



SUSTAINABILITY REPORT 2025

PEOPLE. TECHNOLOGY.
A CLEANER TOMORROW.

FILTRATION
FOR A BETTER WORLD

Letter to Stakeholders

MP Filtri Group

Sustainability Report 2025

Dear Stakeholders,

We are pleased to present the first Sustainability Report of the MP Filtri Group, which inaugurates a reporting process to be repeated and improved in the following years.

This first edition gives greater visibility to commitments that have long been part of the way we operate and, at the same time, establishes a baseline from which to measure progress, identify priorities and define our future direction with greater awareness.

2025 was an important year in the Group's development. Alongside the continued international growth of our operations, we strengthened our industrial foundations through significant investments in production capacity and technology, including the completion and start-up of the new filter element workshop in Italy. These developments reflect our ambition to grow while preserving the values, expertise and long-term perspective that have always characterized MP Filtri.

People remain central to this path. In 2025, the Group employed almost 500 people worldwide, around 95% of whom held permanent contracts. We continued to invest in health and safety, training, welfare, equal opportunities and employee wellbeing. At our Headquarters alone, more than 2 500 hours of training were delivered, while MP Filtri S.p.A. achieved UNI/PdR 125:2022 Gender Equality Certification, an important milestone in our commitment to a fairer and more inclusive workplace.

Our environmental commitment is increasingly supported by measurable data. In 2025, 47% of purchased electricity came from renewable sources, while our photovoltaic systems generated 457.3 MWh of electricity. We also strengthened the monitoring of greenhouse gas emissions, water use, materials and waste, creating a more robust basis for future improvement and for progressively integrating sustainability into our decisions and supply chain.

This Report is therefore both a milestone and a starting point. We know that sustainability requires continuous improvement, reliable data and shared responsibility. We will continue this journey with transparency and determination, working with our employees, customers, suppliers and communities to create lasting value for the Group and all its stakeholders.

MP Filtri Group

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EXECUTIVE OVERVIEW 2025



MP FILTRI AT A GLANCE

More than 60 years of innovation, expertise and international growth.

Since its foundation in 1964, MP Filtri has evolved from an Italian family-owned company into an international Group operating across four product lines, with a global sales and service network covering more than 100 countries.

HERITAGE 1964 YEAR OF FOUNDATION Founded in Milan by Bruno Pasotto, marking the beginning of a long-term entrepreneurial journey.	PORTFOLIO 4 PRODUCT LINES Hydraulic Filtration, Contamination Control Solutions, Power Transmission and Hydraulic Tank Accessories.
GLOBAL REACH 100+ COUNTRIES SERVED A worldwide network combining subsidiaries, authorized dealers and resellers.	INDUSTRIAL GROWTH 2025 YEAR OF NEW PRODUCTION CAPACITY Completion and start-up of the new filter-element workshop in Italy, supported by photovoltaic generation.

VISION TO REPRESENT EXCELLENCE IN THE HYDRAULIC SECTOR Delivering innovative and sustainable hydraulic solutions that support productivity and performance for customers and business partners.
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MISSION - FOUR DRIVERS

GLOBAL PARTNER, LOCAL PRESENCE	EXPLORATION	TRAINING	DETERMINATION
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ENVIRONMENTAL PERFORMANCE

Building a measurable baseline for continuous improvement.

In 2025, MP Filtri strengthened the measurement of energy consumption, greenhouse gas emissions, water use, materials and waste across its reporting perimeter.

ENERGY 47% RENEWABLE PURCHASED ELECTRICITY 2,600 MWh of purchased electricity came from renewable sources.	ENERGY 457.3 MWh SOLAR ENERGY GENERATED Photovoltaic systems generated 457.3 MWh; 87% was directly consumed by the Group.
CLIMATE 3 483.3 TCO2E SCOPE 1 + SCOPE 2 Total reported direct and purchased-electricity emissions in 2025.	CLIMATE 42.4 TCO2E / EURM GHG INTENSITY Emission intensity calculated against Group turnover of EUR 82.1 million.
RESOURCES 36 171 m3 NET WATER CONSUMPTION Calculated as the difference between water withdrawals and discharges.	CIRCULARITY 68.3% WASTE RECYCLED OR REUSED 902 tonnes out of approximately 1,320 tonnes generated were directed to recycling or reuse.

OUR DIRECTION

EFFICIENCY • RENEWABLES • MEASUREMENT • CIRCULARITY

Energy efficiency, renewable electricity, photovoltaic generation, emissions monitoring and circular use of resources are progressively integrated into the Group's environmental management approach.



PEOPLE, SKILLS & SAFETY

Investing in people as a driver of long-term value.

MP Filtri promotes stable employment, professional development, employee wellbeing, equal opportunities and safe working conditions throughout the Group.

EMPLOYMENT 436 EMPLOYEES WORLDWIDE Group workforce as of 31 December 2025.	EMPLOYMENT 94.7% PERMANENT CONTRACTS 413 of 436 employees held permanent contracts.
SKILLS 2 677 h TRAINING DELIVERED AT HQ 1,377 hours on health & safety and 1,300 hours on technical and soft skills.	SKILLS EUR 143k TRAINING INVESTMENT Investment in training at Headquarters during 2025.
SAFETY 82% EMPLOYEES COVERED BY OHS SYSTEM Coverage of employees by an Occupational Health and Safety Management System.	SAFETY 0.54 INJURY RATE 2 recordable injuries over 747,370 hours worked; no fatalities recorded.

2025 MILESTONE

UNI/PdR 125:2022 GENDER EQUALITY CERTIFICATION

Achieved by MP Filtri S.p.A. on 30 October 2025, reinforcing a structured commitment to equal opportunities, career development, pay equity, parenthood and work-life balance.



RESPONSIBLE GOVERNANCE

Ethics, transparency and accountability supporting sustainable growth.

MP Filtri's governance framework integrates strategic direction, compliance, certified management systems and responsible business practices to support long-term development.

01 ETHICS & COMPLIANCE

Organization, Management and Control Model pursuant to Italian Legislative Decree 231/2001, supported by the Code of Ethics and an independent Supervisory Board.

02 QUALITY & ENVIRONMENT

Italian production sites operate under ISO 9001:2015 Quality Management and ISO 14001:2015 Environmental Management systems.

03 RESPONSIBLE SUPPLY CHAIN

Supplier Sustainability Policy covering legal and ethical compliance, environmental responsibility, labour and human rights, transparency and continuous improvement.

04 EQUALITY & INCLUSION

Gender Equality Policy under UNI/PdR 125:2022 covering recruitment, training, career development, remuneration, parenthood and work-life balance.

2025 INTEGRITY INDICATORS

3	0	0	0
WHISTLEBLOWING REPORTS	CORRUPTION CASES	DISCRIMINATION / HARASSMENT REPORTS	INFORMATION SECURITY INCIDENT REPORTS

GOVERNANCE FOUNDATION

STRUCTURE • CONTROL • CERTIFICATION • RESPONSIBILITY

Governance and compliance practices provide the organizational framework for responsible decision-making and continuous improvement across the Group.

1. MP Filtri journey to Sustainability



1.1 From Product Performance to Corporate Responsibility

Sustainability at MP Filtri is inherent in what we do. Our approach is rooted in the Circular Economy model, moving away from "take-make-waste" toward a model where fluids cleanliness, fluids life extension and resource conservation are the standards.

We recognize that in the modern industrial landscape, ESG Governance alignment is becoming critical for all our stakeholders. While our technology provides the technical capacity for resources efficiency, we are equally committed to strengthening our internal environmental management systems.

We even recognize that sustainability is a journey of permanent improvement. Our first baseline, calculated using internationally approved screening methodologies, serves as a foundation for future reduction efforts. We will continue to refine our data and work closely with suppliers to reduce our total footprint while helping our customers achieve their targets.

1.2 What we do

MP Filtri is a family-owned multinational Company, whose product range can be split into four main lines, all of them dedicated to hydraulic applications and mainly to the cleanliness of hydraulic fluids:

- Hydraulic Filtration products;
- Contamination Control Solutions (composed by: Contamination Monitoring Products and Mobile Filtration Units);
- Power Transmission components (Bellhousings and Couplings for hydraulic circuits)
- Hydraulic Tanks Accessories

The application sectors that MP Filtri's products are focused on are ranging from industrial to mobile operating machines, such as earthmoving machinery, wind turbine generators and machinery for the plastic industry, made by the most prestigious global manufacturers.

Immediately after its creation, MP Filtri embarked on a continuous growth path until it assumed a leadership position, on a global scale, in the field of hydraulic filtration solutions, contamination monitoring systems and power transmission components in hydraulic circuits. Now MP Filtri products are internationally recognized as cutting-edge technology masterpieces.

1.3 Where we are

The Group operates in Italy through three sites: two of them are based in Pessano con Bornago (Milan province) where Headquarters are located with the general management, assembly activities for Hydraulic Filtration products and the Research and Development laboratory, and a separate production facility for Power Transmission components; quite close to them, in Lurano (Bergamo province), MP Filtri owns an aluminum foundry, where the aluminum components of MP Filtri product range are produced through a die-casting process and locally machined.

The global production presence is completed by MP Filtri UK, based in Evesham, where all the MP Filtri's Contamination Monitoring Products (CMP) are designed and produced; USA, in Quakertown (Pennsylvania); India, in Bangalore; and China, in Shanghai.

