



EUROSWITCH
excellence in sensors

ESG ASSESSMENT: RESULTS

Year 2025



Index

01 ● **ENVIRONMENT SPHERE** p. 06

02 ● **SOCIAL SPHERE** p. 13

03 ○ **GOVERNANCE SPHERE** p. 20



●
EUROSWITCH
ESG
METHODOLOGY

Creation and definition of a set of indicators related to ESG topics (Environment, Social and Governance)

Data processing and baseline definition.

Identification of strengths and critical issues (areas for improvement)

● **EUROSWITCH** **ESG** **METHODOLOGY**

Data collection pertained to Euroswitch for the year 2025.

In some cases, in order to analyse a trend, data from 2023 and 2024 (or previous years) was also collected.

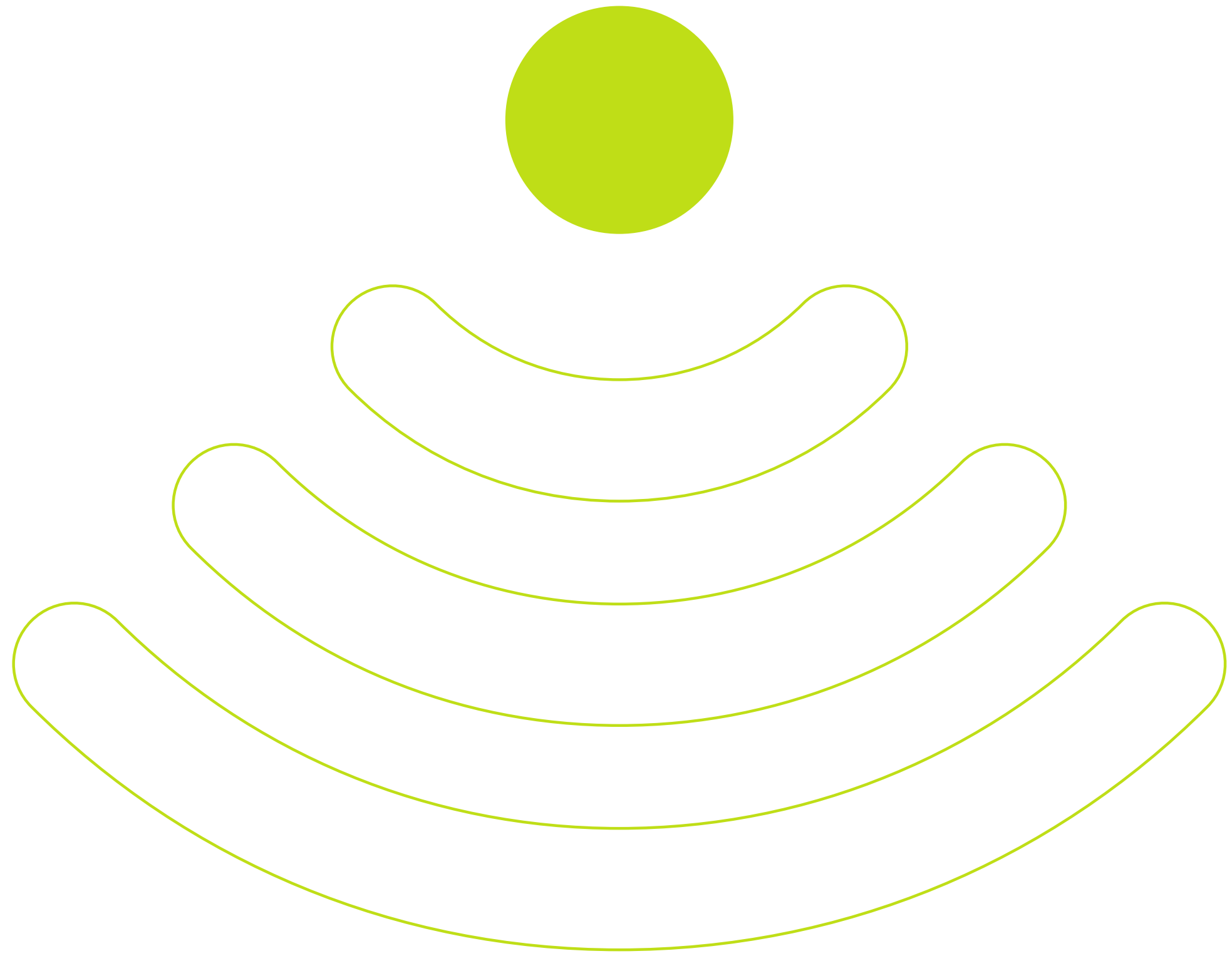
In no case was the year 2026 considered (as it is still in progress).



