

SUSTAINABILITY STATEMENT 2025

PREPARED IN ACCORDANCE WITH THE PRINCIPLES OF THE
EUROPEAN SUSTAINABILITY REPORTING STANDARDS (ESRS)

VOLUNTARY AND SIMPLIFIED REPORT PURSUANT TO ARTICLE 8 OF REGULATION (EU) 2020/852 (TAXONOMY)



OLAB S.r.l.
Via Cavallera, 2
25030, Torbole Casaglia (BS) · Italy
Tel. +39 030 2159411
Tax Code: 02963700170
ATECO Code: 28.12

www.olab.it | olab@olab.it

Confidential document – reproduction prohibited without written authorisation

©2026 OLAB S.r.l. All Rights Reserved
100% Made with Passion in OLAB

This report is also available at www.olabitaly.com



TABLE OF CONTENTS

	Letter to Stakeholders	06
1	General Information – Context and Governance	07
	1.1 Methodological Note and Reporting Boundary	07
	1.2 Profile of the Organisation	07
	1.3 Business Model and Value Chain	08
	1.4 Stakeholder Engagement	09
	1.5 Sustainability Governance	09
	1.6 Double Materiality Assessment	10
2	Environment – "E" Topics	12
	2.1 Environmental Policy and Management System	12
	2.2 Energy and Climate Change	12
	2.3 Water Resources	13
	2.4 Pollution and Hazardous Substances	13
	2.5 Waste and Circular Economy	14
3	People – "S" Topics	15
	3.1 Policy on Respect for People and Human Rights	15
	3.2 Workforce Composition	15
	3.3 Diversity, Inclusion and Equal Opportunities	16
	3.4 Training and Skills Development	16
	3.5 Occupational Health and Safety	17
	3.6 Corporate Welfare and Local Community	18
4	Governance – "G" Topics	19
	4.1 Governance Structure and Policy	19
	4.2 Certifications and Management Systems	20
	4.3 Governance Indicators	20
5	ESG Strategic Plan 2026 – Improvement Targets and Actions	21
	5.1 Environmental Targets 2026	21
	5.2 Social Targets 2026	23
	5.3 Governance Targets 2026	25
	5.4 Summary of the 2026 ESG Plan	27
6	Statement of the Management	28
7	ESRS Compliance Index (Content Index)	29

LETTER TO STAKEHOLDERS

This document constitutes the Sustainability Statement of OLAB S.r.l. for financial year 2025. It is the principal instrument through which the Company reports to its stakeholders – employees, customers, suppliers, financial institutions, public authorities and the local community – on the commitments undertaken, the results achieved and the targets set in environmental, social and governance (ESG) matters.

Financial year 2025 confirmed OLAB S.r.l.'s ability to combine production growth with corporate responsibility. Against a macroeconomic backdrop marked by significant volatility – characterised by the persistent effects of international geopolitical tensions, rising energy costs and the accelerating transition towards a low-carbon economy – the Company stayed the course, consolidating its operating performance and stepping up the integration of sustainability into its business model.

On the regulatory front, financial year 2025 was marked by the full entry into force of the Corporate Sustainability Reporting Directive (CSRD – Directive (EU) 2022/2464), transposed into Italian law by Legislative Decree no. 125/2024, and by the adoption of the European Sustainability Reporting Standards (ESRS) by the European Commission (Delegated Regulation (EU) 2023/2772). Although not yet subject to CSRD reporting obligations on account of its size, OLAB S.r.l. has elected to adopt – on a voluntary and forward-looking basis – the principles and structure of the ESRS, considering this approach consistent with its long-term strategy and with the growing expectations of its financial and commercial stakeholders.



The principal results achieved in financial year 2025 may be summarised as follows: maintenance of energy intensity at 0.85 kWh per finished-product unit despite the increase in production capacity; a 20% reduction in per-capita water consumption; an increase in the share of recycled brass in purchases to 48% (+8% on 2024); a reduction in the workplace-injury frequency rate from 8.50 to 2.83 (-67%); the update of the 231 Compliance Model; the achievement of a Legality Rating of 2 stars and 2 "+" (equivalent to 2.75/3); a permanent-contract rate of 95.6%.

Looking ahead to 2026, OLAB S.r.l. is committed to consolidating and accelerating this path through a structured ESG Improvement Plan, articulated into specific, measurable and time-bound targets for each pillar – Environment, People and Governance – described in detail in Section 5 of this document. Management is convinced that sustainability is not a competitive constraint, but rather the most robust lever for long-term value creation, to the benefit of employees, customers, the community and the territory.

The Management



1 GENERAL INFORMATION – CONTEXT AND GOVERNANCE

1.1 METHODOLOGICAL NOTE AND REPORTING BOUNDARY

ESRS 1 – General Requirements

This non-financial report has been prepared on a voluntary and simplified basis with reference to the financial year ended 31 December 2025. The reporting boundary coincides with OLAB S.r.l., having its registered and operational office at Via Cavallera 2, Torbole Casaglia (BS), save where otherwise specified in the text.

The data and information reported are drawn from: internal corporate records, administrative and accounting documentation, management and production data, energy bills, ISO 14001-certified environmental registers, attendance and training tracking systems, and information provided by the corporate functions in charge (Management, Prevention and Protection Service, HR, Quality, Administration). Where available, quantitative KPIs are accompanied by a comparison with 2024 figures; percentage variations are indicated to facilitate inter-period comparability.

This report is inspired by the principles and the structure of the European Sustainability Reporting Standards (ESRS), adopted by the European Commission with Delegated Regulation (EU) 2023/2772, although – given the voluntary and simplified nature of the document – it does not constitute a fully ESRS-compliant report within the meaning of the CSRD. The document has not been subjected to independent external assurance; nevertheless, the Company intends to assess the adoption of such a safeguard in the coming financial years.

Regulatory framework and reference standards

- CSRD – Directive (EU) 2022/2464 on corporate sustainability
- ESRS – European Sustainability Reporting Standards (Reg. Delegato UE 2023/2772)
- Regulation (UE) 2020/852 – Taxonomy for sustainable finance
- D.Lgs. 125/2024 – Italian transposition of the CSRD
- D.Lgs. 231/2001 – Administrative liability of legal entities
- D.Lgs. 231/2002 (as amended) – Transparency and Legality Rating
- ISO 14001:2015 – Environmental management system (certified)
- ISO 9001:2015 – Quality management system (certified)

1.2 PROFILE OF THE ORGANISATION

ESRS 2 – SBM-1

OLAB S.r.l. is an Italian limited liability company, classified as an SME within the meaning of Recommendation 2003/361/EC, with its registered and operational office at Via Cavallera 2, Torbole Casaglia (BS). The Company specialises in the design, development and manufacture of fittings, valves and systems for the management of fluids and gases (ATECO Code 28.12 – Manufacture of fluid power equipment).

