies. In this evolving scenario, Italdesign has chosen to temporarily adopt the VSME standards (Voluntary Sustainability Reporting Standard for non-listed SMEs), which are currently available and well-established, while maintaining the narrative structure introduced in 2024 as a key to interpreting the various chapters. This Report goes beyond a simple data update -it marks a further step in Italdesign's journey of learning and transparency. It reflects the company's commitment to report on the relationship between its identity, business model, the impacts it generates, stakeholder expectations, and its short- and medium-term sustainability goals.



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Letter to Stakeholders

Italdesign's second ESG Report is not merely a document: it is a milestone in our growth journey, a journal that tells how sustainability has now become an integral part of the way we think about business, products, and our relationships with stakeholders.

Sharing this Report means showcasing the progress we've made while reaffirming the direction we intend to follow: a future where innovation and responsibility go hand in hand, generating value for the company, society, and the surrounding environment.

The European Union's approval of the Omnibus Package provides a two-year extension before mandatory reporting requirements come into force. Despite this, Italdesign remains committed to maintaining momentum. Consistent with our rigorous and responsible approach, we continue to apply voluntary VSME standards while awaiting the finalization of the European framework. This choice underscores our intent to measure and communicate ESG performance in a clear, structured, and proactive way.

In 2024, we took another step forward: the establishment of the ESG function, tasked with overseeing and coordinating the path we've undertaken, and the definition of our first sustainability goals on priority topics identified through our materiality analysis.

These milestones mark a significant evolution in Italdesign's governance and vision.

Our commitment is also reflected in our projects and products. We have begun integrating sustainability concepts from the earliest development stages, as demonstrated by *Quintessenza* and the Clean Tech initiative, which aims to promote clean technologies for sustainable innovation and responsible leadership in the automotive and mobility sectors.

The new corporate strategy *Ideneering 2030* clearly positions sustainability as a driver of innovation. It's a commitment that permeates every area of our operations: from ideation and design to production, from engineering to procurement, and from people management to financial resource allocation.

The Report we present today affirms a journey that is structured, inclusive, and constantly evolving. It serves not as a final destination, but as a foundation for building - year after year - a path of continuous improvement that creates shared value and generates positive impact for our stakeholders and the global markets in which we operate.

Thank you for the trust and support you continue to show.

Together, we can build a more sustainable, inclusive, and innovative future.

Antonio Casu
Chief Executive Officer







1. Introduction to the Sustainability Report 2025

- 1.1 Italdesign's commitment
- 1.2 Standards, frameworks, and international references for Report preparation

7

Quintessenza embodies Italdesign's vision: crafting ideas that merge innovation with responsibility, beauty with functionality. Its lines and contents narrate a conscious approach to mobility, where design becomes a tool for sustainability.

Italdesign-Giugiaro (hereinafter "Italdesign" or "the company") has voluntarily prepared the 2025 Sustainability Report, referring to the 2024 fiscal year, as an expression of its commitment to transparency and social and environmental responsibility, in continuity with the strategic initiatives launched during the 2022-2023 biennium and consolidated in the new vision called Ideneering 2030.

In recent years, the European journey toward increasingly integrated and comparable reporting has culminated in the Corporate Sustainability Reporting Directive (CSRD), the result of a regulatory evolution that began with voluntary GRI standards and was later reinforced by the NFRD.

The CSRD marked a decisive turning point between 2023 and 2024, making sustainability a structural element of corporate strategy and value creation.

In this context, the Report represents an essential tool for Italdesign to monitor progress, report on the impacts generated, and respond to the expectations of increasingly attentive and aware stakeholders.





1.1 Italdesign's commitment

The belief that ESG principles represent the path to follow was formalized during 2024 within the strategic vision *Ideneering 2030*, with the concept of ESG performance established as a foundational element.

The company is currently undergoing a phase of growth and restructuring, aiming to increasingly integrate sustainability into its various business activities, applying the same level of rigor even to initiatives that were once considered ancillary.

Although the publication of the first Sustainability Report was delayed compared to the initial deadline, it confirmed the commitment made since 2022. This second Report is also published on a voluntary basis, a choice that is all the more significant in light of the changes introduced by the Omnibus Decree. Italdesign's management firmly believes that anticipating reporting obligations allows the company to align early with European standards, strengthen transparency towards stakeholders and investors, and gain competitive advantages in a market that is increasingly focused on environmental and social responsibility.

This new edition offers more comprehensive data availability, particularly in relation to the adopted VSME standards, and represents a further consolidation of the journey toward increasingly integrated and systemic reporting in the years to come.

1.2 Standards, frameworks, and international references for Report preparation

VSME B1

In 2025, the European Union introduced the Omnibus Regulation, which amends the Corporate Sustainability Reporting Directive (CSRD) to simplify reporting obligations and provide companies with more time to adapt. The most relevant changes for Italdesign include:

- **A two-year postponement of the reporting obligation** for many companies (large enterprises will now be required to publish their first report in 2028 instead of 2026);
- **A revision of the ESRS standards**, currently under public consultation until September 29, 2025, and not yet available in their final version.

In this transitional regulatory context, Italdesign has chosen to adopt the VSME standards (Voluntary Sustainability Reporting Standard for SMEs), developed by EFRAG for small and medium-sized enterprises not subject to CSRD. These standards offer a simple and proportionate tool designed to guide companies toward mandatory reporting under the finalized ESRS.

The VSME framework includes two modules:

- **Basic Module, with 11 essential disclosures** (e.g., Scope 1 and 2 emissions, anti-corruption policies), intended as a minimum requirement for SMEs and a modular approach for micro-enterprises;
- **Full Module, with 9 optional disclosures** covering emission reduction targets, transition plans, and advanced ESG practices.

Italdesign has chosen to adopt both modules, enriching them with activities already carried out, such as the IRO (Impact, Risk, and Opportunity) assessment and the double materiality analysis, developed in accordance with the ESRS available prior to the changes introduced by the Omnibus Regulation.

The VSME framework, approved on July 31, 2025 as an official recommendation (following its submission to EFRAG in December 2024), is integrated with major international references: the United Nations SDGs, GRI standards, and the principles of the Task Force on Climate-related Financial Disclosures (TCFD). The goal is to harmonize sustainability reporting globally, supporting the sustainable transition and addressing the most urgent environmental and social challenges.

The data presented reflect current availability; where data is not yet complete, processes have been initiated to establish tracking systems aligned with the required standards







2. Italdesign Profile

2.1 The Company at a Glance

2.2 Italdesign's Strategic Vision

2.3 The business model

2.4 Towards a structured sustainability management

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Quintessenza illustrates how research, engineering, and creativity converge into visionary ideas, capable of transforming aesthetics into efficiency and technology into sustainable value.

2.1 The company at a glance VSME B1, C2

The history of the company

1968

Italdesign was founded in Moncalieri, Italy, under the name Società Italiana Realizzazione Prototipi S.p.A. (SIRP)

The company was founded by Giorgetto Giugiaro and Aldo Mantovani, who began their adventure in the automotive world with their first major turnkey project presented in 1971: the Alfasud for Alfa Romeo. They were responsible for style and style models, the entire design of the bodywork and, under the close guidance of engineer Rudolf Hruska, for setting up the line, times and methodology at the soon-to-be-launched plant in Pomigliano d'Arco.

1970s

Two years later, the company partnered with Volkswagen on the design of the first generation of Passat, launched to the press in 1973, strengthening its international presence. They then began a highly successful period, with the design of three iconic models: the Volkswagen Scirocco, first-generation Volkswagen Golf and Audi 80. These models revolutionized the automobile market of the 70s and 80s with their innovative design, excellent performance and superior build quality.

1980s

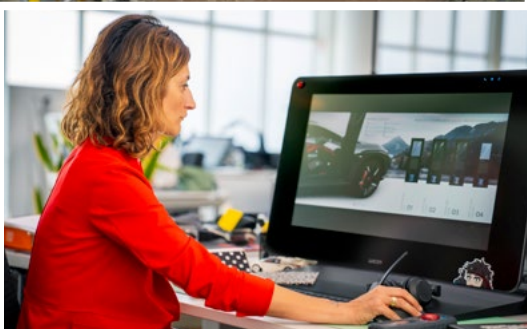
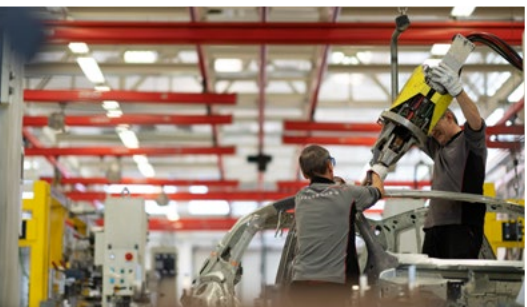
Founded to provide services to automobile manufacturers, in 1981, the company began to expand operations into the industrial, transportation design and graphics, multimedia & communication sectors, dealing with transport other than cars (trains, planes, boats, etc.) as well as consumer goods, packaging, corporate identity and graphics. It also developed new expertise and strengthened its capabilities in architecture, interior design and urban design.

1990s

Italdesign invested in two areas: technology and globalization. The Italdesign Giugiaro Barcelona branch was founded in 1992 to interact and partner with Seat on a wide range of services. The establishment then followed of the I.D.C. - Italdesign California, Inc. - to provide engineering services to the US automobile industry, replaced in 2024 by the Italdesign USA branch, based in Bloomfield Hills (Detroit, Michigan), in the heart of Motor City.

In 1999, Italdesign was one of the first private companies in Europe to set up an in-house Virtual Reality Center, with 1:1 projections.





The New Millennium

The company's work in the fields of automobile design and industrial design continued successfully.

In 2006, Italdesign opened a new office in Shanghai, China to further expand its international presence and consolidate its position as a world leader in automobile design and engineering. Between 2008 and 2010, two offices were opened in Ingolstadt and Wolfsburg, Germany.

In 2010, through the acquisition by Automobili Lamborghini S.p.A., a subsidiary of Audi, Italdesign became part of the Volkswagen Group, combining its creative expertise with a major industrial enterprise, with the aim of accelerating the adoption of cutting-edge solutions in the mobility sector.

In 2016, the company focused its attention on limited and ultra-limited productions, acquiring the manufacturer's code, while mainly dealing with services to third parties rather than the construction of vehicles per se.

2024-2026

At the beginning of 2024, Italdesign took another step forward in its journey of growth and development with the launch of the strategic program *Ideneering 2030*. This initiative stems from the company's desire to anticipate industry transformations, positioning itself as a technological leader capable of combining creative excellence, engineering expertise, and a sustainable vision.

Ideneering 2030 is structured around three main development pillars: innovation, diversification, and profitable growth, with the goal of generating lasting value for clients, partners, and stakeholders. At its core are specific sustainability objectives defined as "ESG Performance", which guide the company in pursuing and promoting initiatives with a positive impact on the environmental and social ecosystem in which it operates.

Through *Ideneering 2030*, Italdesign is not merely imagining the future - it is actively building it, with the aim of becoming a key player in the coming years in driving positive and lasting change that creates value for current and future generations.

Worldwide locations



About 70,000m²

in total,
including the development
and prototyping centers



10 sites

worldwide, including
8 operating sites
in Europe



1,108
people

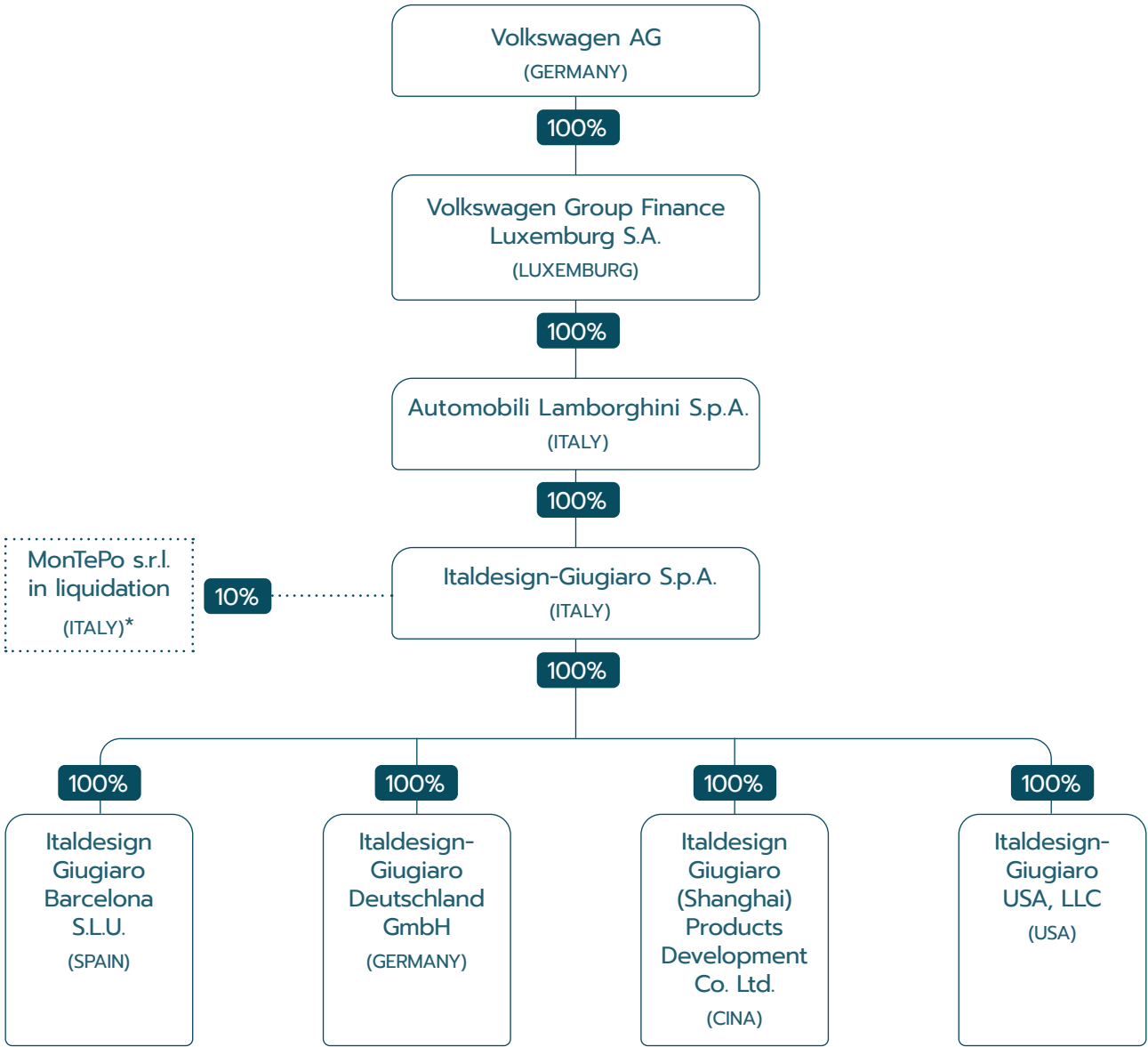


BLOOMFIELD
HILLS (MI)

Design and Engineering



The Group's structure



(*) Measured at amortised cost, adjusted to reflect any impairment losses.

The Company is part of the Volkswagen Group through its direct parent company Automobili Lamborghini S.p.A., headquartered in Sant'Agata Bolognese (Italy), which holds 100% of Italdesign - Giugiaro S.p.A. shares. Following changes in the Group's shareholding structure, as of June 2024, Italdesign came under the full control of Volkswagen Finance Luxembourg S.A., based in Strassen (Luxembourg), which in turn is controlled by Volkswagen AG, a German company headquartered in Wolfsburg (Germany). However, AUDI AG has retained its management and coordination role over Italdesign - Giugiaro S.p.A. pursuant to Article 2497 of the Italian Civil Code.

In light of the above, the controlling status, in addition to Automobili Lamborghini S.p.A., albeit indirectly, also applies to Volkswagen Finance Luxembourg S.A., AUDI AG, and Volkswagen AG. Accordingly, all references to the classification of financial statement items, including the information contained in these explanatory notes, comply with the obligation to prepare consolidated financial statements. The Company has exercised the exemption option under paragraph 4a of IFRS 10 and, therefore, only the separate financial statements have been prepared.

Consequently, the reporting scope for the Sustainability Report refers exclusively to the parent company **Italdesign - Giugiaro S.p.A.** and excludes its subsidiaries. Italdesign - Giugiaro S.p.A. is legally headquartered in Turin, Via San Quintino 28. ATECO Code 82.10.00, NACE Code 2.1 82.10.

SUBSIDIARIES

- **Italdesign Giugiaro Barcelona, S.L.U.** provides services for design studies, styling research, and the construction of models and prototypes.
- **Italdesign - Giugiaro Deutschland GmbH** provides services for design studies and supports the Parent Company in activities carried out in the local market.
- **Italdesign Giugiaro (Shanghai) Products Development Co., Ltd.** provides design, engineering, and prototyping services for the transportation and mobility sectors.
- **Italdesign - Giugiaro USA, LLC** provides design, engineering, and prototyping services for the transportation and mobility sectors. The company, established in the second half of 2023 (Certificate of Formation obtained on July 27, 2023), aims to expand Italdesign Group's activities in the U.S. market by offering local services and providing design and engineering solutions from the Parent Company. Operational activities began in early 2024.

2.2 Italdesign's Strategic Vision VSME C1

In a constantly evolving global context, Italdesign recognizes the importance of a solid yet flexible corporate strategy - one that can effectively guide decision-making and ensure the efficient allocation of resources. Strategy serves as a dynamic roadmap, enabling the organization to respond swiftly to emerging challenges and seize new opportunities.

In response to the rapid changes in the industry, Italdesign initiated a revision of its "Italdesign Next" strategy - originally introduced in 2021 - during the course of 2023. This strategic update aimed to strengthen Italdesign's positioning as a key partner for advanced services in the automotive sector, promoting an agile and forward-looking approach.

