



cfle

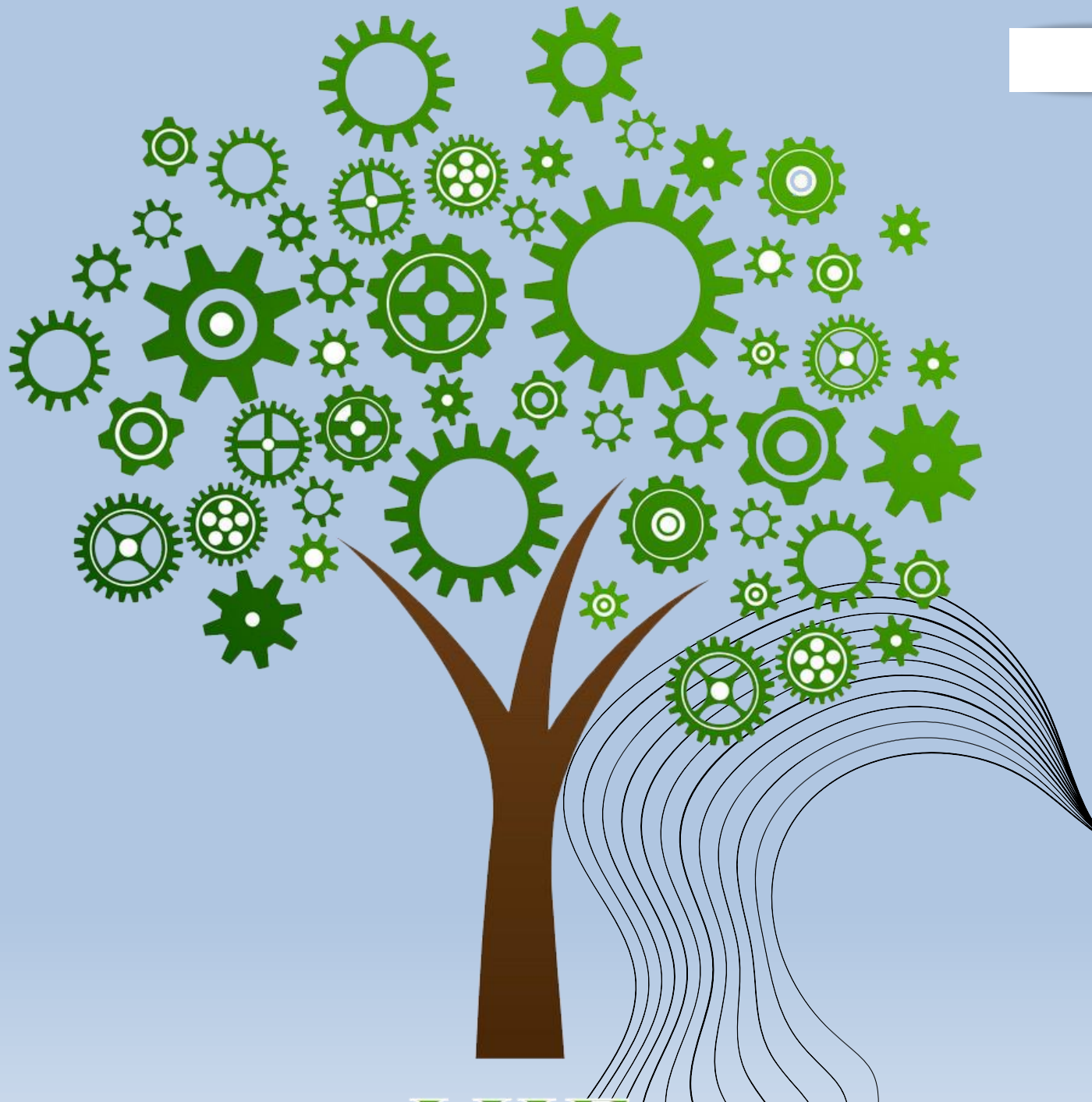
Control Cables & Systems

COFLE

KPI SUSTAINABILITY

UPDATE DECEMBER 2023





INNOVATION THROUGH SUSTAINABILITY

Dear Stakeholders,
We are proud to present our KPI from 2022 Sustainability Report, highlighting our journey, since 1964, and our ongoing commitment to CSR and environmental stewardship. This year, we've expanded our sustainability efforts to include our Turkish subsidiaries, **Cofle TK** and **Tabo**, underscoring our dedication to global environmental and social responsibility. Looking forward to 2024, we're excited to further our reach by incorporating our **Brazil** and **India** subsidiaries into our sustainability framework, reinforcing our vision for a globally sustainable and responsible business model.