Other subsidiaries in Canada, France, Germany, UAE, and Singapore carry out commercial, logistical and technical support functions, allowing the Group to be present and operate directly in the reference markets. This organizational architecture, combined with an extensive network of distributors and resellers, allows the combination of cutting-edge technology standards with a widespread territorial presence, enhancing the product offering to the needs of each specific context.

The Group is now active worldwide, through its sales and service network consisting of own subsidiaries, authorized dealers and resellers present in over 100 Countries.

1.4. Our history



MP Filtri, as a family-owned Company, was founded in 1964 by Bruno Pasotto. His intuition and vision took the company to an international position. A success story whose legacy was collected, with passion and determination, by the second generation that led MP Filtri to assume a multinational dimension with a functional structure consisting of a selected management team, who thrive on passion, drive, determination and skill.

Year	Milestone
1964	MP Filtri is founded in Milan, Italy
1971	Transfer of the premises to Gorgonzola (Milan province), Italy
1980	Acquisition of a mechanical workshop in Lurano (Bergamo province), Italy
1983	Acquisition of a building with shift of registered offices and workshop to Pessano con Bornago (Milan province), Italy
1985	Opening of subsidiary Company in Atlanta, USA
1988	Opening of subsidiary Companies in UK and Germany
1989	Acquisition of Company ZFLUID, specialized in bell-housing design and manufacturing
1995	The mechanical workshop in Lurano is upgraded to die-casting aluminum components foundry, in addition to the still operative machining processes
2001	Launch of a further product line dedicated to Contamination Monitoring Products (CMP) designed and manufactured in UK
2003	Launch of a further product line dedicated to Bellhousings and Couplings Transfer of the USA subsidiary Company from Atlanta to Philadelphia
2007	Acquisition of new premises for Headquarters registered offices and hydraulic filtration products assembly in Pessano con Bornago Opening of subsidiary Companies in France and China
2012	Opening of subsidiary Company in India
2015	A brand new, state-of-the-art Research & Development Centre is inaugurated in Pessano con Bornago premises
2017	Bellhousings and Couplings product line is upgraded to Power Transmission Division
2020	USA subsidiary becomes a production site for hydraulic filtration products Subsidiary Company in China moves to a new location in Shanghai
2021	Subsidiary Company in France moves to a new location near Lyon
2022	Opening of subsidiary Company in Singapore Opening of subsidiary Company in UAE
2023	Subsidiary Company in UK is moving to a new location in Evesham, with a bigger production site dedicated to Contamination Monitoring Products (CMP)
2025	Completion and made operational of a brand-new workshop for filter elements, one of the most significant investments in the history of MP Filtri. The structure, powered by a photovoltaic system, features latest-generation assembly points, and is directly connected to existing warehouses, neutralizing the main risk factor for interference between operators and vehicles.

1.5. Our Vision & Mission

Vision

TO REPRESENT THE EXCELLENCE IN THE HYDRAULIC SECTOR

MP Filtri Group of Companies is completely committed to meeting the needs of our customers and business partners in their hydraulic applications. We are guided by an entrepreneurial spirit that drives both our thinking, actions and ensures we can meet our goal of delivering innovative and sustainable solutions that increase productivity and performance for our clients' activities.

Mission

MP Filtri's global mission can be split into the following no.4 specific subjects:

BEING A GLOBAL PARTNER WITH A LOCAL PRESENCE

We constantly pursue technological excellence and develop solutions focused on innovation and continuous improvement. The needs of our customers and business partners are always met, thanks to the preparation and availability that characterizes our people, in all locations worldwide, to establish MP Filtri as a global partner with a local presence.

EXPLORATION

By analyzing industry applications in the sector of our focus, we try to anticipate market trends and seize every new opportunity.

TRAINING

We try transforming experience gained into valuable expertise, which allows us to face every new and current challenge.

DETERMINATION

We continue to innovate, combining high performance with a unique ability to develop and bring to market a new series of products.



1.6. Our Values

Integration, maximum Flexibility and attention in creating solutions with added value for the Customer, the highest Competency level and Passion for innovation, constitute, from the beginning, the distinctive heritage of MP Filtri, fully shared by the entire organization. MP Filtri Group main values are:

Passion to Perform

Every employee at MP Filtri shares the same passion for their work. Our people are committed to quality and do their jobs with enthusiasm. The dedication of each employee determines the overall success of the company. “Passion to perform” was, is and will be the pay-off of our Company.

Focus on Efficiency

MP Filtri is committed to designing products that enhance the maximum productivity and energy saving for its customers.

Innovative by Nature

At MP Filtri each project we undertake helps us build up a wealth of knowledge and technical expertise which can be used to deliver high-quality solutions for the future. Listening to our partners’ needs and purposes represents a primary part of this process: we could state that “*innovation comes from listening*”.

R&D that Generates Value

Our Research & Development team, located in an internationally recognized, state-of-the-art Center, develops and creates prototypes of new products – evaluating them in terms of performance, size and design. They not only make use of the very latest software technology but also collaborate with prestigious Italian universities.

Competence

The know-how and experience acquired over the years enables us to master all technological challenges.

Customer Orientation

For MP Filtri, customer satisfaction becomes an actual parameter to measure and enhance results and performance, with the aim of achieving competitiveness and business excellence.

It is MP main goal to always be at the cutting edge – meeting the technical needs of our customers; delivering an effective service and anticipating future market developments.



1.7. Technological features for sustainability

By producing a range of products whose primary target is restoring and monitoring lubricant cleanliness and protecting machinery from abrasive wear, we facilitate a circular lubrication model where oil is cleaned, restored, and returned to service repeatedly.

By continuously removing and monitoring particulate contamination, moisture, water and oxidation byproducts, our systems prevent the chemical degradation that leads to premature oil changes.

The results are tangible and verifiable in terms of:

- Carbon Savings: For every Liter of fluid saved, we prevent up to 3kg of CO₂ equivalent from entering the atmosphere.
- Asset Life Extension: We reduce the embodied carbon associated with replacement parts and overhauls by protecting components from abrasive wear.
- Energy Efficiency: Clean lubrication directly reduces frictional losses, allowing equipment to operate at peak efficiency and consume less electricity, or fuel.

In addition to that, one of our biggest drivers, strictly connected to sustainability, is the digitalization of our products and services: as stated by UNEP (United Nations Environment Program), *“by leveraging digital technology positively and responsibly, we can tackle several environmental challenges”*.

To that purpose, our Contamination Monitoring Products (CMP) have a direct link to the fully-digitalization of the information, since the data monitored and managed by our Contamination Monitoring Products can be digitally stored and accessed in cloud, even through our dedicated app, called CMP View.

As far as our Hydraulic Filtration products are concerned, we recently introduced our “DTI”, a clogging indicator for our hydraulic filters which integrates the bi-directional communication between filter sensor and the user’s controlling system for different parameters, such as differential pressure across filter element (to monitor how much the filter element is clogged) with other parameters such a fluid temperature

Switching from products to services, MP Filtri is providing different digital services to its Clients, most of them web-based and simply available and usable: to support the selection and replacement of hydraulic filters, MP Filtri provides customers with its sizing software, a digital tool that allows users, given a certain process data set and a specific connection, to quickly and accurately identify the filter, filter element and eventual clogging indicator that suits the need, with detailed code, data sheet and performance data. Similarly, MP Filtri has developed dedicated selection software for bellhousing and couplings, simple yet highly comprehensive. By entering just a few intuitive parameters, the tool allows correct sizing and selection of the most suitable couplings and bell housings for motor-pump groups, both for electric and combustion engines.

Then, for its whole production range, MP Filtri has developed and made available on its website the complete library of CAD files, including 3D product files.

2. Environmental responsibility



2.1. Climate change

The MP Filtri Group's energy consumption for 2025 is presented in the following tables and expressed into Megawatt hours, broken down into the Group's three structural energy sources which are:

- Methane gas;
- Fossil fuels;
- Electricity as billed (with a breakdown between renewable and non-renewable sources, when available).

Each of above energy sources have distinct functions and consumption dynamics:

- Methane gas is the main vector mainly intended for winter heating of production environments and offices, at least in Europe, but Italy's aluminum foundry in Lurano represents by far the main source of energy consumption
- Fossil fuels are mainly used for company car fleets, even if 2025 saw the start of adoption of full-electric Company cars and vans (Battery Electric Vehicles, BEV) and Plug-in Hybrid Electric Vehicles (PHEV). On the other hand, propane for heating is still used as primary energy source for such a purpose in USA branch. In India diesel fuel is used mainly to feed the emergency diesel generators.
- Electricity is used in production activities, warehouses, offices for lighting, heating and cooling environments. With a view to progressively decarbonizing the vehicle fleet, as stated above, in 2025 MP Filtri SpA started introducing various BEV and PHEV charging points at Pessano con Bornago plant as well as in Germany and UK branches. In this plant, a good amount of energy is produced by PV panels, especially in the warm seasons having more light hours per day.

All the data related to energy are converted into Megawatt hours using the converter provided by the International Energy Agency (IEA). For liquid fuels, the conversion factors from liters to kg published by DEFRA (Department for Environment, Food and Rural Affairs) are used as well as the related emission factors.

