



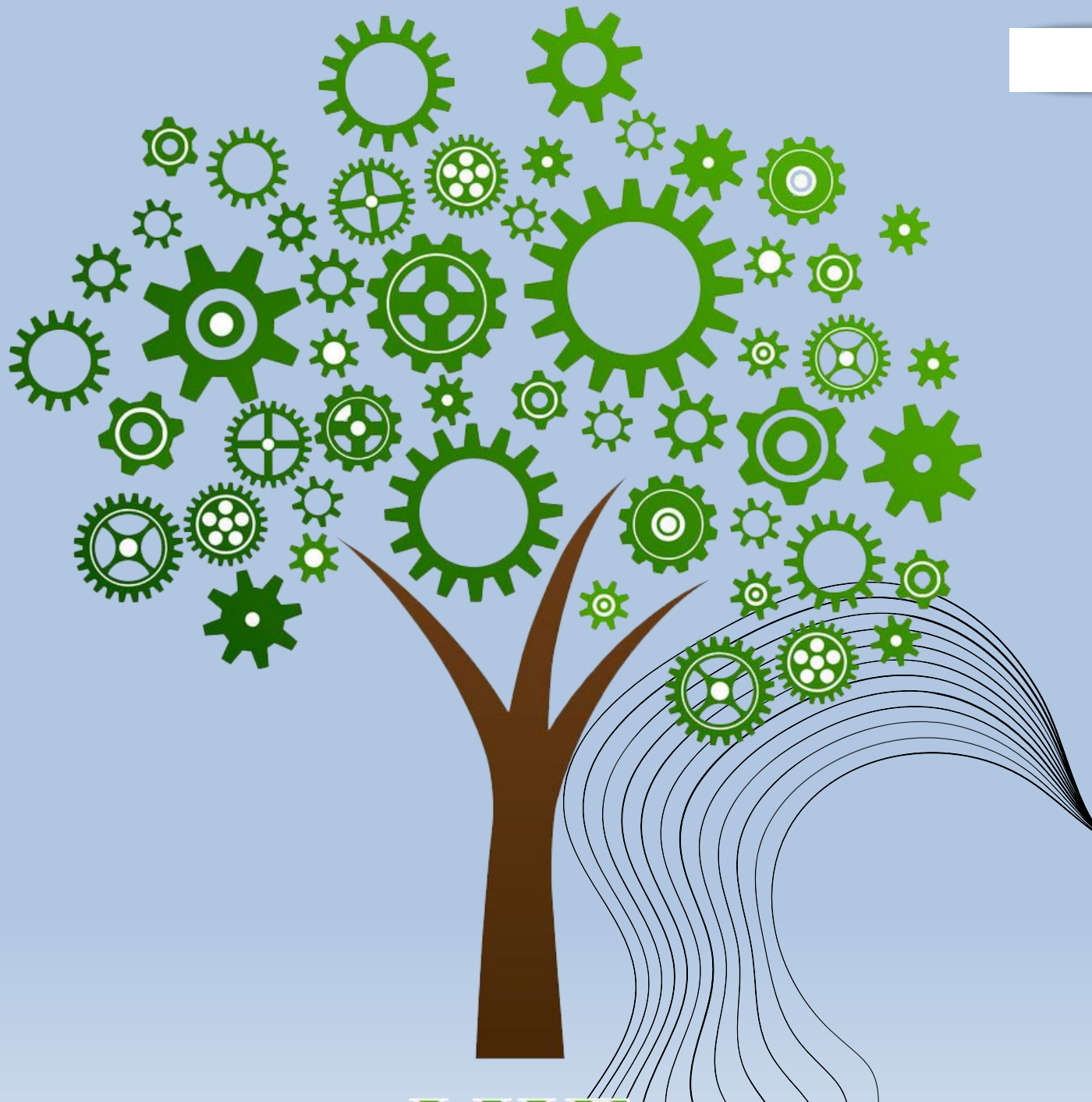
COFLE

KPI SUSTAINABILITY

UPDATE NOVEMBER 2024

cfle
Control Cables & Systems





INNOVATION THROUGH SUSTAINABILITY

Dear Stakeholders,
We are proud to present our KPI from 2023 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 2025, 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