ESG

ENVIRONMENTAL

- + **2,8%** electricity from renewable sources (2022 vs. 2021). Total **47,5%** [-29 tCO2e issued]
- - **3,6 %** total energy consumption per revenues (2022 vs. 2021)
- **97%** Raw materials used by recycling (Aluminium and Zamak) [-230 tCO2e issued]
- **98,7%** of the total waste is destined for recovery
- -**1.336** tCO2e of total greenhouse gas emissions (scope 1, 2, and 3)
- - **49,2%** of packaging used [-857 tCO2e issued]
- **Only 2%** dangerous waste generated per revenues in 2022

Sustainable Development Goals

ENVIRONMENTAL

7 AFFORDABLE AND
CLEAN ENERGY



- Installation of solar panels at the Pozzo d'Adda plant
- Installation of electric vehicle charging stations powered by renewable energy sources

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



- Study of new packaging to replace the use of plastic for all AM clients
- Replacement of single-use wooden boxes with reusable plastic boxes (66%)

13 CLIMATE
ACTION



- Purchase of GO certificates to increase the share of electricity from renewable sources
- Scope 3 greenhouse gas emission inventory and redefinition of reporting perimeter

2024





ESG

SOCIAL

- 100% of employees on permanent contracts
- 43% of hires are under the age of 30.
- +5,7% growth of employees (2022 vs 2021)
- +19.7% average training hours per employee (21.9) (2022 vs 2021)
- Selection and evaluation of suppliers with environmental, ethical and social criteria
- 90% of suppliers from Cofle SpA have certifications.
- - 24.7% reduction in the accident severity index.
- Projects for the sustainability of the territory

Sustainable Development Goals

SOCIAL

3 GOOD HEALTH
AND WELL-BEING



- Pursuing of the prevention project with free medical visits for employees in collaboration with LILT (Italian League for the Fight against Cancer)

5 GENDER
EQUALITY



- Increase in the percentage of female presence in the company (with the opening of the new logistics hub)

2024



ESG

GOVERNANCE

- **5.3%** increase in Economic Value Generated (2022 vs 2020)
- Investments in Research and Development; 8 Patents
- Corporate Code of Ethics
- Adoption of "Organizational, Management, and Control Model" pursuant to Legislative Decree No. 231/2001*
- Integrated Quality and Environment Management System in compliance with UNI EN ISO 9001 and 14001 standards
- Internal Dealing procedure
- Procedure for Inside information and the Insider Registry
- Procedure for Related Party Transactions

* Model 231 is a fundamental tool for establishing guidelines and procedures aimed at preventing the commission of certain crimes, as well as for promoting a corporate culture based on ethics and compliance with current regulations. Moreover, it provides a mechanism to demonstrate the company's commitment to the prevention and management of potential violations, helping to protect both the company itself and its interests and stakeholders.