The mission of OLAB S.r.l. is to promote the excellence of Made in Italy worldwide through the manufacture of products with high technological content, in full compliance with legislation and with respect for the environment, people and the community in which it operates. The entire production cycle is carried out in-house, ensuring full control of process and quality standards.

Corporate identification data

- Company name: OLAB S.r.l.
- Registered/operational office: Via Cavallera 2, Torbole Casaglia (BS)
- ATECO CODE: 28.12 – Manufacture of fluid power equipment
- Employees as at 31/12/2025: 196 (excluding agency workers)
- Composition: 72% blue-collar | 28% white-collar
- Foreign workers: approximately 13% of the total workforce

Markets and Sectors Served

OLAB S.r.l. products find application in a plurality of high-value-added industrial and commercial sectors, including: automotive, rail and naval, household appliances (coffee and ironing), water treatment, plumbing and heating systems, hydraulics and pneumatics, commercial and industrial refrigeration, the chemical industry and the medical sector. Sectoral diversification represents a structural safeguard of resilience against the cyclical nature of individual markets.

Certifications and Regulatory Compliance

OLAB S.r.l. products are subject to a stringent system of mandatory and voluntary certifications, which attest their compliance with the most demanding quality and regulatory standards:

- PED Directive (Pressure Equipment Directive – 2014/68/EU)
- GAR Regulation (Gas Appliances Regulation – Reg. (EU) 2016/426)
- LV Directive (Low Voltage – 2014/35/EU)
- RoHS Directive (2011/65/EC – restriction of hazardous substances in electrical and electronic equipment)
- REACH Regulation (EC No. 1907/2006 – registration, evaluation and authorisation of chemical substances)
- ISO 9001:2015 – Quality management system
- ISO 14001:2015 – Environmental management system.

1.3 BUSINESS MODEL AND VALUE CHAIN

ESRS 2 – SBM-2

OLAB S.r.l.'s business model is founded on the vertical integration of the production process – from design through to delivery of the finished product – with the objective of guaranteeing maximum quality at every stage of the lifecycle. This strategic choice ensures granular control of process standards, full traceability of materials and rapid response to customers' bespoke needs.

Catena di Fornitura

OLAB S.r.l. has built a qualified and loyal supply chain, predominantly located on Italian territory, ensuring reliability, responsiveness and operational flexibility. As at 31 December 2025, 25% of qualified active suppliers held the ISO 14001:2015 environmental certification – a figure calculated on the total of suppliers qualified during the financial year. The Company intends to progressively raise this percentage as part of its supply-chain sustainability strategy.

Customer Relationships

Customers represent the cornerstone of OLAB S.r.l.'s commercial strategy. The Company adopts a co-design-oriented approach, developing bespoke solutions and using high-quality materials. Strict adherence to delivery deadlines, the long service life of the products and full regulatory compliance form the pillars of customer loyalty and of the Company's positioning in international markets.



1.4 STAKEHOLDER ENGAGEMENT

ESRS 2 – SBM-1

Structured dialogue with stakeholders is, for OLAB S.r.l., a fundamental element of the decision-making process on sustainability. The Company has identified the following relevant stakeholder categories, classified according to their level of influence on, and interest in, the Company's activities:

Stakeholder Category	Engagement Methods and Channels
Employees and trade-union representatives	Annual management review, internal communications, periodic training, monthly safety audits
Customers	Customer satisfaction surveys, product audits, ongoing commercial relationships, co-design
Qualified suppliers	Supplier qualification, on-site audits, updates to supply-chain ESG requirements
Financial and credit institutions	Periodic reporting, Legality Rating, non-financial disclosure
Regulators and Public Administration	Regulatory compliance, relations with ARPA, INAIL, the Labour Inspectorate
Local community	Donations, sponsorships, internships, social-responsibility initiatives
Supervisory Board (231)	Whistleblowing reports, updates to the 231 Compliance Model, periodic controls

1.5 SUSTAINABILITY GOVERNANCE

ESRS 2 – GOV-1 / GOV-2

OLAB S.r.l.'s sustainability governance is articulated across multiple levels, ensuring that ESG matters are integrated into the Company's strategic and operational decision-making.

Governance Structure

Senior Management bears ultimate responsibility for sustainability policies and strategies, carrying out periodic reviews of the application of the ESG-system requirements and of the Ethical Sustainability Principles (ESP). The outcomes of such reviews are formalised and used as an input for the annual Management Review, in the course of which ESG targets are updated and the status of planned actions is verified.

The ESG Committee, established to ensure the proper application of the corporate Sustainability Policy, performs functions of coordination, monitoring and liaison among the various corporate functions involved in the management of ESG matters.

Internal ESG Policies

OLAB S.r.l. has adopted an integrated management system aimed at embedding sustainable practices into all aspects of the decision-making process. This system is structured around the following fundamental principles: a thorough understanding of ESG matters; the integration of sustainability as a core value of corporate identity; strategic planning through the identification of areas for improvement and the setting of concrete and measurable targets. The ESG Policy is publicly available and may be consulted on the corporate website.

Code of Ethics and 231 Compliance Model

OLAB S.r.l. has adopted, and recently updated, its Code of Ethics, drafted in accordance with Legislative Decree 231/2001 on the administrative liability of legal entities. The Code of Ethics sets out the principles of conduct to which all parties acting in the name and on behalf of the Company – employees, collaborators, suppliers and partners – are required to adhere. It is publicly available on the corporate website.

The Supervisory Board (Organismo di Vigilanza, OdV), operating in full autonomy and independence, oversees compliance with, and the effective implementation of, the 231 Compliance Model, with powers to carry out inspections and to request information from all corporate functions. The Company has also activated a dedicated whistleblowing channel, accessible from the corporate website, in compliance with Italian legislation and Directive (EU) 2019/1937. As at the date of this document, no material reports have been received, nor have any reports resulted in significant impacts on corporate governance.

1.6 DOUBLE MATERIALITY ASSESSMENT

ESRS 2 – IRO-1

The materiality assessment was conducted in accordance with the Double Materiality principle, as required by Article 19-bis of Directive 2013/34/EU, as amended by the CSRD. This approach jointly assesses: (i) impact materiality, that is, the significant impacts – positive and negative, actual and potential – that OLAB S.r.l.'s activities generate on the environment and on people; (ii) financial materiality, that is, the effects that ESG matters may have on the Company's economic and financial performance, in terms of risks and opportunities.

The assessment was developed through internal analysis of corporate processes, identification of the principal ESG risks and opportunities, review of the relevant regulatory framework and the collection of evidence from the competent corporate functions. It is noted that this analysis is for illustrative and internal-management purposes and does not constitute a complete double materiality assessment within the meaning of CSRD/ESRS, given the voluntary and simplified nature of the document.