- 12,4% electricity from renewable sources (2023 vs. 2022).
- - 15,2 % total energy consumption per revenues (2023 vs. 2022)
- 97% Raw materials used by recycling (Aluminium and Zamak) [-230 tCO2e issued]
- 65% of recyclable plastic packaging
- Only 4,4% dangerous waste generated per revenues in 2023
- 98,1% of the total waste is destined for recovery
- -12,3% tCO2e of total greenhouse gas emissions (scope 1, 2, and 3 -2023 vs. 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
- 35% of hires involve people under 30
- 4,360 total hours of training provided (Cofle SpA +26.9% in 2023 vs. 2022)
- Supplier selection and evaluation based on environmental, ethical, and social criteria
- 90% of Cofle SpA suppliers are certified
- 0% accident rate with serious consequences
- Projects for local sustainability

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

- 10% increase in Economic Value Generated (2023 vs 2022)
- 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
- Adoption of the Organizational Model of Management and Control D.Lgs . 231/01

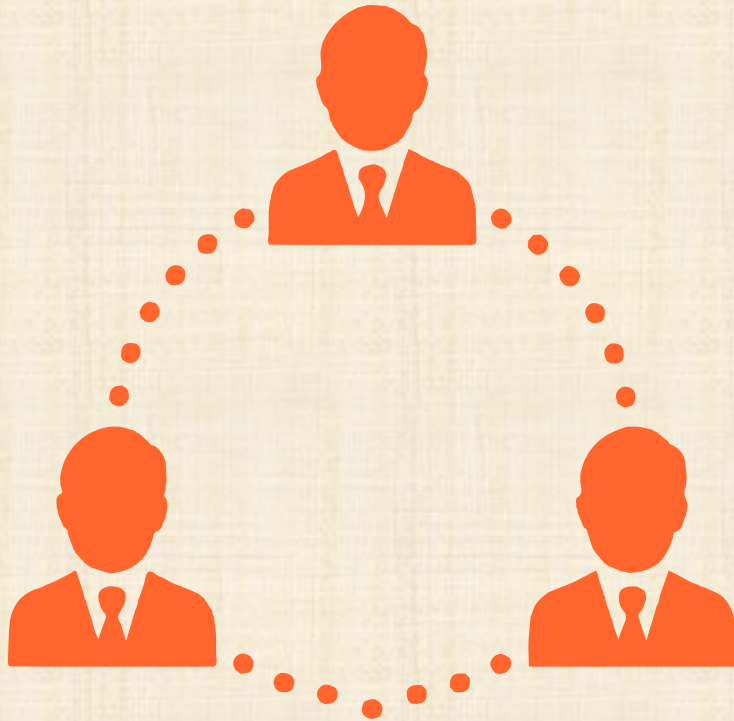


- Gradual expansion of the sustainability reporting scope to fully cover the Group consolidation.

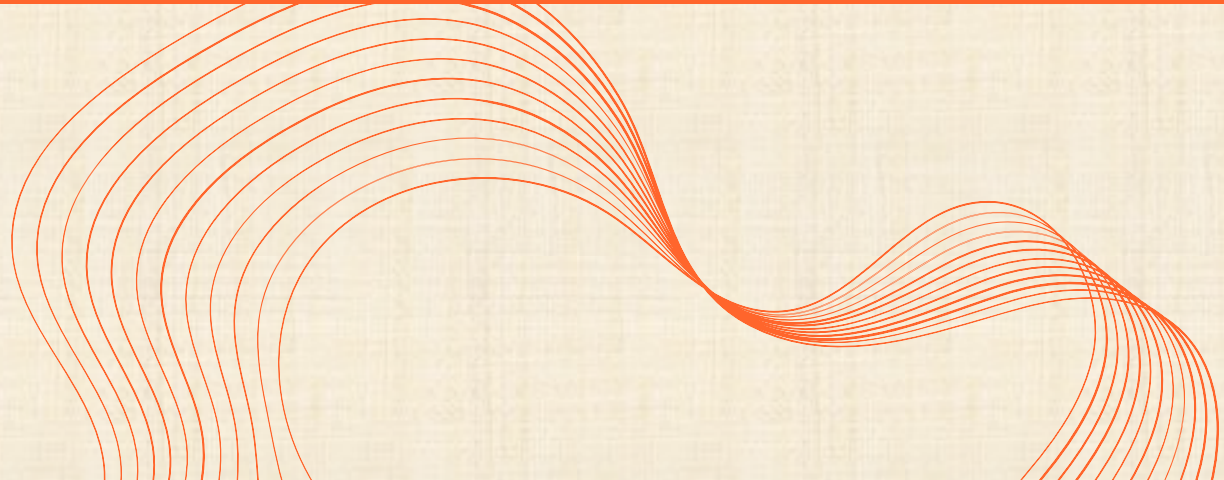
2024



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 2024
ITALIAN AND FOREIGN PLANTS
To be published NOV 2025**

**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.