Fuels consumption	Unit of measurement	Year 2025
Methane gas	Sm ³	569 452
Propane for heating	Liters	31 181
Diesel for emergency generators	Liters	250 000
Petrol for vehicles	Liters	32 417
Diesel for vehicles	Liters	83 401
Total Fuel sources	MWh	9 129

Purchased electricity	Unit of measurement	Year 2025	As a %
Electricity from non-renewable sources	kWh	2 934 995	53%
Electricity from renewable sources	kWh	2 600 001	47%
Total purchased electricity	MWh	5 534	100%

Self-generated electricity	Unit of measurement	Year 2025	As a %
Self-generated electricity by PV panels	kWh	457 341	100%
<i>of which: total consumed</i>	<i>kWh</i>	<i>398 695</i>	<i>87%</i>
<i>of which: total sold to grid</i>	<i>kWh</i>	<i>58 646</i>	<i>13%</i>
Total self-generated electricity	MWh	457.3	100%

As clearly stated from the above tables: the contribution of renewable energy to the Group's mix is very important. Furthermore, self-produced electricity through photovoltaics has been improved thanks to the installation of a latest-generation panels in the brand-new filter element production area.



Greenhouse gas emissions: Scope 1 & Scope 2

The company then reports its estimated gross greenhouse gas (GHG) emissions in tons of CO₂ equivalent (tCO₂e), including:

- a) Scope 1 GHG emissions in tCO₂e (from owned or controlled sources);
- b) Scope 2 location-based emissions in tCO₂e (from the generation of purchased energy).

The efficient management of energy carriers and the monitoring of greenhouse gas (GHG) emissions are central elements of sustainability reporting. The standard adopted for calculating the emissions generated by the company is the international Greenhouse Gas Protocol (GHG Protocol).

Scope 1 emissions

Scope 1 emissions include all direct greenhouse gas emissions generated by sources owned or controlled by the company. This category includes the combustion of methane gas for winter heating of production environments and offices, the use of petrol and diesel for the company car fleet, the use of diesel for emergency generators and the use of propane for heating.

Scope 1	Unit of measurement	Year 2025
Total Scope 1 emissions	tCO₂e	2 099.7

Scope 2 emissions

Scope 2 emissions include indirect greenhouse gas emissions from the consumption of electricity purchased from external sources, not directly controlled by the Company. For their reporting, the Group adopts the location-based method, which calculates emissions considering the average production mix of the country in which the energy was generated. This approach is based on the average emission intensity of the national electricity grid and reflects the emissions associated with the energy mix of the electricity system from which the company draws the energy consumed

Scope 2	Unit of measurement	Year 2025	As a %
Total purchased electricity emissions (non-renewable)	tCO ₂ e	733.6	53%
Total purchased electricity emissions (renewable)	tCO ₂ e	650	47%
Total Scope 2 emissions	tCO₂e	1 383.6	100%

The Group's total Scope 1 and Scope 2 emissions are then reported below

Emissions Scope	Unit of measurement	Year 2025	As a %
Total Scope 1 emissions	tCO ₂ e	2 099.7	60%
Total Scope 2 emissions	tCO ₂ e	1 383.6	40%
Total emissions (without scope distinction)	tCO₂e	3 483.3	100%

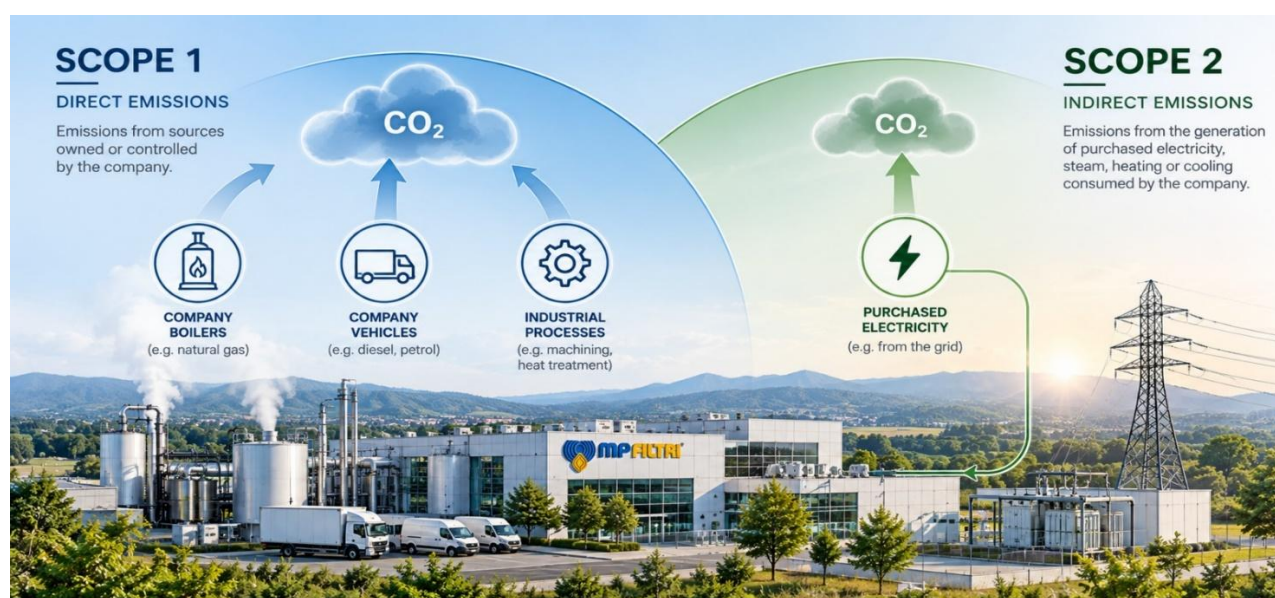
Across the various sites, the Group has consolidated a set of good practices oriented towards energy efficiency, which are also valid in 2025:

Promotion and incentive to use of “zero-impact vehicles” (bikes) to reach the working site at the Pessano con Bornago's plant, as better detailed in the “Social Responsibility” chapter

- Updating and progressive extension of photovoltaic plants, with the aim of covering increasing shares of the energy requirement from renewable sources;
- Use of technologies with reduced energy impact, such LED lighting systems with automatic switch-off across all the offices in Pessano con Bornago's site;
- Periodic execution of energy audits and diagnoses aimed at identifying efficiency margins and planning investments;

To offer a more meaningful reading of the Group's emissions performance, total Scope 1 and Scope 2 emissions have been put in relation to the turnover of the Company, to evaluate the so-called “Green House Gas intensity”.

	Unit of Measurement	Year 2025
Total emissions (Scope 1 + Scope 2)	tCO ₂ e	3 483.3
Group Turnover	Million €	82.1
Emission intensity on turnover	tCO₂eq/Million €	42.4



2.2. Air pollution

The reporting of pollutants into atmosphere concerns exclusively the MP Filtri Group's production sites, as they are the only ones to generate and monitor emissions into the atmosphere or exhausts with industrial features.

In the Italian plants of MP Filtri S.p.A., emissions into the atmosphere are monitored annually, more frequent than the two-year regulatory obligation, detecting the concentrations of the following substances: Total Dust (Particulate Matter - PM), Sulphur dioxide (SO_2), Nitrogen oxides (NO_x) and Volatile Organic Compounds (VOCs). These emissions are monitored for the exhaust gas of methane heating system (for Pessano con Bornago Plant) and methane aluminum melting system (for Lurano foundry). In parallel, eventual leaks of fluorinated greenhouse gases (F-Gas) used in air conditioning systems are constantly monitored.

For all other manufacturing plants, emissions into the atmosphere are periodically analyzed in compliance with local regulations.

All the values detected are largely within the regulatory limits.



2.3. Biodiversity

To assess the relationship between the Group's activities and the surrounding ecosystems, a cartographic check was carried out on the production sites to evaluate the presence of protected areas, sensitive habitats or areas of high ecological value in the immediate proximity of the Group sites. The check confirmed that none of the MP Filtri Group's production plants and sites are located within protected natural areas, or other areas recognized as being of ecological importance (e.g. Key Biodiversity Areas, Important Bird Areas – IBA, RAMSAR areas for humid areas, network “Natura 2000” for European sites). In Italy this check was conducted through the database of Italian Ministry for the Environment (National Cartographic Portal) combining all the above-mentioned sources into an online map.

A check was even made on the positioning and area coverage of the buildings and sealed areas vs. the owned external, non-covered areas (when applicable) on the various sites owned by MP Filtri Group of Companies, to evaluate the percentage of sealed areas. Result is summarized in the following table:

	Location	Total Area (m ²)	Sealed area / area covered by not-permeable material	Sealed area %
Italy	Via I° Maggio 3, 20042 Pessano con Bornago - MI	26 741.42	11 975.99	45 %
	Via Giacomo Matteotti 2, 20042 Pessano con Bornago - MI	10 090.64	5 595.28	55 %
	Via Castel Rozzone 7, 24050 Lurano - BG	9 714.93	5 476.25	56 %
UK	Vale Park South, Conference Way, Evesham, Worcestershire, United Kingdom, WR11 1LB	7 931.83	2 393.00	30 %
Germany	Hans-Wilhelmi Straße 2 · 66386 St. Ingbert Germany	2 182.00	1 682.00	77 %
USA	1181 Richland Commerce Drive Quakertown, PA 18951	31 322.67	4 714.83	15 %

2.4. Water resources

Water use is structurally limited and is almost entirely used for hygienic-sanitary functions, for cooling environments and, in a few plants, for irrigating outdoor areas.