For each ESG topic identified, a rating on a scale from 1 to 5 has been assigned for both the severity/relevance of the impact and its likelihood of occurrence, yielding an overall relevance score (the product of the two factors). The table below sets out the topics with predominantly negative impact:

ESRS Topics – Negative Impacts (Risks and pressures on the external context)

ESRS	Topic	Sub-topic	Boundary	Sev.	Lik.	ReL.
E1 – Climate change	Adaptation	–	Outside-In	3	3	9
E1 – Climate change	Adaptation	–	Inside-Out	2	1	2
E1 – Climate change	Energy	–	Outside-In	3	3	9
E1 – Climate change	Energy	–	Inside-Out	4	2	8
E2 – Pollution	Air	–	Outside-In	2	1	2
E2 – Pollution	Air	–	Inside-Out	3	1	3
E2 – Pollution	Water	–	Outside-In	4	3	12
E2 – Pollution	Water	–	Inside-Out	3	1	3
E2 – Pollution	Soil	–	Outside-In	2	1	2
E2 – Pollution	Substances of concern	–	Inside-Out	3	1	3
E3 – Water and marine resources	Water consumption	Withdrawals	Outside-In	3	3	9
E3 – Water and marine resources	Water consumption	Withdrawals	Inside-Out	3	2	6
E3 – Water and marine resources	Discharges	Industrial water	Outside-In	3	3	9
E4 – Biodiversity	Biodiversity loss	Climate change	Outside-In	3	3	9
E5 – Circular economy	Waste	–	Outside-In	4	3	12
E5 – Circular economy	Waste	–	Inside-Out	4	1	4



ESRS Topics – Positive Impacts (Opportunities and contributions to sustainable development)

ESRS	Topic	Sub-topic	Boundary	Sev.	Lik.	Rel.
E5 – Circular economy	Use of secondary resources	–	Inside-Out	3	3.5	10.5
S1 – Workforce	Secure employment	–	Inside-Out	3	4	12
S1 – Workforce	Working time flexibility	–	Inside-Out	4	4	16
S1 – Workforce	Adequate wages	–	Inside-Out	4	4	16
S1 – Workforce	Health and safety	–	Inside-Out	4	3	12
S1 – Workforce	Gender equality	Pay	Inside-Out	4	4	16
S1 – Workforce	Training and development	–	Inside-Out	4	4	16
S1 – Workforce	Disability inclusion	–	Inside-Out	3	4	12
S1 – Workforce	Anti-violence/harassment	–	Inside-Out	5	5	25
S3 – Communities	Socio-economic rights	–	Inside-Out	4	4	16
G1 – Governance	Corporate culture	–	Inside-Out	4	3	12
G1 – Governance	Whistleblower protection	–	Inside-Out	4	4	16
G1 – Governance	Supplier management	–	Inside-Out	4	4	16
G1 – Governance	Corruption	–	Inside-Out	5	1	5

Outcomes of the Materiality Assessment

The double materiality assessment enabled the following strategic priorities to be identified for OLAB S.r.l.:

Topics of highest priority: occupational health and safety ranks at the highest levels for both impact and financial relevance, confirming that the protection of people is crucial not only from a social-responsibility standpoint but also for operational continuity and risk management. Similarly scored are measures for the prevention of workplace violence and harassment and gender equality – topics that demand structured safeguards and continuous monitoring.

Topics of high impact materiality: energy, the management of water resources and the circular economy are confirmed as priority areas for action, in light of the direct impact of production processes and the potential for reducing operating costs.

Governance topics: corporate culture, whistleblower protection and the management of supplier relationships emerge as pillars of corporate reputation and regulatory compliance, with growing relevance in light of the evolution of the European regulatory framework.



2 ENVIRONMENT – "E" TOPICS

2.1 ENVIRONMENTAL POLICY AND MANAGEMENT SYSTEM

ESRS E1 / E2 / E3 / E5

OLAB S.r.l. recognises that environmental protection is an indispensable prerequisite for quality of life, corporate competitiveness and genuinely sustainable long-term economic development. Consistent with this vision, the Company has formalised its environmental strategy in its corporate Environmental Policy, a publicly available document that may be consulted on the institutional website.

The environmental management system adopted by OLAB S.r.l. is certified to ISO 14001:2015 by an independent third-party body, with effect from financial year 2024. This certification attests the compliance of the procedures, controls and environmental safeguards in place with the most advanced international standards and ensures a structured approach to identifying significant environmental aspects, setting improvement targets and monitoring performance over time.

The fundamental principles of OLAB S.r.l.'s Environmental Policy include: regular assessment of the environmental effects generated by production processes; consideration of the impacts of climate change in strategic planning; promotion of the circularity of production; proactive prevention of all forms of pollution; strict compliance with applicable environmental legislation; continuous improvement of the management system, supported by measurable performance indicators.

2.2 ENERGY AND CLIMATE CHANGE

ESRS E1

Electricity consumption represents the principal direct environmental impact factor of OLAB S.r.l.'s production activity and therefore constitutes a priority KPI within the corporate environmental monitoring system.

In financial year 2025, total electricity consumption amounted to 5,275,049 kWh, with an increase of 118,143 kWh on financial year 2024 (+2.3%). This increase is wholly attributable to the purchase and commissioning of new production machinery; nevertheless, since the new equipment complies with Best Available Techniques (BAT), the absolute increase in consumption remained contained. The significant efficiency of the new plant is attested by the energy intensity indicator, which remained unchanged at 0.85 kWh per finished-product unit.

As regards air emissions, OLAB S.r.l. carries out periodic analyses of pollutants through accredited laboratories. The parameters monitored include the principal substances subject to regulatory limits under Legislative Decree 152/2006 (the Italian Consolidated Environmental Act), Part V. The results of all analyses carried out during financial year 2025 remained consistently within the limits set by the Company's air-emissions authorisation. With reference to greenhouse gas (GHG) emissions expressed in CO2 equivalent (Scope 1, 2 and 3 under the GHG Protocol), the Company does not yet have a structured quantitative aggregate disclosure. This information gap is fully acknowledged by Management, which has included the launch of GHG emissions measurement among the priority targets of the 2026 ESG Plan, as set out in Section 5.

During financial year 2025, OLAB S.r.l. launched a major refurbishment of an office building, guided by the principles of environmental sustainability: the installation of high-efficiency LED lighting, the implementation of an air-recirculation system and the use of natural materials such as wood represent concrete choices aimed at reducing energy consumption and improving environmental comfort for workers.

INDICATOR / KPI	2025 VALUE	VS 2024
Total electricity consumption	5,275,049 kWh	+2.30%
Energy intensity (kWh/unit produced)	0.85 kWh/unit	stable
CO2 eq. emissions (Scope 1+2)	Being implemented	N/A
% energy from renewable sources (declared by provider)	Monitored	N/A

2.3 WATER RESOURCES

ESRS E3

Water is regarded by OLAB S.r.l. as a critical resource and a common good, the responsible management of which is an explicit commitment of the corporate Environmental Policy. The monitoring of water consumption is broken down into two distinct items: withdrawals for domestic use (sanitary facilities, canteens, cleaning) and discharges associated with industrial production processes.