RESULTS

ENVIRONMENT, SOCIAL AND GOVERNANCE SPHERE

identification of strengths and areas for improvement



01

**ENVIRONMENT
SPHERE**

●
**Environment
sphere**



) **ENERGY**

(**EMISSIONS**

) **WASTE AND MATERIALS**

(**WATER RESOURCES**

ENERGY

The company has low consumption due to the nature of its activities. Specific consumption increased by 5% compared to 2024.

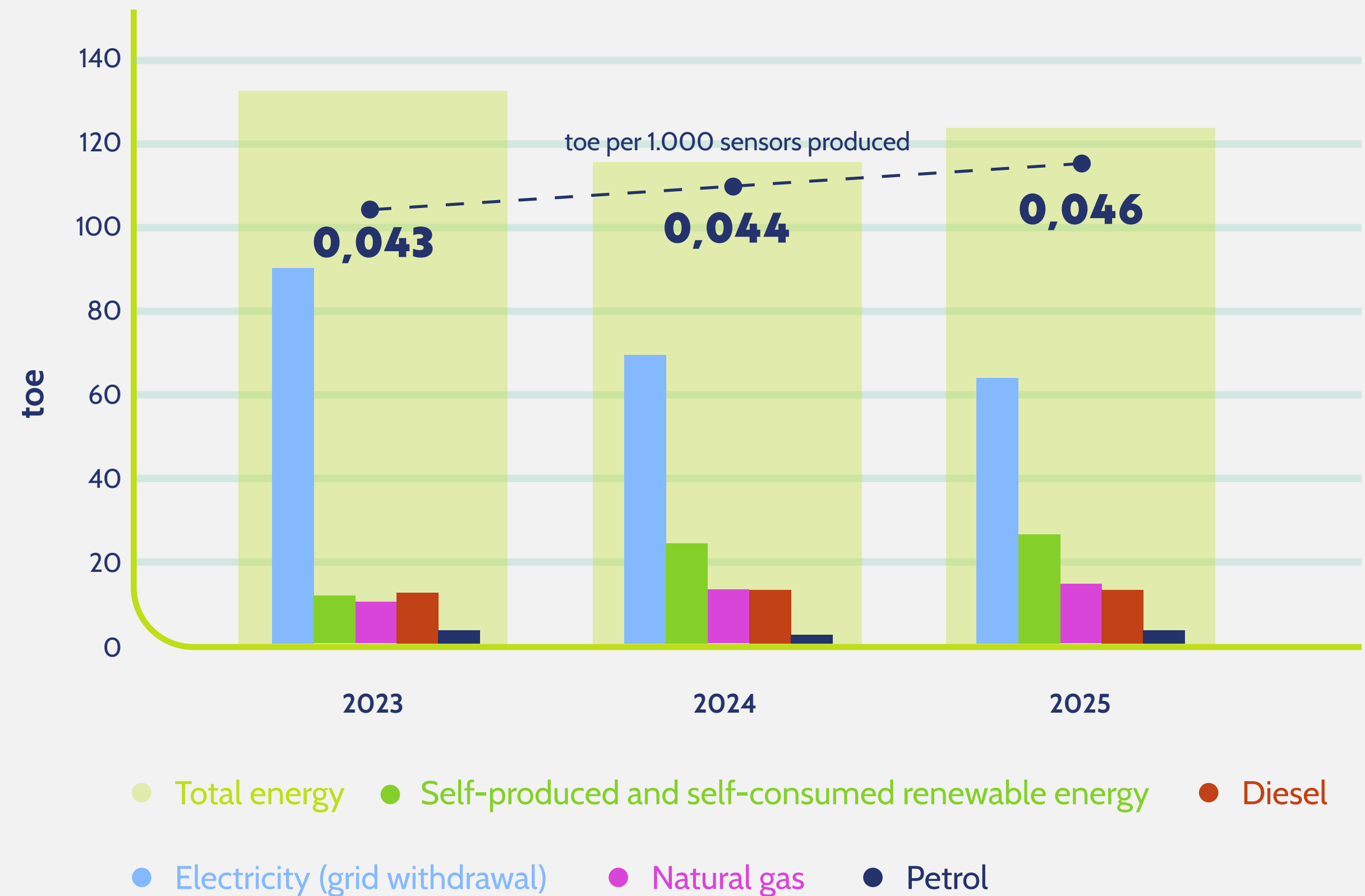
Strengths

- Self-production and self-consumption from a photovoltaic system: in 2025, 169,7 MWh were produced and 138,4 MWh were consumed, accounting for 21% of total energy consumption.
- 82% of electricity consumption from renewable sources, including self-consumption and Guarantees of Origin.