With the only exception of Lurano foundry, where water can be consumed in the production process for cooling casting and casting tools, most production sites do not use water as a direct input to the production process. In these sites, water withdrawals from the aqueduct concern the toilets of the staff, the fire-fighting systems and the irrigation of Company gardens surrounding the facilities.

To analyze the Group's water consumption with respect to the availability of the resource in the reference areas, a water-stress assessment was carried out for each production site, using the Aqueduct Water Risk Atlas tool, developed by the World Resources Institute. This tool makes possible to classify the level of water stress in a geographical area based on the ratio between total withdrawals and renewable availability of fresh water.

As far as MP Filtri production sites are concerned: in Italy, the Pessano con Bornago and Lurano sites fall within areas of overall low water stress, a very positive classification, despite being in Northern Italy where anthropogenic and agricultural activities typically put stress on water resources, and mainly thanks to the location near the Adda river basin.

In UK, Evesham location falls within area of low/medium overall water stress, typical of the whole SouthEastern UK region. Same low/medium overall water stress can be applied to US-based production site in Quakertown, PA, like the whole Philadelphia area.

Shanghai site falls within an area of overall high water stress, but the most critical situation concerns MP Filtri India, whose production site in Bangalore is classified as an area of extremely high water stress, a structural condition of a large part of the Indian subcontinent, where the per capita availability of fresh water is among the lowest in the world.

94% of whole water withdrawal is attributable to MP Filtri S.p.A. mainly due to the activities in Lurano foundry. A great part of water is then discharged, so overall net water consumption, calculated as the difference between total withdrawals and discharges, is sensibly low.

	Unit of Measurement	2025
Aqueduct water withdrawal	m ³	525 960
Water discharge	m ³	489 789
Total water consumption	m³	36 171
Total water consumption from water – stressed areas (India)	m³	14 000

2.5. Circular economy

Material consumption

In 2025, the analysis of incoming materials involved mainly the production sites of MP Filtri S.p.A. in Italy. With the only exception of UK site, for the consumption of wood for packaging, which is considered in the following analysis: all other sites, whose production is fundamentally based on assembling activities of bough-out items, as well as branches with a commercial or logistical purpose, do not generate industrially significant consumption of raw materials and are therefore excluded from the scope of this analysis.

The product categories recorded at the production sites include six families of materials, identified as representatives of the Group's production needs:

Material used	Units of Measurement	2025
Aluminum ingots	Ton	550
Cast Iron	Ton	390
Filtering media	Ton	50
Metal meshes	Ton	230
Plastic granules	Ton	68
Wood	Ton	50
Total material used	Ton	1 338

Waste management

For year 2025, waste monitoring was applied to four of the MP Filtri Group's production sites: the three production sites in Italy and the production site of MP Filtri UK Ltd. In Evesham. The data of commercial branches, although collected for the applicable categories, have a marginal impact on the total and are consolidated in the overall figure. Waste is classified by type, EER code, final destination (recovery or disposal) and hazardousness.

Non-hazardous waste – 2025 data

Type of non hazardous waste	EWC code	Unit of measurement	Total weight	Waste directed to disposal	Waste directed to recycle or reuse
Waste printing toner other than those mentioned in 08 03 17	08.03.18	kg	242	30	212
Skimmings other than those mentioned in 10 03 15	10.03.16	kg	75 210	-	75 210
Casting cores and moulds which have undergone	10.10.08	kg	13 420	-	13 420

pouring, other than those mentioned in 10 10 07					
Ferrous metal filings and turnings	12.01.01	kg	115 140	-	115 140
Non-ferrous metal filings and turnings	12.01.03	kg	119 170	-	119 170
Wastes not otherwise specified	12.01.99	kg	57 011	4 991	52 020
Wastes not otherwise specified - STAINLESS STEEL	12.01.99	kg	23 280	-	23 280
Paper and cardboard packaging	15.01.01	kg	131 098	-	131 098
Wooden packaging	15.01.03	kg	30 480	-	30 480
Mixed packaging	15.01.06	kg	237 303	-	237 303
Discarded equipment other than those mentioned in 16 02 09 to 16 02 13	16.02.14	kg	425	-	425
Components removed from discarded equipment other than those mentioned in 16 02 15	16.02.16	kg	8 255	-	8 255
Other batteries and accumulators	16.06.05	kg	-	-	-
Copper, bronze, brass	17.04.01	kg	-	-	-
Aluminium	17.04.02	kg	5 720	-	5 720
Iron and steel	17.04.05	kg	80 548	-	80 548
Paper and cardboard	20.01.01	kg	239	-	239
Septic tank sludge	20.03.04	kg	-	-	-
Municipal waste not otherwise specified	20.03.99	kg	1 501	-	1 501
TOTAL NON-HAZARDOUS WASTE		kg	899 043	5 022	894 021

Hazardous waste – 2025 data

Type of hazardous waste	EWC code	Unit of measurement	Total weight	Waste directed to disposal	Waste directed to recycle or reuse
Aqueous washing liquids	12.03.01	kg	254 180	254 180	-
Non-chlorinated emulsions	13.01.05	kg	159 250	159 250	-
Mineral based non-chlorinated hydraulic oils	13.01.10	kg	1 510	-	1 510
Packaging containing residues of or contaminated by hazardous substances	15.01.10	kg	2 620	-	2 620
Absorbents, filter materials (including oil filters not otherwise specified), wiping cloths, protective clothing contaminated by hazardous substances	15.02.02	kg	2 450	-	2 450
Antifreeze fluids containing hazardous substances	16.01.14	kg	1 150	-	1 150
Hazardous components other than those mentioned in 16 01 07 to 16 01 11 and 16 01 13 and 16 01 14	16.01.21	kg	120	-	120
Discarded equipment containing chlorofluorocarbons, HCFC, HFC	16.02.11	kg	55	-	55
Lead batteries	16.06.01	kg	75	-	75
TOTAL HAZARDOUS WASTE		kg	421 410	413 430	7 980

The weightiest category remains that of non-hazardous mixed packaging (EWC code 15.01.06), with 237 tons in 2025.

Globally, in 2025 MP Filtri Group produced a total of 1 320 tons of waste, divided as per following resuming table which calculates even the waste intensity from the total waste values divided by the Group turnover in 2025:

FY 2025	Unit of measurement	Total weight	Waste directed to disposal	Waste directed to recycle or reuse	% recycle or reuse
Total hazardous waste	kg	421 410	413 430	7 980	1,9%
Total non-hazardous waste	kg	899 043	5 022	894 021	99,4%
TOTAL WASTE GENERATED	kg	1 320 453	418 451	902 002	68,3%
TOTAL WASTE GENERATED per Mio € turnover	kg/M€	16 081	5 096	10 985	

Procurement and Supply Chain Management

The Group's supplier base remains stable and predominantly local: the Italian production sites are largely sourced from Italian suppliers, limiting exposure to non-European suppliers only to materials for which there are no qualified alternatives on the domestic or continental market.

Considering the always more frequent disruptions in the supply chain, the Group is proactively and continuously acting towards the development of alternative supplies for the most critical components.

On the procurement sustainability side, the supplier base of MP Filtri Group is becoming increasingly important, since the ESG evaluation of our partners has now become one of the No.4 indicators pillars for their monitoring, together with Quality, Safety and Commercial performances

Target is not only to monitor suppliers, but to promote an always more responsible supply chain, even using dedicated qualified platforms for the quantitative ESG rating of the supplier base.



3. Social responsibility



3.1. Human Resources

At MP Filtri Group, people are a key driver of long-term value creation and sustainable growth. The Group believes that business success is closely linked to the ability to attract, develop and retain skilled and motivated people, while fostering a working environment based on respect, trust, collaboration and shared responsibility.

MP Filtri is committed to promoting an inclusive and supportive workplace where individuals can express their potential, strengthen their professional skills and actively contribute to the Group's development. Collaboration across functions, countries and organizational levels is encouraged as a fundamental element for innovation, operational excellence and the continuous improvement of products, processes and services.

Particular attention is paid to equal opportunities, fairness, dignity at work and the prevention of any form of discrimination, harassment, violence or inappropriate behavior. These principles are reflected in the Group's human resources practices, including recruitment, professional development, training, performance management, work-life balance and employee wellbeing.

This commitment is also supported by the Group's broader governance and compliance framework. The principles set out in the **Code of Ethics** provide a common reference for responsible behavior, integrity, respect for individuals and fair business conduct. In Italy, these principles are further reinforced by the **Organizational, Management and Control Model adopted pursuant to Legislative Decree No. 231/2001**, which contributes to the prevention of unlawful conduct and promotes a culture of accountability, transparency and compliance throughout the organization.

MP Filtri also recognizes the importance of international standards protecting dignity and safety in the workplace. In this context, the principles of **ILO Convention No. 190 on Violence and Harassment in the World of Work** represent an important reference in the Group's commitment to preventing and addressing behaviors that may undermine the dignity, wellbeing and safety of employees.

A significant milestone in this journey was the achievement, on 30 October 2025, of the **UNI/PdR 125:2022 Gender Equality Certification** by MP Filtri S.p.A. The certification recognizes the structured path undertaken by the Company to promote gender equality through specific policies, procedures, measurable objectives and monitoring tools. It also reflects the Company's ongoing commitment to

creating an increasingly inclusive organization, supporting equal opportunities in career development, pay equity, parenthood and work-life balance.