In financial year 2025, water withdrawn for domestic use totalled 5,888 m³, equivalent to 27.26 m³ per employee, a 20% reduction on the 6,500 m³ of the previous year – a figure that attests to the effectiveness of the awareness-raising actions and controls put in place. Industrial water withdrawals for product testing amounted to 257 m³, also down on the 278 m³ of 2024 (-7.6%), thanks to the gradual replacement of water-based testing benches with compressed-air testing equipment – an initiative that has enabled a significant reduction of both consumption and industrial discharges.

INDICATOR / KPI	2025 VALUE	VS 2024
Water withdrawn for domestic use (total)	5,888 m ³	-9.40%
Water withdrawn for domestic use (per capita)	27.26 m ³ /empl.	-20.00%
Water discharged for industrial use	257 m ³	-7.60%

2.4 POLLUTION AND HAZARDOUS SUBSTANCES

ESRS E2

Pollution prevention is one of the fundamental principles of OLAB S.r.l.'s environmental management system. The Company continuously monitors the air emissions generated by its production processes, carrying out periodic analyses of pollutants through accredited laboratories. All parameters analysed remained within the limits set by the applicable legislation.

With reference to the use of hazardous substances and to compliance with the REACH Regulation and the RoHS Directive, OLAB S.r.l. relies on its ISO 14001:2015-certified environmental management system to ensure ongoing oversight of these aspects, identifying and managing substances subject to restriction or authorisation in accordance with the procedures prescribed by the applicable European legislation.



2.5 WASTE AND CIRCULAR ECONOMY

ESRS E5

The responsible management of waste and the promotion of the circular economy are a strategic priority for OLAB S.r.l., in line with the targets of the European Green Deal and with the principles of the corporate Environmental Policy. The waste-management system complies with the requirements of ISO 14001:2015 and provides for a strict distinction among the various waste streams, with absolute priority given to recovery over disposal.

In financial year 2025, total waste produced amounted to 126.8 tonnes, of which 49 tonnes (38.6%) sent to recovery and 77.8 tonnes (61.4%) to disposal. The Company recognises that – excluding ferrous and non-ferrous metals (systematically sent to recovery) – the overall recovery rate of waste, equal to 39%, represents an area for improvement on which it intends to focus concrete efforts in the coming years, by giving preference, where possible, to disposal operators that channel waste to recovery streams.

A fundamental contribution to the circular economy comes from the raw-material procurement policy: in 2025 OLAB S.r.l. purchased 48% of the brass it used in the form of secondary raw material (brass scrap and recycled alloys), an 8% increase on financial year 2024. This choice significantly reduces dependence on virgin raw materials, lowers emissions associated with mining extraction and contributes to closing the materials loop in the manufacturing industry. It should be highlighted that brass is a highly recyclable material – with a theoretical recovery rate close to 100% – and that its use as secondary raw material entails an estimated energy saving in excess of 60% compared to production from virgin ore. This choice, already initiated in previous years, configures itself as a structural competitive advantage for OLAB S.r.l. in a context of increasing attention to product carbon footprints across the entire value chain.

INDICATOR / KPI	2025 VALUE	VS 2024
Total waste produced	126.8 t	N/A
Waste sent to recovery	49 t (38.6%)	N/A
Waste sent to disposal	77.8 t (61.4%)	N/A
% brass purchased as secondary raw material	48%	+8%

3 PEOPLE – "S" TOPICS

3.1 POLICY ON RESPECT FOR PEOPLE AND HUMAN RIGHTS

ESRS S1 / S2 / S3 / S4

OLAB S.r.l. recognises that human capital is the organisation's most precious resource and that safeguarding the dignity, health and well-being of its workers is not only a legal obligation but an inalienable ethical commitment. The Policy on Respect for People is grounded in the strict observance of fundamental labour rights, as defined by the ILO (International Labour Organization) Conventions, by the United Nations Guiding Principles on Business and Human Rights (UNGPs) and by applicable Italian and European legislation.

The cornerstone principles of OLAB S.r.l.'s Social Policy include: an absolute prohibition on child labour and on any form of forced or compulsory labour; the protection of health and safety through technical equipment, ongoing training and risk assessments; respect for freedom of association and the right to collective bargaining; the prohibition of any form of discrimination in personnel selection, hiring, management and development; observance of the working-time limits laid down by law and by sectoral collective agreements; fairness and adequacy of remuneration.

Consistent with its continuous-improvement policies, OLAB S.r.l. is committed to progressively implementing an occupational health and safety management system compliant with ISO 45001:2018, with the objective of obtaining certification from an accredited third-party body in the coming years.

3.2 WORKFORCE COMPOSITION

ESRS S1 – S1-6 / S1-7

As at 31 December 2025, OLAB S.r.l. employs a total of 196 direct employees (excluding agency workers), broken down by category, gender and contract type as follows. The composition of the workforce reflects the manufacturing nature of the business: 72% of personnel are employed as blue-collar workers in the production departments, while 28% perform white-collar functions.

Category	Men	Women	Total	of which P.T.	Disabled	% F
White-collar	37	22	59	6	–	37.30%
Blue-collar	89	48	137	6	–	35.00%
Agency workers	6	14	20	1	–	70.00%
of which disabled	4	7	11	3	11	63.60%
TOTAL	132	84	216	13	11	38.90%

The female component represents 38.9% of the total workforce, with a significant presence among white-collar staff (37.3%), blue-collar workers (35.0%) and, in particular, agency workers (70.0%). The Company declares that personnel selection and management criteria are guided by principles of non-discrimination and equal opportunities, in compliance with the applicable legislation.

The percentage of workers on permanent contracts stands at 95.6% of total direct employees – a figure that confirms the prevalence of stable employment relationships and the soundness of the occupational model adopted by the Company. The turnover rate stood at 7.5% in financial year 2025, a significant improvement on the 13.3% recorded in the previous year.

INDICATOR / KPI	2025 VALUE
Total employees as at 31/12/2025	196
% of permanent-contract workers	95.60%
Turnover rate	7.5% (vs 13.3% in 2024)
Foreign workers	approx. 13% of the total
Main countries of origin	Philippines, Sri Lanka, Côte d'Ivoire, North Macedonia, Ghana, India, Moldova, Tunisia

3.3 DIVERSITY, INCLUSION AND EQUAL OPPORTUNITIES

ESRS S1 – S1-9 / S1-12

OLAB S.r.l. actively promotes a corporate culture grounded in respect for differences, in inclusion and in the appreciation of every individual irrespective of gender, nationality, age, religion, sexual orientation or disability status.