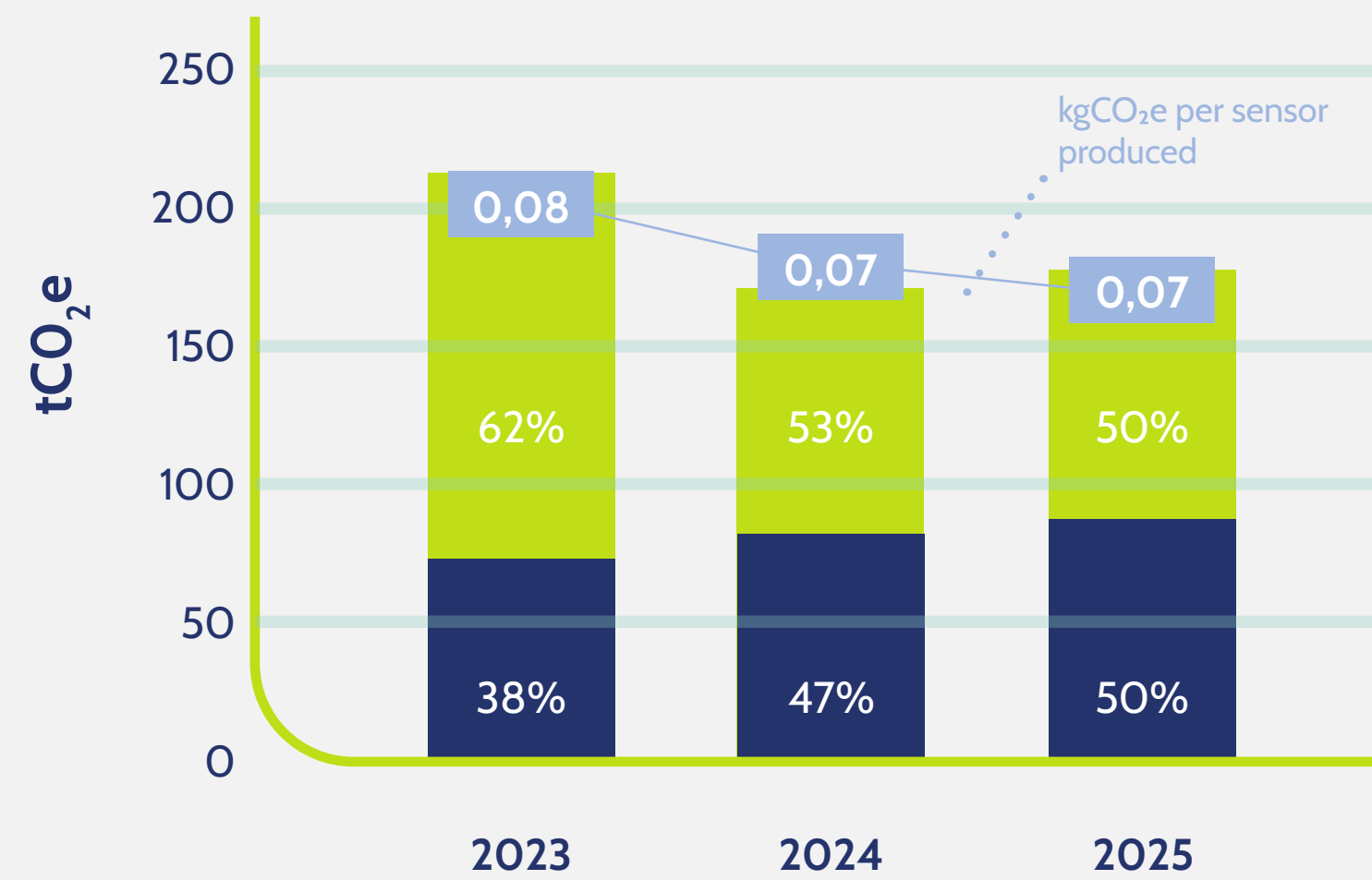
Areas for improvement

- > Efficiency measures and increasingly structured monitoring of consumption.

TOTAL ENERGY CONSUMPTION

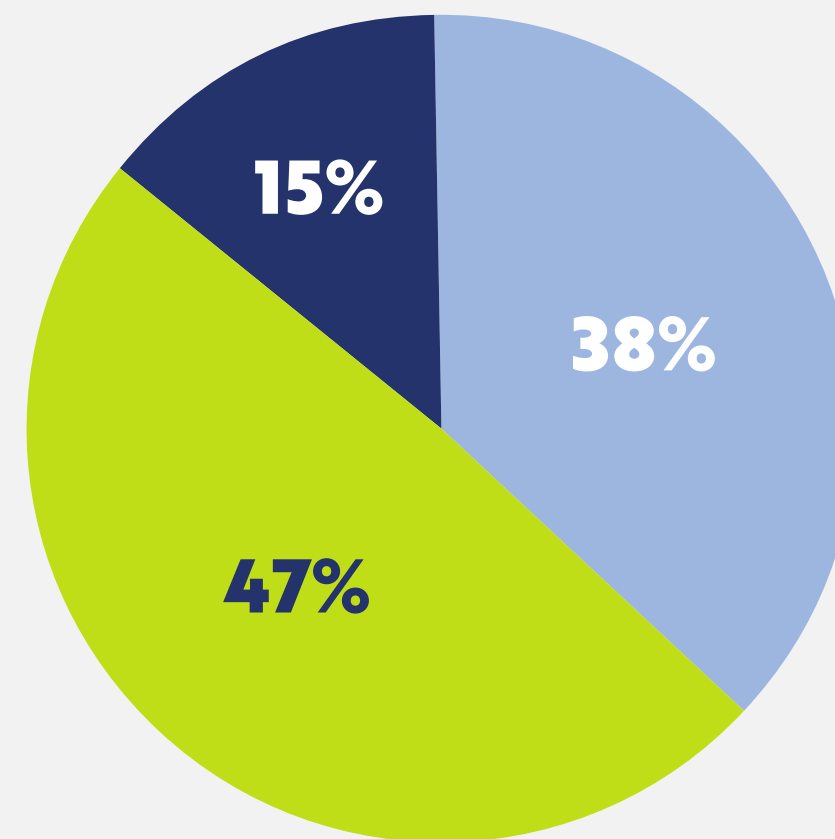


GHG EMISSIONS SCOPE 1 AND 2



- Direct emissions (Scope 1)
- Indirect GHG emissions from imported energy (Scope 2)
- Specific emissions

DIRECT EMISSIONS '25



- Diesel for company vehicles
- Natural gas
- Petrol for company vehicles

GREENHOUSE GAS EMISSIONS

Strengths

- Self-consumption of electricity from the photovoltaic system, with an emission value considered to be 0.
- Purchase of Guarantees of Origin for 75% of the electricity withdrawn from the grid.