The new strategy, launched in 2024, is called "**Ideneering 2030**" and is the result of a structured process involving senior management and a selected group of experts. This development incorporated an analysis of global megatrends, the expectations of shareholder Audi, and a thorough assessment of the company's strengths and areas for improvement.

Ideneering 2030 is built around three core pillars:

- **Profitable Growth:** Investing in high-potential areas to ensure solid and competitive long-term development.
- **Diversification:** Expanding into new sectors to build more resilient and sustainable business models, reducing dependency on individual clients and markets.
- **Innovation:** Embracing emerging technologies and market trends to maintain a leadership position and continuously enrich the company's offering.

These strategic guidelines are accompanied by three core principles that define the vision Italdesign aims to embody through its operations:

- **Reliability**, expressed through consistency between commitments made and results achieved.
- **Creativity**, deeply rooted in the company's DNA, which fuels the ability to shape the future through original ideas.
- **Competence**, reflected in the continuous pursuit of excellence, supported by experience and technical know-how.

At the foundation of the entire *Ideneering 2030* strategy lies the integration of the **ESG Performance** concept, reinforcing sustainability as a structural value of the company. This approach highlights Italdesign's commitment to acting as a responsible player, setting ambitious and measurable goals in the environmental, social, and governance domains.

Achieving these goals requires a shared and cross-functional effort, actively involving all areas of the organization. In particular, close collaboration is planned with the Human Resources and Compliance departments to ensure consistency, effectiveness, and accountability in the implementation of ESG initiatives.

This collective commitment is encapsulated in the motto:

"Our People, Our Principles, Our Choice" - a reflection of the values that guide Italdesign daily toward a more sustainable and inclusive future.

2.3 The business model VSME C1

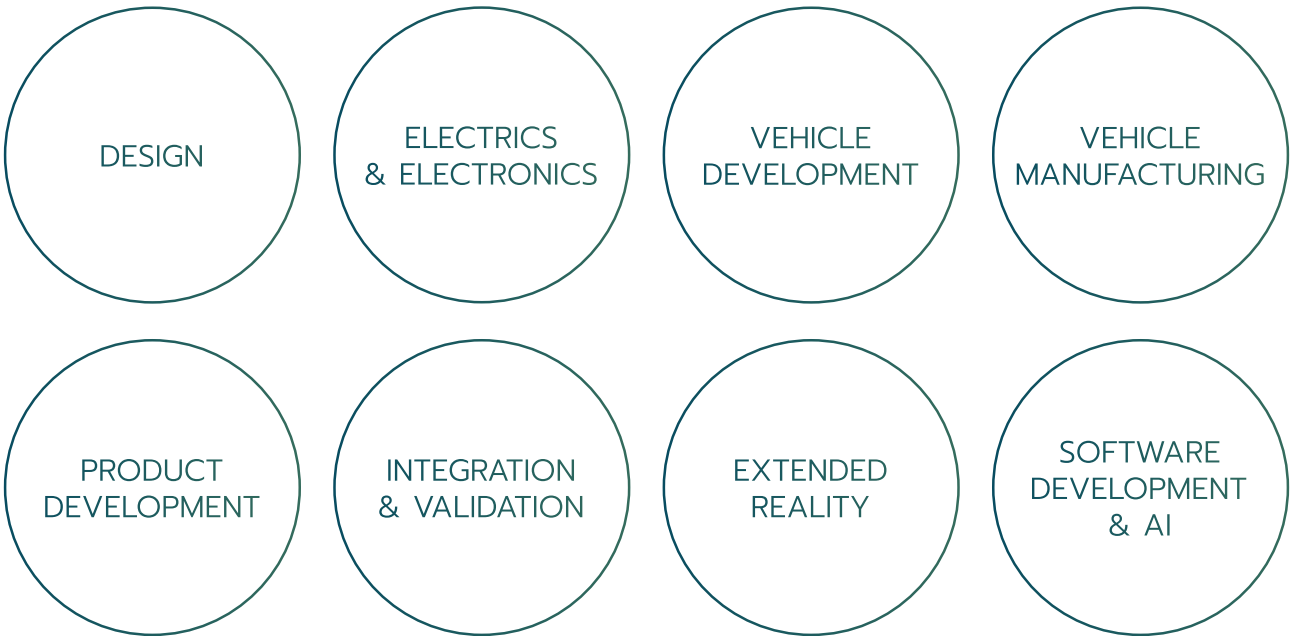
Italdesign is an expert and reliable partner, a point of reference that vertically integrates cutting-edge services, combining engineering and design skills with robust technological and strategic partnerships, to offer a complete and synergistic approach.

Italdesign's mission is to provide end-to-end solutions, including planning, engineering, design, and the production of pre-series and ultra-limited series prototypes approved for road use. It also integrates and validates systems, directly managing type-approval processes and assuming legal responsibility for releasing a final product onto the market.

One of the most important strategic objectives is to act as an incubator and accelerator platform for innovative technologies and advanced prototyping projects, helping to transform radical and visionary ideas into concrete and feasible solutions.

2.3.1 Italdesign's services

The company operates as a skills hub that combines advanced services, integrated solutions and cutting-edge technologies in the automotive and manufacturing industries.



DESIGN

Italdesign's Design team combines artistic creativity and functionality, creating forms and volumes that precisely meet production requirements. Inspired by its global vision of design and with long-standing experience in product design, it innovates through new languages and styles, exploring different areas and sectors.

From initial sketches to full-scale creations, it uses advanced 3D-modeling software, maintaining the original vision for the project. The process integrates craftsmanship with cutting-edge technologies, ensuring careful attention to detail at every stage of design and customization.

Specifically, skills focus on:

- **External design:** is the first emotional bond with a vehicle or product and a fundamental skill at Italdesign. It combines proportion, innovation and quality, while balancing creative vision and technical constraints. Since its foundation, Italdesign's style and engineering teams have worked together to turn visionary concepts into reality;
- **Interior design:** defines the user experience within a vehicle. Italdesign creates innovative and comprehensive sensory solutions that combine style, ergonomics and technology. As vehicles evolve into lifestyle extensions, designers balance trends with functional constraints. A multidisciplinary and collaborative approach ensures each project retains its original spirit, putting the customer at the center of the process;
- **Color, Material and Finish (CMF):** where craftsmanship meets creativity, infusing each project with a personal and artisanal touch. Sensory and chromatic elements are meticulously blended for an emotional impact, employing a dynamic palette of materials and finishes. Innovation anticipates trends, translating them into tailor-made design solutions;
- **User interface (UI):** Italdesign optimizes the user experience through specialized Human Machine Interface (HMI) design & graphics, imagining intuitive interfaces that integrate perfectly into product and automotive designs. Leveraging cutting-edge virtual and

augmented reality technologies, Italdesign's Concept Lab provides a comprehensive ergonomic approach to simulate and refine designs in a virtual space. This unique set-up explores the way in which users interact with and experience proposed environments, simplifying decision-making and speeding up prototyping;

- **Virtual modeling and rendering:** virtual reality (VR) and mixed reality (MR) are an integral part of the initial design phase. Advanced tools for 3D modeling and immersive visualization simplify decisions and avoid the need for physical models. This dynamic and collaborative approach accelerates prototyping, improves quality and promotes innovation in a shared virtual environment, bridging gaps and ideas.

ELECTRICS & ELECTRONICS

At the heart of its engineering services, Italdesign's Electrics & Electronics department is an innovation hub, where various teams work together to provide a full range of services tailored to the ever-changing needs of the automobile industry. Expertise ranges from the user experience, infotainment, connectivity, ADAS, lighting, comfort electronics and e-traction.

Each team at the department works together to create integrated solutions that improve vehicle functionality and user interaction.

Specifically, skills focus on:

- **User Experience and Software Development:** the User Experience (UX) and Software Development team offers tailored solutions for the automobile and other industries. The UX team is a leader in user research and HMI interaction design, employing a user-centric approach to create seamless and intuitive experiences. On the software side, infotainment systems are developed for production vehicles and prototypes, integrating AI and digital services. The team also develops instrument cluster components, displays, switches and sound systems. This ensures a consistent and engaging experience for drivers and passengers;

- **Infotainment, Gateway and Connected Car:** this team offers advanced vehicle technologies that optimize entertainment, connectivity, and safety. It manages requirements, test specifications and seamless integration into customer systems. The focus on cybersecurity, system diagnostics and Over-The-Air (OTA) updates ensures vehicles are always connected, safe and performing at their best;
- **Advanced Driver Assistance Systems (ADAS):** The ADAS Department supports automotive companies in the development of active safety features, driver assistance and parking functions. This ranges from requirements analysis to real-world testing, providing comprehensive support. There is also a focus on research and development, working on SAE Level 4/5 autonomous driving solutions using state-of-the-art sensors such as LIDAR and GNSS. The ADAS lab is fully equipped to manage the configuration and testing of prototype vehicles, ensuring accurate validation with the latest measurement technologies;
- **Electronics for lighting and comfort:** the Lighting & Comfort Electronics team develops and integrates internal and external lighting systems, as well as comfort electronics. From concept to end of life, each stage is managed, ensuring the perfect balance between design, engineering and performance. The team is equipped to develop mock-ups, show cars, small series and mass production vehicles. It uses specialized facilities such as our lighting tunnel and testing laboratories for in-depth validation of both lighting and body electronics;
- **E-Traction Development:** The e-Traction team specializes in the design, testing and integration of battery and electric drive systems. Both low and high voltage systems are managed, offering hardware and software development ready for mass production. The battery lab performs in-depth tests on cells, modules and packages, ensuring compliance with global standards and providing high quality solutions for electric mobility;

- **Testing and validation:** the Testing & Validation team supports all activities regarding manual and automated testing of Electronic Control Units (ECU), vehicle networks and ADAS. Component and integration tests are performed in various environments such as MIL, SIL and HIL, adapting the test process to the customer's needs. With expertise in creating custom test systems and automated test environments, such as Vector, dSpace, National Instruments and EXAM, customers receive reliable and comprehensive support throughout the development process.

VEHICLE DEVELOPMENT

Integrated vertical processes allow visually appealing vehicles designed for efficient mass production to be created. From the moment the initial sketches are drawn, the development team ensures that the style surfaces achieve technical feasibility and consistency. Hardware and software are integrated throughout the entire project, from concept to production, giving priority to functionality and ease of manufacture. Advanced virtual and augmented reality, together with cutting-edge AI techniques, simplifies processes and improves project timelines. The company supervises physical testing campaigns meticulously, ensuring complete validation in a variety of environments.

Specifically, skills focus on:

- **Enhanced User Experience (UX) development:** Italdesign focuses on developing the user experience to create intuitive and pleasant interactions within vehicles. Prioritizing ergonomics and accessibility ensures that every detail improves comfort and satisfaction for all users, ultimately elevating the driving experience;
- **Concept:** the Concept Development department guides the definition and creation of a product. It aligns customer needs with technical solutions, focusing on ergonomics, safety and user experience. Italdesign defines vehicle layouts, sizes and packages according to market needs,

supporting customers in the realization of their visions. Various concepts are created, from static models to fully functioning show cars and proofs of concept;

- **Cost Engineering:** Italdesign's Cost Engineering emphasizes design-to-cost principles, ensuring the design effectively manages and limits expenses. By integrating cost management into the design process, functionality is prioritized along with aesthetics, creating solutions that offer exceptional quality while optimizing costs during development and production. This systematic approach helps to maximize efficiency throughout the project lifecycle;
- **Chassis:** developing the chassis means achieving ambitious goals in terms of dynamics and comfort, meeting increasingly complex requirements and integrating new advanced driver assistance features. Italdesign manages the engineering development of all vehicle chassis, including for EVs and combustion engines. Expertise in virtual development and track and road validation ensures an efficient process that balances performance with environmental impact;
- **Body and Trim:** the Italdesign team approaches vehicle development vertically, from concept to production launch, taking global market needs into account and combining design, legal, performance and cost requirements. With over 50 years of experience and advanced digital technologies, the company excels in system integrators and developers of subsystems for platforms, body structures, closures, bumpers and interior finishes;
- **Aerodynamics:** Italdesign prioritizes aerodynamics from the beginning of the project, because external and internal air flows greatly influence vehicle performance and external and internal design. The team works closely with CAD/CAE experts to optimize air flows and uses dedicated testing facilities to improve aerodynamics, air conditioning and thermal management, ensuring that vehicles effectively meet performance standards;
- **Harness:** Italdesign supervises the complete development of vehicle wiring, working closely with all bodywork, electrical and electronic teams. It manages the development of wiring, including footboards, and the digital mock-up (DMU) package for all electrical components. This ensures seamless integration and functionality throughout the project, from concept to production;
- **Vehicle Safety:** Italdesign prioritizes safety in vehicle development with a dedicated team focused on global homologation, safety assessments, safety component development and testing, and validation of the entire vehicle. Over 1,000 tests are performed each year in our in-house lab, addressing both active and passive safety. The team analyzes the results and manages the specific safety challenges of electric vehicles, ensuring a thorough preparation for active safety testing and high-speed crash testing;
- **Whole Vehicle Development:** Italdesign's Whole Vehicle Development team optimizes component interaction to improve performance. The workflow includes target setting, review, validation, and final approval. Internal tests are carried out and on-site support is offered as needed, with real driving tests fundamental for improving durability and reliability under different conditions;
- **Product & Process Validation:** at Italdesign, efficiency and optimization guide the validation processes. Virtual checks are carried out to assess assembly feasibility and prevent potential maintenance problems. This comprehensive approach includes geometric checks, assembly sequence definitions, prototype design, and tolerance chain checks, all integrated into the development process. This ensures quality and compliance by managing time and costs effectively.

VEHICLE MANUFACTURING

Italdesign combines creativity, quality, and innovation within its industrial processes. As a car manufacturer with a World Manufacturer Identifier (WMI), the Company is authorized to assign a Vehicle Identification Number (VIN) to each vehicle produced. Its production center specializes in pre-series prototypes for mass-production vehicles, ensuring that every model meets rigorous design and engineering standards.

Through advanced technologies for manufacturing sheet metal components and Bodies in White (BIW), performance targets are validated through meticulous testing and verification. With the capacity to produce up to 10 BIWs per week and more than 10 fully functional prototypes - including composite and BEV vehicles - Italdesign delivers optimal solutions that balance performance, ergonomics, and cost efficiency.

Core expertise includes:

- **Pre-series and small series:** Italdesign's small-series production focuses on limited runs of high-quality vehicles. Equipped with dedicated tools such as presses, laser-cutting robots, and advanced welding systems, the team can produce up to 10 BIWs per week. Creativity and cutting-edge technology ensure efficient production, while stringent quality controls guarantee premium results for every project.
- **Ultra-limited series:** Italdesign has a long-standing tradition of producing ultra-limited series, with iconic projects such as the BMW M1 and Nissan GT-R50. Since 2016, this activity has evolved into a turnkey service offering for exclusive vehicles, including design, development, production, and testing. With dedicated teams and advanced technologies, Italdesign supports OEMs in creating special series, ensuring excellence and comprehensive B2C after-sales support.
- **Unique Pieces:** One-off production creates bespoke, tailor-made vehicles, designed and built to bring individual customers' visions to life and meet their specific needs - delivering an unparalleled level of customization and exclusivity.
- **Prototypes and Mules:** Italdesign develops and assembles precision prototypes and development mules for over 120 vehicles annually, ensuring full validation of design and engineering parameters. The facility also manufactures molds and masks for near-series production, with a capacity of up to 1,000 molds per year, enabling small-series manufacturing with a strong focus on quality and innovation in body part production.
- **Rapid Prototyping and 3D Printing:** Italdesign employs advanced rapid prototyping techniques, such as FDM technology, to quickly and cost-effectively transform CAD data into high-quality structural components. The team works closely with designers to enhance feasibility and ensure optimal product quality. This agile approach allows for rapid iterations, leveraging both 3D printing for complex geometries and expert manual finishing to ensure every product meets project requirements and specifications.
- **Craftsmanship:** Craftsmanship plays a crucial role in creating bespoke projects. Skilled artisans transform raw aluminum or steel into complex body shapes using traditional techniques such as hammers and trolleys. The result is a one-of-a-kind product, crafted by professionals with rare and invaluable expertise, ensuring every detail meets Italdesign's highest standards of quality and excellence.

PRODUCT DEVELOPMENT

The dedicated Product and Industrial Design team manages every stage of the development process. With a flexible approach that combines creativity and technical expertise, it leads to innovative ideas, ensuring that each project meets Italdesign's high standards of functionality, aesthetics and market relevance.

INTEGRATION & VALIDATION

Italdesign offers end-to-end development, integration and validation services to ensure that each vehicle component and system meets the highest standards of performance and compliance. From advanced virtual simulations to real-world testing on prototypes, the various solutions are designed to support the entire development process. With a focus on accuracy and efficiency, we help customers validate their designs, optimize performance, and meet regulatory requirements without issues.

EXTENDED REALITY

Extended Reality (XR) offers enhanced flexibility in the design process. It includes Virtual Reality (VR), which simulates realistic experiences, and Mixed Reality (MR), in which physical and digital objects coexist and interact. In Italdesign, XR is used from the beginning of the design, improving style and decision making without physical prototypes. Collaboration with customers and suppliers encourages experimentation with innovative tools in shared virtual environments, facilitating seamless teamwork. Integrating XR into the design-thinking process reduces prototyping times, material waste, improves quality, and personalizes the experience.

SOFTWARE DEVELOPMENT & AI

At Italdesign, we provide advanced IT solutions tailored to the rapidly evolving needs of the automotive and mobility industries. Leveraging cloud, AI and machine learning technologies improves operational efficiency and drives innovation. This agile approach ensures rapid implementation, from predictive maintenance and machine vision to seamless Continuous Integration (CI) and Continuous Delivery (CD). Moving beyond the role of developer, the company leverages its technological expertise to create solutions that work, rapidly. The tools are tested and proven in real-world projects, empowering customers with cloud-ready platforms, data-driven decision-making, and optimized industrial IoT operations, all designed to keep customer operations ahead of the curve.