With reference to the inclusion of persons with disabilities, the Company employs 11 workers with disabilities, equal to 5.1% of the total workforce, thereby fulfilling the obligations laid down by Italian Law 68/1999 and valuing the contribution of each worker through the assignment of duties consistent with their abilities and aspirations.

The presence of workers from approximately 8 different nationalities testifies to OLAB S.r.l.'s commitment to cultural integration in the workplace. The Company promotes respect for the various cultures and traditions present within its workforce, fostering an inclusive and collaborative working environment.

3.4 TRAINING AND SKILLS DEVELOPMENT

ESRS S1 – S1-13

Continuous training of its employees is, for OLAB S.r.l., a strategic investment in safety, productivity and organisational well-being. In financial year 2025, a total of 636 hours of mandatory training were delivered, with an average of approximately 3 hours per employee. Details of training activities are set out in the table below.

Type of course	No. of employees	Total hours
Forklift-operator training	1	12
Forklift-operator refresher	17	68
Low-risk training	1	4
Low-risk refresher	2	12
High-risk training	9	108
High-risk refresher	24	144
General training	4	16
Supervisor training	1	8
Supervisor refresher	28	168
Fire-safety training	4	32
First-aid training	4	64
ADR waste-management training	15	(included)
TOTAL MANDATORY TRAINING	77	636



In addition to mandatory health and safety training, a specialist course on the management of dangerous goods under the ADR regime (the European Agreement concerning the International Carriage of Dangerous Goods by Road) was delivered, attended by 15 employees involved in the management of corporate waste.

The Company recognises that the average number of training hours per employee (3 hours/year) still falls short of its ambitions; for this reason, it has set itself the target of raising the per-capita training time to at least 5 hours per year in financial year 2026, gradually expanding non-mandatory training to topics such as digital skills, sustainability and the development of soft skills.

3.5 OCCUPATIONAL HEALTH AND SAFETY

ESRS S1 – S1-14

The protection of workers' health and safety is, for OLAB S.r.l., the absolute top-priority value, as confirmed by the outcomes of the double materiality assessment (maximum score for relevance). The Company adopts an integrated system for the prevention and management of occupational risks, articulated across multiple levels: documented risk assessment for every task; periodic medical surveillance entrusted to a competent physician; the systematic supply of appropriate Personal Protective Equipment (PPE) – safety footwear, protective eyewear, hearing protection, masks, gloves; monthly joint inspections by the Prevention and Protection Service (RSPP-ASPP) in all production departments; supplementary healthcare arrangements (Metasalute); periodic and qualified training of first-aid and fire-prevention officers.

The results achieved in financial year 2025 attest to a marked improvement on the previous year, placing OLAB S.r.l. on a workplace-injury risk profile significantly below the average for the manufacturing sector (average INAIL frequency rate for the mechanical industry: approximately 15-20):

INDICATOR / KPI	2025 VALUE	VAR. vs 2024
Number of workplace injuries	1 (minor)	▼ vs 3 in 2024
Total hours worked	352,700 hours	–
Workplace-injury frequency rate (FR)	2.83	▼ vs 8,50 in 2024
Severity rate (SR)	0.0198	▼ vs 0,246 in 2024
Recognised occupational diseases	0	–

The significant improvement in safety indicators – with the frequency rate reduced by more than 66% on 2024 – represents the most relevant achievement of the financial year in the social sphere and confirms the effectiveness of the preventive measures adopted.



3.6 CORPORATE WELFARE AND LOCAL COMMUNITY

ESRS S3

OLAB S.r.l. recognises the importance of creating value not only for its employees and shareholders, but for the entire community in which it operates. The corporate welfare programme provides – in addition to contractual remuneration – for the issue of fuel and/or shopping vouchers on a one-off basis, intended to support the economic well-being of personnel.

Social responsibility towards the local community is expressed through concrete initiatives: donations and contributions in favour of Fondazione Mamrè and Campermergenza, voluntary associations active in supporting the most vulnerable segments of the population; sponsorship of Football Club Lumezzane, in support of local sport; the hosting of interns from schools at various levels (2 interns in financial year 2025), thereby contributing to the professional guidance of young people in the local area.

4 GOVERNANCE – "G" TOPICS

4.1 GOVERNANCE STRUCTURE AND POLICY

ESRS G1

OLAB S.r.l.'s governance system is structured to ensure full compliance with applicable regulatory obligations, transparency in relations with all stakeholders and the proper management of non-financial risks, including those of a reputational and sanction-related nature.

Legislative Compliance

The process adopted within corporate governance involves the implementation of policies and procedures designed to ensure that OLAB S.r.l. operates in full compliance with all applicable regulations – fiscal, social-security, environmental, employment-law and occupational-safety. Monitoring of the evolving regulatory framework is entrusted to qualified consultants specialised in their respective areas of competence.

As confirmation of its commitment to legality and transparency, OLAB S.r.l. obtained in financial year 2025 a score of 2 stars and 2 "+" in the Legality Rating issued by the Italian Competition Authority (AGCM), out of a maximum of 3 stars (a score equivalent to 2.75/3). The Legality Rating – established by Article 5-ter of Decree-Law no. 1 of 24 January 2012, converted with amendments by Law no. 27 of 24 March 2012, and governed by AGCM Regulation no. 25207/2015 – is an instrument that measures the observance of legality in the conduct of business, awarding a premium score in favour of virtuous undertakings, including for the purposes of access to bank credit and public finance. OLAB S.r.l.'s score reflects compliance with a number of requirements, including: the absence of criminal convictions affecting shareholders and directors; compliance with tax and employment-law regulations; the adoption of organisational measures aimed at preventing corruption; the existence of internal control systems compliant with Legislative Decree 231/2001.

Anti-Corruption and Integrity

OLAB S.r.l. has adopted specific anti-corruption policies, aimed at preventing any form of corruption – both active and passive – in dealings with the Public Administration, with public bodies and with private counterparties. These policies are integrated into the 231 Compliance Model and into the corporate Code of Ethics, which bind all employees, collaborators and parties acting in the name and on behalf of the Company. In financial year 2025, no instances of established corruption nor any related sanctioning proceedings were detected.

Whistleblowing

In compliance with Legislative Decree 24/2023 (transposing Directive (EU) 2019/1937) and with the obligations applying to companies that have adopted a 231 Compliance Model, OLAB S.r.l. has activated a dedicated channel for reporting unlawful conduct (whistleblowing), accessible from the corporate website and supported by appropriate measures to safeguard the confidentiality of the reporting party. No material reports were recorded either during financial year 2025 or during financial year 2024.



