

Sustainability and Corporate social responsibility Report



C.R. Technology Systems SpA
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Introduction

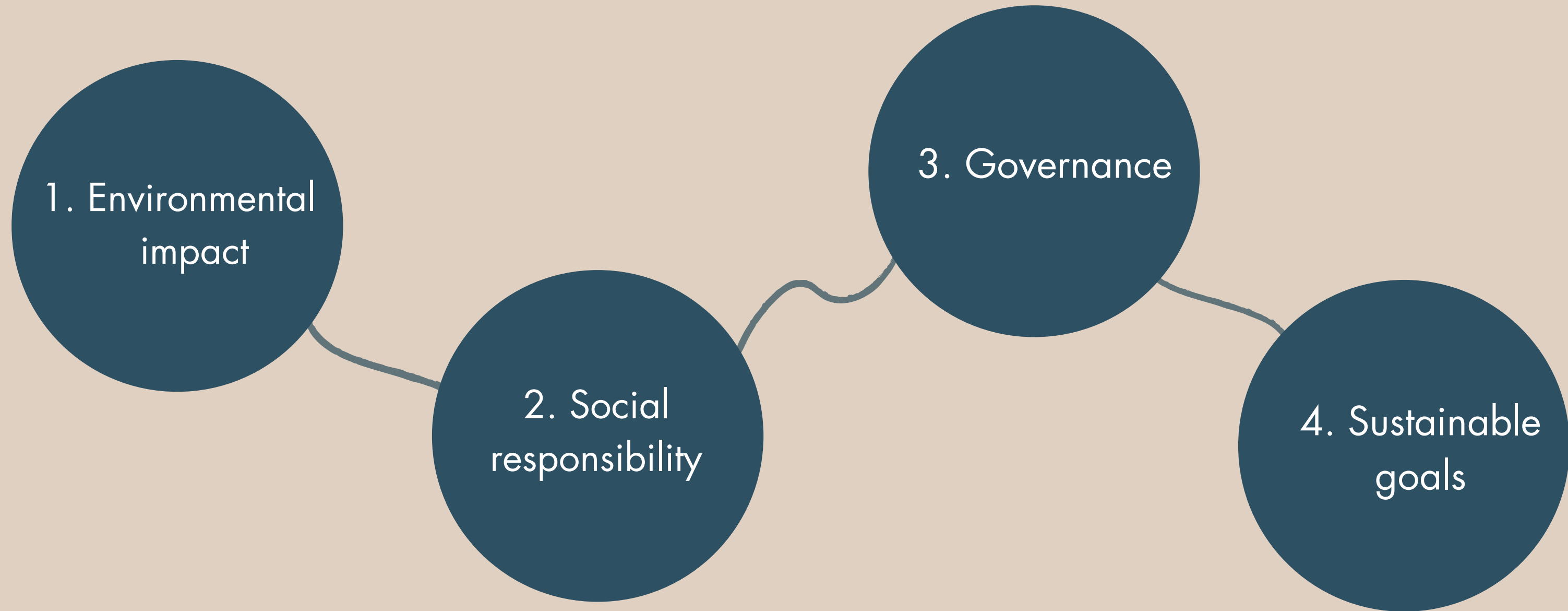
C.R. Technology Systems has drafted this Sustainability and CSR Report with the objective of strengthening transparency towards its stakeholders and monitoring its goals in the context of climate change.

We believe in a people-centred company, where professionalism and individual passion become the collective strength needed to deliver ambitious projects.

In parallel, we have embarked on a reporting process in accordance with the VSME standards (Voluntary Sustainability Reporting Standard for Small and Medium Enterprises), as defined by EFRAG guidelines, to provide transparency on our corporate governance and our vision for the future. In particular, this year we filled out the Basic module, Option A, as intended at the point B1.24a. Some of the data reported in this document are derived from this analysis.

The Company, continuously growing in its size and track record, recognizes an increasing role in the pursuit of these goals. Environment, Social and Governance (ESG) principles are placed at the core of our corporate strategy, serving as key drivers to support informed, conscious and long-term strategic decisions.

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1. Environmental impact

Our commitment focuses on three main areas:

- Study and offer of products with reduced environmental impact, based on the use of lower-emission materials and greater operational durability compared to market alternatives.
- Collaboration with local partners to ensure a territorially-rooted and responsible supply chain.
- Environmental initiatives, promoted both within the company and across the local community.