2.3.2 The industries in which Italdesign operates

AUTOMOTIVE

Italdesign has shaped the automotive industry with its models created for major international OEMs, producing over 60 million cars on the road worldwide. Thanks to an integrated model that vertically combines design, engineering, testing and validation, Italdesign is recognized as a pioneer in the automotive sector. Throughout its history, it has contributed to the creation of iconic vehicles that have been part of the history of the automobile. From the revolutionary VW Golf 1 and the famous Fiat Panda, to the second generation BMW MINI and the compact AUDI Q2 SUV, the impact has been significant. High-performance models like the historic Lancia Delta, the BMW M1 and the Nissan GT-R bear witness to excellence in automotive design. Luxury GT cars, such as the Maserati Quattroporte and the Alfa Romeo Brera, embody the essence of Italian craftsmanship, blending elegance with engineering precision. The company has also partnered with leading global brands in the design of trucks and commercial vehicles. Its influence on the automotive industry, in terms of both legacy and more recent models, continues to transform innovative ideas into daily reality, demonstrating the company's vital role in the evolution of the automotive industry.

PRODUCT DESIGN

Italdesign is certainly recognized for its expertise in creating innovative designs that perfectly combine functionality and aesthetics. With over 40 years of experience, the Italdesign multidisciplinary team transforms creative concepts into market-ready solutions, responding to the ever-changing needs of different industries. From the home appliance industry to the professional equipment industry, user experience and sustainability are always central, so that designs not only meet market demand, but also contribute to improving daily life.

FEW-OFFS

Italdesign offers tailor-made turnkey production solutions for ultra-limited-series vehicles. By setting new standards of exclusivity, each customer's vision is realized with unparalleled attention to detail. From concept and design to development, production and testing, we partner with leading OEMs and new industry players to create unique customized vehicles. With cutting-edge technology and precision engineering, every aspect of the vehicle is modeled to meet the specific needs of customers, ensuring that each design is a true reflection of their identity. Always pushing the limits of automotive production, aspirations are transformed into exclusive models that celebrate individuality and craftsmanship at the highest level.

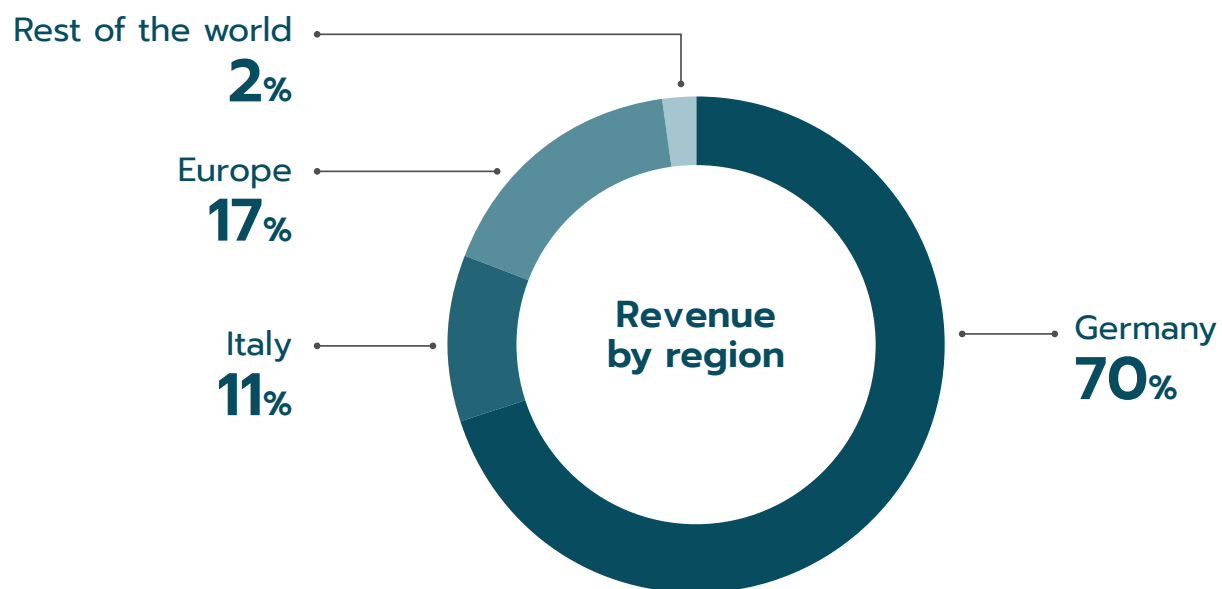
INNOVATION & PATENTS

The company is also a leader in innovation, with a patent portfolio that demonstrates its contribution to industrial design.

Thanks to over half a century of experience, it develops solutions that anticipate evolutions in mobility. Its commitment is focused on promoting smart and sustainable mobility, along with advances in autonomous driving technology. Through partnerships with universities and research centers, Italdesign shares its technologies and supports the development of new solutions, ensuring that innovations have a positive impact on all industries.

MOBILITY & TRANSPORTATION

Italdesign's pioneering solutions for the future of mobility and transportation connect people and goods through air, land, rail and sea. The projects speak two languages: one focused on a forward-looking vision that pushes technological and regulatory limits, and the other on meeting today's needs by creating revolutionary mobility solutions that make urban and intercity travel easier for everyone.



2.4 Towards a structured sustainability management VSME C1, C2

In 2023, the strategic project Italdesign Footprint marked the concrete beginning of Italdesign's commitment to sustainability. Based on the results achieved and the growing internal and external interest, the project naturally evolved into the creation of a dedicated ESG function, positioned in direct alignment with the company's overall strategy.

A pivotal moment in defining the topics and activities to be developed within the ESG function was the Integrity Perception Workshop, held in December 2023. This annual event, organized and promoted by the Compliance Department, aims to understand how integrity and the values promoted by the company are perceived by Italdesign employees.

The 2023 edition explored the connection between Integrity and Sustainability, through group work focused on identifying initiatives that could help integrate sustainability into business operations, with particular attention to the stakeholders involved.

The workshop highlighted how Integrity and Sustainability are linked through the concept of Awareness, and how, for a company like Italdesign, it is essential to establish a dedicated structure for the integrated management of these topics.

From this collective discussion, five priority areas emerged, which the company will focus on to integrate sustainability into its daily business practices. This participatory process helped shape the thematic framework that the ESG function will use to monitor objectives and track progress through concrete initiatives.

The ESG Office, which reports directly to the Strategy function, oversees two horizontal areas:

- ESG Data Management, supported by the SaaS platform Rose Framework. This activity is crucial to ensure the auditability of relevant data for future mandatory reporting, currently collected directly from various company departments. The ESG Office is responsible for providing a single source of truth for ESG-related data.
- Monitoring ESG Reporting and Performance Obligations, including coordination with the Volkswagen Group. The ESG Office serves as the contact point for group data requests and translates legal requirements into internal procedures.

On the vertical content level, the ESG Office defines requirements and collects data from the functions involved in the five thematic areas identified during the Integrity Perception Workshop.

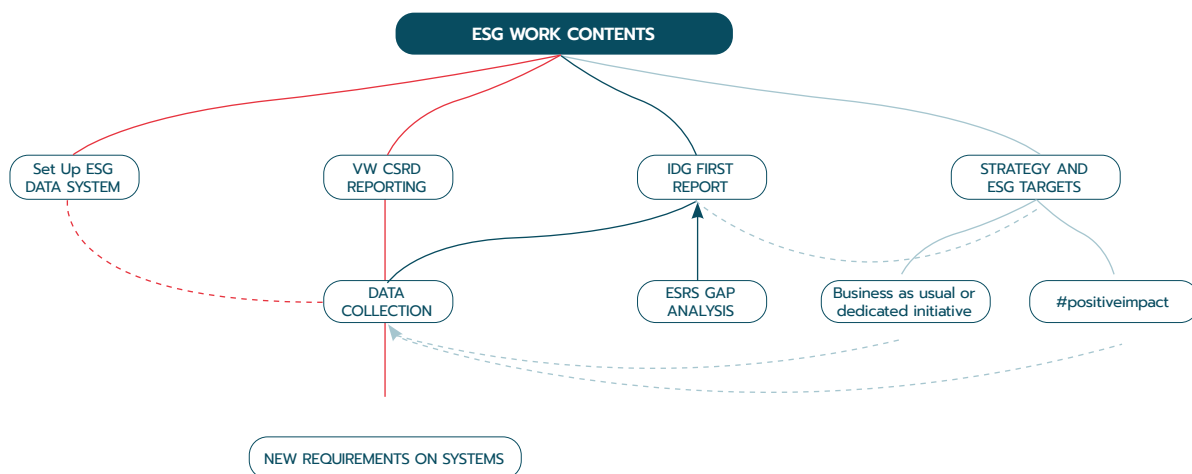
To ensure strategic alignment and cross-functional approval, Italdesign has established the ESG Steering Group, a working group composed of representatives from the Italdesign Management Team (IMT), tasked with approving proposed initiatives. Members include:

- Compliance Officer
- Head of Purchasing
- Chief Financial Officer
- Head of People Experience and Development (HR)



During its first year of operation, the ESG Office focused on four main operational lines:

- Setting up the data collection system, with attention to the readiness of internal company systems;
- Structuring information flows to respond to Group requests and contribute to the drafting of the Sustainability Report;
- Preparing Italdesign's first Sustainability Report, with particular focus on gap analysis;
- Defining the first sustainability strategy, including related ESG objectives.



The ESG Office also has a dedicated budget to carry out the activities described above.

Furthermore, the company has proactively launched two workstreams that emerged as material topics in 2023 and are closely linked to its core business:

- Sustainable Supply Chain
- Sustainable Products and Services

These areas represent strategic priorities for Italdesign and will be further developed as part of the company's sustainability roadmap.

2.4.1 Sustainable Supply Chain

The sustainability of the value chain is one of the most significant topics for Italdesign within its ESG strategy.

In 2024, in collaboration with Capgemini Engineering, the company conducted an in-depth analysis aimed at clarifying the objectives to be pursued and identifying the main strategic directions to achieve them.

A key outcome of this work was the definition of mapping criteria necessary to assess the ESG performance level of suppliers. This activity lays the foundation for the future integration of sustainability criteria into procurement selection and management processes, with potential direct impacts on sourcing decisions.

2.4.2 Sustainable Products and Services

The identification of the areas within Italdesign where sustainability should be integrated enabled an internal exercise to map initiatives that, even prior to the creation of the ESG function, already embedded sustainability principles at their core. Among these are the Concept Lab and the Additive Manufacturing working group, which serve as tangible examples of how sustainability was already part of the company's design DNA.

In parallel, new projects have been launched with the explicit goal of integrating ESG principles into development processes. Notably, *Quintessenza* and Clean Tech are emblematic cases of Italdesign's commitment to combining innovation with environmental responsibility.

The four projects described below illustrate the company’s approach to creating sustainable products and services, offering tangible evidence of its commitment to integrating sustainability into research, design, and innovation processes.

Concept Lab

The Concept Lab is a patented tool developed by Italdesign, continuously updated over the years in both hardware and software, to optimize the vehicle interior design process. It enables virtual testing before the physical prototype is built.

The platform integrates an adjustable seating structure with advanced virtual reality technologies and proprietary software to simulate the vehicle cabin in an immersive and interactive 3D environment.

| ENVIRONMENTAL BENEFITS: | |
|-------------------------|--|
| Aspect | Sustainable Advantage |
| Digital Materials | Replaces physical ones, reducing waste by 98% and CO ₂ emissions from material use by 95% |
| Electric Consumption | Achieved a 99% reduction in CO ₂ emissions across three tested models |
| Remote Collaboration | Eliminates the need for travel by global teams, reducing transport-related emissions |
| Design Iteration | Enables real-time layout optimization, reducing development time and resource waste |

The Concept Lab represents an innovative and sustainable approach to vehicle interior design: by replacing physical materials with digital simulations, it drastically reduces environmental impact while maintaining high standards of precision, quality, and efficiency throughout the development process.



Strategic Additive Manufacturing Project

Additive Manufacturing, or 3D printing, is a technology that builds components layer by layer, offering significant sustainability advantages throughout the entire product lifecycle.

In 2023, Italdesign launched a strategic working group focused on exploring new integrated design and production methodologies for components intended for limited-series vehicles. Within this context, a case study was developed on the application of additive manufacturing to the production of a radiator frame.

The preliminary study included a topological optimization exercise, aimed at rethinking and redesigning the component to make it suitable for additive manufacturing, while maintaining - and where possible, improving - performance and functionality.

This approach allowed the design process to break free from the constraints of conventional technologies, yielding notable results in both performance and environmental impact.

A Life Cycle Assessment (LCA) of the redesigned component is planned for 2025..

Key Results

- Reduction from 16 aluminum alloy elements joined by 93 welds to 6 elements joined by only 30 welds
- 30% reduction in overall weight
- Use of 100% circular material, thanks to the employment of recycled powders.

ENVIRONMENTAL BENEFITS:

| Lifecycle Phase | Sustainable Advantage |
|----------------------------|---|
| Raw Material Production | Use of recycled and certified powders to reduce environmental impact |
| Product Manufacturing | <ul style="list-style-type: none">- Minimal material waste and elimination of fixed production tooling- Production limited to actual needs- Integration of multiple parts into a single component |
| Logistics and Supply Chain | "By-side" production eliminates unnecessary transport, reducing emissions |
| Product Use | Geometric and functional optimization enables lighter components, resulting in lower emissions during use |
| End of Life | Use of mono-materials simplifies recycling and reduces overproduction |

Real-world example: A pilot project demonstrated that a 30% weight reduction in the radiator frame leads to lower emissions over the vehicle's lifetime, with potential applications in the aerospace sector as well.

Although additive manufacturing initially involves higher energy consumption, it is largely offset by reduced waste, greater production flexibility, and improved material recyclability.

For Italdesign, this technology represents a key competence to strengthen its positioning in small-series segments and expand opportunities in other high-innovation industrial sectors.

Quintessenza® Concept Car

With the *Quintessenza* concept, Italdesign set out to demonstrate that sustainability can be an integral - not ancillary - part of design. The project embodies a vision that blends aesthetics, functionality, and environmental responsibility, in line with the company's commitment to more conscious and planet-friendly mobility.

From the earliest stages, *Quintessenza* was conceived with a human-centered philosophy, placing people at the heart of the relationship between nature and technology. The design draws inspiration from the four natural elements - water, earth, fire, and air - and offers a mobility experience that fosters connection with the surrounding environment, thanks to features such as a removable roof and rotatable rear seats for immersive interaction with nature.

From a technical standpoint, the project incorporates sustainable materials, such as natural fiber laminates for the fenders, and features an advanced in-wheel electric powertrain architecture developed in collaboration with Elaphe. This solution not only enhances performance and versatility but also simplifies mechanical architecture, reducing weight and production costs, with a positive impact on energy efficiency.

The human-machine interface is designed to minimize environmental impact through digital command systems and smartphone integration, avoiding unnecessary physical components. The user experience is further enriched by multisensory technologies that promote onboard well-being without compromising efficiency.

Quintessenza is a concrete example of how Italdesign is integrating sustainability into innovation and design processes - not as a separate element, but as a core part of its design identity. It's a commitment that looks to the future, but is already a reality today.

The *Quintessenza* concept car combines the elegance of a Gran Turismo with the versatility of a pickup, offering a luxurious yet sustainable driving experience. The design approach aims to create a tangible connection with nature, without sacrificing comfort or futuristic aesthetics..

ENVIRONMENTAL BENEFITS

| Material | Description | Environmental Benefits |
|--------------------------------------|---|---|
| Mineral Blue Color | Water-based paint | Reduces VOC emissions by 80% and overall atmospheric emissions |
| AmpliTex twill 2/2 | Natural flax fiber fabric (by Bcomp) | 85% lower carbon footprint, reduced material usage, and sustainable end-of-life options |
| Marm\More® Textile | Marble derivatives combined with bio-based and water-based polyurethane | 100% solvent-free, fully recyclable, up to 50% reduction in synthetic polyurethane |
| STOLL ITALIA - 3D Knitting | 3D knitting technology for seats and panels | Efficient production, reduced waste, use of recycled yarns |
| Hero Flooring with Nike Grind Rubber | Flooring made from recycled Nike shoes | At least 20% recycled content, aligned with "Zero Waste" philosophy |
| Visual NFPP - Black | Ready-to-use natural thermoplastics (by Bcomp) | 70% less plastic, 50% lighter, 60% reduction in CO ₂ emissions |
| Stratasys - 3D Printing | Interior customization via additive manufacturing | Waste reduction, innovative aesthetics, enhanced tactile experience |

The *Quintessenza* project demonstrates how sustainable materials can harmonize aesthetics, comfort, and environmental responsibility. Every design choice is driven by the goal of reducing ecological impact, promoting a new paradigm of sustainable luxury in automotive design.

CleanTech Strategic Project

Throughout 2024, Italdesign pursued the strategic goal of establishing itself as a reference point for clean technology applications in the automotive sector. To achieve this, the company focused on developing new products and services tailored to a clientele increasingly attentive to environmental sustainability, reaffirming its commitment to responsible and forward-looking innovation.

As part of this effort, Italdesign launched a proof-of-concept research project aimed at exploring new materials, technologies, and processes in the fields of design, engineering, and manufacturing, with the goal of identifying scalable industrial solutions.

Within this strategy, Italdesign initiated a dialogue with Nike Grind to build a strategic partnership that would enable the integration of recycled materials and sustainable processes into the automotive domain. Toward the end of 2024, the initial phase of brainstorming and state-of-the-art mapping was completed, resulting in the drafting of a white paper outlining Italdesign's vision, priorities, and future directions for innovation in the field of Clean Tech.

Clean technologies represent a cornerstone of the company's ongoing pursuit of progress, partnerships, and innovation, with the aim of delivering tailored, competitive, and optimal solutions to its clients.