For MP Filtri, social responsibility therefore means placing people at the centre of the organization, recognizing their contribution and creating the conditions for them to grow professionally in a safe, inclusive and collaborative environment, supported by clear ethical principles and a strong culture of compliance. This approach represents an essential component of the Group's ESG strategy and a fundamental prerequisite for sustainable development over the long term.

As of 31 December 2025, the MP Filtri Group employed **436** people worldwide, This reflects the Group's continued growth and its commitment to investing in human capital as a strategic asset for the future.

	Men	Women	Total
Year 2025	qty	qty	qty
Permanent contract	315	98	413
Fixed -term contract	15	8	23
Total employees	330	106	436

The distribution between permanent and fixed-term contracts confirms the structurally stable nature of employment within the MP Filtri Group. In 2025, permanent contracts accounted for approximately 95% of the total workforce, with 413 employees employed under open-ended contracts, while 23 employees were employed under fixed-term contracts. This distribution reflects the Group's long-term commitment to employment stability, talent retention and the development of a skilled and engaged workforce.

Employees with full-time, part-time and variable hours contracts

	Men	Women	Total
Year 2025	qty	qty	qty
Full -time contract	318	93	411
Part – time contract	11	12	23
Variable hours contract	1	1	2
Total employees	330	106	436

The distribution of employment by working time confirms the prevalence of full-time employment within the MP Filtri Group. In 2025, 411 employees, representing approximately 94% of the total workforce, were employed on a full-time basis. Part-time and variable-hours contracts accounted for 23 and 2 employees respectively, reflecting the Group's commitment to stable employment while maintaining the flexibility needed to meet both organizational and employees' needs.

Moreover 90% of part-time employment arrangements result from requests made by employees who need to meet family caregiving responsibilities and improve their work-life balance. Supporting work-life balance and caregiving needs is also one of the measures promoted within the framework of the Company's Gender Equality Certification under UNI/PdR 125:2022.

The workforce comprised 330 men and 106 women, reflecting the industrial and engineering sectors in which the Group operates. Female employees represented approximately 24% of the total workforce, vs 18% of Metalworking sector, and were employed across a range of functions, contributing to the Group's operations and development.

In terms of age groups, biggest group is given in the range: 30-50 years, as per following table

Age group	<30	30-50	>50	Total
Year 2025	qty	qty	qty	qty
Men	64	160	106	330
Women	17	52	37	106
Total employees	81	212	143	436
<i>As a %</i>	<i>18,6%</i>	<i>48,6%</i>	<i>32,8%</i>	<i>100%</i>

The turnover rates of 2025 confirm a stable around 15% reflecting the industrial and engineering sectors in which the Group operates.

	Year 2025		
Age group	<30	30 – 50	Over 50
Outbound turnover rate	14%	14%	13%
Inbound turnover rate	38%	13%	8%

3.2. Collective bargaining and remuneration

At MP Filtri, investing in people means creating a working environment where employees can develop their skills, contribute to the Group's success and build long-term careers. Regardless of geographical location, MP Filtri is committed to promoting fair employment practices, equal opportunities and working conditions that support employee wellbeing, professional growth and engagement.

In Italy, employees are covered by the **National Collective Labour Agreement (CCNL) for the Metalworking Industry**, which provides a common framework for employment conditions, rights and responsibilities. In addition to the provisions established by the national agreement, the Group promotes initiatives aimed at encouraging continuous improvement, collaboration and a strong safety culture.

Training, knowledge sharing and skills development are key elements of MP Filtri's people strategy. The Group continuously invests in technical and professional development programs to strengthen employees' competencies and support innovation across all business functions.

A particularly significant milestone in the Company's social sustainability journey was the achievement, on **30 October 2025**, of the **Gender Equality Certification in accordance with UNI/PdR 125:2022**.

The certification is the result of a structured process involving several steps and targeted actions designed to make the principles of equity and inclusion increasingly tangible and measurable across the organization. The process covered several areas of human resources management, including recruitment and hiring, professional and career development, pay equity, training, work-life balance, support for parenthood, and the prevention of all forms of discrimination, harassment or non-inclusive behavior.

Percentage Gap between entry-level and minimum wage

Since most European Countries, as well as US, have a single national minimum wage, we were able to calculate the percentage gap between entry-level into one of MP Filtri Companies and the applicable minimum wage defined by the specific nation. So, such a gap is measured as the percentage ratio between the average entry remuneration of MP Filtri new recruited people and the minimum applicable national wage. In 2025, the Group's overall percentage gap stands at 133%. Excluded from this analysis are the Countries where minimum wage is not granted, so India and China.

	Year 2025
Entry level percentage gap (MP entry level/ minimum wage %)	133%

Gender Pay Gap

The Group's analysis of the **gender pay gap** shows an average overall difference of **8.5%**, with variations across the different countries in which MP Filtri operates. For example, in Italy, the gender pay gap is significantly lower than the Group average, at approximately **6%**.

These differences should be interpreted considering the specific workforce composition of each subsidiary, including the distribution of men and women across job categories, levels of responsibility, seniority, professional profiles and local labor market conditions. The indicator therefore represents an important monitoring tool, while not by itself providing a complete explanation of the underlying causes of pay differences.

These results provide a useful basis for continuing to monitor pay equity and identify any areas requiring further analysis. The Group is committed to progressively strengthening the use of objective and transparent criteria in remuneration, career development and professional growth, with the aim of ensuring equal opportunities and recognizing skills, responsibilities and performance consistently across the organization.

	Year 2025
Gender pay gap (men/women %)	8.5%

Our People in 2025

TALENT | INCLUSION | STABILITY | A SHARED FUTURE



 **436**
employees worldwide

 **95%**
permanent contracts
413 permanent | 23 fixed-term

 **94%**
full-time employment
411 full-time | 23 part-time | 2 variable-hours

 **330** men | **106** women

 **24%**
women represent
of the workforce
vs 18% in the metalworking sector

 Turnover rate
around
15%



ACHIEVEMENT
UNI/PdR 125:2022 Gender Equality Certification
30 October 2025

A MORE INCLUSIVE WORKPLACE
FOR A STRONGER TOMORROW

3.3 Employee Welfare and Work-Life Balance

MP Filtri considers employee welfare an important component of its social responsibility strategy and a key instrument for supporting wellbeing, work-life balance, engagement and long-term retention.

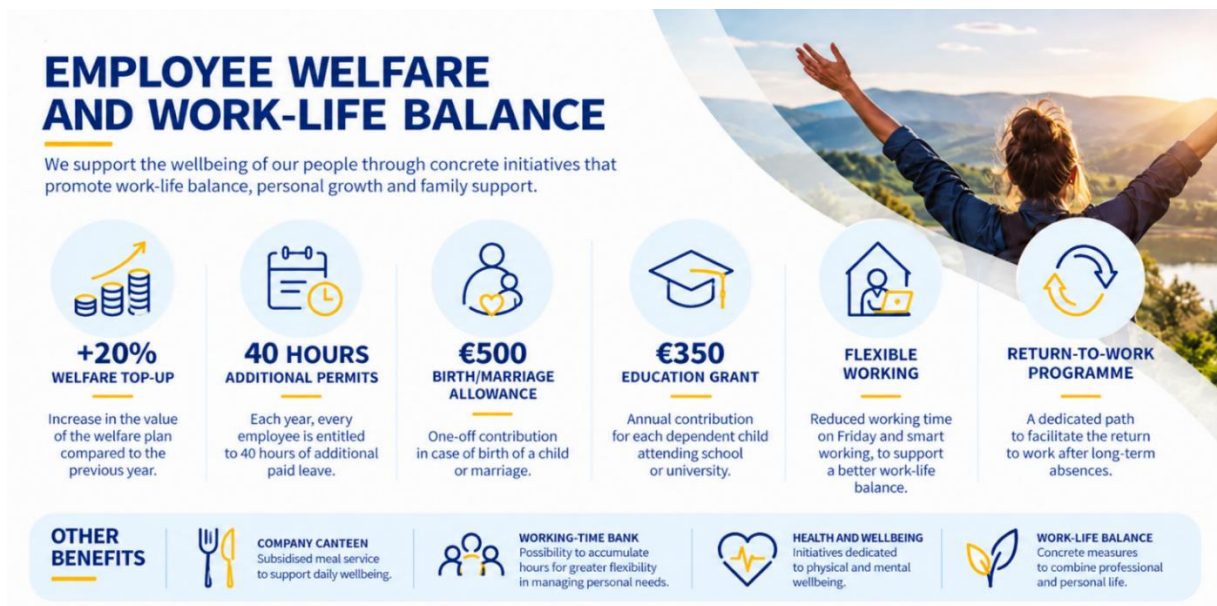
Most important aspects and figures related to the MP Filtri engagement for its employees are listed by the following points.