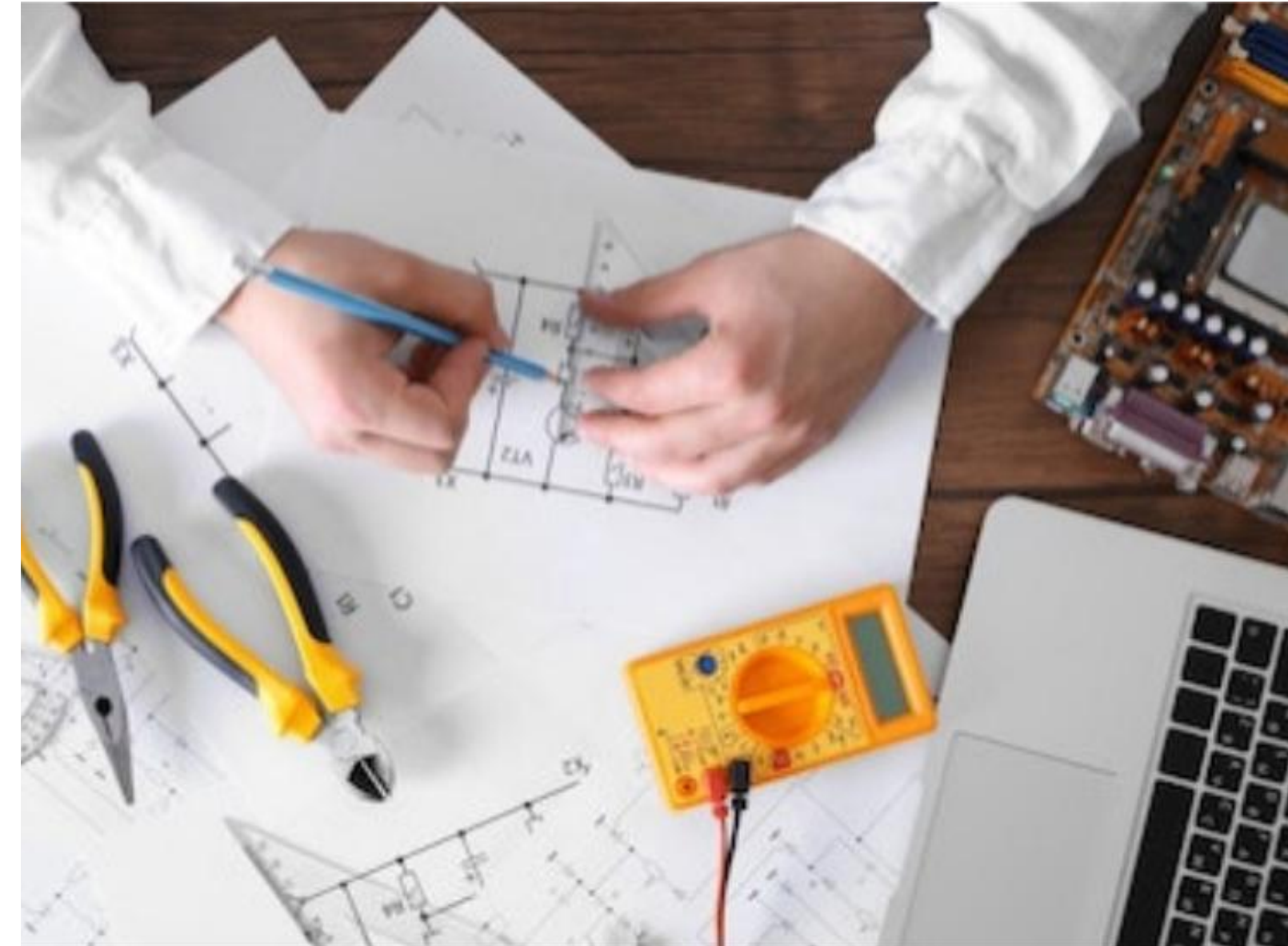


Engineering Hub for sustainable solutions

Our engineering hub develops solutions with the aim of ensuring the durability of the products, even under the most challenging environmental conditions.

Thanks to the experience gained across diverse geographical contexts, we have developed specific know-how to address critical issues related to extreme weather conditions such as hurricanes, salinity, humidity and desert temperatures.

Our solutions are designed with materials and protection degrees IP suitable to prevent infiltration and corrosion, providing resilient solutions that prevent the premature deterioration of systems. This approach, combined with our retrofit and revamping activities through Reverse Engineering, allows us to extend the life cycle of existing components, promoting a circular business model that reduces waste and ensures asset safety in every operational scenario.

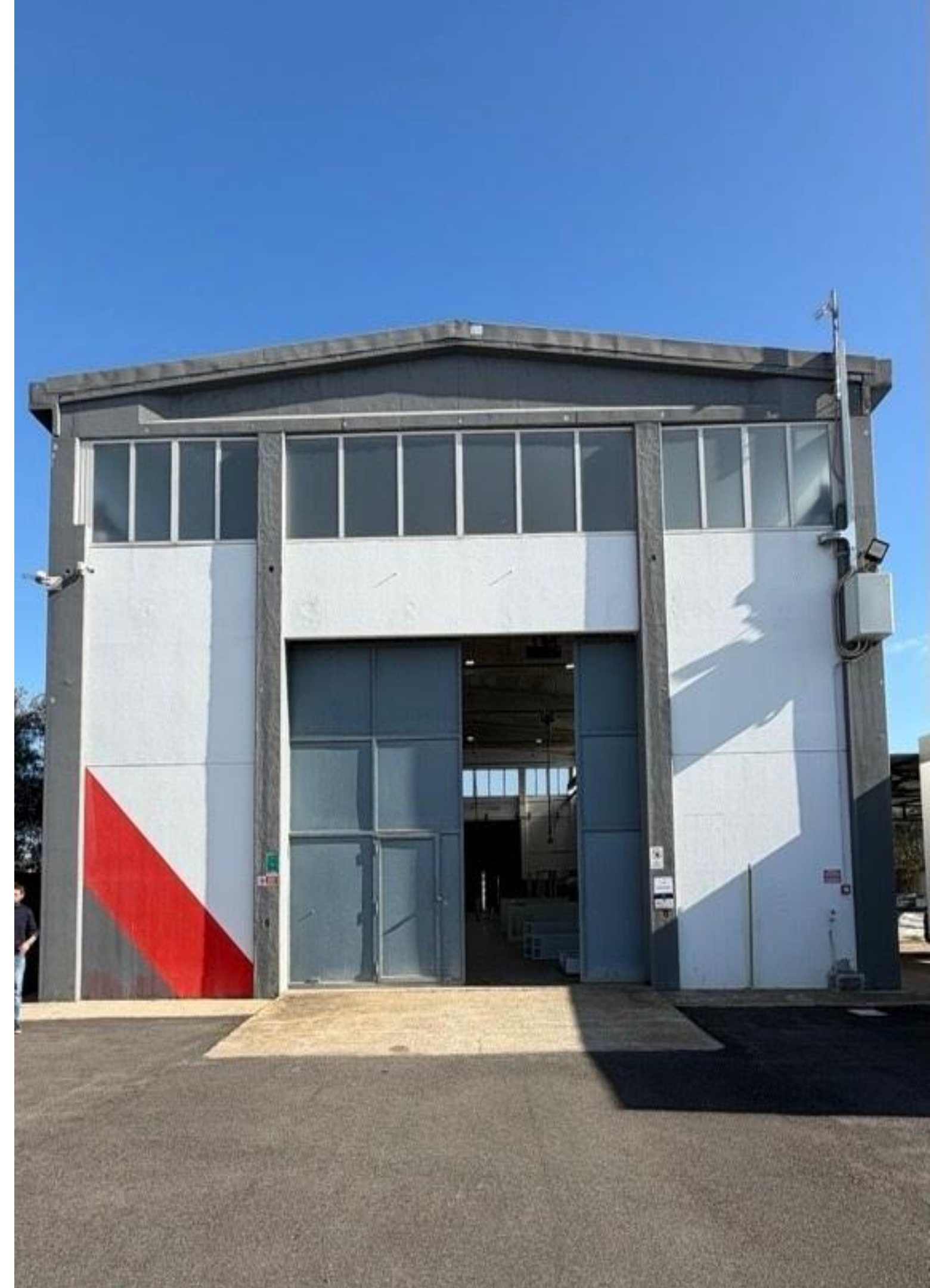


Supply chain

Our supply chain is built on quality excellence and on the strength of partnerships with leading brands in the sector. A strategic pillar of our value chain is geographic proximity: we proudly collaborate with partners located mainly within our production district, reducing logistics-related impacts and supporting the local economy.

Our main suppliers and partners are all located just a few kilometres from our main production site in Zanica and Treviglio, including ABB, Schneider Electric, MiFra and EleMech.

In line with this vision of proximity to both customers and the territory, we decided to strengthen our presence in Sardinia with the inauguration of a new facility in Macchiareddu (Cagliari), with the official opening in 2026. Thanks to this branch, we will ensure direct on-site operational management and maintenance activities, optimizing resources and guaranteeing operational continuity for our systems.