Potentially applicable to every part of the vehicle and product development process, Clean Tech covers a broad spectrum: from material selection and component manufacturing technologies to the processes leading to the final concept, all of which influence the carbon footprint of the finished product. The materials chosen can help reduce weight, lower environmental impact during production, and facilitate end-of-life recyclability.

In 2025 and beyond, Italdesign will continue this mission, bringing to life the ideas generated during the initial brainstorming phase and developing them within the *Ideneering 2030* strategy, with the goal of transforming vision into concrete and sustainable solutions for the future of mobility.

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Additionally, several white papers were published during 2024, including:



CleanTech



Additive
Manufacturing



Concept Lab





3. Stakeholder Engagement and Double Materiality

3.1 Stakeholder engagement

3.2 Impact, Risks & Opportunities (IRO) Assessment

3.3 Our First ESG Objectives

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Quintessenza is the result of a network of expertise and partnerships committed to change: a value chain that integrates natural materials, innovative processes, and responsible collaboration.

3.1 Stakeholder engagement VSME C1

For stakeholder engagement activities, the mapping developed in the previous year has been confirmed, without repeating the full analysis. An assessment is currently underway to determine whether this activity may be replaced or updated by the subsequent Impact, Risks & Opportunities (IRO) assessment.

Stakeholder engagement is a continual daily activity at Italdesign: stakeholders of various kinds and from different fields meet every day with company representatives to discuss both new business opportunities and the resolution of any problems.

This covers a wide range of situations and aspects, including: business relations and partnerships with suppliers and customers, internal discussions with shareholders and other market operators, dialog with representatives of various local interests, and official communication with institutions and supervisory authorities.

In addition to the continual exchange of ideas and opinions aimed at directing the company's decision-making process as well as possible, and in order to understand and evaluate as many positions and points of view as possible, a parallel engagement and listening process has been formalized based on the criteria suggested by the CSRD and, before that, by dedicated standards such as the AccountAbility1000 Stakeholder Engagement Standard (AA1000SES).

The purpose of this activity, which is not limited to formal compliance, is to apply the double materiality assessment methodology. The latter is still being defined by the European Financial Reporting Advisory Group (EFRAG), although a draft version for the public consultation phase has been made available.

As established by an initial version of the European Sustainability Reporting Standards (ESRS), therefore, the company has officially identified and involved its stakeholders in the process of assessing ESG impacts, risks and opportunities, in order to ensure that this Sustainability Report accurately reflects all stakeholders' concerns, expectations and priorities.

The approach adopted comprised four phases.

1. Identification of material ESG aspects

To this end, three different analyses were carried out:

- a) An analysis of the automotive sector by consulting scientific articles, market studies and assessments, sustainability reports of the main players, innovation development plans, etc.
- b) An analysis of the corporate context through documentation such as financial statements, environmental analyses, codes of ethics, etc.
- c) An analysis of the local context by consulting local planning documents, reports on the state of the region, newspaper articles, etc.

From the analyses carried out, 20 ESG aspects emerged, of which 5 related to the Environment dimension, 6 to the Social one and 9 to Governance.

2. Identification of stakeholders

Subsequently, internal and external stakeholders were mapped:



3. Importance of external stakeholders

Senior management further analyzed external stakeholders to identify a small but significant cluster of parties to engage in the double materiality assessment. Applying specific parameters of influence and impact thus made it possible to identify the 29 most significant stakeholders for the company.

4. Stakeholder engagement

Engagement was conducted through an online survey, in which the 20 ESG aspects were presented, each accompanied by a brief description and a materiality rating scale. Stakeholders expressed their opinion on each aspect, assigning a score ranging between immaterial and highly material.

Partly thanks to current IT tools, the engagement proved to be highly effective and worthwhile, providing particularly useful results in the face of minimal commitment from the survey participants. It highlighted this tool's potential, suggesting an opportunity to repeat the activity in the future with different objectives, such as exploring stakeholder perceptions of Italdesign's sustainability profile and its efforts to strengthen its robustness, reliability and transparency.

3.2 Impact, Risks & Opportunities (IRO) Assessment IRO, extra VSME

In 2024, even before the approval of the Omnibus package and the introduction of simplified ESRS measures, Italdesign conducted an in-depth Impact, Risks & Opportunities (IRO) assessment.

Although the VSME standard does not require a mandatory materiality analysis or formal identification of IROs, Italdesign has chosen to include this assessment as a voluntary and strategic deep dive, aligned with European best practices and in anticipation of future regulatory developments.

The IRO analysis is a fundamental pillar of sustainability reporting under the CSRD Directive and the ESRS, as established by Delegated Regulation (EU) 2023/2772. It enables the identification and evaluation of the organization's significant impacts on the environment and society, financial risks related to sustainability, and growth opportunities arising from responsible practices.

IROs form the basis for the double materiality assessment, which considers both stakeholder relevance (impact materiality) and business relevance (financial materiality).

For the IRO evaluation, Italdesign adopted a structured methodology based on four criteria:

- **Impact:** Severity of the effect on the environment, people, or the economy.
- **Scope:** Extent of the effect, in terms of population, territories, or processes involved.
- **Likelihood:** Probability of the impact occurring, especially useful for potential impacts, risks, and opportunities.
- **Remediability:** The organization's ability to mitigate, prevent, or correct the impact.

Each IRO (Impact, Risk, Opportunity) was evaluated using a numerical scale (e.g., from 1 to 5) for each criterion, allowing the creation of a priority matrix to identify the material topics to be monitored and reported. Although this approach is not required by the VSME standard, it strengthens the transparency and consistency of the sustainability report, anticipating future regulatory requirements and enhancing the company's ability to meet stakeholder expectations.

Each IRO - whether a positive or negative impact, risk, or opportunity - was developed starting from the relevant ESRS (European Sustainability Reporting Standards), linked to Topics, Sub-topics, and, where available, Sub-sub-topics.

Following the materiality results, a contextual validation was carried out by presenting the topics to Italdesign's management and verifying their perceived relevance through the following questions:

- Are the identified material topics relevant to our industry?
- Are they important internally for our business?
- Are they topics currently being addressed by our management?

According to ESRS methodology, the next step would involve determining the materiality of each individual data point (a total of 1,867 data points). However, this step is not applicable here, as the current report is based on VSME standards.

As a result of this analysis, 8 out of 10 Topics were identified as material.

| | | | | | |
|---|--|--|---|--|--|
| E | E1 Climate change | E2 Pollution | E3 Water and marine resources | E4 Biodiversity and ecosystems | E5 Circular economy |
| | <div>Sub-topics</div> <ul style="list-style-type: none">• Climate change adaptation• Climate change mitigation• Energy | | | | <ul style="list-style-type: none">• Resources inflows, including resource use• Resource outflows related to products and services• Waste |
| S | S1 Own workforce | S2 Workers in the value chain | S3 Affected communities | S4 Consumers and end users | |
| | <div>Sub-topics</div> <ul style="list-style-type: none">• Working conditions• Equal treatment and opportunities for all• Other work-related rights | <ul style="list-style-type: none">• Working conditions• Equal treatment and opportunities for all• Other work-related rights | <ul style="list-style-type: none">• Communities' economic, social and cultural rights | <ul style="list-style-type: none">• Information-related impacts for consumers and/or end-users• Personal safety of consumers and/or end users | |
| G | G1 Business conduct | | | | |
| | <div>Sub-topics</div> <ul style="list-style-type: none">• Corporate culture• Protection of whistle blowers• Political engagement• Management of relationships with suppliers including payment practices• Corruption and bribery | | | | |

Among the most relevant topics identified, the following stand out:

- **Carbon Neutrality**

Reflects the need to develop a strategy for decarbonizing the business across the entire value chain, and to create solutions that support sustainable, resource-efficient mobility.

- **Environmental Impact Management**

Focuses on managing and reducing environmental impacts through an integrated approach that balances global and local dimensions, aligned with the Decarbonization Strategy.

- **Climate Change Resilience**

Highlights the importance of developing scenarios related to changing climate conditions, assessing associated risks and opportunities, and preparing response plans for emergencies affecting assets and people.

- **Design for Sustainability/Circularity**

Calls for rethinking product design, development, and manufacturing processes, steering design toward circular and low-impact environmental solutions.

- **Gender Equality**

Reflects the company's commitment to promoting a fair working environment that ensures equal opportunities for everyone.

- **Occupational Health and Safety**

A top priority for Italdesign, aimed at safeguarding the integrity and well-being of its workforce.

- **Sustainable Procurement**

A cornerstone of the company's sustainability and circularity framework. Through the procurement of materials, components, products, and services, Italdesign manages the majority of its indirect emissions and holds the greatest potential for reducing the use of non-renewable raw materials.

- **Innovation Management**

Involves managing innovation in a way that complies with all regulatory and technical requirements, while also meeting the expectations of increasingly conscious consumers who seek sustainable and socially responsible products and solutions.

While acknowledging that the topics of "water and marine resources" and "biodiversity and ecosystems" are considered material by the Volkswagen Group, Italdesign - based on its own double materiality assessment and specific operational scope - does not classify them as material.

This position is not in contradiction with that of the Group, but rather reflects the scale and nature of Italdesign's activities. The company maintains constant alignment with its parent company and actively participates in initiatives related to material topics promoted by the Volkswagen Group.

| ESG | Italdesign Area | Material aspect | Purpose |
|-----|-----------------------------------|--|--|
| E | ENVIRONMENTAL MANAGEMENT | Decarbonization strategy | <ul style="list-style-type: none">> To develop a strategy for decarbonizing the company along the entire value chain> To develop solutions to support sustainable and low-consumption mobility |
| | | Climate change resilience plan | <ul style="list-style-type: none">> To develop scenarios of changing climatic conditions by assessing risks and opportunities> To prepare emergency response plans regarding impacts on the business and people, with related plans to invest in infrastructure and facilities |
| | SUSTAINABLE PRODUCTS AND SERVICES | Design4 sustainability / Design4 circularity | <ul style="list-style-type: none">> To conduct life-cycle impact assessments> To rethink the design, development and realization of products> To steer design in the search for solutions that minimize supply chain emissions and maximize the recyclability of end-of-life products/components |
| S | SUSTAINABLE GOVERNANCE | Gender equality | <ul style="list-style-type: none">> To support and apply the principle of gender equality> To thus guarantee women equal access to education, medical care, decent work and representation in decision-making and in political and economic processes |
| | | Occupational health and safety | <ul style="list-style-type: none">> To continuously ensure the conditions under which all those who work for Italdesign can carry out their own tasks in safety, that is, without being exposed to the risk of occupational accidents or illnesses |
| G | SUSTAINABLE SUPPLY CHAIN | Sustainable procurement | <ul style="list-style-type: none">> To integrate environmental, social and governance criteria into the processes of supplier qualification and awarding of contracts, while ensuring compliance with the needs of stakeholders involved through the policies and strategies of sharing and support towards reaching sustainability targets |
| | SUSTAINABLE PRODUCTS AND SERVICES | AI application / Innovation management | <ul style="list-style-type: none">> To adapt products and services to the changing needs/demands of the market in terms of innovation, quality, technological development and sustainability |

3.3 Our First ESG Objectives

VSME C2

Our First ESG Objectives: Ambitious Commitments to Drive Concrete Action

Following the IRO analysis and double materiality assessment, Italdesign internally defined concrete objectives and specific ambitions for each of the seven priority ESG topics identified.

These areas are largely already integrated into the company’s strategic and operational plans across various departments, confirming a consistent and cross-functional approach to sustainability.

The objectives are formulated in a clear and measurable way, enabling effective progress tracking and impact evaluation of the initiatives that will be developed in the subsequent action plan.

| ESG Focus Areas | Objective |
|--|--|
| Decarbonization Strategy | <ul style="list-style-type: none">• Reduce Scope 1 and 2 emissions by 50% by 2030 (baseline: 2024)• Gradually map Scope 3 emissions by 2028 |
| Climate Change Resilience Plan | <ul style="list-style-type: none">• Define a climate resilience plan by 2025 |
| Design4Sustainability / Design4Circularity | <ul style="list-style-type: none">• Identify Design4Sustainability principles and define application targets by the end of 2025• Develop a proof of concept for a component designed according to Design4Sustainability criteria |
| Gender equality | <ul style="list-style-type: none">• Continue the positive trend in increasing female representation in the company and in managerial roles |
| Occupational Health and Safety | <ul style="list-style-type: none">• Strengthen the culture of prevention, achieving 90% awareness of near miss and unsafe condition indicators• Obtain ISO 45001:2018 certification by 2028• Dedicate an average of 4 hours per person per year to workplace health promotion, with at least 25% company participation |
| Sustainable Procurement | <ul style="list-style-type: none">• Map 50% of suppliers according to ESG criteria by 2025 and define a minimum performance threshold• Ensure that by 2030, 85% of purchase volume comes from suppliers meeting this minimum standard |
| AI Application and Innovation Management | <ul style="list-style-type: none">• Promote and support strategic projects for the development of AI-related skills, with dedicated resources and budget• Establish Italdesign as a center of excellence and innovation in the region, with dedicated resources and budget |

Having clear and defined ESG objectives will enable the creation of a dedicated action plan, outlining the necessary steps to make these goals achievable. Where actions are already in place, it will be possible to report more precisely on their contribution.

* In the near future, Italdesign intends to define a long-term decarbonization target. However, this commitment will only be formalized after completing a solid and reliable baseline calculation, ensuring the credibility and measurability of the emissions reduction pathway.







4.Environment

4.1 Climate change

4.2 Circular economy

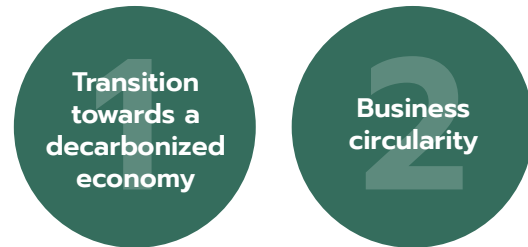
Quintessenza expresses circular economy principles: recycled materials, lightweight components, and low-impact processes aimed at reducing weight, consumption, and emissions, without compromising performance or style.

The environment dimension is a strategic component of Italdesign's integrated policy in the HSE field (sustainability, occupational health and safety). With this Report, the company describes with full transparency the path taken to protect the environment and as much as possible reduce the direct and indirect impact of its operations and those of its customers. This commitment translates, specifically, into an approach based on the adoption of innovative technologies and aimed at integrating the environment into the company's future strategy.

The management of environmental impacts related to company processes follows the principles of the international ISO 14001 scheme, under which Italdesign is certified thanks to its Environmental Management System that promotes continuous performance improvement with the aim of continually minimizing environmental impacts.

Through this system, the company guarantees not only compliance with current regulations, but also a voluntary commitment to exceed the minimum environmental protection standards established by law. This is made possible by a governance model that directly involves the company's senior management and provides the HSE with all necessary resources to achieve the improvement targets.

The priority environmental aspects for Italdesign and its stakeholders, which emerged from the double materiality assessment, are:



For both aspects, designing innovative solutions can accelerate change and genuinely contribute to reaching sustainability targets.

4.1 Climate change VSME B3, C3, C4

According to data provided by the European Environment Agency*, transport is responsible for about a quarter of the European Union's climate-changing emissions: 60% of this is attributable to automobiles.

It is clear that, in the face of the global challenge of decarbonization to reverse climate change, Italdesign can support its customers by designing ever less impactful, low carbon vehicles.

Aware of this role, the company naturally also makes a direct contribution through the careful and virtuous management of all aspects of its business, particularly focusing on energy efficiency and cutting consumption.

It is mainly fossil-based energy consumption that generates the emissions responsible for the greenhouse effect, and Italdesign thus focuses on containing, reducing and replacing this over time with consumption from renewable energy sources, which are outside the carbon cycle.



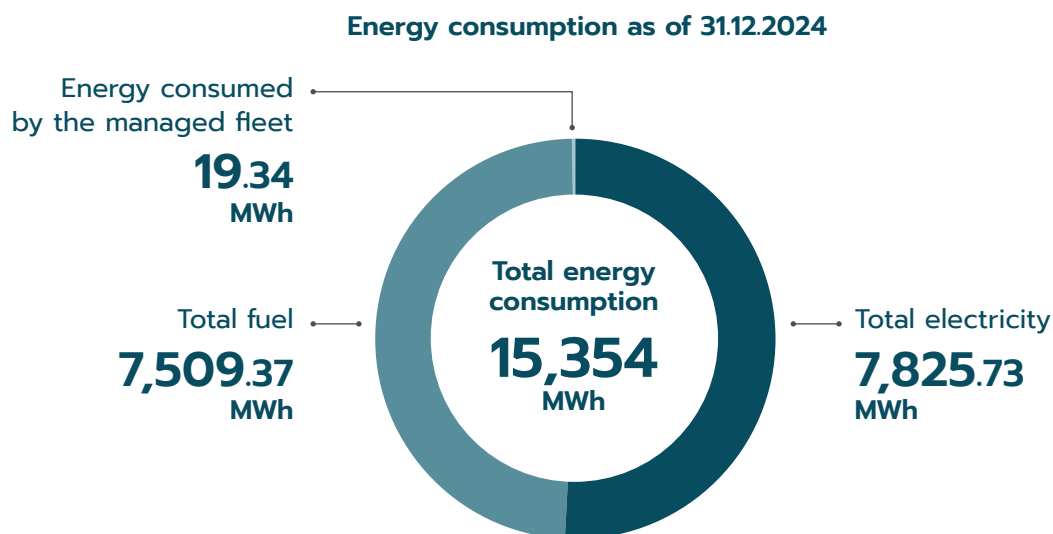
* <https://www.eea.europa.eu/it>

4.1.1 Energy

Thanks to the work carried out to develop a methodology and structure data collection within company systems, 2024 can be considered the baseline year for future reporting and performance monitoring. For this reason, the data presented in this chapter will not be compared with values from the previous year.