- In the HQ, the Company's approach is reinforced by a **company collective agreement**, which introduces and confirms a broad set of measures designed to provide employees with economic support, greater flexibility and additional services beyond the provisions of the National Collective Labour Agreement.
- A central element of the welfare system is the possibility for employees entitled to the Performance Bonus to convert all or part of the bonus into **corporate welfare services** through a dedicated digital platform. In order to encourage the use of welfare benefits and support employees' purchasing power, the portion of the Performance Bonus converted into welfare is **increased by 20% by the Company**.
- Among the main measures introduced, employees are granted **40 hours per year of fully paid leave** that may be used for specialist medical examinations and treatments, as well as to provide assistance to children, parents, spouses or partners in the event of medical examinations, treatment or illness. The measures are designed to support employees in managing caregiving responsibilities and personal health needs without compromising income.
- Additional support is provided at important stages of employees' personal and family lives. The Company recognizes a **€500 gross payment in the event of marriage or the birth of a child**, as well as **scholarships for employees' children** who complete secondary or university education with high academic results.
- A structured **return-to-work program** is also provided for employees returning after maternity or paternity leave, parental leave or long-term illness. The program includes voluntary meetings with HR, updates on key Company developments, continued access to the corporate newsletter and welfare platform, as well as coaching content intended to facilitate a smooth and positive return to work.
- Work-life balance is further supported through organizational flexibility measures. These include a **reduction in Friday working hours** for eligible employees, the possibility to use annual leave in half-day increments and paid leave on an hourly basis, as well as a **working-time bank** allowing eligible employees to convert overtime hours into paid time off.
- The agreement also provides additional employee benefits, including a subsidized **Company canteen service**, enhanced compensation for night work and structured communication on employment-related rights and entitlements.
- Through these initiatives, MP Filtri aims to develop a welfare model that combines economic support, flexibility, family assistance, health protection and professional wellbeing. The system reflects the Company's broader commitment to creating an inclusive, supportive and sustainable workplace, where employees are provided with practical tools to better balance professional responsibilities and personal needs.

In the following table are summarized the most important KPIs:

KPI	Company Agreement
Welfare conversion top-up	+20%
Additional paid leave for health & caregiving	40 hours/year
Birth / marriage contribution	€500
Education grant for employees' children	€350
Friday working-time reduction	1 hour/week*
Smart working	1 day/week*

* Applicable to eligible employees under the conditions established by the Company Agreement



EMPLOYEE WELFARE AND WORK-LIFE BALANCE

We support the wellbeing of our people through concrete initiatives that promote work-life balance, personal growth and family support.

- +20% WELFARE TOP-UP**
Increase in the value of the welfare plan compared to the previous year.
- 40 HOURS ADDITIONAL PERMITS**
Each year, every employee is entitled to 40 hours of additional paid leave.
- €500 BIRTH/MARRIAGE ALLOWANCE**
One-off contribution in case of birth of a child or marriage.
- €350 EDUCATION GRANT**
Annual contribution for each dependent child attending school or university.
- FLEXIBLE WORKING**
Reduced working time on Friday and smart working, to support a better work-life balance.
- RETURN-TO-WORK PROGRAMME**
A dedicated path to facilitate the return to work after long-term absences.

OTHER BENEFITS

- COMPANY CANTEN**
Subsidised meal service to support daily wellbeing.
- WORKING-TIME BANK**
Possibility to accumulate hours for greater flexibility in managing personal needs.
- HEALTH AND WELLBEING**
Initiatives dedicated to physical and mental wellbeing.
- WORK-LIFE BALANCE**
Concrete measures to combine professional and personal life.

3.4. Training and Skills Development

At MP Filtri, training and continuous skills development are considered essential to supporting both individual growth and the long-term competitiveness of the Group. In a rapidly evolving world of work, characterized by technological change, new regulatory requirements and continuously developing professional skills, the ability to keep knowledge up to date and share expertise across the organization is increasingly important.

In 2025, employees at MP Filtri Headquarters received a total of **2,677 hours of training**, of which **1,377 hours were dedicated to health and safety** and **1,300 hours focused on technical skills and soft skills**. The overall investment in training amounted to approximately **€143,000**.

Health and safety training remains a key priority, supporting the Group's commitment to maintaining a safe working environment and strengthening employees' awareness of risks, responsibilities, and prevention measures. At the same time, technical and behavioral training programs are designed to support the development of professional competencies, encourage knowledge sharing, and help employees respond effectively to organizational, technological, and market changes.

MP Filtri considers the **sharing of knowledge and experience** to be a fundamental element of organizational development. Maintaining skills that are current, relevant, and aligned with evolving business needs helps strengthen operational continuity, innovation capacity, and the ability of people to adapt to a rapidly changing working environment.

Training opportunities are made available to employees **regardless of gender, job level, or organizational position**. The Group promotes equal access to learning and development as part of its broader commitment to inclusion, equal opportunities, and the enhancement of human capital.

Through continuous investment in training, MP Filtri aims to create a learning-oriented organization in which people are encouraged to strengthen their skills, share knowledge with colleagues, and actively contribute to the Group's sustainable growth.

TRAINING AND SKILLS DEVELOPMENT

We invest in the continuous development of our people, enhancing skills, safety awareness and professional growth to build a stronger and more sustainable future.



3.5. Occupational health and safety

For MP Filtri Group, health and safety is the pre-requisite of any further decision in the development of Company and in every organizational step. Not only production activities, but any activity, at different risk level, could expose people to specific risks that require supervision, a safety management systems and a culture of prevention at all levels of the organization, starting by constant monitoring of accidents and near misses, periodic meetings of the safety committee, distribution of PPE to all staff, scheduled medical examinations (whose timing and check list is depending on work type and age) for all workers.

Training and staff involvement

As shown on the following table, vast majority of employees and non-employees are covered by the Occupational Health and Safety Management System, in some Companies of the Group, such a percentage equals 100% , whilst in other Companies such a Management System is not yet in force – that is why the global percentage of covered employees is not equal to 100%.

PERCENTAGE OF EMPLOYEES AND NON-EMPLOYEES COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM.	Year 2025
Percentage of employees covered by the occupational health and safety management system	82 %
Percentage of non-employees covered by the occupational health and safety management system	100 %

Prevention culture is spread across all occupational levels within the Companies belonging to the Group, through periodical and up-to-date training courses.

The training courses provided are tailored to the specific roles and responsibilities of the employees involved. All courses, however, cover key topics related to risk management, prevention measures, and the company's occupational health and safety organizational structure. For people operating in the production activities a deep dive into technical and ergonomic aspects is foreseen, with particular attention to the manual handling of loads and the correct use of personal protective equipment.

Accident and safety data

MP Filtri Group has recorded a very low level of accidents and near misses for over five years; the following table reports our records for the year of specific analysis, 2025.

	Year 2025
Number of hours worked	747 370
Number of recordable work-related injuries	2
Number of fatalities resulting from work-related injuries and illness	0
Number of working days lost due to work-related injuries	4
Injury rate*	0.54

* The rate of occupational injuries was calculated using a multiplier of 200,000 hours worked, as indicated in the VSME standard. This multiplier makes it possible to express the number of accidents that occurred every 200,000 hours worked, facilitating the comparability and interpretation of the data in the context of companies with not a huge number of employees. So, a rate of 1.0 indicates an average of one accident per 200,000 hours worked. The figure has been recalculated using this multiplier.

Prevention and safety organization to monitor and manage risks and events

The prevention and safety organization chart of MP Filtri S.p.A. provides the presence of RSPP - Head of the Prevention and Protection Service, ASPP - Prevention and Protection Service Officers, Occupational Health Doctor, RLS - Workers' Health and Safety Representative, as well as teams trained in first aid and management of fire emergencies.

The risk assessment is updated even more frequently than required by the regulations and is reflected in documented and accessible operating instructions.



3.6. Initiatives with and for the local community

Relationship with the territory and donations

MP Filtri has always been active in supporting and giving donations to various organizations and cooperatives that work to help and care for less fortunate people or those with disabilities.

This support isn't just limited to simple financial donations, but also includes active collaboration, through welcoming and visiting people from these cooperatives at the company, as well as providing company materials that are used as a base for creating handmade products.



A Christmas tree created by people from a local Cooperative using MP Filtri's donated filter elements

For privacy reasons, this report can't disclose either the list of these cooperatives nor pictures of people belonging to these cooperatives visiting MP Filtri, but anyone interested is more than welcome in joining MP Filtri in participating in these volunteer activities!

Promotion of sport and young people growth

At MP Filtri, the support and promotion of various sports, especially for young people, has always been one of the Company's pillars. Since its foundation by Bruno Pasotto, MP Filtri has been committed to promoting both large and small sports organizations and promoting humanitarian and sports initiatives internationally, including (but not limited to): cycles, bowls, basket, football, karting, with a focus on developing and funding facilities especially for kids and young boys.

“Passion to perform,” MP Filtri's slogan, perfectly expresses its continuous pursuit of excellence as a core value, as well as the importance of teamwork.

In 2025, as well as in previous years, MP Filtri was proud sponsor of **Inter Campus Uganda**, a great humanitarian initiative by the well-known professional football team “Internazionale Football Club Milan” using football as an educational tool to give the Right to Play back to children in need.

Inter Campus Uganda was created since 2008 in collaboration with the local hospitals of CUAMM – Doctors with Africa to support literacy and health protection for 400 marginalized children at St. Joseph Primary School in Nagallama, as well as for the educational and sports training of instructors.

Sports activities bring children from the surrounding rural areas closer to the school and hospital facilities, allowing better monitoring and, as a result, care and protection from widespread waterborne diseases, which are the main cause of child mortality.



Inter Campus and MP Filtri representatives together at the delivery of shoes destined for Uganda

Cyclism is one of other sport activities where MP Filtri is particularly active.

The Company is actually a sponsor of some amateur cycling organizations like **Unione Ciclistica Pessano**, which has a cycling school and organizes the international “Pessano-Roncola” race, a 147 km challenge dedicated to the Elite and Under 23 categories. 2025 marked the 43rd anniversary of such a race, now a classic event for the specialists. For the young cyclists belonging to UC Pessano team, MP Filtri has also realized, in the territory of Pessano con Bornago, a velodrome dedicated to Bruno Pasotto, the Company founder. Such a velodrome allows the young (up to 12 years old) members of the white-and-blue club to train safely on a 600-meters fully paved track.