Awareness projects

Every year, C.R. Technology Systems organizes campaigns and projects to raise awareness among its employees and to promote environment-positive behaviours.

Some key projects:

- Plastic-free, to eliminate the single-use plastic within the company premises.
- Save-the-paper campaign, to reduce the printed paper and promote digitalization of archives.
- Support of green events such as Festival della SOStenibilità and Altro Mercato that plants trees in South America forests.

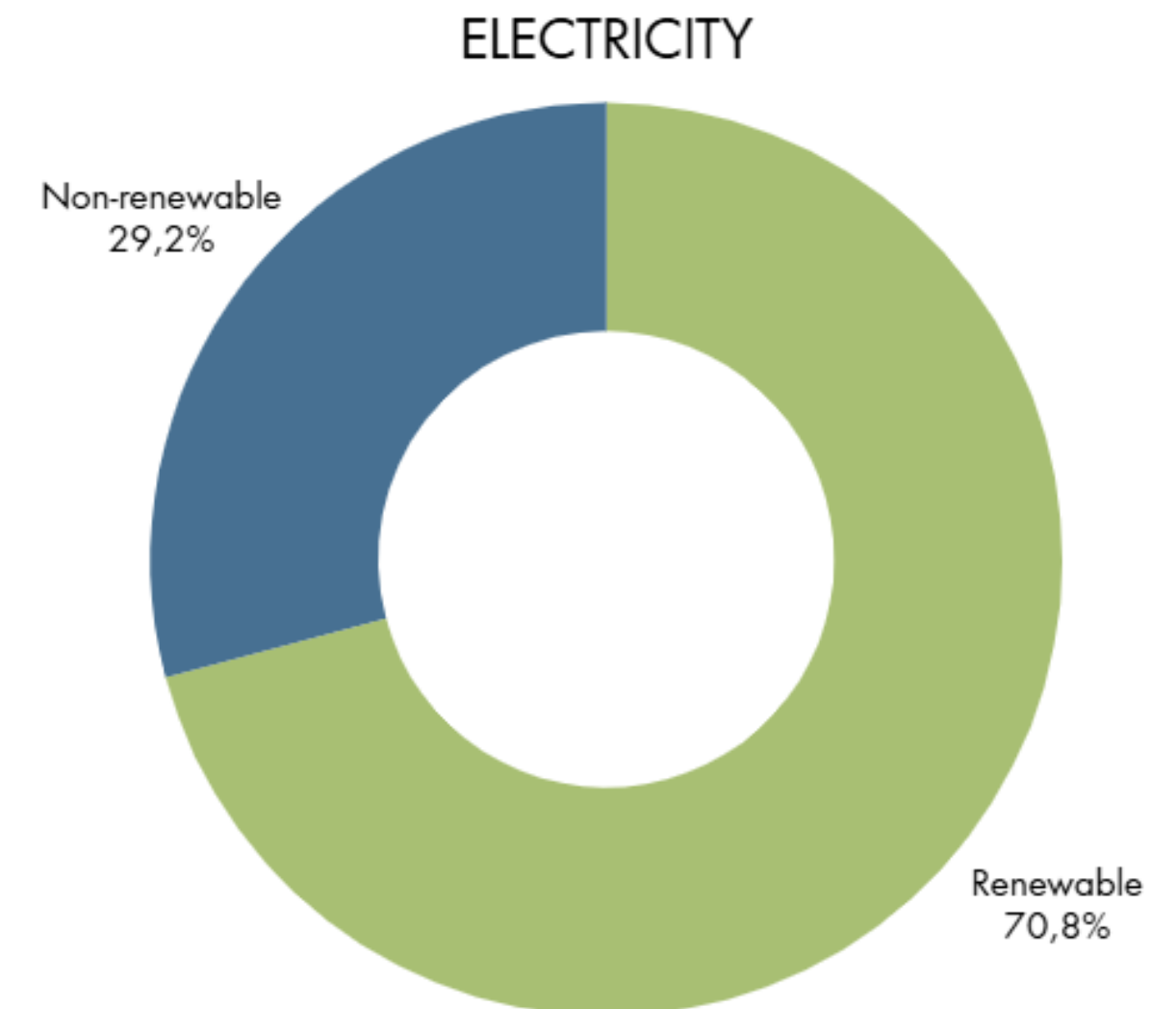
Moreover, company spaces and furniture are design to ensure a low environmental impact: facilities powered by photovoltaic panels (Treviglio and the project for the new headquarters in Ciserano), shared and optimized spaces, electric cars in our vehicle fleet.



Energy consumption

Electricity consumption in 2025 for the two main sites in Treviglio and Zanica amounted to 143,437 kWh. Of this total, 129.552 kWh were purchased, equivalent to 30,57 tCO₂e (Scope 2 location-based), while 13.885 kWh were generated from solar sources and self-consumed. Since a portion of the purchased electricity is certified zero-emissions, the Scope 2 market-based emissions amount to 18,45 tCO₂e.

| Energy source | Renewable (kWh) | Non-renewable (kWh) | tCO ₂ e (Market-based) |
|-----------------------------|-----------------|---------------------|-----------------------------------|
| Certified Green Electricity | 87.732 | 0 | 0 |
| Solar-Generated Electricity | 13.885 | 0 | 0 |
| Other electricity source | 0 | 41.820 | 18,45 |
| Total consumptions | 101.617 | 41.820 | 18,45 |