Energy procurement at Italdesign can be divided into two major, comparable categories: electricity consumption: 7,825.73 MWh and fuel consumption: 7,509.37 MWh.

The energy reporting also includes energy derived from the use of company vehicles, calculated based on the distance traveled. This approach allows for a more comprehensive representation of the environmental impact of operational activities and will support the identification of effective mitigation measures.



Electricity consumption is primarily used to power production facilities and company utilities such as lighting, IT equipment, and climate control systems. As a result, electricity demand partly varies depending on the annual production load.

The electricity purchased by Italdesign is generated from various sources. The composition of this so-called energy mix is detailed in the contract signed with the supplier, and in 2024 it was as follows:

Electricity consumption by source as of 31.12.2024

| | | % | | MWh | |
|--------------------------|--------------------|------------|-------|-----------------|----------|
| Total electricity | | 100 | | 7,825.23 | |
| Renewable sources | | 8.04 | 8.04 | 629.19 | 629.19 |
| Nuclear | | 5.03 | 5.03 | 393.63 | 393.63 |
| Fossil fuels | Coal | 11.88 | | 929.70 | |
| | Natural gas | 66.51 | 79.50 | 5,204.89 | 6,221.45 |
| | Petroleum products | 1.11 | | 86.86 | |
| Other sources | | 7.43 | 7.43 | 581.45 | 581.45 |

Fuel consumption mainly concerns natural gas for powering heating boilers, fuels used for service and company-managed vehicles, and, to a lesser extent, diesel for operating motor pumps and emergency generators.

Fuel consumption per type and use as of 31.12.2024

| | | MWh | % |
|-------------------|-------------|-----------------|------------|
| Total Fuel | | 7,509.37 | 100 |
| Static | Natural Gas | 6,910.39 | 92.02 |
| | Diesel | 4 | 0.05 |
| Mobile | Refueling | 594.98 | 7.92 |

Overall, in 2024, the share of energy consumed that was produced from fossil sources remained largely predominant (89.54%). This is mainly due to two factors with almost equal weight: the composition of the energy mix in the electricity supply contract (79.50% of the mix, accounting for 40.57% of the total) and the purchase of natural gas for heating boilers (45.06% of the total).

Next in importance is the consumption of traditional petroleum products (4.03%), such as gasoline or diesel, which power the company vehicle fleet or emergency generators and are also used for testing and validation of some prototypes developed.

In 2024, 4.10% of total energy consumption indirectly came from renewable sources (such as solar, hydro, wind, and biomass) through electricity drawn from the national grid; in addition, 2.57% of energy was attributable to nuclear sources from foreign countries.

Energy consumption by source as of 31.12.2024

| | | MWh | % | |
|---|--|-----------------|------------|------------|
| Total electricity | | 7,825.73 | | |
| Total Fuel | | 7,509 | | |
| Total energy consumption from renewable sources | Renewable fuel | 0.00 | 0.00 | 4.10 |
| | Electricity purchased from renewable sources | 629.19 | 4.10 | |
| Total energy consumption from nuclear sources | Electricity purchased from nuclear sources | 393.63 | 2.57 | 2.57 |
| Total energy consumption from fossil sources | Fuel from coal and coal-derived products | 0 | 0 | 89.54 |
| | Fuel from crude oil and petroleum products | 618.32 | 4.03 | |
| | Fuel from natural gas | 6,910 | 45.06 | |
| | Fuel from other fossil fuels | 0 | 0.00 | |
| | Electricity purchased from fossil fuels | 6,221.46 | 40.57 | |
| Total energy consumption from other sources | Electricity purchased from other sources | 581.45 | 3.79 | 3.79 |
| Total energy consumption | | 15,354 | 100 | 100 |

4.1.2 GHG Emissions

As part of its effort to define a sustainability strategy and future targets, Italdesign has initiated the process of establishing its GHG emissions baseline in accordance with the ISO 14064 standard, with the aim of setting scientifically rigorous net zero goals.

Having an accurate GHG emissions baseline will enable Italdesign to define reduction targets aligned with those of the Volkswagen Group.

The previously presented overview of Italdesign's energy consumption helps contextualize the greenhouse gas emissions, detailed below:

Scope 1 Emissions: 1,848.78 tons of CO₂eq

These are direct emissions generated by the company's activities, which for Italdesign originate from:

- **Stationary and mobile combustion:** emissions from processes such as heating workspaces (e.g., burning gas or other fuels for heat) and fuel used by company vehicles (cars and vans). Italdesign is evaluating a reduction strategy through the adoption of renewable energy sources (e.g., photovoltaic systems for heat production) and the use of electric vehicles for company transport.
- **Process gases:** emissions from gases used in production activities, especially during welding processes. These can be reduced by introducing low-emission technologies or adopting less polluting alternatives, such as low-carbon gases or processes that reduce the need for combustion gases.

Scope 2 Emissions:

- Market-based: 3,607.66 tons of CO₂eq
- Location-based: 2,141 tons of CO₂eq

These are indirect emissions from purchased and consumed electricity. According to the GHG Protocol, these can be calculated using two approaches:

- Location-based: reflects the average impact of the national or regional electricity grid where the energy is consumed.
- Market-based: considers the organization's energy sourcing choices, such as certified renewable energy purchases or the specific supplier's energy mix.

This Report explicitly states the emission factors used, forming the basis for rigorous emissions tracking and credible reduction targets.

Scope 3 Emissions:

These are linked to more complex and less controllable factors, especially across the supply chain and logistics, but are essential to the company's business and must therefore be accounted for, albeit indirectly.

Tracking these emissions - outside the company's direct operational boundaries - is inherently challenging. However, the ISO 14064 framework adopted by Italdesign provides the methodological approach and tools to do so.

Of the 15 categories defined by the GHG Protocol for Scope 3 emissions, Italdesign has collected data for the first four and is working to expand coverage to the remaining categories.

The Scope 3 categories analyzed in 2024 are not directly comparable to those examined in 2023. To avoid inconsistent comparisons, Scope 3 emissions data will be published in future reports.

Nonetheless, defining a reliable Scope 3 baseline remains a priority for Italdesign, as it is essential for setting concrete reduction targets.

The Volkswagen Group has included measurable GHG emissions targets in its Sustainability Plan, declaring its ambition to become a Net Carbon Neutral Company. For this reason, in 2022 it joined the Science Based Targets initiative (SBTi), identifying short-term GHG reduction goals aligned with the 1.5°C and WB2°C scenarios, based on a 2018 baseline.

To ensure transparency and traceability of the reported data, the following section outlines the conversion factors used for emissions calculations, based on the European Residual Mix 2023 published by AIB (Association of Issuing Bodies).

<https://www.aib-net.org/facts/european-residual-mix/2023>

| | Emission factor | Unit | Scope |
|----------------------|-----------------|--------|---------|
| Consumed electricity | Market based | 0.461* | Scope 2 |
| | Location based | 0.2736 | |
| Combusted fuel | Petrol | 2.346 | Scope 1 |
| | Diesel | 2.66 | |
| | Heavy fuel oil | 3.06 | |
| | Natural gas | 2.063 | |

Market-Based emission factor for electricity

| | kgCO ₂ /kWh standard | Contractual Basket (%) | Market-based Emission Factor (kgCO ₂ / kWh) |
|--------------------|---------------------------------|------------------------|--|
| Renewable | 0 | 8,04 | 0,461 |
| Coal | 0.820 | 11.88 | |
| Natural gas | 0.490 | 66.51 | |
| Petroleum products | 0.730 | 1.11 | |
| Nuclear | 0 | 5.03 | |
| Other sources | 0.400 | 7.43 | |

Sources: ISPRA – Inventario Nazionale delle Emissioni e dei loro Fattori di Emissione (Edizione 2023), Ministry of Environment and Energy Security.

Scope 1, 2, 3 emissions as of 31.12.2024

| | | 2023 | 2024 |
|---------------------------|--------------------------------|------------------------|------------------------|
| Total emissions | | ton CO ₂ eq | ton CO ₂ eq |
| Scope 1 | Stationary combustion | 1,440.43 | 1,377.98 |
| | Mobile combustion | 1,252.04 | 470.43 |
| | Process gases | 0.05 | 0.38 |
| Scope 2 Market based | Energy purchased from the grid | | 3,607.66 |
| | Imported thermal energy | | 0 |
| Scope 2 Location based | Energy purchased from the grid | 2,664.07 | 2,141.12 |
| | Imported thermal energy | 0.0 | |

4.1.3 Climate Risks

As part of its Impact, Risks, and Opportunities (IRO) assessment, Italdesign conducted an in-depth analysis of climate-related risks that could affect its operations, identifying both direct and indirect impacts across the value chain.

Among the main physical risks are those associated with extreme weather events, which can cause damage to company facilities, delivery delays, contractual penalties, and disruptions in the availability of critical materials from suppliers.

At the operational level, climate change leads to increased CO₂ emissions due to greater use of air conditioning systems during hotter summers, the use of internal combustion company vehicles, natural gas heating, air travel for business, and employee commuting.

Italdesign has also identified financial risks stemming from energy dependency and gas price volatility. In response, the company has set the goal of preparing a climate resilience plan (one of the 7 ESG targets), which will include mitigation actions. In the procurement area, ESG supplier mapping will support the preferential selection of low-impact suppliers and products.

From an energy perspective, key initiatives include building renovations to improve energy efficiency, purchasing electricity from renewable sources, and promoting sustainable mobility practices.

These measures contribute to reducing exposure to climate risks and strengthening the organization's resilience in the medium to long term.



4.2 Circular economy VSME B7

Circular economy and design for sustainability have been identified as core material topics for Italdesign, as they respond both to market evolution and to the growing responsibility associated with the entire product lifecycle. In this context, the company is committed to developing innovative and competitive design solutions, inspired by principles of circularity and reduced environmental impact.

The focus on sustainability goes beyond product design and extends to company-wide processes, fostering cross-functional coordination of responsibilities and internal expertise.

Italdesign is taking its first steps toward implementing a systemic approach, which includes mapping and integrating data related to circularity. These data align with the requirements of ESR5 E5 under the CSRD, which is dedicated to circular economy reporting.

To bring this vision to life, several strategic initiatives have been launched, including:

- Systematic requests to suppliers for information on weight, recycled content, and recyclability of purchased materials
- Tracking of outgoing prototypes, analyzing their weight, materials, and components
- Careful monitoring of waste generated, to ensure regulatory compliance

Italdesign goes beyond calculating a simple mass balance between materials purchased and those transformed into products or waste. The primary goal is to contribute to reducing dependence on non-renewable virgin raw materials, promoting a more sustainable and responsible use of resources with an intergenerational perspective.

To achieve these goals, the company aims to fully integrate circularity criteria into its design protocols, while leveraging the most advanced technologies. Tools such as the digital twin, for example, allow the creation of virtual replicas of physical entities, optimizing the prototyping and testing phases through digital simulation, reducing the need for physical materials, and improving overall efficiency.

4.2.1 Incoming Material Flow

To ensure accurate and detailed accounting of incoming material flows - including both direct materials used in production and indirect materials supporting company operations - Italdesign is working to integrate supplier information requests with a set of specifications aimed at identifying supplies in terms of:

- Net weight
- Gross weight including packaging
- Biological component
- Recycled material content
- End-of-life recyclability

This Report includes a non-exhaustive list of the main categories of direct incoming materials, providing an overview of the key vehicle parts and components involved in Italdesign's design, development, and production activities.

At the same time, it offers a snapshot of the most significant categories of indirect materials purchased, which are largely similar to those used by other companies.

4.2.1.1 Direct Material Procurement

Directly purchased materials can be grouped into the following main categories:

- Sheet metal, profiles, and drawn materials
- Electrical parts, wiring, and components
- Hardware components
- Interior and exterior finishes (e.g., bumpers, seats, airbags)
- Complete vehicles

In direct support of production, Italdesign also procures a range of industrial consumables, including resins, greases, polystyrene, paints, thinners, as well as various technical equipment and tools, and specialized services ranging from engineering consulting to transportation, application management, and digital solutions.

Direct procurement is generally divided into goods and services:

- **Engineering Services:** 83.05% of purchases are related to external package-based developments, i.e., design work required to efficiently carry out full project development. 55.9% of engineering service purchases are sourced domestically, with significant shares also coming from the German market (27.20%) and the Spanish market (7%).
- **Production of Models, Prototypes, and Limited Series:** the largest share of this category is represented by prototype elements and assemblies (59.6%), as well as castings, masses, and various types of equipment (14%). Here too, the main reference market is domestic (69%).

4.2.1.2 Indirect Material Procurement

Indirect procurement is characterized by a significant share of services supporting company operations, which often involve the use of various materials - for example, in maintenance services or cleaning and hygiene services.

Among physical goods distinct from services, Italdesign, like many other companies, purchases:

- Office supplies and stationery
- Workwear
- Packaging of various shapes and sizes
- Promotional items and advertising materials
- Maintenance materials
- Technical gases
- Consumable tools

92.0% of indirect purchases are made through domestic suppliers, with an additional 4.4% sourced from Germany, where the Volkswagen Group is headquartered.

4.2.2 Outgoing Material Flow

4.2.2.1 Product Sales

One of Italdesign's business lines involves small-scale production, which generates highly diversified outputs such as printed parts, models, vehicles, and electronic components. All outgoing materials are tracked within the company's systems, although not yet in full compliance with CSRD requirements.

Italdesign is currently working on the necessary updates to its management systems and the preparation of technical documentation to accurately record the mass and composition of the materials produced.

4.2.2.2 Waste Management

Waste management is carried out in compliance with current regulations and is subject to both internal controls established by Italdesign and third-party audits required for the maintenance and renewal of the ISO 14001 certification every three years.

Within the framework of the certified Environmental Management System, the company - through its HSE Office - analyzes waste management data and, based on objective criteria and with the involvement of senior management, sets short- and medium-term improvement targets.

These targets are pursued through a variety of initiatives, which may be technical or infrastructural, or aimed at influencing individual behaviors, raising awareness among users about waste-related issues.

In line with a circular system approach, Italdesign promotes proper waste sorting, encouraging the transfer of materials to recovery and recycling chains based on their type. These practices help reduce the extraction of new virgin raw materials, enhancing the regeneration and reuse of those already extracted.

The data speaks clearly: 97.1% of total waste production is directed to recovery and recycling processes, while only a residual 2.9% is sent for disposal.

Regarding the types of special waste produced: 84.7% consists of non-hazardous waste, comparable to municipal waste, while 15.3% is classified as hazardous waste.

The first two categories are highly recyclable, with only a marginal 1.7% of residual waste, often made up of composite or multi-layered materials that cannot be separated.

As for hazardous waste, compared to 2023, there has been an increase in production due to the rise in testing activities. However, through active collaboration with suppliers for waste disposal, Italdesign initiated a recovery-focused partnership that led to a remarkable result: 90.9% of hazardous waste was sent to recovery facilities, while only 9.1% was directed to disposal..

| | Recovery | % | Disposal | % | Total | % |
|---------------------|----------------|--------------|---------------|-------------|----------------|------------|
| Non hazardous waste | 469,050 | 98.23 | 8,430 | 1.77 | 477,480 | 84.71 |
| Hazardous waste | 78,385 | 90.94 | 7,809 | 9.06 | 86,194 | 15.29 |
| TOTAL | 547,435 | 97.12 | 16,293 | 2.88 | 563,674 | 100 |

Italian: Italdesign 2024 Data, HSE Office.

The hazardous waste produced by Italdesign is typical of the automotive sector and includes vehicle parts or components containing dangerous substances such as engine oil, antifreeze, paints, batteries, and fuels. No polychlorinated biphenyls (PCBs) or polychlorinated terphenyls (PCTs) are present in decommissioned equipment.

A key contributor to the high recovery rate achieved by Italdesign is the portion of waste comparable to municipal waste, which is collected separately using standard containers for paper, plastic, glass, and other recyclable materials, placed at various collection points across company sites.

The increased focus on hazardous waste management has led to a higher overall percentage of waste being directed to recovery rather than disposal.

This positive outcome is also the result of awareness-raising activities involving all employees and external contractors working at Italdesign sites. Everyone is consistently encouraged to respect the environment and protect the rights of future generations.

All waste generated is stored in designated temporary storage areas, which are properly equipped and, when necessary, fitted with containment systems and protective covers.

The types and quantities of waste from Italdesign’s production and auxiliary activities, along with the related treatment and disposal methods, are recorded in the Waste Tracking Register and reported to the relevant authorities through the Environmental Declaration Form (MUD), in accordance with legal requirements.





5. Social Dimension

- 5.1 Italdesign People
- 5.2 Training
- 5.3 Individual performance review
- 5.4 Health and safety in the workplace
- 5.5 Diversity and Inclusion
- 5.6 Engaging with local communities

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Quintessenza is crafted around people: a human-centric design that places well-being, safety, and connection with nature at the heart of the driving experience.

The social dimension of the business has always been a core value for Italdesign, which places great emphasis on caring for its people, the interests of local communities, and those who will use the products designed by its teams - as well as the daily contributions of everyone whose work drives the company forward.

The company's commitment to employee rights and well-being is reflected in a wide range of actions, including:

- A Health and Safety Management System (SGSL) integrated with the Environmental Management System (SGA)
- A feasibility study for a Gender Equality Management System, launched in 2023
- Performance evaluations aimed at recognizing and rewarding merit
- A flexible and comprehensive corporate welfare system designed to meet specific needs

For those who may be exposed to negative impacts or benefit from positive ones resulting from Italdesign's activities, the company adopts a dual approach:

- On one hand, ensuring proactive and preventive management of environmental and health & safety aspects to avoid any potential negative impact on local communities
- On the other, applying the same approach to the design of products and embedded solutions, which reach one of the largest user bases globally

Following the entry into force of the Corporate Sustainability Reporting Directive (CSRD) in the EU, the company has also launched an internal analysis to identify the best ways to assess and evaluate environmental and social impacts across its value chains.