4.2 CERTIFICATIONS AND MANAGEMENT SYSTEMS

ESRS G1 – GOV-4

The certifications system adopted by OLAB S.r.l. represents a fundamental safeguard of quality, reliability and compliance, both vis-à-vis customers and vis-à-vis regulators and financial stakeholders. The certifications active as at 31 December 2025 are as follows:

Certification	Description and Scope
ISO 9001:2015	Quality management system – production processes and customer service
ISO 14001:2015	Environmental management system – environmental impacts and continuous improvement
PED Directive (2014/68/EU)	Pressure equipment – mandatory compliance
GAR Regulation ((EU) 2016/426)	Gas appliances – mandatory compliance
RoHS Directive (2011/65/EC)	Restriction of hazardous substances in electrical equipment
REACH Regulation (EC 1907/2006)	Registration, evaluation and authorisation of chemical substances
AGCM Legality Rating	2 stars and 2 "+" – score equivalent to 2.75/3

4.3 GOVERNANCE INDICATORS

The principal qualitative and quantitative indicators monitored within governance are summarised in the table below.

Governance KPI	Status as at 31/12/2025
Code of Ethics	Adopted and updated in 2025 – published on the corporate website
231 Compliance Model	Adopted and updated in 2025
Supervisory Board	Active and operating in full autonomy
Whistleblowing channel	Active on the corporate website – 0 reports received
Legality Rating	2 stars + 2 "+" (2.75/3)
Anti-corruption policy	Adopted and integrated into the 231 Compliance Model
Code of Ethics training (video pills)	Delivered with the support of the Supervisory Board
ISO 9001:2015 certification	Maintained
ISO 14001:2015 certification	Maintained (obtained in 2024)

ESG STRATEGIC PLAN 2026 IMPROVEMENT TARGETS AND ACTIONS

This section sets out OLAB S.r.l.'s ESG Strategic Plan for financial year 2026, developed on the basis of: (i) the outcomes of the double materiality assessment conducted in accordance with the ESR5 principles; (ii) the actual results recorded in financial year 2025; (iii) the expectations voiced by relevant stakeholders; (iv) the evolution of the European regulatory framework on corporate sustainability. The Plan is structured into three pillars corresponding to the ESG macro-areas – Environment, People and Governance – and for each pillar identifies specific targets, concrete actions, measurement indicators (KPIs), quantitative targets, deadlines and responsible functions.

The methodology for setting targets follows the SMART criterion (Specific, Measurable, Achievable, Relevant, Time-bound), ensuring that every target is concrete, verifiable and consistent with the Company's resources and operational capabilities. The implementation status of the Plan will be subject to quarterly monitoring by the ESG Committee and reported in the next edition of this document.

Legend – Implementation status

- **Launched** The project/action is operational as at the date of this document
- **Planned** The action is defined and scheduled, to be launched within the first half of 2026
- **Ongoing** The action was already underway in 2025 and continues into 2026
- **Maintained** The target has been achieved and must be consolidated.

5.1 ENVIRONMENTAL TARGETS 2026

ESRS E1 / E2 / E3 / E5

Strategic rationale

The environmental sphere represents, for OLAB S.r.l., one of the highest-priority strategic areas for improvement, on account both of the direct impact that production processes exert on the ecosystem and of the growing regulatory and commercial expectations regarding decarbonisation and the efficient use of resources. The long-term objective is to progressively decouple production growth from the increase in environmental impacts, through investments in efficient technologies, optimisation of material flows and the development of a lower-impact supply chain.

In 2026, OLAB S.r.l. will concentrate its efforts on five macro-areas of intervention: energy efficiency and the launch of GHG emissions measurement; water-resource management; an increase in waste recovery; the strengthening of the circular economy through a further increase in the use of secondary raw materials; an assessment of noise impact on the external environment.

Targets, actions and KPIs – Energy and Climate

With reference to energy consumption, OLAB S.r.l. has set itself the target of keeping energy intensity unchanged (0.85 kWh/unit produced) despite the further expansion of production capacity expected in 2026, ensuring that all newly acquired machinery complies with Best Available Techniques (BAT). To this end, the Company intends to launch a systematic analysis of consumption by department, in order to identify areas of inefficiency and to define targeted optimisation measures.

As regards GHG emissions, OLAB S.r.l. is committed to launching during 2026 the process of measuring and reporting Scope 1 (direct emissions from fuels) and Scope 2 (indirect emissions from purchased electricity) greenhouse-gas emissions, with the aim of having a quantitative figure expressed in CO2 equivalent available for inclusion in the Sustainability Statement for financial year 2026. The launch of Scope 3 emissions measurement (supply-chain and product-lifecycle emissions) is scheduled for financial year 2027.

Target	Concrete action	KPI	2026 target	Owner	Status
Energy efficiency	Department-level consumption analysis; gradual replacement of non-BAT equipment	Energy intensity (kWh/unit)	≤ 0.85 kWh/unit	Management + Quality	Ongoing
Launch of GHG measurement	Scope 1+2 data collection; selection of methodology (GHG Protocol/ISO 14064)	CO2 eq. emissions Scope 1+2 (t)	First quantitative report	Management + Environmental consultant	Planned

Targets, actions and KPIs – Water Resources

The management of water resources delivered particularly positive results in financial year 2025, with a 20% reduction in domestic-use withdrawals on 2024. In 2026 OLAB S.r.l. intends to consolidate this result and to accelerate the reduction of industrial consumption through the completion of the programme to replace water-based testing benches with compressed-air systems, launched in the previous financial year.

Domestic water consumption	Internal awareness campaign; installation of sub-meters	m ³ /employee/year	≤ 27.26 m ³ /empl (maintenance)	RSPP + HR	Ongoing
Discharge monitoring	Periodic analysis of industrial discharge water; updates to authorisations	No. analyses/year	≥ 2 samplings/year	Management Officer + Environmental consultant	Ongoing

Targets, actions and KPIs – Waste and Circular Economy

The management of waste and the promotion of the circular economy constitute, for OLAB S.r.l., an area for improvement on which significant stakeholder expectations are focused, alongside important opportunities for reducing operating costs. In 2026, the Company is targeting a 10% increase in the share of waste sent to recovery as a proportion of total waste produced, through a combination of operational, contractual and training measures.

On the circular-economy front, the objective is to raise the share of brass purchased as secondary raw material to 52% of total purchases (from 48% in 2025), thereby consolidating the Company's role as a virtuous example of circular manufacturing in the Brescia region.