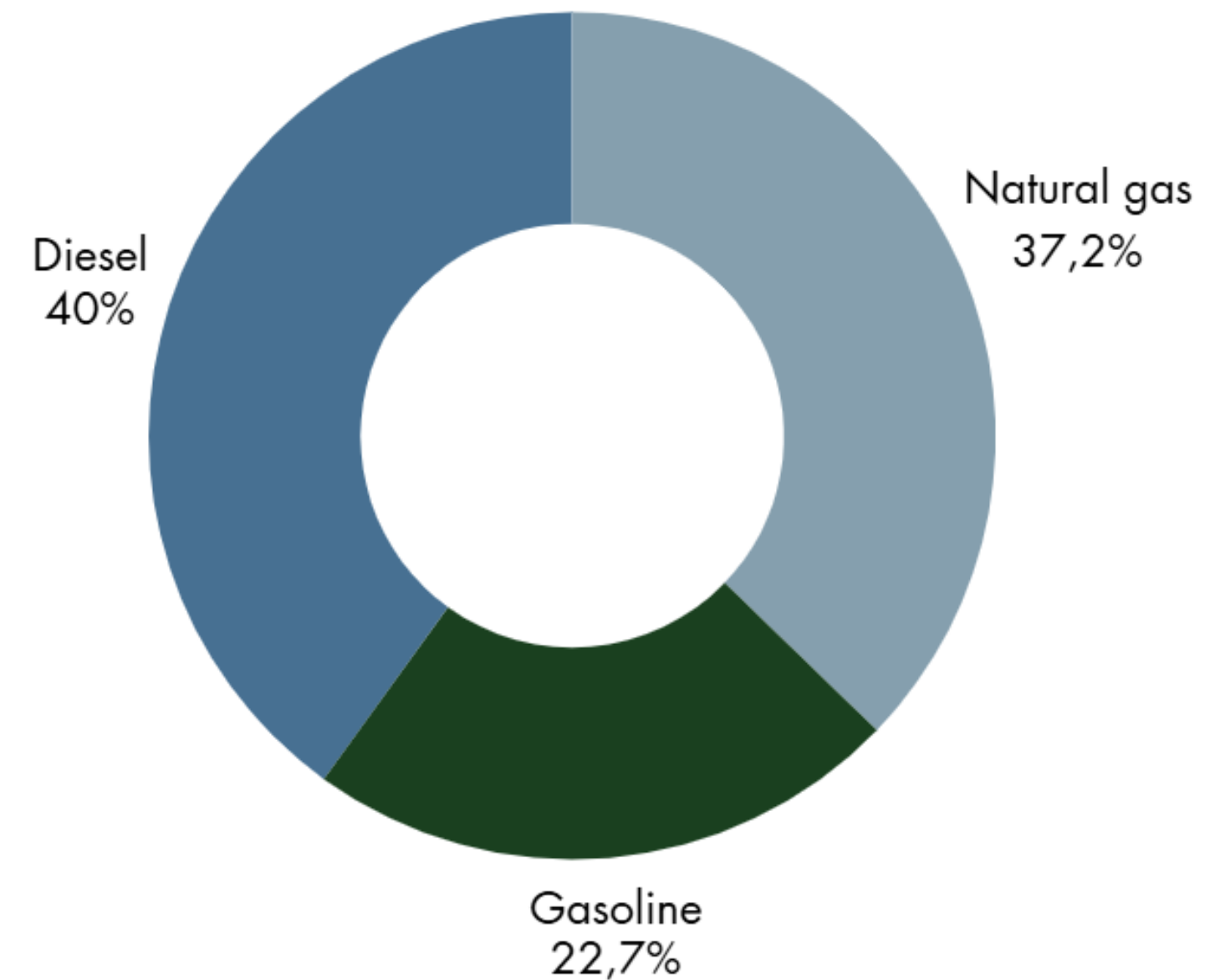


Fossil fuel consumption

Fossil fuel consumption in 2025 for the two main sites in Treviglio and Zanica amounted to 10,628 Smc of natural gas for heating and 14,590 liters of fuel for transport.

| Fuel source | Heating (smc) | Transport (Liters) | tCO ₂ e |
|---------------|---------------|--------------------|--------------------|
| Natural gas | 10.628 | 0 | 21,53 |
| Gasoline | 0 | 5.741 | 13,15 |
| Diesel | 0 | 8.849 | 23,15 |
| Total Scope 1 | | | 57,83 |

Total emissions by fuel type



CO₂ Emissions

88,40 t
CO₂e

Total emissions (Scope 1 + Scope 2) according to the location-based method.

76,28 t
CO₂e

Total emissions (Scope 1 + Scope 2) according to the market-based method.

Given the already limited level of CO₂ emissions, no specific additional reduction plan was defined for 2025. However, the company remains firmly committed to the ongoing monitoring and gradual reduction of greenhouse gas emissions.

In 2025, we recorded a total of 57,83 tCO₂e (Scope 1) in emissions generated from fossil fuel consumption.

Scope 2 location-based emissions amounted to 30,57 tCO₂e, while Scope 2 market-based emissions were 18,45 tCO₂e, thanks to the supply of certified green energy through the cancellation of GOs (Guarantees of Origin).

In relation to turnover, emission intensity (tCO₂e/EUR) throughout 2025 was 0,0000028 based on the market-based method and 0,0000029 according to the location-based method.

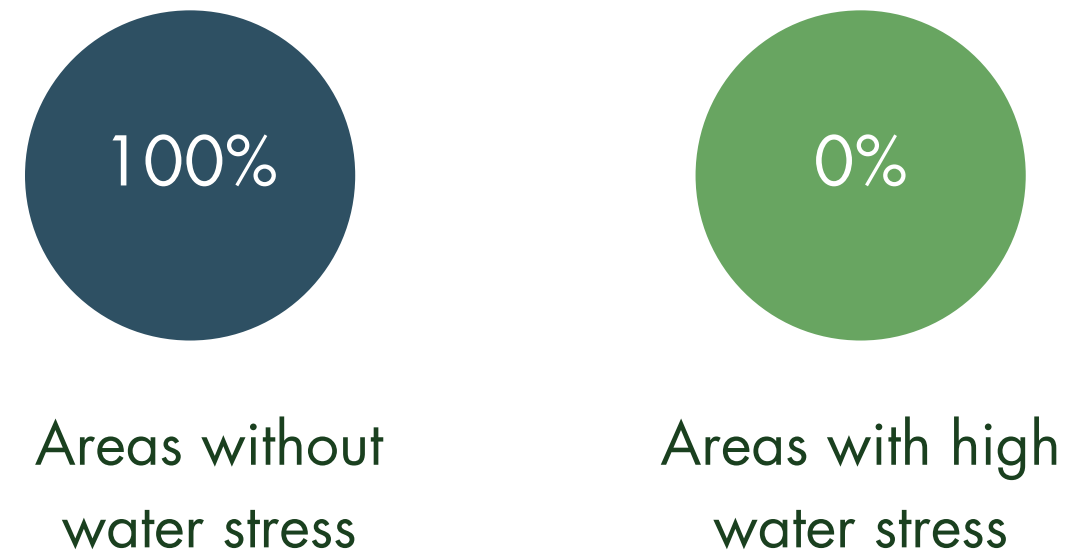
Land-use

| B5 - Biodiversity - Land-use from 2025-01-01 to 2025-12-31 [May (optional)] | |
|--|----------|
| 34 | |
| 138-141 | |
| Please select the unit used for the area (i.e. either hectares or m²): | |
| squared meters (m2) | |
| Land-use type | Area |
| Total sealed area | 12195,00 |
| Total nature oriented area on-site | 3615,00 |
| Total nature oriented area off-site | 0,00 |
| Total use of land | 15810,00 |

During the 2025 reporting period, the total land use attributable to the company amounted to 15.810 m². Of this total, 12.195 m² consist of sealed areas, while 3.615 m² are classified as naturally oriented areas located within the company site. No naturally oriented areas are present outside the company perimeter.

The land-use configuration reflects a prevalence of areas dedicated to operational activities, complemented by the presence of internal green spaces which, although limited in extent, contribute to maintaining natural elements within the site.