The topics addressed fall under the metrics defined by VSME B8 - B10 (Workforce - General Characteristics, Health and Safety, Remuneration, Collective Bargaining, and Training).



5.1 Italdesign people VSME B8

The year 2024 marked another step forward for Italdesign in consolidating its identity as a people-centered company.

In a complex global context - characterized by accelerated technological transformations, geopolitical instability, and growing attention to sustainability - the ability to attract, motivate, and develop talent is a critical success factor. Italdesign has continued to invest decisively in its human capital, considering it the main driver to face future challenges and strengthen its competitiveness.

As of December 31, 2024, the workforce totals 1,108 employees, up from 1,039 the previous year. This overall increase reflects not only the company's solidity but also its ability to attract new professionals, with a particular focus on young talent and skills aligned with the evolving socio-economic landscape.

Gender composition still reflects the male predominance typical of the automotive sector, with 883 men, but also shows significant progress in female representation, which rose from 197 to 225, accounting for 20.3% of the company's population.

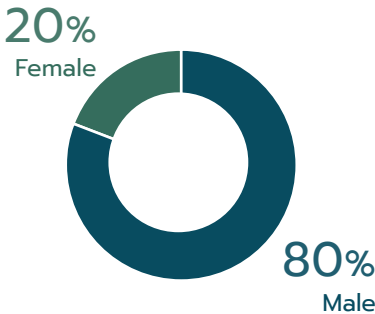
Italdesign thus reaches the milestone of 20% women in the workforce, in line with the target communicated in the 2024 Report.

This achievement is the result of targeted recruitment policies, mentorship programs, scholarships, and career development paths aimed at promoting female talent in technical and managerial roles. It represents a concrete step toward building a more balanced and inclusive environment, capable of fostering innovation and creativity.

At the same time, reaching this threshold is not seen as a final goal, but rather as a starting point to further increase female presence in the company, strengthening the contribution of women to the growth and transformation of the sector.

Employees characteristics as of 31.12.2024

| Gender | Number of employees | |
|------------------------|---------------------|--------------|
| | 2023 | 2024 |
| Male | 842 | 883 |
| Female | 197 | 225 |
| Total Employees | 1,039 | 1,108 |



The age distribution confirms the predominance of the 30-50 age group, which accounts for over half of the company's workforce (53%). The number of employees under 30 has increased to a total of 139, signaling generational renewal supported by partnerships with universities and initiatives dedicated to STEM graduates. At the same time, the share of employees over 50 remains significant (387), representing a valuable resource for experience and technical know-how.

This balance between new digital skills and consolidated knowledge enables the company to maintain an innovative approach without compromising its tradition of excellence.

Number of employees by age group

| Gender | 2023 | | |
|--------|----------|-------------------|---------|
| | under 30 | between 30 and 50 | over 50 |
| Male | 95 | 443 | 304 |
| Female | 36 | 112 | 49 |

| Gender | 2024 | | |
|--------|----------|-------------------|---------|
| | under 30 | between 30 and 50 | over 50 |
| Male | 104 | 446 | 333 |
| Female | 35 | 136 | 54 |

From a contractual perspective, Italdesign continues to stand out for its employment stability: permanent contracts increased from 1,024 to 1,097, reinforcing the model of long-term, sustainable employment that is a hallmark of the company's culture. Meanwhile, fixed-term contracts decreased to 11, of which 10 involve employees seconded from other Group companies as part of a program designed to promote skills exchange and mutual enrichment. By definition, participation in this program is for a fixed duration and is formalized through a temporary contract.

This approach confirms that the company's growth is based on solid, long-term employment relationships.

Number of employees by type of contract, divided by gender

| Type of contract | 2023 | | |
|------------------|------|--------|-------|
| | Male | Female | Total |
| Permanent | 828 | 196 | 1,024 |
| Fixed-term | 14 | 1 | 15 |

| Type of contract | 2024 | | |
|------------------|------|--------|-------|
| | Male | Female | Total |
| Permanent | 873 | 224 | 1,097 |
| Fixed-term | 10 | 1 | 11 |

An additional key element is the universal coverage of the National Collective Labor Agreement (CCNL), which guarantees all employees fair working conditions and uniform rights. This commitment reflects the company's determination to maintain a constructive dialogue with trade unions and to protect workers through transparent and shared tools.

Overall, the 2024 results confirm that Italdesign is building a solid, dynamic, and inclusive professional community, where the company's growth goes hand in hand with that of its people. The increase in workforce, the promotion of women and young talent, together with the consolidation of stable employment relationships, strengthen Italdesign's identity as a responsible and forward-thinking employer, capable of combining technological innovation with social sustainability.

5.2 Training VSME B10

The data on employee training at Italdesign as of December 31, 2024, confirm and reinforce the company’s commitment to skills development and the enhancement of human capital.

The total number of training hours delivered rose to 40,131, marking a significant increase compared to 35,488 hours in 2023, in parallel with the growth in the number of employees trained (from 1,039 to 1,108). The average of 36 training hours per employee, slightly up from 34 hours in 2023, highlights a stronger investment in human capital - an essential element for meeting market challenges and fostering innovation.



Total and average hours of training offered to employees 2023

| Gender | Employee category | Total number of training hours offered and completed by employees | Total number of employees by gender and category | Average number of training hours |
|--------|-------------------|---|--|----------------------------------|
| Total | Total | 35,488 | 1,039 | 34 |
| | Total | 28,579 | 842 | 34 |
| | employees | 24,679 | 694 | 36 |
| | workers | 595 | 25 | 24 |
| | executives | 827 | 29 | 29 |
| Male | managers | 2,478 | 94 | 26 |
| | Total | 6,909 | 197 | 35 |
| | employees | 6,480 | 185 | 35 |
| | workers | 29 | 1 | 29 |
| | executives | 54 | 2 | 27 |
| Female | managers | 346 | 9 | 38 |

Total and average hours of training offered to employees 2024

| Gender | Employee category | Total number of training hours offered and completed by employees | Total number of employees by gender and category | Average number of training hours |
|--------|-------------------|---|--|----------------------------------|
| Total | Total | 40,131 | 1,108 | 36 |
| | Total | 31,237 | 883 | 35 |
| | employees | 25,110 | 738 | 34 |
| | workers | 327 | 19 | 17 |
| | executives | 1,039 | 29 | 36 |
| Male | managers | 4,761 | 97 | 49 |
| | Total | 8,894 | 225 | 40 |
| | employees | 8,066 | 209 | 39 |
| | workers | 12 | 1 | 12 |
| | executives | 72 | 2 | 36 |
| Female | managers | 744 | 13 | 57 |

The training offer continues to represent a strategic lever for sustainable growth, fostering continuous professional development and promoting a culture based on equity and inclusion. In 2024, female employees completed an average of 40 training hours, exceeding both the 35 hours recorded in 2023 and the 35-hour average among male colleagues in 2024. This result confirms Italdesign’s commitment to promoting fair and inclusive learning paths, aligned with the principles of diversity and equal opportunities.

The analysis by professional category shows an increase in training investments for managers and executives, with a significant rise in average hours for both genders. In particular, female managers recorded an increase from 38 to 57 average training hours, a tangible sign of a strategy aimed at fostering women’s professional growth in leadership roles.

Temporary staff, represented by 16 agency workers, also actively participated in training programs. The total hours dedicated to this category rose to 280 (compared to 258 in 2023), with an average of 17.5 hours per person, slightly up from 17 hours the previous year. This demonstrates Italdesign’s commitment to ensuring equal learning and development opportunities for temporary collaborators as well, in line with principles of equity and social responsibility.

Total and average training hours offered to non-employees 2023

| Gender | Employee category | Total number of training hours offered and completed by employees | Total number of employees by gender and category | Average number of training hours |
|--------|-------------------|---|--|----------------------------------|
| Total | Temporary | 258 | 15 | 17 |
| Male | Temporary | 74 | 4 | 18 |
| Female | Temporary | 185 | 11 | 17 |

Total and average training hours offered to non-employees 2024

| Gender | Employee category | Total number of training hours offered and completed by employees | Total number of employees by gender and category | Average number of training hours |
|--------|-------------------|---|--|----------------------------------|
| Total | Temporary | 280 | 16 | 17.5 |
| Male | Temporary | 75 | 4 | 19 |
| Female | Temporary | 205 | 12 | 17 |

5.3 Individual performance review VSME B10

The periodic review of individual performance remained in 2024 one of the key tools for ensuring a structured, transparent, and inclusive professional growth path. During the year, 1,049 employees out of 1,108, representing 95% of the workforce, participated in the process - a significant increase compared to 91% in 2023. This figure highlights broader participation and growing engagement across the workforce, confirming employees' trust in a system that values skills and guides career development.

participation
to periodic
performance review

 **95%**
workforce

All employees who meet the participation requirements - such as having completed a minimum period of service during the year, or specific situations like maternity leave or termination before the evaluation - take part in the reviews. This approach ensures a fair and structured process focused on the professional growth of each participant.

The result is particularly noteworthy for certain categories: blue-collar workers achieved full coverage (100%), confirming the company's attention to all professional roles regardless of level. Middle managers also stand out, with a participation rate of 97% among men and 100% among women, reinforcing their role as a bridge between strategy and operations. Among executives, participation remains very high, close to full coverage.

The overall increase demonstrates that performance reviews are not perceived as a mere formal requirement but as a constructive dialogue that generates mutual value. The adopted model integrates evaluation, feedback, and development planning, promoting personalized growth paths that take into account both individual aspirations and company needs.



Number of periodic performance and career development reviews for employees 2023

| Gender | Employee category | Number of periodic performance and career development reviews | Total number of employees by gender and category | % of employees who participated in periodic performance and career development reviews |
|--------------|-------------------|---|--|--|
| Total | Total | 944 | 1,039 | 91% |
| Male | Employees | 627 | 694 | 90% |
| | workers | 23 | 25 | 92% |
| | executives | 29 | 29 | 100% |
| | managers | 94 | 94 | 100% |
| Female | Employees | 160 | 185 | 86% |
| | workers | - | 1 | 0% |
| | executives | 2 | 2 | 100% |
| | managers | 9 | 9 | 100% |

Number of periodic performance and career development reviews for employees 2024

| Gender | Employee category | Number of periodic performance and career development reviews | Total number of employees by gender and category | % of employees who participated in periodic performance and career development reviews |
|--------------|-------------------|---|--|--|
| Total | Total | 1,049 | 1,108 | 95% |
| Male | Employees | 697 | 738 | 94% |
| | workers | 19 | 19 | 100% |
| | executives | 27 | 29 | 93% |
| | managers | 94 | 97 | 97% |
| Female | Employees | 196 | 209 | 94% |
| | workers | 1 | 1 | 100% |
| | executives | 2 | 2 | 100% |
| | managers | 13 | 13 | 100% |

Excluded from evaluation: new hires, ESF, terminations, maternity, leave, leave of absence

Overall, the individual performance review remains a strategic asset in people management: not only a tool for evaluation but also a lever for development, motivation, and alignment with corporate objectives.

The 2024 results reaffirm that the company's growth is closely linked to that of its people, following a path that places merit, skills development, and continuous dialogue at the center.

5.4 Health and safety in the workplace VSME B9

At Italdesign, responsibility for the health and safety of employees continues to be a core value. The company remains committed to promoting a safe and healthy work environment, in full compliance with national regulations, applicable standards, and the company's occupational health and safety policy. 100% of the workforce is covered by a management system that meets legal requirements and/or recognized standards and guidelines.

Italdesign considers health and safety protection an essential element for ensuring a sustainable future and strengthening its position as an attractive employer.

In 2024, the project "Shades of Well-being" reaffirmed the company's ongoing commitment to promoting employees' physical and mental well-being. Initiatives included:

- A Fit Walking course with both theoretical and practical sessions
- Flu and tetanus vaccination campaigns
- An anti-smoking awareness campaign
- A glaucoma prevention campaign for early diagnosis

Among the established initiatives, the Listening Point continued to offer a fully anonymous and confidential psychological support service, managed by an external professional. This service allows employees to address personal and professional issues - such as stress, anxiety, insomnia, burnout, or other difficulties - through monthly sessions available on a voluntary basis.

During the year, Italdesign also joined the Workplace Health Promotion program promoted by ASL TO5 as part of the National Prevention Plan, further reinforcing its commitment to workplace health promotion.

In parallel, seminars and expert sessions were organized, including one dedicated to "The Importance of Prevention in Cardiovascular Diseases", during which a cardiac screening was carried out, involving over 50% of the workforce on a voluntary basis.

Attention to nutrition was reflected in the continuation of the gluten-free service in the company canteen, ensuring an inclusive offering and the ability to customize meals according to different needs.

Overall, these initiatives demonstrate Italdesign's commitment to creating a safe, inclusive, and well-being-oriented work environment, integrating health, prevention, and quality of life into its corporate policies.

In 2024, seven workplace accidents were recorded, resulting in a TRIR* index of 3.66 and a total of 200 lost workdays. No cases of occupational diseases were reported.

These results stem from constant monitoring of working conditions, the adoption of targeted preventive measures, and a continuous program of training and awareness-raising. Italdesign considers the active involvement of employees a key factor in ensuring a safe, healthy, and continuously improving workplace.

* TRIR (Total Recordable Incident Rate) is an internationally used indicator to measure workplace safety. It expresses the number of recordable injuries (i.e., incidents resulting in lost workdays, restrictions, or medical treatment beyond first aid) per 1,000,000 hours worked (equivalent to 100 full-time employees in one year).

5.5 Diversity and Inclusion VSME C5

Italdesign considers diversity a strategic and essential element for innovation, growth, and organizational competitiveness. Creating an inclusive environment that values the uniqueness of each individual is the foundation of a dynamic workplace open to opportunities.

In this context, the company reaffirms its concrete commitment to promoting gender equality, recognizing it as a fundamental component of its identity and corporate culture.

In 2024, Italdesign continued to invest strongly in Diversity, Equity & Inclusion (DE&I), with the goal of fostering an increasingly inclusive, aware, and diversity-valuing work environment.

Special attention was given to training, organizing specific sessions for managers on gender and intercultural topics, aimed at strengthening the sensitivity and skills needed to lead diverse teams. In parallel, a significant portion of the workforce participated in inclusive language training, a key tool for building respectful and empowering relationships.

The company also renewed its membership in Valore D, Italy's leading association for promoting diversity in large companies, with a particular focus on gender equality and the spread of an inclusive corporate culture. Italdesign took part in a project by the association aimed at career orientation in schools, encouraging girls to approach STEM disciplines. As a concrete example, some of Italdesign's engineers gave talks in local schools as role models, sharing their experiences and inspiring the next generation.

Another significant initiative involved Italdesign mothers: as part of a maternity-focused project launched in 2023, a series of interviews were conducted to understand experiences related to pregnancy and motherhood, with the goal of gathering suggestions to improve support during these delicate phases of personal and professional life.

Also in 2024, Italdesign launched an internal mentorship program dedicated to employees' daughters: the girls participated as mentees, while some STEM colleagues acted as mentors, sharing technical skills and career development support. The initiative aimed to encourage girls to believe in STEM disciplines and their future in these fields, while also enhancing the visibility of our role models and strengthening their sense of belonging to the company.

A major achievement for Italdesign in 2024 was obtaining UNI/PdR 125:2022 certification, the reference practice that defines guidelines for a gender equality management system within organizations. This milestone demonstrates the company's commitment to translating the principles of equity, inclusion, and people development - fundamental pillars of Italdesign's sustainable growth model - into concrete actions.

The certification is based on several key elements, such as:

- Analysis of company policies and practices to ensure equal opportunities and inclusion
- Promotion of fair and transparent development paths for all employees
- Adoption of monitoring and evaluation tools to track DE&I progress
- Continuous awareness and training on diversity, equity, and inclusion topics
- Active listening to employees and incorporating feedback to improve practices

The certification process required an in-depth review of internal policies, procedures, and results achieved in gender equality. Along this journey, Italdesign:

- Defined measurable objectives aligned with UNI/PdR 125:2022 indicators
- Implemented monitoring and reporting systems to transparently measure progress
- Engaged management teams, promoting an inclusive and conscious organizational culture
- Introduced continuous improvement plans, ensuring the certification is not an endpoint but a true growth tool

The certification was issued by an accredited third-party body, which verified the effectiveness and consistency of the actions implemented, confirming Italdesign's strong commitment to this area. This recognition represents a significant milestone in the company's sustainability journey, but not its conclusion: maintaining it will require ongoing concrete and verifiable actions, with constant monitoring of results and updating corporate policies in response to new social and economic challenges is essential.

Achieving this certification further strengthens the company's commitment to these issues, driven by the belief that promoting gender equality is not only a lever for social equity but also a strategic factor for competitiveness, innovation, and sustainable growth.

In this context, Italdesign is fully aware of the areas for improvement, particularly regarding female representation in top management roles (2 women out of 31 senior positions), and is actively working to build a more inclusive and representative leadership, continuing to promote fair career development opportunities for all and supporting initiatives that foster diversity and create a balanced, innovative, and inclusive work environment.

The company also remains strongly committed to promoting the inclusion of people with disabilities within its workforce: as of December 31, 2024, the company employed **23 men with disabilities out of 883 employees and 6 women out of 225**, representing 3% of the workforce overall. Compared to 2023, there has been a slight increase, particularly among women, confirming the effectiveness of actions taken to **strengthen inclusion policies**.

Despite this progress, achieving the 7% threshold required by Law 68/99 remains a complex challenge, mainly due to the difficulty of finding qualified profiles in a highly specialized sector. In line with Article 5 of the same law, Italdesign resorts, where necessary, to partial exemptions, contributing to the Regional Fund for the Employment of People with Disabilities. This approach allows the company to reconcile labor market constraints with its commitment to investing in inclusion strategies, recognizing diversity as a key driver of growth and social sustainability.