Sustainable Development Goals

GOVERNANCE

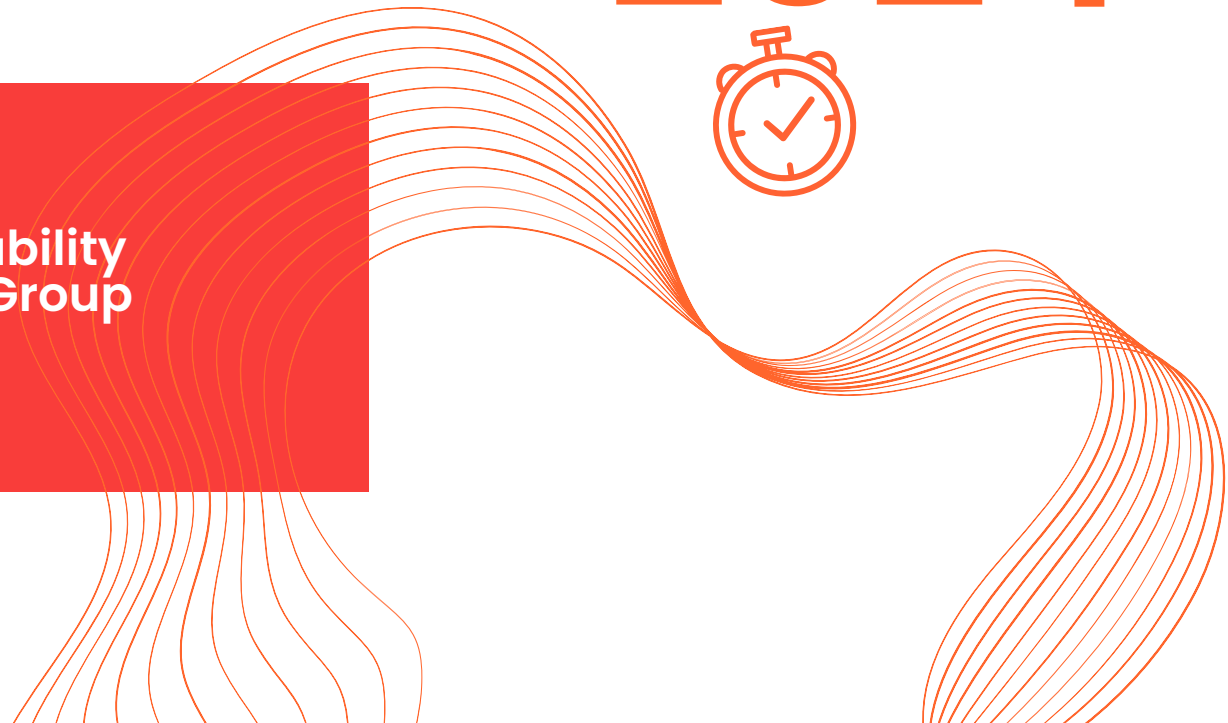


- Study and inclusion of ESG goals in the remuneration systems of Managers

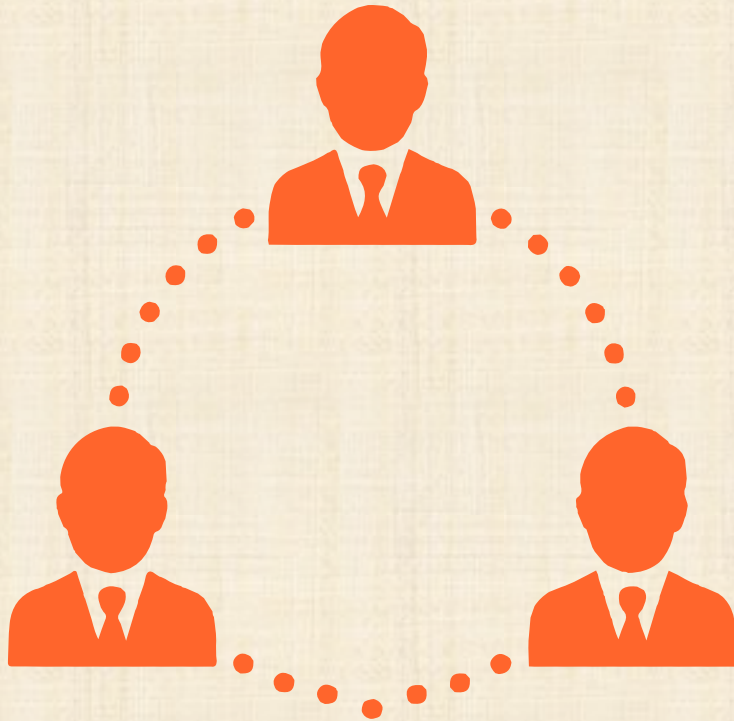


- Gradual expansion of the sustainability reporting scope to fully cover the Group consolidation.

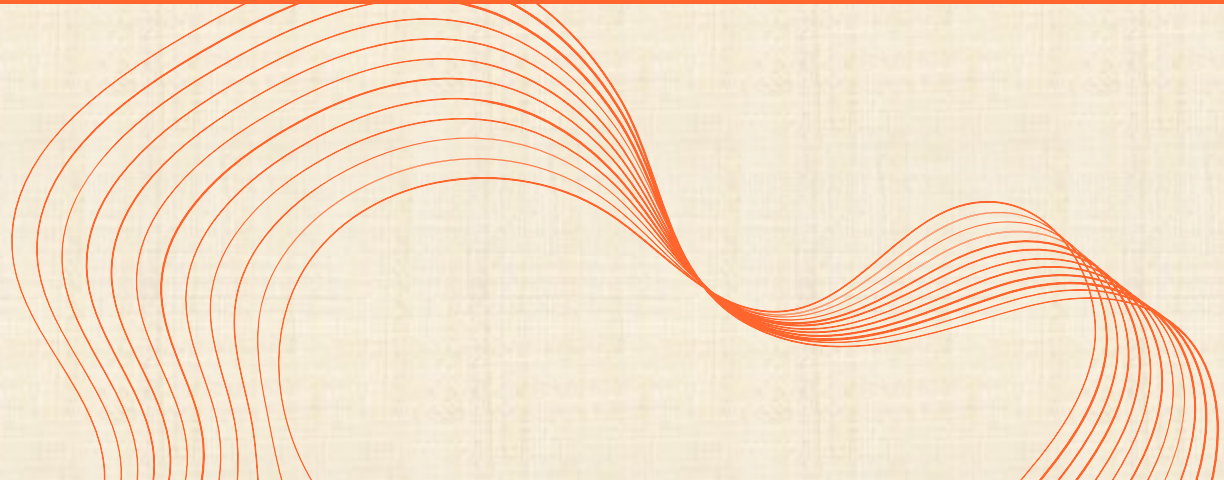
2024



Materiality Analysis



- Identification of Sustainability Issues
- Relevance of issues for Cofle
- Relevance for the stakeholders



MATERIALITY ANALYSIS



RILEVANZA PER GLI STAKEHOLDER

MOLTO ALTA

ALTA

MEDIO-ALTA

MEDIO-ALTA

ALTA

MOLTO ALTA

RILEVANZA PER COFLE



NEXT IMPORTANT STEPS

**DEFINITION OF
SUSTAINABILITY GOALS
2025-2030**

**CONSOLIDATED
SUSTAINABILITY REPORT 2023
ITALIAN AND FOREIGN PLANTS
To be published NOV 2024**

**REDUCE CARBON FOOTPRINT
ALONG THE ENTIRE VALUE
CHAIN BY 2030**

RELY ON GOOD HANDS.

Be alongside our clients in creating products and services perfect for the moment but driving to the future.

This is the Cofle Way.