Water resource management



WATER SUPPLY

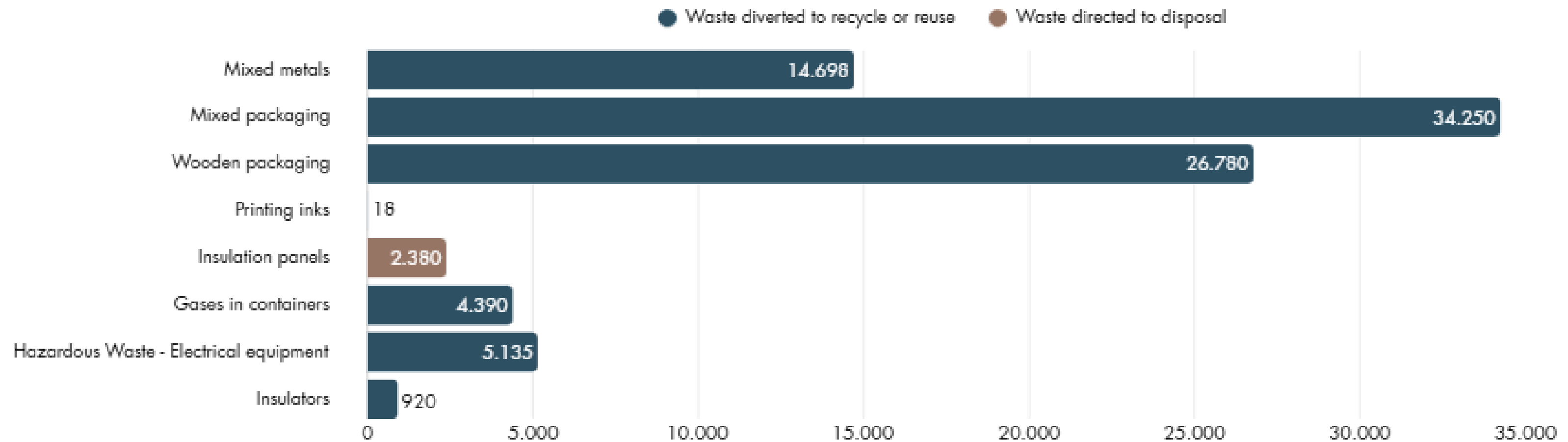
During 2025, the total volume of water withdraw destined to our company sites amounted to 599m³. This withdraw did not involve areas classified as being under high water stress, according to the relevant reference standards, with a recorded value of 0 m³ in such contexts.

WATER CONSUMPTION

The company does not carry out production processes involving significant water consumption, nor does it engage in industrial activities with high water intensity. As a result, no water discharges attributable to production processes are recorded, and water consumption is exclusively related to ordinary operational uses.

Overall, the company's water use profile shows a low impact on the resource and a limited water risk, consistent with the nature of the activities carried out.

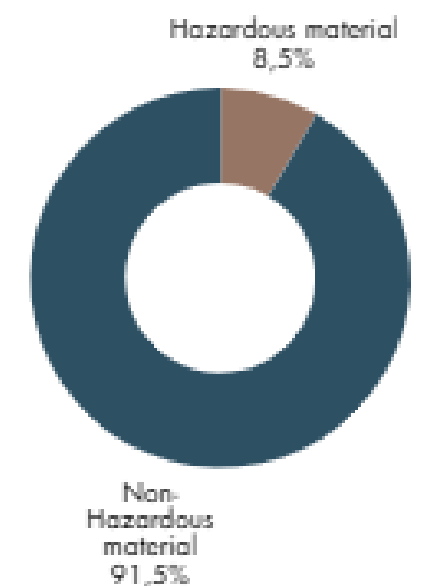
Main materials used in 2025



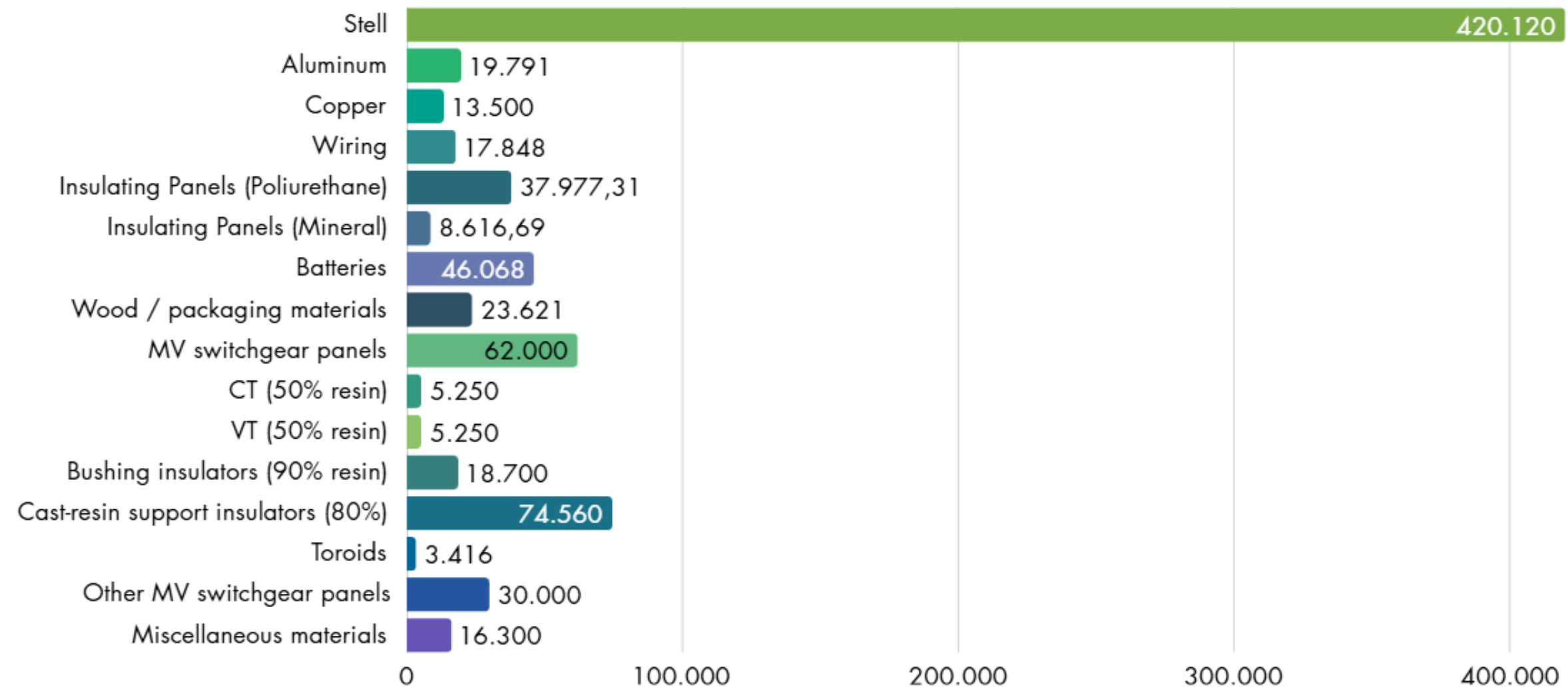
The data, expressed in kilograms, highlight a waste management approach strongly focused on recovery. Only insulating panels cannot be recovered.