Distribution of employees with disabilities as at 31.12.2023

| Gender | Number of employees with disabilities | Total number of employees | % of employees with disabilities |
|--------|---------------------------------------|---------------------------|----------------------------------|
| Male | 23 | 842 | 3% |
| Female | 3 | 197 | 2% |

Distribution of employees with disabilities as at 31.12.2024

| Gender | Number of employees with disabilities | Total number of employees | % of employees with disabilities |
|--------|---------------------------------------|---------------------------|----------------------------------|
| Male | 23 | 883 | 3% |
| Female | 6 | 225 | 3% |

As in 2023, Italdesign maintained a strong commitment to ensuring a work environment that respects human rights and is free from discrimination. No serious incidents related to social or ethical issues were recorded, confirming the effectiveness of policies aimed at protecting and promoting the well-being of all individuals involved in the company's operations.

Gender pay gap

Data on the gender pay gap are not included in this Report, as the company is currently working on defining a methodological framework that will allow for accurate, validated measurement in compliance with applicable reporting standards.

The sensitive and complex nature of this indicator requires a rigorous approach, aligned with Italdesign's ongoing efforts to promote pay equity.



5.6 Engaging with local communities VSME C6, C7

A key component of the Italdesign Footprint project was the implementation of “Quick Win Initiatives” - high-impact social initiatives designed to be achievable with limited resources and in the short term, with the goal of structurally integrating and legitimizing the company’s positive-impact activities within its value proposition.

Ethical and Social Responsibility represents an area not directly linked to other corporate functions. The analysis conducted during the integration of sustainability into operational areas revealed that some activities were not naturally connected to the company’s core business. These include Ethical and Social Responsibility initiatives - formerly known as Corporate Social Responsibility - which in the past were coordinated by the Communication department and often relied on personal commitment.

During the 2023 strategic project, the Quick Win Initiatives demonstrated that, even with limited resources, it is possible to generate significant social value through the active participation of employees. Building on that experience, Italdesign decided to officially recognize this commitment by establishing the #positiveimpact program, which encompasses all activities dedicated to creating positive impacts for local communities.

Within the ESG framework, a dedicated budget is allocated entirely to #positiveimpact initiatives. In 2024, these initiatives represented the natural continuation of the Quick Win Initiatives, further consolidating the company’s commitment to generating social value.



All the actions described are made possible by a clear and structured internal governance: ethical and social responsibility, identified by the hashtag #positiveimpact, is one of Italdesign’s strategic pillars. The ESG Office is responsible for managing and coordinating these activities, ensuring consistency, transparency, and measurability.

As tangible proof of this commitment, in 2024 Italdesign allocated a dedicated budget of €50,000 to support projects aimed at generating value for people and the local community.

SOCIAL INITIATIVES

Initiatives launched in 2023 and continued in 2024

The “Pasto Sospeso” initiative



Social Impact

The second edition of the “Pasto Sospeso” (Suspended Meal) initiative marked two major steps forward: first, a substantial increase in the meal collection target, and second, the involvement of external personnel in the donation process for the first time.

Thanks to the collaboration between Italdesign, catering provider Sodexò, and the Union of Municipalities of Moncalieri, Trofarello, and La Loggia, an agreement had already been formalized for the daily donation of surplus food from the company canteen. Inspired by the Neapolitan tradition of the “suspended coffee,” the campaign invites Italdesign employees to purchase additional meals for vulnerable people in the local community.

In the first edition, 1,433 meals were collected thanks to employee contributions, supplemented by 1,000 meals donated by the company, for a total of 2,433 meals distributed, equivalent to about 12 meals per day throughout the year.

In 2024, the initiative achieved further growth: employees donated 1,855 meals, which the company topped up to reach 3,300 meals, enabling the distribution of 15 meals per day.

The Union of Municipalities shared an initial assessment of the initiative’s social impact among its beneficiaries:

“(…) The delivery of meals became a means to uncover emergency situations previously unknown to social services, to observe under-monitored cases, or to reach people who were previously difficult to approach. The delivery of the Suspended Meal allowed us to reconnect with individuals who had become unable to ask for help due to extreme poverty. Combined with the work of educators and social workers, the initiative was a real success, as operators managed to build genuine trust with people who finally felt welcomed and heard.”

Moreover, within the Union of Municipalities of Moncalieri, Trofarello, and La Loggia, the stability and continuity of the project enabled the allocation of a dedicated internal resource:

“(…) Given the success and widespread appreciation from all those involved and reached, the Union of Municipalities has decided to continue the project by funding it with its own resources.”

The Pasto Sospeso initiative therefore goes beyond simply reducing food waste: it strengthens the bond between the company and the local community, contributing concretely to building a territorial solidarity network.





Social Impact

"Spesa km0" - Collaboration with R.A.M. (Radici a Moncalieri)

Started in the previous year, the collaboration between Italdesign and R.A.M. (Radici a Moncalieri) continued in 2024, introducing special offers dedicated to Christmas gifting.

R.A.M. is a farm that also operates as an agritourism and educational farm, committed to promoting environmental sustainability, social inclusion, and territorial development. Under this agreement, Italdesign employees had the opportunity to purchase seasonal fruit and vegetables, sourced locally (zero-kilometer) or from controlled supply chains, with delivery directly to the company premises.

To facilitate collection, a dedicated area was set up at the company reception, where employees could pick up their products at the end of the workday.

As part of its commitment to food redistribution, R.A.M. also donated to SERMIG (Servizio Missionario Giovani) in Turin an amount of goods equal to 10% of the orders placed by Italdesign employees.



Sport



Social Impact

Support for Moncalieri Calcio

Italdesign supports Moncalieri Calcio with a financial contribution based on values shared with the local club, such as community and inclusion. The sports association stands out for its commitment to promoting gender equality and the inclusion of people with varying degrees of disabilities, themes that are also central to Italdesign's continuous improvement journey.

"On behalf of A.S.D. Moncalieri Calcio 1953, we sincerely thank you for the valuable support you have provided through your sponsorship. We would like to inform you that the funds received have been used to support some key initiatives for our sports and social project. In particular:

- *New official uniforms for the First Team were created, strengthening the group's image and sense of belonging;*
- *Special uniforms were purchased for the 'Special' team, made up of athletes with disabilities, a cornerstone of our commitment to inclusion in sports;*
- *Participation of the Special team in a national tournament in Rome was made possible, covering travel and logistics costs, allowing our athletes to enjoy an unforgettable sporting and human experience;*

Finally, the contribution helped cover transportation costs for the women's team, ensuring regular participation in sports activities and scheduled away games. Your support has had a concrete and significant impact on our activities and our athletes, particularly those belonging to often disadvantaged categories. We are proud to share these results with you, confident that we can continue working together in the future to promote the values of sport, inclusion, and fair play."





Circularity



Social Impact

Child Seats Donation

Planning objects for testing - particularly in the safety sector - inevitably involves a degree of approximation. In some cases, new materials such as child car seats cannot be reused in subsequent tests. This occurs when the required models change due to evolving regulations or specific design choices, making their reuse impossible.

To prevent these items from remaining unused in storage, Italdesign chose to turn an operational challenge into an opportunity for solidarity. In 2024, the company continued distributing car seats to local organizations and associations that support families in need. Among the beneficiaries were the Moncalieri Red Cross, CPD - Consulta per le Persone in Difficoltà, and Casa UGI, organizations recognized for their daily commitment to providing assistance, safety, and inclusion.



Circularity



Social Impact

Participation to Banco del Sorriso

The success of the two editions in 2023 strengthened the commitment of Italdesign employees and collaborators to supporting children, reinforcing a sense of participation and social responsibility within the company.

In 2024, coinciding with the collection days promoted by Banco del Sorriso, Italdesign renewed its support for the initiative, promoted by CPD - Consulta per le Persone in Difficoltà and the ULAOP CRT Foundation, recognizing its social value and triple positive impact:

- Supporting families in need
- Helping the promoting organizations develop new engagement mechanisms
- Offering employees the opportunity to participate in solidarity projects directly in the workplace

Employees and collaborators were able to contribute directly at company sites by donating new or used items for children, intended for families in vulnerable situations. As in previous editions, Italdesign also purchased new school supplies to add to the collection, further strengthening the initiative's value.

In the autumn 2024 edition, the initiative saw significant expansion: Sabelt, a local company producing passive safety systems for road and racing vehicles, joined the project by setting up a collection point at its premises. This gesture represented a concrete example of how the positive impact of an initiative can foster collaboration between companies, united by a common goal: supporting children and promoting solidarity.

The joint contribution of Italdesign and Sabelt resulted in a collection at company sites equal to over half of the total initiative's donations. This demonstrates the effectiveness of direct employee engagement in the workplace: the regularity and simplicity of the organization made participation accessible even to employees' families, who could contribute consistently without additional logistical effort.



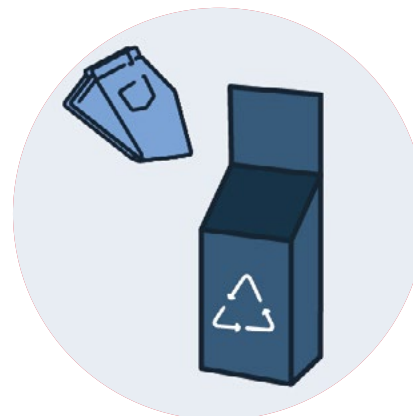


Circularity

Participation to Re-Think your jeans

The initiative promoted in collaboration with Rifò offers a concrete opportunity to engage Italdesign employees in circular economy actions, once again directly in the workplace. Through the simple act of donating discarded denim garments, employees can actively contribute to waste reduction and the valorization of textile resources.

Rifò, a company committed to sustainable production, handles the recovery and regeneration of fibers from the collected garments, transforming them into high-quality new clothing. This process not only reduces the environmental impact associated with the production of new fabrics but also promotes a tangible transition toward more conscious and circular consumption models.



Circularity

Bookcrossing

In 2024, the bookcrossing initiative - which promotes the free exchange of books among colleagues, inspired by the idea of turning the world into a large shared library - evolved further by integrating principles of circular economy and urban regeneration.

Specifically, the initiative was linked to the creative reuse of disused spaces, such as telephone booths, which were refurbished and transformed into small neighborhood libraries. This approach not only enhances the value of existing urban heritage but also gives new life to objects and places that would otherwise be abandoned.



Biodiversity

Italdesign Honey

In 2024, the Italdesign Beehive Project expanded further: continuing the agreement launched in 2023 and thanks to the collaboration with the local biodynamic farm Apenocciola, five new beehives were added to those already in place. The initiative aims to promote biodiversity, raise awareness of environmental sustainability, and strengthen the bond between the company and the local area.

In the first year, the bee colonies produced about 23 kg of honey, which Italdesign chose to donate - just as in the past - to colleagues recognized for their long service with the company. A simple yet meaningful gesture that combines recognition, sustainability, and local engagement.



New initiatives launched in 2024

Support to UICI



Italdesign was proud to support the Italian Union of the Blind and Visually Impaired (UICI) through targeted sponsorship, contributing concretely to the implementation of projects dedicated to accessibility and urban mobility. This commitment reflects the company's values of inclusion, social responsibility, and attention to the needs of people with disabilities.

The feedback from UICI was significant: thanks in part to Italdesign's contribution, urban interventions were launched and implemented to improve the autonomy of blind and visually impaired individuals, making public spaces more accessible and safer. These projects had a direct impact on citizens' quality of life, demonstrating how collaboration between organizations and companies can generate tangible change.

To further strengthen the relationship with the association and promote a culture of inclusion, Italdesign created and donated two scale models, now displayed at the UICI museum. These models represent not only Italdesign's work but also its vision: a future where design and technology are accessible to all. Through this donation, the company aimed to share its passion and commitment with an engaged audience, contributing to the spread of an inclusive and participatory culture.



Support to FAI



Italdesign has become a Golden Donor of FAI - Fondo per l'Ambiente Italiano (Italian National Trust).

"It was 1975 when four visionary citizens founded FAI with the goal of protecting Italy's extraordinary heritage of history, art, and nature. Over the past 50 years, the Foundation has achieved ambitious milestones and has become a virtuous model at the national level, playing a key cultural and social role."

Today, FAI can count on the trust and support of over 300,000 private members and 700 companies that strongly back its mission. The Foundation is now entering a new phase, guided by a strategic plan through 2028: culture, environment, and enterprise are the three pillars on which it is built, developed to ensure a Foundation that is increasingly transparent, sustainable, and present throughout the national territory."





Social Impact



Disability

New Partnership with "I Bambini delle Fate"

A new collaboration was launched with "I Bambini delle Fate", an organization committed to supporting social inclusion projects across Italy. Italdesign's sponsorship is specifically dedicated to the project of the f.i.ABA Social Cooperative - Turin, which stands out for the high specialization of its professionals and its multidisciplinary approach aimed at children and young people with disabilities.



"The project of the f.i.ABA Social Cooperative - Turin quickly achieved sustainability thanks to the support of many forward-thinking entrepreneurs. The professionals involved are highly specialized and undergo continuous training to ensure the best possible interventions for children and young people with disabilities and their families. The goal is to accompany individuals through key stages of development: providing specialized therapy for children, helping adolescents develop personal autonomy, and creating bridges with local companies to build a future in the workplace."

In line with this commitment, training sessions on neurodiversity awareness are planned for 2025. These sessions will provide employees with useful tools to better understand different neurological functioning and promote an increasingly inclusive and informed corporate culture.



Circularity

Participation in ESO Sport Circularity Initiatives

Following the successful example of Rethink Your Jeans, the company joined a new circular economy initiative by promoting, in collaboration with ESOSport, the collection of end-of-life sneakers and tennis balls, offering employees the opportunity to contribute directly in the workplace.



The collected material is reprocessed and transformed into raw material for the creation of sports and recreational surfaces, such as basketball, tennis, and padel courts, athletics tracks, and playground flooring. This process not only reduces waste but also enhances creative and functional reuse, generating both environmental and social benefits.

This choice aligns with Italdesign's commitment to promoting responsible consumption and encouraging circular habits among employees.



Social Impact

Direct Support for Social and Cultural Organizations

Italdesign supported several organizations through direct financial contributions, with the goal of promoting social and cultural initiatives that reflect the company's values of inclusion, solidarity, and responsibility, and to make a tangible contribution to the well-being of local and global communities.

Donations were allocated to associations active in very different areas, demonstrating Italdesign's commitment to embracing a diversity of causes and communities:

- **Fondazione Candiolo**, engaged in scientific research and cancer treatment
- **Associazione Quore**, active in human rights protection and the promotion of LGBTQIA+ inclusion
- **"Lo Zaino di Jack"**, an initiative by the amateur sports association Giocando ASD, supporting children in need.







6. Governance

- 6.1 The governance model
- 6.2 Ethical and responsible business conduct
- 6.3 Supply chain due diligence
- 6.4 Technological Innovation
- 6.5 Exclusion from sectors not aligned with EU benchmarks

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Quintessenza adopts a sustainable design approach aligned with strategic vision: integrating ESG criteria throughout every development phase - from concept design to proof of concept - to generate long-term value.

6.1 The governance model VSME B11

Italdesign's organizational model continues to ensure that ESG matters are properly understood and integrated into both strategic and operational decision-making processes.

In 2024, belonging to a Group with a solid and structured governance framework has further strengthened the Company's commitment to sustainability, consolidating the effectiveness of a systemic and coordinated long-term approach to managing environmental, social, and governance issues. This journey continues through the strategic commitment outlined in "*Ideneering 2030*", which defines an ideal roadmap for achieving the objectives set by top management, fully aware of the value and responsibility that sustainability represents for the Company's future.

6.1.1 Shareholders' Meeting

It is the responsibility of the Shareholders' Meeting to take decisions, both in ordinary and extraordinary sessions, on matters assigned to it by law or by the Articles of Association, including the approval of the report.

Following the EU's Non-Financial Disclosure Directive (EU Directive 2014/95, NFDD), and the subsequent Corporate Sustainability Reporting Directive (EU Directive 2022/2464, CSRD), shareholders also have the opportunity to evaluate the advantage of sustainability for the company in terms of the robustness and long-term return regarding investment, especially on crucial matters such as energy transition, climate change and the circular economy.

6.1.2 Board of Directors

The Board of Directors may be composed, as required by the Articles of Association, of between 3 and 11 members, including non-associates. The precise number is established from time to time by the Shareholders' Meeting at the time of appointment.

Its members remain in office for three financial years and may be re-elected. The Board of Directors may delegate its powers and functions to one or more of its members (e.g. the Chief Executive Officer).

The Board of Directors is responsible for defining the company's strategic lines, within which sustainability is a fundamental element, cross-functional and integrated into all business areas.

6.1.3 Board of Statutory Auditors

Composed of three effective members and two alternate members, it is responsible for overseeing compliance with legislation and the Articles of Association, with the principles of correct management and the suitability of the company's organizational structure, internal control system and administrative accounting system, considering the reliability of the latter in correctly depicting the company's management performance.

The body plays a fundamental role in assessing compliance with regulations, including those on sustainability, whose recent guidelines and developments also strengthen its responsibility in verifying non-financial communications reported in the report.

*The company has adopted an **Organization and Management Model (OMM)** in line with Italian legislative decree 231/01 (legislation on the administrative liability of legal persons, companies and associations, including without legal personality), and for this reason has established a **Supervisory Body** that, through internal audits, verifies compliance with the company code of ethics, the prevention of predicate offenses and the correct management of risks that may arise from situations of non-compliance with relevant laws and regulations*

6.2 Ethical and responsible business conduct

VSME B11, C6

Italdesign considers transparency, fairness and respect for all stakeholders to be the guiding principles that direct its daily operations, in line with an ethical and responsible business vision.

A commitment that is reflected not only in the quality and added value of the products and services made, but also in daily strategic and operational choices aimed at generating a positive impact on all stakeholders, from employees to partners, up to and including the entire global community.