"Bruno Pasotto Velodrome" official opening by Giovanni Pasotto (4th from right), CEO of MP Filtri Group, witnessed by Cordiano Dagnoni (left), President of Federazione Ciclistica Italiana, together with some Italy's professional cyclists, local authorities and Massimo Sottocorno, President of U.C. Pessano (2nd from right)

Team MP Filtri is also another cyclist team, where MP Filtri is title sponsor, promoter of various cyclist events within Italy ("Gimondi race", "Nove Colli race", "Marathon dles Dolomites", "Sportful race", "Fausto Coppi race", "Oetztaier race", and "Giro di Lombardia": more than 20 competitions per year. The latter is affiliated with the Italian Cycling Federation and has been active in various competitions since 2011.



Last, but not at all least, talking about cycles, is the sponsorship that MP Filtri grants to "**FCI - Federazione Ciclistica Italiana**" (Italy's professional national cyclist federation). Such a cooperation started in 2021, with the MP Filtri logo well positioned on the FCI official bus, but just in 2025 was hugely

extended, with the MP Filtri logo now proudly exposed in the shirts of Italy's athletes participating to the various professional competitions worldwide.



Cordiano Dagnoni (left), President of Federazione Ciclistica italiana, and Giovanni Pasotto (right), MP Filtri Group CEO

Furthermore, just to remark how interdisciplinary MP Filtri is in the support of different sport activities, is the long-dated sponsorship of the historical bowls team from Milan, in this case again as title sponsor, of "MP Filtri Caccialanza bocce".

The original "Piero Caccialanza Bowls Club", now "MP Filtri Caccialanza", is the continuation of the former "Bocciofila Lombarda," founded on April 20, 1937, when a field for playing Milanese-style bocce was built. On a plot of about 4,000 square meters, 4 outdoor bowls courts for Italian-style bowl play were built. In 1972, a covered hall with further no.4 courts was constructed. Today, MP Filtri Caccialanza is considered one of the leading bowls clubs in Lombardy and one of the most important in Italy, both for its facilities and for the number of players. Among its many players, it boasts World Champions, Italian Champions, and a significant number of young players and women. In 2010, the city of Milan awarded MP Filtri Caccialanza the civic merit certificate (Ambrogino d'Oro), and in 2011 it was recognized as a "historic club of Milan." MP Filtri support is specifically aimed at the promotion of such a sport for young players, but even to the creation and organization of specific trophies, like the "TROFEO MP FILTRI – MEMORIAL BRUNO PASOTTO", dedicated to the memory of Bruno Pasotto, which is a very important national event and a special appointment for all bowls lovers and a moment of sharing in the spirit of friendship and respect, which represent the most significant aspects for MP Filtri.



4. Governance



4.1. Corporate structure and governing bodies

MP Filtri S.p.A. is the owner of the MP Filtri brand, and acts as the parent Company responsible for global strategic direction and operational coordination. MP Filtri Italy directly manages the design, Italy production, marketing and promotion for three of the Group's products lines (Hydraulic Filtration, Power Transmission, Tank Accessories), defining the production guidelines for the foreign productive subsidiaries of these products. Similarly, MP Filtri UK directly manages the design, production and promotion of MP Filtri's CMP product line.

CORPORATE STRUCTURE OF MP FILTRI GROUP

Company	Geographical Location	Description
MP Filtri S.p.A.	Italy	Parent Company
MP Filtri UK Ltd.	United Kingdom	a Company 100% owned by MP Filtri S.p.A.
MP Filtri Germany GmbH	Germany	a Company 100% owned by MP Filtri S.p.A.
MP Filtri France SaS	France	a Company 95% owned by MP Filtri S.p.A.
MP Filtri India Pvt. Ltd.	India	a Company 89% owned by MP Filtri S.p.A.
MP Filtri USA Inc.	United States of America	a Company 98,5% owned by MP Filtri S.p.A.
MP Filtri (Shanghai) Co. Ltd.	China	a Company 100% owned by MP Filtri S.p.A.
MP Filtri Middle East FZCO	United Arab Emirates	a Company 95% owned by MP Filtri S.p.A.

MP Filtri SEA Pte Ltd.	Singapore	a Company 100% owned by MP Filtri S.p.A.
MP Filtri Canada Inc.	Canada	a Company participated by MP Filtri S.p.A.

The stability of the corporate structure and the continuity of its strategic vision underpin the Group's path towards sustainable growth. Within this framework, the Board of Directors of MP Filtri S.p.A. is responsible for providing strategic direction, overseeing operations and implementing the business plan, acting with integrity and expertise to ensure that organizational development remains aligned with the Company's core values and identity.

COMPOSITION OF THE BOARD OF DIRECTORS OF MP FILTRI S.P.A.

Administrators	Charge	Gender	Age group
Pasotto Giovanni	Chairman of the Board of Directors and CEO	Man	> 50
Pasotto Monica	Managing Director of the Board of Directors and CFO	Woman	> 50

Legal and administrative oversight is entrusted to the Board of Statutory Auditors, an independent supervisory body responsible for monitoring compliance with applicable laws and the Articles of Association. The Board also oversees adherence to sound management principles and regularly assesses the effectiveness and adequacy of the Company's organizational, administrative, and accounting systems.

COMPOSITION OF THE BOARD OF STATUTORY AUDITORS OF MP FILTRI S.P.A.

Statutory Auditor	Role	Gender	Age group
Giacomin Claudio	Chairman of the Board of Statutory Auditors	Man	> 50
Colnaghi Claudio Aldo	Statutory Auditor	Man	40 - 50
Zattera Gianluca	Statutory Auditor	Man	> 50
Elitropi Francesco	Alternate Statutory Auditor	Man	40 - 50
Carmosino Damiano	Alternate Statutory Auditor	Man	40 - 50

4.2. Organization, Management & Control Model in accordance with Italian Leg. Decree No. 231

The governance of the MP Filtri Group is based on ethics, transparency and responsibility, principles that guide the Group's decision-making processes, relationships with stakeholders and approach to regulatory compliance.

Within this framework, MP Filtri S.p.A. has adopted an **Organization, Management and Control Model pursuant to Italian Legislative Decree No. 231/2001**, aimed at preventing the commission of offences that may give rise to the administrative liability of the Company.

The Model represents a key element of the Company's internal control and compliance system. It defines organizational principles, responsibilities, procedures, and control measures designed to reduce compliance risks and promote correct, transparent, and responsible conduct across business activities.

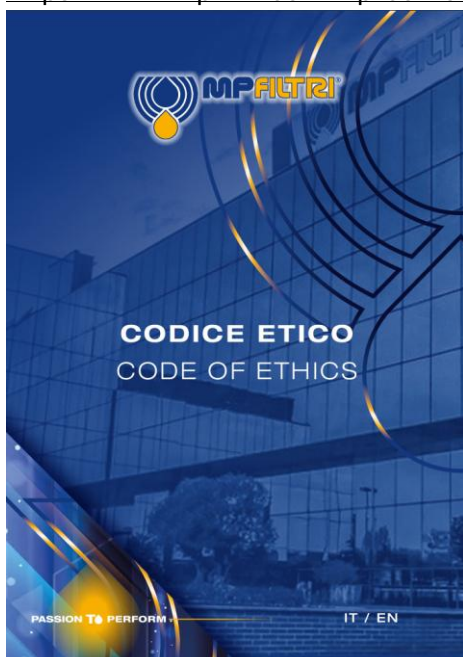
The Model is supported by the **Code of Ethics**, which sets out the values and behavioral principles expected from employees, managers, and other stakeholders acting on behalf of or in the interest of the Company. Together, the Model and the Code of Ethics contribute to strengthening a corporate culture based on legality, integrity, accountability, and respect for applicable laws and regulations.

The implementation and effectiveness of the Model are overseen by the **Supervisory Board**, which operates with autonomy and independence and is responsible for monitoring compliance with the Model, assessing its effectiveness and proposing updates where necessary.

During 2025, there were no episodes of corruption, nor reports or sanctions against any Group company for illegal conduct of a corrupt nature. All affiliates are committed to adhering to the ethical principles shared at Group level, now made explicit in the Code of Ethics.

Corporate Code of Ethics is available at the following web link:

https://www.mpfiltri.com/wp-content/uploads/2026/06/CODE_OF_ETHICS_IT-EN.pdf



4.3. Integrated system of policies for Quality, Environment, Supply Chain

MP Filtri Group S.p.A. operates according to an integrated management system certified UNI EN ISO 9001:2015, UNI EN ISO 14001:2015, applied to Italian production sites. The principles and procedures that derive from them are formalized in the Integrated Quality, Environment and Safety Policy, which is subject to periodical review by the Management.

Integrated policy for Quality and Environment

One of the main business goals for MP Filtri is to improve customer service, product quality, and production efficiency. The prevention of defects in the product, the reduction of variability, and the inefficiencies of the processes are the first objectives to be implemented. How to support these goals is MP Filtri strategy:

- Acquire only materials and services that have the expected quality requirements of customers;
- Actively pursue quality improvements;
- To improve the innovative capacity for the products already developed and for those of new conception, to be able to share the market shares;
- R&D investment to assure technological improvement used;
- To maintain a high level of information technology used;
- To ensure company know-how and personal data protection through technical and organizational security measures to prevent computer vulnerability and external intrusions.