The waste generated mainly consists of packaging materials (wood and plastic) and metals.

In total, in 2025 we generated 88.571 kg of waste, of which 7,515kg (8,48%) is classified as hazardous waste (of which 4.665 kg is related to the disposal of old office electronic equipment), while 81.056 kg (91,52%) is non-hazardous waste.



Annual mass-flow of relevant materials used



The table presents the main annual material flows used by the company during 2025 for its production activities. The materials reported in kilograms represent the main raw materials and key components employed in the design, assembly and manufacturing processes. These include, in particular, metals (steel, aluminium and copper), wiring materials, insulating panels, batteries, as well as wood and packaging materials.

Overall, the total weight of materials processed amounts to 803.018kg, of which 52,32% consists of steel.

A group of people in a meeting room, with a large portrait on the wall.

1. Social responsibility

At C.R. Technology Systems, we believe that a company is not only about production, but also an ecosystem where long-lasting and genuine relationships are built. It is a space where people meet, bring the value of their ideas and contribute their unique skills. Facilitating this synergy is essential to achieving shared goals.

Moreover, the company does not exist for its own sake, but operates within a network of relationships with the local community and with like-minded organizations. Over the years, we have fostered numerous value-driven projects that have enabled us to grow and continuously improve.

Living C.R. Technology Systems

At C.R. Technology Systems, we promote a concrete balance between work life and personal needs, recognizing the value of our employees' well-being. For this reason, the company has implemented a range of benefits designed to support employees throughout the different stages of their professional and personal lives, including:

- **Flexible working hours** for many departments, employees can organize their working hours by choosing, among predefined time slots, the option that best fits their family and personal needs.
- **Welfare package**, including meal vouchers, triennial welfare plan and performance-based bonuses.
- **Smart working** options for employees whose job roles allow it, to foster flexibility and greater autonomy.
- **Birthday leave**, granting an extra day off to celebrate a special occasion.
- **Training and professional development**, through the funding of courses and seminars to support skills development and career growth.
- **Team-building events**, designed to strengthen collaboration and workplace harmony.



Solidarity projects

Every year, we identify and support **non-profit initiatives** aimed at assisting vulnerable groups, with the goal of contributing to community well-being and to the development of a more inclusive and supportive society.

Over time, we have established a long-standing relationship with the ABIO Association, supporting hospitalized children and their families. We have also supported organizations active in assisting people with disabilities, individuals affected by rare congenital diseases, terminally ill patients, and initiatives focused on health prevention, such as the purchase and installation of AED (Automated External Defibrillator) devices at some of our sites. Supporting these organizations means actively contributing to a path of care, dignity and hope.

Another area that is particularly close to our values is **culture**, understood as a driver of growth, inclusion and social development. In this context, one of our most recent initiatives was the funding provided to the In_House ASP Association for the cultural project "Il Liberatorio" in Viterbo, the city where the company's roots lie. This initiative represents a concrete way for us to give back to the local community by supporting projects capable of generating a positive and lasting impact.



One of the organizations with which we have built an even stronger relationship is **Orobica Calcio Femminile**.

Through this partnership, we promote a healthy lifestyle, the values of sportsmanship, and the principle of gender equality. We believe that football is not an exclusively male domain and that a women's team deserves the same dignity and visibility. Our relationship with Orobica is a comprehensive collaboration, based on the sharing of common values such as inclusion, commitment, respect, and the development of young athletes. Believing in the value and dedication of the players, we have also offered employment contracts tailored to their specific needs, enabling them to balance their athletic commitments with professional growth.

Collaboration with students

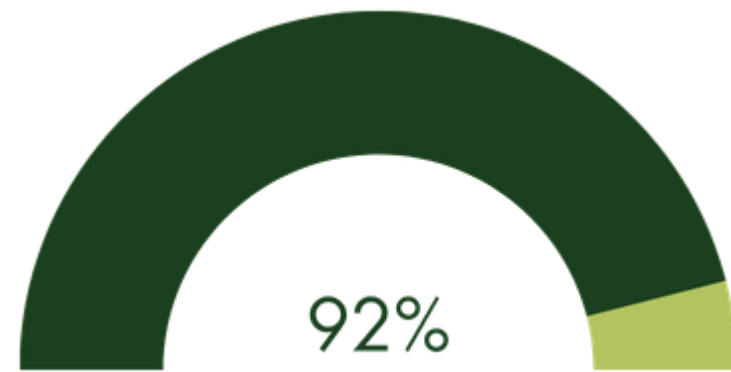
C.R. Technology Systems actively participates in initiatives addressed to students, with the aim of fostering continuity between educational pathways and the world of work. In particular, each year the company takes part in the **Job Festival** promoted by Confindustria Bergamo and organised by the employment agency Adecco, offering newly graduated students orientation programs and internal training courses. At the same time, we collaborate with schools and training institutions through various initiatives, including projects for final dissertations, work-based learning programs (PCTO), career orientation activities, internships and training programs. Through these initiatives, we contribute to the **professional development** of young people and to the **enhancement of their skills**.

For C.R. Technology Systems, these activities represent a strategic opportunity: they allow us to engage with **young talents**, share our corporate values, and make a tangible contribution to the development of the skills required by the industry. Investing in dialogue with the education system also means promoting conscious generational renewal, fostering innovation, and building long-term relationships with the professionals of the future.



Workforce characteristics

Total employees: 67



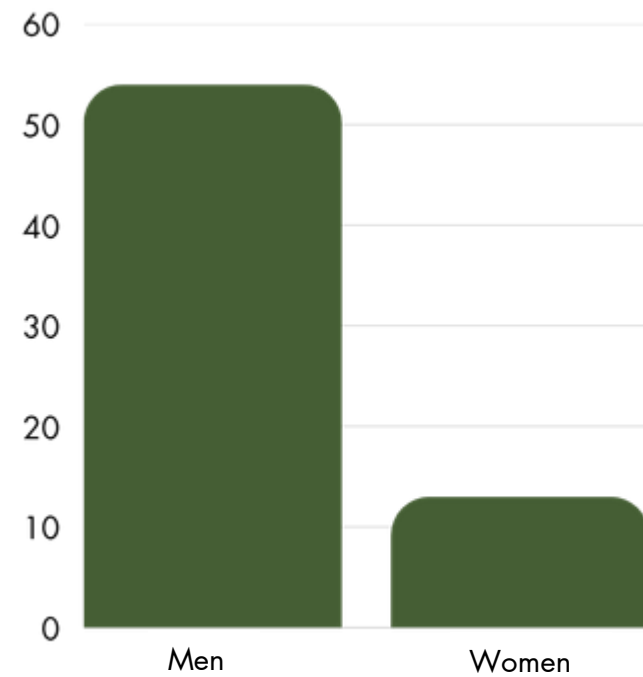
Percentage of employees with permanent contracts

The total number of employees at C.R. Technology Systems is relatively limited when compared to the company's revenue and production volumes, reflecting an efficient organization and a high level of internal expertise. In 2025, the average total workforce amounted to 67 employees, with a slightly negative employment trend characterized by less hires than departures (-1).