6.2.1 The code of ethics

Italdesign's Code of Ethics is based on the Volkswagen Group's Code and represents the ethical and value-driven foundation for operating with integrity and in compliance with regulations. In addition to being a key component of the Organizational Model adopted pursuant to Legislative Decree 231/01, it serves as a behavioral guideline that employees must follow in carrying out their activities for Italdesign - both to meet the ownership and management's expectations regarding professionalism, integrity, and compliance, and to address ethical issues arising in daily operations, such as the use of Artificial Intelligence or managing relationships with specific stakeholders.

Compliance with the Code of Ethics is a shared commitment among all Italdesign employees. Any violations are not tolerated and entail consequences proportionate to their severity.

Each team member is required to know and apply the principles of the Code in their daily activities, contributing to a work environment founded on mutual respect, integrity, and a sense of responsibility.

6.2.2 Whistleblowing channel and stakeholder reports

Compliance with legal requirements and corporate regulations, as well as adherence to the principles set out in the Code of Ethics and the Business Partner Code of Conduct, is a top priority for Italdesign. For this reason, the Company has adopted the Volkswagen Group's Whistleblowing Channel, designed to promptly identify and address potential violations of these standards. The channel is available to both Italdesign employees and external stakeholders.

A fundamental pillar of the Whistleblowing Channel is the principle of procedural fairness. It also ensures the highest possible level of protection for whistleblowers - those who report concerns through this process. Protection is likewise extended to individuals involved in the reported matters and to Italdesign employees contributing to investigations into alleged misconduct.

In compliance with Legislative Decree 24/2023, the Whistleblowing Channel allows reports and communications to be submitted anonymously. The Company guarantees full protection for whistleblowers and does not tolerate any form of retaliation. All reports are handled confidentially, fairly, and promptly, ensuring personal data protection and proper investigation procedures.

Through this channel, in addition to violations of the Code of Ethics and the Business Partner Code of Conduct, risks and breaches of human rights and environmental standards by Italdesign suppliers can also be reported. Reports can be submitted via:

- **Email:** whistleblower-office@audi.de
- **Postal mail:** AUDI AG, 85045 Ingolstadt, Germany
- **Voice:** in person or via recorded phone call
- **Online:** through the SpeakUp platform (available in 65 languages) or via the app "Speak Up – Listen for a Change by People Intouch"
- **Ombudspersons appointed** by the Volkswagen Group
- **Supervisory Body**

For any questions regarding the Whistleblowing system, **Italdesign's Compliance Officer** can also be contacted at compliance@italdesign.it.

The Company has published all relevant informational materials on its website.

6.2.3 Tackling active and passive corruption

Italdesign adopts a structured approach to preventing and combating both active and passive corruption through the joint efforts of the Supervisory Body and the Compliance function. The Code of Ethics remains the key instrument guiding expected behaviors for employees and business partners, clearly defining acceptable practices and those that are not tolerated, in full compliance with applicable regulations and corporate values.

Throughout 2024, no incidents of corruption involving Italdesign employees occurred. Moreover, the Company has never been involved in proceedings for violations of anti-corruption laws, nor has it ever received financial penalties on this matter. Italdesign also stands out for the absence of cases in which its employees were dismissed or subjected to disciplinary measures due to corruption-related behavior - a result made possible by continuous training and constant monitoring activities that ensure compliance with the highest standards of legality and integrity.

Finally, Italdesign has never faced situations where contracts with business partners were terminated or not renewed due to breaches of anti-corruption laws, demonstrating the Company's commitment to selecting partners and suppliers who share the same values of integrity and transparency.

6.3 Supply chain due diligence VSME C7

Italdesign's strategic position in the value chain allows it to guide the sustainability policies of the entire chain, with particular focus on the supply chain, where the most important actions are concentrated to meet the expectations of stakeholders.

The aim is to minimize the upstream environmental and social impacts, that is, upstream of Italdesign's operations along the value chain, but for which the company is indirectly responsible through its own choices in the supply of products and services. Specifically, these are the impacts related to the extraction of raw materials and their transformation into semi-finished goods, parts, components and products that, as inputs to the engineering and design processes for realizing prototypes, are inevitably also reflected in the final product.

It is for this reason that Italdesign works to improve the processes for selecting suppliers and purchasing goods and services, with the aim of identifying, evaluating and mitigating any negative impacts on the environment and people generated by its suppliers and partner companies.

Specifically, the company began to define:

- a) assessment tools based on sustainability requirements to be applied during the coding and registration of suppliers,
- b) internal guidelines for the application of sustainability specifications in relation to the different categories of products and services being purchased.

For the former, in addition to the sustainability rating given by Volkswagen to each supplier qualified by the Group, Italdesign has outlined both a Supplier Code of Conduct, which commits suppliers to comply with a series of ethical and sustainability criteria in their business relationship with the company, and a questionnaire within the supplier registration process, which explores the management of environmental and occupational health and safety aspects.

For the latter, following an assessment of the environmental and social impacts of both the production phase for purchased goods and services and the use phase thereof, purchase specifications have been defined aimed at mitigating such impacts: by requesting goods bearing verifiable sustainability marks, labeling or certifications, it is in fact possible to ensure the impacts of product manufacturing and use are minimized.

The next steps, inspired by the ISO 20400 "Sustainable Procurement" standard and aligned with the guidelines provided by both the CSRD and the CSDDD, aim to refine a risk assessment system for ESG factors across the supply chain that goes beyond the direct relationship with Tier 1 suppliers - the entities selling goods or providing services - to encompass all actors involved along the entire value chain (Tier n).

Italdesign embraces the ambitious goal of tracing its procurement processes back to their origin, mapping increasingly globalized supply chains which, due to their breadth, span countries with diverse geographic, cultural, economic, and regulatory contexts - bringing with them a wide range of risks and opportunities..

In reference to the ESRS G1-6, Italdesign also defines the payment terms for suppliers within its General Conditions of Purchase of Goods and Services. The latter provide payment terms to be agreed between the parties. In the absence of such agreements, the expected term is 60 days (from the month end following the invoice date).

The administrative process of payment to suppliers entails fixed dates twice a month to ensure the timely payment of all invoices due.

In 2024, monitoring of payment terms showed an actual average payment time of 64.40 days and a rate of 87% of payments made within the agreed deadlines. No legal proceedings for late payments were recorded.

During the year, the Company worked with 1,135 suppliers, distributed as follows:

- 840 in Italy
- 240 in Europe
- 55 in the rest of the world.

Italdesign continuously monitors the ethical conduct of its business partners, promoting transparent and responsible business practices throughout the entire supply chain.



6.4 Technological innovation beyond VSME

By virtue of its history, expertise, and core business, Italdesign positions itself at the center of innovation along the automotive value chain. However, the applications developed - each characterized by cutting-edge design - span multiple sectors, from luxury and fashion products to electronic and medical devices, from furniture elements to industrial machinery, and even advanced packaging solutions. Thanks to a strategic vision and an excellence-driven approach, the company has strengthened its role, contributing to the evolution of a constantly transforming industry.

Innovation is pursued primarily through the engineering excellence of its technicians and developers, as well as by leveraging the most advanced technologies available on the market. It is precisely the synergy between human expertise and state-of-the-art tools that enables Italdesign to achieve unprecedented levels of precision and efficiency.

The innovation management process is structured to encourage creativity and open-mindedness among employees, embracing the Open Innovation philosophy. The Innovation Team plays a crucial role in this process, supporting employees during idea generation, incubating and validating innovative proposals, and coordinating projects to ensure successful implementation.

The Italdesign community, composed of all employees, is encouraged to generate and submit ideas, enabling everyone to contribute to the innovation process. Department Heads, known as SPOCs (Single Points of Contact), are responsible for coordinating innovation activities within their respective organizational units and Business Units. They represent their units in monthly Innovation Meetings, where new ideas are discussed and updates on ongoing projects are shared.

In summary, Italdesign's innovation process is a collaborative and structured system involving all organizational levels, fostering a dynamic and creative work environment.

Through this integrated vision and continuous collaboration strategy, Italdesign works to deliver solutions capable of generating tangible and lasting impact across multiple sectors, contributing to the creation of a more conscious, safe, and sustainable future.

To ensure that innovation activities become real business opportunities, innovation management has been integrated into the strategic program *Ideneering 2030*, supported by a dedicated working group. This has enabled the exploration of various strategies for bringing innovative ideas to market, such as:

- Corporate Venture Building (CVB), adopted for the Driving Blind project
- Software as a Service (SaaS), adopted for the AURA project
- Value creation through intellectual property, as in the Kini project

The company does not innovate solely internally but actively engages in strategic collaborations with universities, research institutes, and technology development centers worldwide, and plays an active role in Volkswagen Group innovation initiatives. Through these alliances, Italdesign shares its advanced technologies and contributes to the progress of scientific and engineering discoveries. Knowledge transfer and joint research foster the exploration of new technological frontiers, fueling a virtuous cycle of innovation that significantly impacts not only the mobility sector but also other key areas such as robotics, artificial intelligence, and environmental sustainability.

Corporate Venture Building per Driving Blind

A particularly interesting experiment involved exploring the Corporate Venture Building (CVB) strategy through the Driving Blind project, aimed at developing an innovative system to enhance the autonomy of blind or visually impaired individuals using artificial intelligence algorithms.

The Kini Project

Another concrete example of Italdesign's innovation approach is the Kini project, for which a patent has been obtained. Kini introduces a new concept of child safety in vehicles, based on the integration between the car seat and the vehicle: a system that enables the two subsystems to communicate and interact intelligently.

A working Proof of Concept was also developed to demonstrate the effectiveness of the patented technology.

6.5 Exclusion from sectors not aligned with EU benchmarks VSME C7

Italdesign's activities do not fall within any of the sectors excluded by the EU Climate Benchmarks, nor within those considered non-aligned with the objectives of the Paris Agreement.

As a result, Italdesign is not excluded from the EU Paris-aligned Benchmarks or the EU Climate Transition Benchmarks, confirming the consistency of its business model with the principles of sustainability and the EU climate transition goals.





7. Annex

7.1 Methodological note

7.2 EU Taxonomy

Quintessenza completes the circle: a symbolic project that encapsulates the journey toward a future of clean innovation, where every detail reflects a tangible commitment to measurable and sustainable mobility.

7.1 Methodological note VSME B1

The Italdesign 2025 Sustainability Report has been prepared on a voluntary basis, in accordance with the VSME approach (Voluntary Sustainability Standards for non-listed SMEs), to provide a transparent representation of the company's sustainability performance for Fiscal Year 2024 (01/01/2024 - 12/31/2024).

The publication of this Report takes place in an evolving regulatory context, following the approval of the OMNIBUS package and in the absence of finalized ESRS standards. In this scenario, Italdesign reaffirms its commitment to sustainability, focusing its initial efforts on the structured and robust acquisition of data to define clear objectives and effectively monitor environmental, social, and governance KPIs.

The document, which will be published annually, represents the continuation of the first structured reporting exercise and is inspired by the principles of the Corporate Sustainability Reporting Directive (CSRD), even though full compliance with ESRS standards is not yet possible.

The decision to adopt the VSME framework, designed for smaller companies, enables Italdesign to respond in a structured and consistent manner to all reporting requirements, except for those considered sensitive or not applicable at this stage. In some cases, data are reported partially or indirectly derived, pending the full maturity of the information collection and management system.

The reporting of these metrics, as well as those associated with non-material standards, is currently under development. Thanks to the implementation of a dedicated digital platform, Italdesign is streamlining the process of collecting, verifying, and managing sustainability data, with the goal of ensuring transparent, traceable, and third-party verifiable information.

The Report is structured with an introductory section about the company, followed by three main chapters corresponding to the ESG pillars (Environmental, Social, Governance). Within these chapters, methodological notes are provided regarding the use of estimates, conversion factors, and emission factors.

During the reporting period, no significant events occurred that could alter the normal trend of the data. For further information on the contents of the Report, please contact: esg@italdesign.com

7.2 EU Taxonomy VSME C8

As part of the European Union's Action Plan on Sustainable Finance, the European Commission introduced Regulation 2020/852, which establishes the foundations of the EU Taxonomy.

This standardized classification system aims to identify economic activities that make a substantial contribution to achieving the EU's environmental objectives, without causing significant harm to others. Based on technical criteria shared at the EU level, the Taxonomy seeks to improve transparency and comparability in the financial market, combat greenwashing, and guide investments toward a truly sustainable economy.

Delegated Regulation (EU) 2021/2139 sets out the criteria for determining when an economic activity can be considered eligible under the first two environmental objectives defined by the EU Taxonomy:

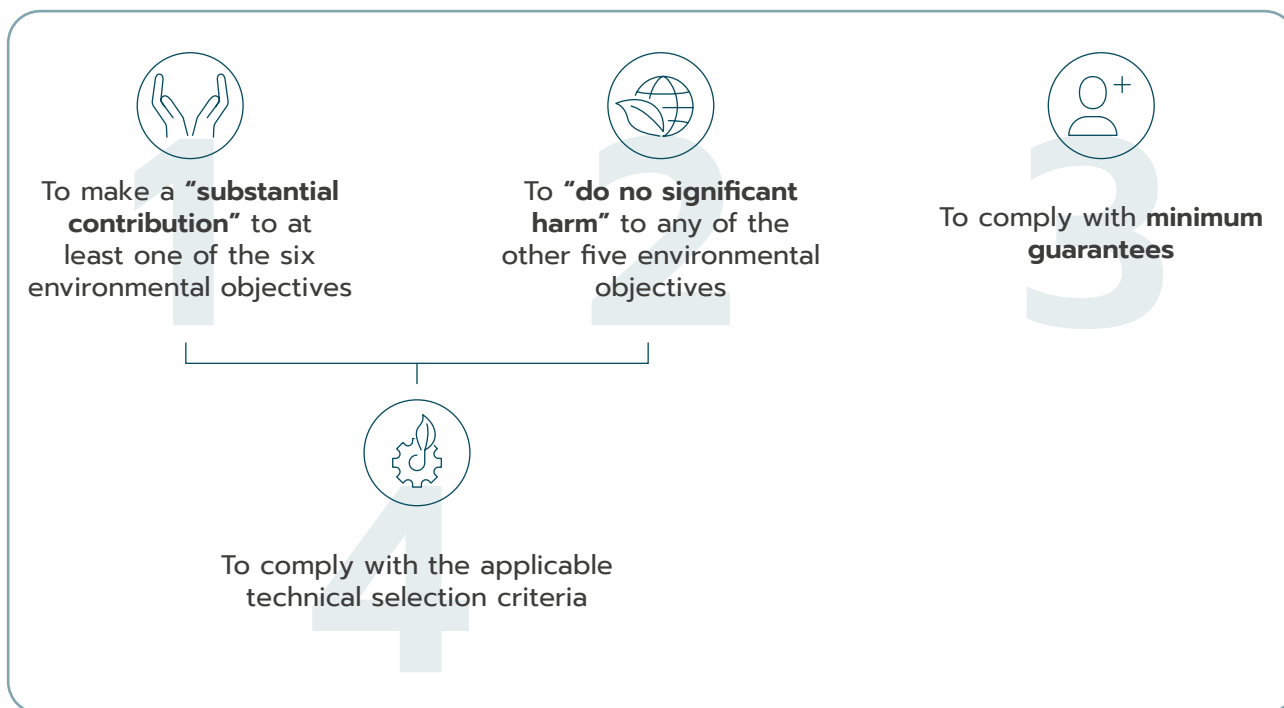
- Climate Change Mitigation
- Climate Change Adaptation

With the publication of the Environmental Delegated Act of 2023, which amends and supplements the delegated acts on climate and Article 8 of Regulation 2020/852, non-financial companies are now required to expand their analysis, providing detailed disclosure on the eligibility of their activities with respect to the other four environmental objectives:

- Sustainable use of water and marine resources
- Transition to a circular economy
- Pollution prevention and control
- Protection and restoration of biodiversity and ecosystems

The European Commission has also defined a set of technical screening criteria to assess whether activities are "aligned" with the Taxonomy, which include the following actions:

- Make a substantial contribution to achieving at least one of the six environmental objectives
- Do No Significant Harm (DNSH) to any of the other environmental objectives
- Comply with minimum safeguards related to human rights, labor rights, anti-corruption, taxation, and fair competition.



In 2024, in order to comply with regulatory obligations for Fiscal Year 2024, the company initiated the process of analyzing its economic activities to verify their eligibility under the EU Taxonomy, in line with the individual reporting scope.

As a first step in the analysis, Italdesign's economic activities were compared with those listed in the annexes of the Climate Delegated Act, primarily with reference to the corresponding NACE/ Ateco codes.

Based on the findings, Italdesign does not carry out any activities that fall within the scope of the EU Taxonomy.

This second Sustainability Report, published just a few months after the previous one, is once again the result of a collective effort involving all company functions.

We would like to express our sincere thanks to every colleague for their availability, collaboration, and enthusiasm throughout all phases of the project.

From the outset, sustainability reporting required a structured approach to ensure robust data collection through dedicated processes. However, processes - no matter how well designed - have no value without genuine engagement. We are fortunate to have people who deeply believe in this journey and who, through their consistent and committed contribution, are making reporting increasingly smooth and meaningful.

Thank you.

The project was coordinated by our ESG Officer, Ismene Lage Cañellas, with the contribution of Strategy Analyst Tommaso Francescon, under the supervision of Head of Strategy Lorenzo Schürmann, and with the support of the ESG Steering Group.

Sustainability, by its very nature, requires a solid network of skills and collaborations. For this reason, we would like to extend our heartfelt thanks to our partners and all those who continue to make this work possible

Capgemini Engineering, which supported us with targeted work packages to launch Sustainable Procurement and conduct the analyses needed for the first considerations on decarbonization

ROSE Technologies AG, which assists us in data and indicator collection, providing an essential tool for continuous improvement

Red Point Srl, which handled editing, graphic design, and layout, helping us convey our commitment in a concrete and tangible way.