Target	Concrete action	KPI	2026 target	Owner	Status
% waste to recovery	Selection of recovery-certified disposal operators; staff training on advanced segregation	% waste sent to recovery	≥ 48.6% (+10% rel.)	Quality/Environment	Planned
Reduction of total waste	Departmental analysis of scrap flows; lean-production interventions	Tonnes of waste/year	≤ 120 t (-5%)	Production + Quality/Environment	Planned
Brass circular economy	Expansion of certified secondary-raw-material supply	% brass SRM on total purchases	≥ 52%	Procurement + Management	Ongoing
External noise impact	Commission perimeter noise survey and prepare mitigation plan	No. noise readings completed	Survey completed by end-2026	RSPP + Technical consultant	Planned



5.2 SOCIAL TARGETS 2026

ESR5 S1 / S2 / S3

Strategic rationale

Human capital is the principal strategic asset of OLAB S.r.l., and the protection of the health, safety and professional development of employees represents the absolute top priority of the 2026 ESG Plan. The results achieved in 2025 – most notably, the drastic reduction in workplace injuries – provide a solid foundation on which to build, but Management is mindful that achieving the zero-injuries objective demands a systematic, ongoing and cultural commitment that extends well beyond mere regulatory compliance.

On the human-capital development front, 2026 will be marked by a significant strengthening of training activities – with a doubling of per-capita training hours on 2025 – and by the launch of programmes for the development of skills not strictly tied to legal obligations. The Company also intends to reinforce its oversight of diversity, equity and inclusion topics, with particular attention to the integration of foreign workers and to support for the employment of persons with disabilities.

Targets, actions and KPIs – Occupational Health and Safety

Worker health and safety is confirmed as the ESG topic of the highest materiality for OLAB S.r.l., with the maximum score in the double materiality assessment. The 2025 result – a single minor injury and a frequency rate of 2.83 – represents a historic achievement for the Company, which nonetheless does not consider itself satisfied until the zero-injuries objective is achieved and consolidated.

To this end, in 2026 OLAB S.r.l. intends to further strengthen its prevention system through: an increase in the frequency of internal safety audits, on a monthly basis in all departments; the establishment of a dedicated in-house ASPP, providing ongoing support to the RSPP; the development of an internal safety communication programme, with periodic departmental briefings; the extension of medical surveillance to all duties, including sedentary ones; the launch of the certification path for ISO 45001:2018.

Target	Concrete action	KPI	2026 target	Owner	Status
Zero injuries	Monthly RSPP+ASPP audits; departmental safety briefings; near-miss reporting	Frequency rate (FR)	FR = 0	RSPP + ASPP + Management	Ongoing
Reduction of injury severity	Update of the Risk Assessment Document; revision of emergency procedures; new-generation PPE	Severity rate (SR)	SR = 0	RSPP + Production	Ongoing
Monthly safety audits	Departmental audit planning with standardised checklist; monthly report to Management	No. audits/year	≥ 12 audits/year	RSPP + ASPP	Launched
ISO 45001 certification	Gap analysis against requirements; definition of certification roadmap	Certification milestone	Gap analysis completed by Q2 2026	Management + RSPP	Planned
Extension of medical surveillance	Revision of health protocol with competent physician; inclusion of ergonomic risks and work-related stress	% of employees under medical surveillance	100%	Competent physician + HR	Planned



Targets, actions and KPIs – Training and Skills Development

Continuous training is recognised by OLAB S.r.l. as a fundamental lever for safety, productivity, worker satisfaction and corporate competitiveness. 2025 saw the delivery of 636 hours of mandatory training to 77 employees, with an average of approximately 3 hours per capita. For 2026, the Company has set itself the ambitious target of raising the total to 5 hours per capita, introducing – alongside mandatory safety training – training paths on: sustainability and the ESR5; basic digital skills; effective communication; leadership for supervisors and managers; the management of diversity and inclusion.

Target	Concrete action	KPI	2026 target	Owner	Status
Increase in training hours	Annual training plan with dedicated budget; course catalogue approved by Management	Training hours/employee/year	≥ 5 hours/empl/year	HR + Management	Planned
Development of digital skills	Basic course on corporate digital tools for operational personnel	No. employees trained on digital	≥ 25 employees	HR + IT	Planned
Training of supervisors and ASPP	Mandatory supervisor refresher; advanced in-house ASPP course	Supervisor training hours	≥ 8 hours/supervisor	RSPP + HR	Ongoing

Targets, actions and KPIs – Diversity, Equity and Inclusion

OLAB S.r.l. recognises that valuing diversity – of gender, nationality, age and condition – is a factor of organisational resilience and innovation. In 2026 the Company intends to structure its DEI (Diversity, Equity & Inclusion) policies more systematically, by defining specific monitoring indicators and adopting positive actions in personnel recruitment and development.

Target	Concrete action	KPI	2026 target	Owner	Status
Integration of foreign workers	Language support; multilingual training materials (IT/EN/FR); buddy programme	% foreign workers with structured integration path	100% of new foreign hires	HR	Planned
Employment of persons with disabilities	Cooperation with social cooperatives and employment centres; inclusive duties	No. of workers with disabilities	≥ 11 (maintenance)	HR + Management	Maintained
Corporate welfare	Extension of benefits: arrangements for healthcare, transport, culture; review of welfare plan	% of employees accessing welfare benefits	≥ 80%	HR + Management	Planned

Targets, actions and KPIs – Local Community and Social Responsibility

Roots in the Brescia territory are a fundamental identity element for OLAB S.r.l. In 2026 the Company intends to reinforce and structure its commitment to the local community, broadening the range of social-responsibility initiatives and formalising a community-engagement policy with dedicated targets and budget.

Target	Concrete action	KPI	2026 target	Owner	Status
Local-community commitment	Formalisation of annual CSR budget; criteria for selecting beneficiary entities; public reporting	No. of entities/associations supported	≥ 3	Management	Planned
External ESG communication	Update of the sustainability section of the website; publication of an ESG summary in Italian and English	Online ESG section updated	By 2026	Communications + ESG Committee	Planned

5.3 GOVERNANCE TARGETS 2026

ESRS G1 / ESRS 2

Strategic rationale

Responsible and transparent governance is the institutional precondition of any credible and effective sustainability strategy. For OLAB S.r.l., the strengthening of governance oversight in 2026 will follow three lines of action: (i) the reinforcement of internal-control mechanisms and of non-financial risk prevention; (ii) the improvement of the quality and transparency of ESG disclosure; (iii) the development of a more sustainable supply chain, through the introduction of ESG requirements into supplier contractual relationships.

Targets, actions and KPIs – Compliance and Internal Control

OLAB S.r.l. has consolidated, over the years, a robust compliance framework, founded on the 231 Compliance Model, the Code of Ethics and the certifications system. The objective for 2026 is to further raise the quality of this oversight, with particular attention to staff training on business-ethics topics and to the periodic review of the 231 Compliance Model in light of evolving case law and legislation.