Integrated policy for Supply Chain

MP Filtri even recognizes the vital importance of sustainability in our operations and supply chain. We are committed to minimizing our environmental footprint, promoting social responsibility, and maintaining ethical standards in every aspect of our business, starting from our suppliers.

As an integral part of our sustainability strategy, we established a "Supplier Sustainability Policy" focused mainly on the following aspects:

- Compliance with Legal and Ethical Regulations
- Environmental Responsibility
- Labour and Human Rights
- Social Responsibility
- Transparency and Collaboration
- Continuous Improvement
- Assessment

Certifications and Policies above mentioned are available at the following link:

<https://www.mpfiltri.com/company/quality-environment-certifications>

4.4. Gender Equality Policy

MP Filtri S.p.A. has adopted a **Gender Equality Policy in accordance with UNI/PdR 125:2022**, aimed at promoting a working environment based on dignity, fairness, inclusion, merit and equal opportunities. The Policy is fully aligned with the Company's Code of Ethics and translates these principles into concrete commitments across the entire employee journey.

The Policy covers the main areas of people management, including **recruitment and onboarding, training, professional development, remuneration, parenthood, work-life balance, listening and communication**. It also promotes gender-neutral recruitment, inclusive leadership, objective and transparent career criteria, equal opportunities in remuneration and development, and specific support measures for maternity, paternity and caregiving responsibilities.

Particular attention is given to fostering a respectful and inclusive culture, preventing discrimination, harassment, bullying and victimization, and supporting employees before, during and after periods of maternity or paternity leave. The Company also monitors employee perceptions through **periodic surveys**, with specific attention to organizational well-being and gender equality.

Gender Equality Policy above mentioned is available at the following link (in Italian):

<https://www.mpfiltri.com/wp-content/uploads/2025/09/Politica-Aziendale-per-la-Parita-di-Genere.pdf>



4.5. Whistleblowing and reporting channels

Since 2023, MP Filtri has operated an **internal whistleblowing channel** designed to allow employees and other eligible stakeholders to report, in a confidential and protected manner, conduct that may be inconsistent with applicable laws, internal policies or the Company's ethical principles.

The channel can also be used to report concerns relating to **discrimination, harassment, unequal treatment and gender equality**, supporting the Company's commitment to a respectful, inclusive and fair working environment.

Through this mechanism, MP Filtri strengthens its culture of transparency, accountability and prevention, providing a structured process for raising concerns and helping the Company promptly identify and address potential misconduct or inappropriate behavior.

TABLE 4 WHISTLEBLOWING REPORTS

Complaints	2025
Whistleblowing reports	3
Corruption cases	0
Incident reports security information	0
Reports of discrimination and harassment	0

Digital whistleblowing reporting channel available at the following link:

<https://mpfiltri.integrityline.com/>



Whistleblowing reporting system

In this platform you can quickly and easily report concerns about actual or suspected misconduct that can affect our company or the wellbeing of people.

The reporting system should not be used to make false accusations against others or report information that you know is untrue.

You can choose whether you prefer to remain anonymous or you can share your name and your email address (in order to communicate with you). We remind the importance of saving both the password and the code automatically generated by the system.

All reports are strictly confidential. You can find more information on this in the "Privacy policy" section above.

Reports relating to potential misconduct in member states of the European Union or identified by whistleblowers within the European Union can also be reported to external authorities. You can find an overview [here](#).



5. Methodological note



5.1 Standard references

This sustainability report is prepared on a voluntary basis, in accordance with the VSME (Voluntary Sustainability Reporting Standard for non-listed SMEs) defined by EFRAG.

The company has adopted the Basic Module, which offers a structured, transparent framework consistent with the requests of the main stakeholders. This edition is the first as MP Filtri Group's Sustainability Report and covers the financial year 2025. The reporting scope refers to the Headquarters and consolidated subsidiaries controlled by the parent company MP Filtri S.p.A. active in the period under consideration and from which the data were received in the timeframe necessary for this report.

All indicators have been developed according to the methodologies suggested by the VSME standard. In the presence of specific estimates, approximations or methodological choices, these are explicitly reported in the respective thematic chapters.

VSME Module	VSME Ref. - Topic	Report Chapter Ref.
Basic Module General information	B1- Basis for preparation	5. Methodological note
	B2- Practices, policies and future initiatives for transitioning towards a more sustainable economy	4.3 Policies and practices
Basic Module Environment metrics	B3- Energy and greenhouse gas emissions	2.1 Climate change
	B4- Pollution of air, water and soil	2.2 Air pollution
	B5- Biodiversity	2.3 Biodiversity
	B6- Water	2.4 Water resources
	B7- Resource use, circular economy and waste management	2.5 Circular Economy

Basic Module Social metrics	B8- Workforce – General characteristics	3.1 Human Resources
	B9- Workforce – Health and safety	3.5 Occupational health and safety
	B10 - Workforce – Remuneration, collective bargaining and training	3.2 Collective bargaining and remuneration 3.4 Training
Basic Module Governance metrics	B11- Convictions and fines for corruption and bribery	4.2 Organization Management and Control Model

Quantitative data are expressed in the recommended units of measurement (e.g. MWh, tCO₂eq, m³, ton), with reference to international standards where relevant. Greenhouse gas emissions are calculated in accordance with the GHG Protocol, applying country-specific emission factors for location-based Scope 2 emissions and supply factors for the market-based method. Conversion factors for fuels follow IPCC reference values.

The Group's main production plants are located in Italy (two sites in Pessano con Bornago and one in Lurano, all of them fully owned by MP Filtri S.p.A.); UK (MP Filtri UK in Evesham); USA (MP Filtri USA in Quakertown, PA).; and China (MP Filtri Shanghai Co.Ltd.).

For the purposes of this Report, the Indian Branch (MP Filtri India Pvt. Ltd, in Bangalore) is reported as a commercial subsidiary. The 2025 production data were excluded because they were incomplete and not homogeneous, following the start of the activity during the year.

The remaining subsidiaries mainly perform commercial, logistical or technical support functions.

5.2 List of MP Filtri Companies and facilities included in reporting scope

The Companies and/or facilities included in the reporting scope are the following:

Company	Address	Country
MP Filtri S.p.A. Registered Office and production plant	Via 1° Maggio 3, 20042 Pessano con Bornago (MI)	Italy
MP Filtri S.p.A. production plant	Via Giacomo Matteotti 2, 20042 Pessano con Bornago (MI)	Italy
MP Filtri S.p.A. foundry and machining plant	Via per Castel Rozzone 13, 24050 Lurano (BG)	Italy
MP Filtri UK Ltd.	Vale Park South, Conference Way, Evesham, Worcestershire, WR11 1LB	United Kingdom
MP Filtri USA Inc.	1181 Richland Commerce Drive, Quakertown, PA 18951	U.S.A.
MP Filtri India Pvt. Ltd.	Plot No.117 & 118, Aerospace Sector Hi-Tech Defence & Aerospace Park, Bengaluru, Karnataka	India
MP Filtri France	220 rue Ferdinand Perrier, CS 98004 Saint-Priest Cedex	France
MP Filtri Germany GmbH	Hans-Wilhelmi-Straße, DE-66386 St. Ingbert	Germany
MP Filtri Shanghai Co. Ltd.	Room 501, Building 1, No 555 Wanfang Road, Minhang District, Shanghai	China

The following Companies were **not** included in the reporting scope:

- MP FILTRI MIDDLE EAST FZCO, based in Office BCB2-207, Building B2, Dubai Commerc City 11, 17th Street, Umm Ramool, Dubai – UAE, as the related balance sheet is not consolidated;
- MP FILTRI SEA Pte Ltd, based in 15 Yishun Industrial Street 1, #02-18 WIN 5 - Singapore, as the related balance sheet is not consolidated;
- MP Filtri Canada Inc, based in 8831 Keele Street – Concord, Ontario, as it is not controlled by the parent Company.

Given the Group's structure and the different availability of data by branch, the scope of reporting varies according to the different modules of VSME standard, as detailed below:

Environment — Energy and GHG (B3): all production sites (MP Filtri S.p.A., MP Filtri UK Ltd, MP Filtri USA Inc., MP Filtri Shanghai Co,Ltd.) and commercial branches, with exception of not-consolidated Companies (MP Filtri Singapore and MP Filtri UAE) and participated Company, MP Filtri Canada inc.

Environment — Pollution (B4): production sites with authorization monitoring obligations, i.e. MP Filtri S.p.A., MP Filtri UK Ltd. and MP Filtri USA Inc. The values recorded are constantly below the limits set by the local regulations applicable to each location.

Environment — Water (B6): extended to the whole Group, apart from non-consolidated Companies (MP Filtri Singapore and MP Filtri UAE) and participated Company MP Filtri Canada inc.

Environment — Input materials (B7): Main production sites (MP Filtri S.p.A., MP Filtri UK Ltd, MP Filtri USA Inc.).

Social (B8–B10): MP Filtri headquarters and all branches, except for non-consolidated Companies (MP Filtri Singapore and MP Filtri UAE) and participated Company MP Filtri Canada inc.

Governance (B11): MP Filtri headquarters and all branches, except for non-consolidated Companies (MP Filtri Singapore and MP Filtri UAE) and participated Company MP Filtri Canada inc.