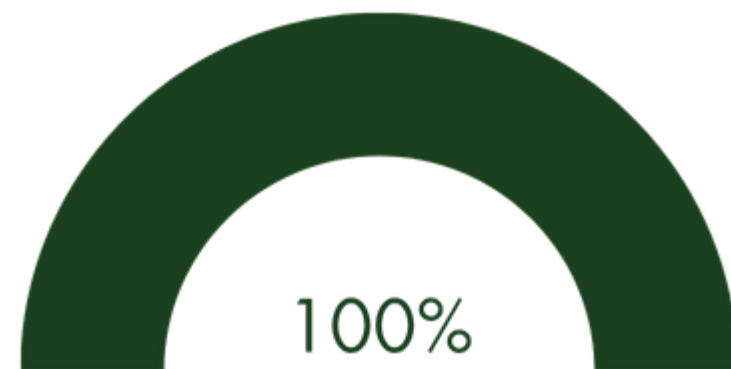
Workforce stability represents a further distinctive element: 92% of employees are employed under open-ended contracts, confirming the company's commitment to long-term investment in its people and in the development of their skills.

| Turnover index | Year 2025 |
|---|-----------|
| Number of employees at the beginning of the reporting period | 68 |
| Number of employees who left during the reporting period | 13 |
| Number of employees at the end of the reporting period (31/12/2025) | 67 |
| Employee turnover rate [%] in the reporting period | 19,26% |

Workforce characteristics



The industry in which the company operates is traditionally characterized by a strong male predominance, which is also reflected in the workforce composition: 81% men and 19% women. Female employees are present across several corporate functions, with a higher concentration in administrative, marketing and human resources roles, as well as in production activities such as wiring. Aware of this context, the company recognizes the value of gender diversity as a factor of enrichment and is committed to promoting, in line with the skills available on the labour market, a gradual increase in female representation within the organization.

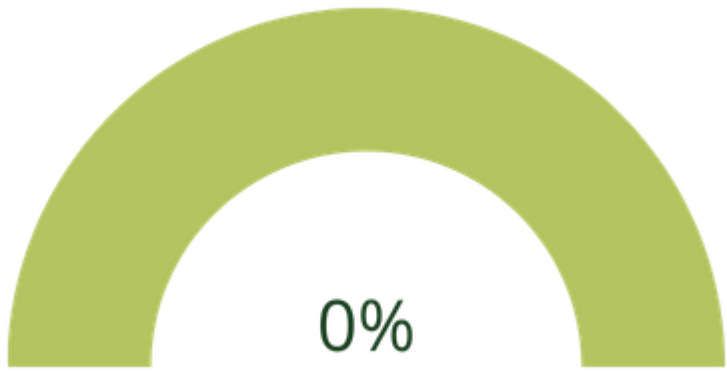


Percentage of employees with a contract in Italy

Employees come from different parts of the world; however, all employment relationships are regulated in accordance with current Italian legislation, ensuring contractual consistency, protection of rights, and fair working conditions.

The company also ensures that all employees receive remuneration equal to or above the applicable national minimum level, in compliance with the relevant collective labor agreements.

Work safety



Percentage of work-related accidents in 2025.

The protection of occupational health and safety represents a core principle for C.R. Technology Systems. In 2025, no workplace accidents were recorded. Proud of this result, made possible by the adoption of appropriate safety measures and well-structured internal regulations, we aim to continue along this path in the coming years.

| Health and Safety score | Year 2025 |
|---|-----------|
| Number of recordable work-related accidents | 0 |
| Number of hours worked by one full-time employee in the reporting period | 2088 |
| Total number of hours worked in a year by all employees in the reporting period | 139.896 |
| Rate of recordable work-related accidents in the reporting period | 0% |
| Number of fatalities as a result of work-related injuries and work-related ill health | 0 |