Target	Concrete action	KPI	2026 target	Owner	Status
Code of Ethics & 231 training	E-learning for managers	% of managers trained on Code of Ethics	100% by Q3 2026	Supervisory Board + HR	Ongoing
Update of 231 Compliance Model	Annual review with Supervisory Board; mapping of new predicate offences (e.g. environmental offences under D.Lgs. 231)	No. of Model reviews/year	≥ 1 structured review	Supervisory Board + Management + Legal	Ongoing
Legality Rating	Maintenance of virtuous conduct; preparation of documentation for renewal	AGCM Legality Rating score	≥ 2 stars and 2 +	Management + Legal	Maintained
Whistleblowing	Internal communications campaign on the channel; training on proper use	No. of reports handled within deadlines	100% within statutory deadlines	Supervisory Board + HR	Ongoing
Anti-corruption	Revision of procedure for handling gifts and donations; training of risk owners	% of risk owners trained on anti-corruption	100%	Supervisory Board + Management	Planned

Targets, actions and KPIs – Quality of ESG Reporting

OLAB S.r.l.'s sustainability reporting is intended to become an increasingly important instrument of strategic communication towards the market, lending institutions and prospective investors. In 2026, the Company is committed to significantly improving the quality, comparability and verifiability of the ESG information disclosed, progressively aligning itself with the standards envisaged by the CSRD for SMEs (the VSME Standard).

Target	Concrete action	KPI	2026 target	Owner	Status
Quantitative GHG reporting	Implementation of Scope 1+2 data-collection system; calculation under the GHG Protocol	First quantitative CO2 eq. report	Scope 1+2 data available for 2026 report	Management + ESG consultant	Planned
Publication of ESG report	Drafting and publication by Q2 of the year following the reference financial year	Date of report publication	By 30 June 2027 (2026 report)	ESG Committee + Legal	Ongoing
ESG data-collection system	Implementation of digital tool for collection, validation and archiving of ESG KPIs	No. of KPIs systematically monitored	≥ 15 KPIs in system	IT + ESG Committee	Planned

Targets, actions and KPIs – Sustainable Supply Chain

The responsible management of the supply chain represents an area of growing strategic importance for OLAB S.r.l., both in light of the expectations of end customers (particularly those operating in the automotive and rail sectors, who are themselves subject to CSRD obligations) and in light of the requirements set out in ESRS 52 and in the legislation on human-rights due diligence (Directive (EU) 2024/1760). In 2026 the Company intends to launch a structured ESG-qualification programme for strategic suppliers.

Target	Concrete action	KPI	2026 target	Owner	Status
Increase in ISO 14001 suppliers	Introduction of ISO 14001 requirement among the qualification criteria for new strategic suppliers	% of qualified suppliers holding ISO 14001	≥ 26% (from 25%)	Procurement + Quality	Planned
ESG clauses in contracts	Introduction of ESG- and anti-corruption-compliance clauses in supply contracts	% of supply contracts with ESG clauses	100% of new contracts	Legal + Procurement	Planned
Supplier payment terms	Monitoring and reporting of average payment terms (in line with Legislative Decree 231/2002)	Supplier DSO (Days Sales Outstanding)	≤ 60 average days	Administration + CFO	Ongoing



5.4 SUMMARY OF THE 2026 ESG PLAN

The summary table below provides an overview of the priority targets of OLAB S.r.l.'s 2026 ESG Plan, indicating the relevant pillar, the measurement KPI, the quantitative target and the deadline.

Pillar	Priority target	KPI	2026 target	Deadline
ENVIRONMENT	Energy efficiency	Energy intensity	≤ 0.85 kWh/unit	31/12/2026
ENVIRONMENT	Launch of GHG reporting	CO2 eq. Scope 1+2	First report	31/12/2026
ENVIRONMENT	Reduction of industrial water consumption	m ³ discharged	≤ 244 m ³	31/12/2026
ENVIRONMENT	Increase in waste sent to recovery	% waste recovered	≥ 48.6%	31/12/2026
ENVIRONMENT	Brass circular economy	% brass SRM	≥ 52%	31/12/2026
ENVIRONMENT	Noise survey	Readings completed	Yes/No	30/09/2026
PEOPLE	Zero injuries	FR	0	31/12/2026
PEOPLE	Per-capita training	Hours/empl./year	≥ 5 hours	31/12/2026
PEOPLE	ISO 45001 gap analysis	Milestone	Completed	30/06/2026
GOVERNANCE	Code of Ethics training	% of managers trained	100%	30/09/2026
GOVERNANCE	Review of 231 Compliance Model	No. of reviews	≥ 1	31/12/2026
GOVERNANCE	Maintenance of Legality Rating	AGCM score	≥ 2★+++	2026
GOVERNANCE	ESG clauses in new contracts	% of new contracts	100%	31/12/2026
GOVERNANCE	ESG KPI collection system	No. of KPIs in system	≥ 25	31/12/2026

6 STATEMENT OF THE MANAGEMENT

Statement of responsibility

The Management of OLAB S.r.l. declares that the information contained in this document has been prepared with the utmost diligence and accuracy, on the basis of the data and evidence available at the time of drafting. This document has not been subjected to independent external assurance.

Management is committed to maintaining and progressively improving the quality of sustainability reporting, in line with the evolution of the ESR5 standards and with stakeholder expectations.

Torbole Casaglia (BS), financial year 2025

The Management of OLAB S.r.l.



7 ESRS COMPLIANCE INDEX (CONTENT INDEX)

The table below indicates, for each relevant ESRS standard, the section of this document in which the corresponding information is addressed. Where information is not available or not reportable in financial year 2025, the relevant rationale is provided.

Standard	Topic	Section	Coverage
ESRS 1	General requirements and reporting principles	§ 1.1	Reported
ESRS 2 – GOV-1	Governance oversight of sustainability	§ 1.5	Reported
ESRS 2 – SBM-1	Strategy, business model, value chain	§ 1.2 – 1.3	Reported
ESRS 2 – SBM-2	Stakeholder engagement	§ 1.4	Reported
ESRS 2 – IRO-1	Double materiality – impacts, risks, opportunities	§ 1.6	Partial (voluntary)
ESRS E1	Climate change and energy efficiency	§ 2.2	Partial
ESRS E1 – E1-5	GHG emissions (CO2 eq)	§ 2.2	Being implemented
ESRS E2	Pollution of air, water, soil	§ 2.4	Reported (qualitative)
ESRS E3	Water and marine resources	§ 2.3	Reported
ESRS E5	Waste and circular economy	§ 2.5	Reported
ESRS S1 – S1-6	Workforce characteristics	§ 3.2	Reported
ESRS S1 – S1-9	Gender equality and non-discrimination	§ 3.3	Reported
ESRS S1 – S1-13	Training and skills development	§ 3.4	Reported
ESRS S1 – S1-14	Occupational health and safety	§ 3.5	Reported
ESRS S3	Affected communities	§ 3.6	Reported (qualitative)
ESRS G1	Business conduct, anti-corruption, whistleblowing	§ 4.1 – 4.3	Reported

Note: This document constitutes voluntary and simplified reporting. The wording "Partial" indicates that the information is addressed but does not cover the full set of disclosures required by the ESRS standard. The wording "Being implemented" indicates that the Company plans to report the data in future financial years.