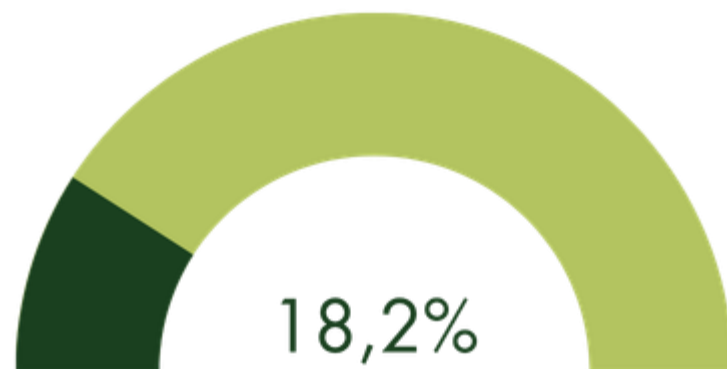


Equal opportunities

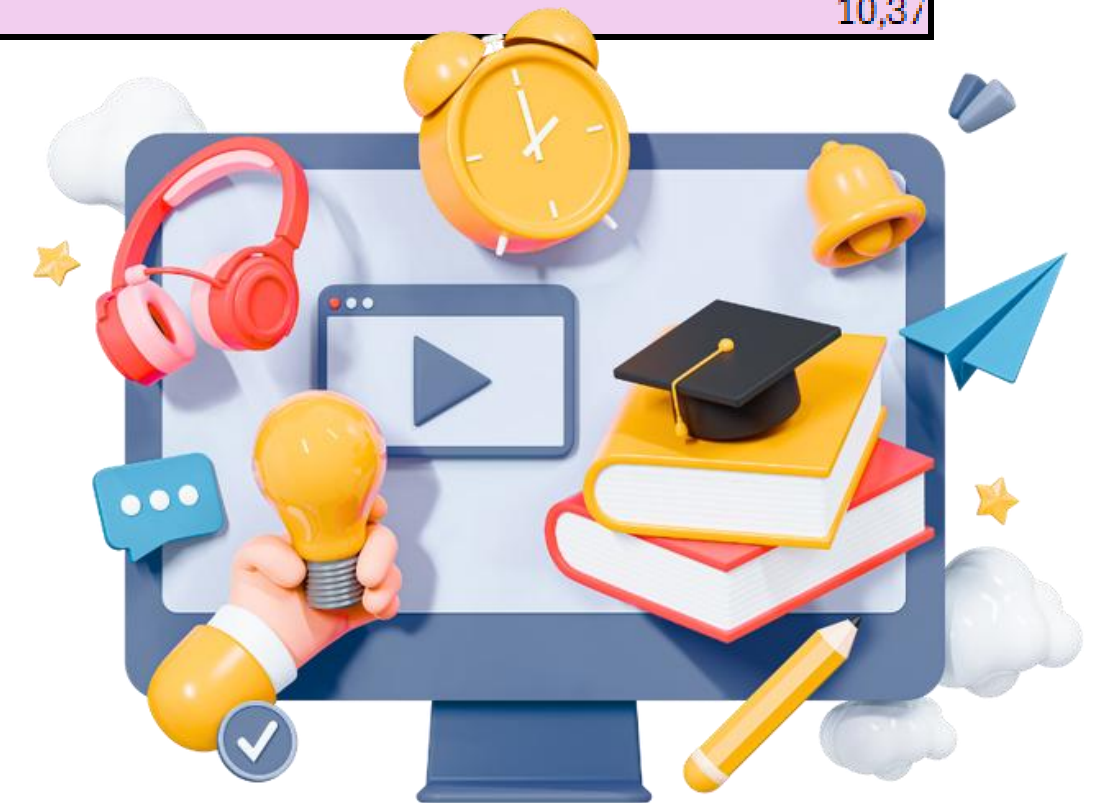
| B10 - Workforce - Number of annual training hours per employee during the reporting period from 2025-01-01 to 2025-12-31 [Always to be reported] | |
|--|--|
| 42(d) | |
| Gender | B10 - Workforce - Number of annual training hours per employee during the reporting period |
| Male | 15,74 |
| Female | 15,38 |
| Other | 0,00 |
| Not reported | 0,00 |
| Average number of annual training hours per employee | |
| | 10,37 |

As previously mentioned, the company actively promotes employee participation in seminars, webinars and training courses, with the aim of supporting professional development in the mutual interest of both employees and the company.

Table B10 reports the number of hours dedicated to training for the year 2025, with an average of 10,37 training hours per employee.



Women represent 18.2% of managerial positions. Although this share is currently limited, the company aims to foster a gradual increase in female representation in management roles over the coming years.



1. Governance

Governance represents a fundamental pillar of the ESG approach, as it ensures responsible, transparent and long-term-oriented corporate management.

A structured governance system, based on clear rules, effective controls, risk management and ethical conduct, makes it possible to safeguard people, the business and the context in which the company operates.

Governance is not merely a matter of regulatory compliance, but a strategic lever to build trust among stakeholders, prevent risks, enhance human capital and support solid and sustainable growth over time.



Corporate Policy

We have adopted a set of internal measures and policies to ensure an ethical, safe and fair working environment:

- We have implemented an **Organisational, Management and Control Model** pursuant to Legislative Decree 231/2001, aimed at ensuring proper conduct and preventing corporate risks.
- We have developed and published a **Code of Ethics** and **Corporate Policies**, also available on our website, which guide the conduct of the entire team.
- A **Whistleblowing Policy** is in place, allowing for the secure and confidential reporting of any non-compliant behaviour.
- All employees are trained on **personal data protection (GDPR)** to ensure the highest standards of privacy and information security.
- We have implemented a **Risk Management** system designed to identify, assess and monitor the company's main risks (operational, organisational, legal, reputational and IT-related), with the aim of preventing or mitigating them through appropriate actions and controls.
- **Cybersecurity** and the **protection of digital data** are considered a priority and are actively safeguarded.
- We have defined our **inclusivity values**, such as gender equality, the enhancement of diversity as a source of growth and enrichment, the inclusion of people with disabilities with attention to accessibility, respect for individual dignity, and the promotion of a collaborative and positive working environment.



Integrity and anti-corruption

| B11 - Convictions and fines for corruption and bribery from 2025-01-01 to 2025-12-31 [If applicable] | |
|---|--------------------------|
| 43 | |
| 206-209 | |
| Has the undertaking incurred in convictions and fines in the reporting period? | <input type="checkbox"/> |
| Total number of convictions for the violation of anti-corruption and anti-bribery laws | |
| Total amount of fines for the violation of anti-corruption and anti bribery laws (monetary amount) in EUR | |

C.R. Technology Systems declares that it is neither under investigation nor has it received any convictions related to corruption. The company operates in compliance with the principles of legality, integrity and transparency, supported by a structured governance system and dedicated internal policies.

In support of these statements, the following documents may be provided upon request:

- Organisational, Management and Control Model (Legislative Decree 231/2001)
- Code of Ethics
- Whistleblowing Policy
- ESG Governance Framework

1. Sustainable goals

Our goal is to continue investing in sustainability and social responsibility. In particular, we aim to:

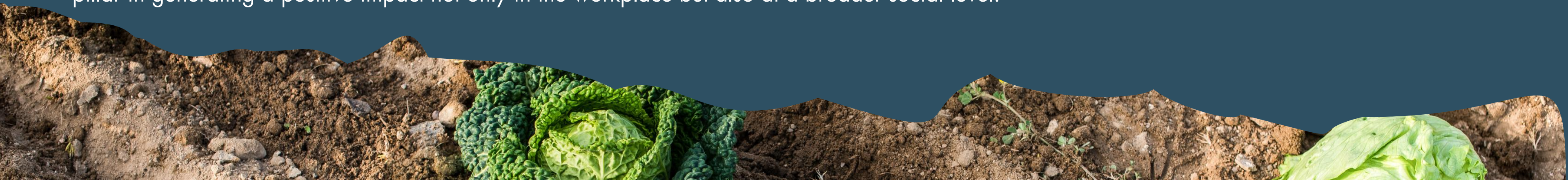
- Promote greater integration of women within our organization
- Achieve green certifications
- Reduce waste and the use of non-recyclable materials, both along our production chain and within our workplaces

At the same time, we are committed to strengthening our environmental policies through concrete actions:

- Prioritize the use of company vehicles powered by electric and/or hybrid engines
- Purchase electricity from renewable energy sources
- Increase our capacity for self-generation of electricity
- Improve our environmental performance related to waste by reducing the amount of hazardous waste produced and disposed
- Reduce CO₂ emissions through the progressive replacement of natural gas with electric alternatives

Furthermore, we continue to consider people as the foundation of our company; therefore, we will place increasing attention on valuing their role, listening to their needs, and carefully considering their ideas and contributions.

Finally, we believe that raising awareness on these topics and actively engaging people represent a key pillar in generating a positive impact not only in the workplace but also at a broader social level.





#ConnectingThePower

C.R. Technology Systems SpA