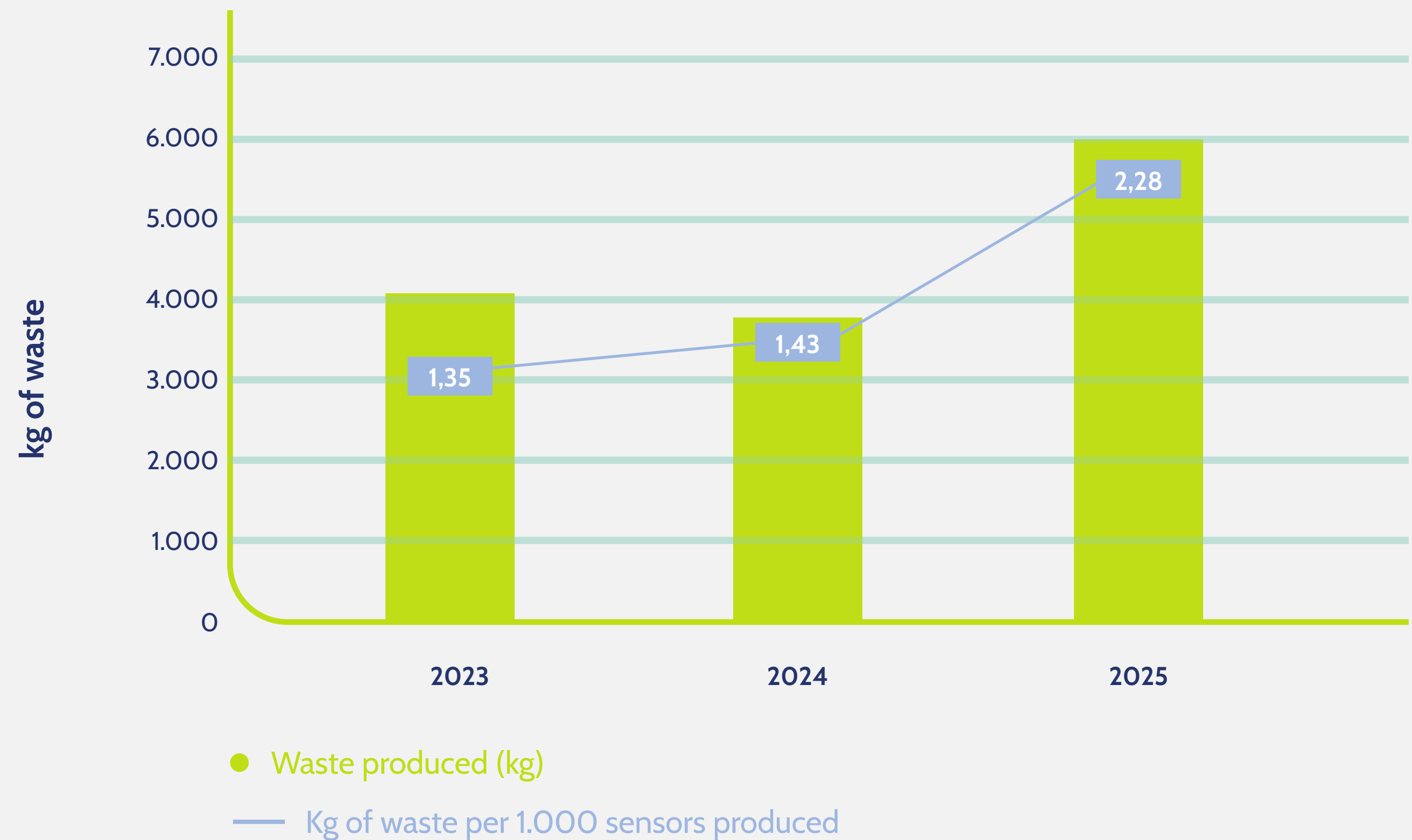
Areas for improvement

- > Increase the percentage of electricity consumption covered by Guarantees of Origin: 100% in 2026.
- > Evaluate the calculation of the organization's carbon footprint to monitor Scope 3 emissions.

● WASTE

- Total waste production increased in 2025 compared to the previous two-year period; the reason is not attributable to company management, as the increase was due to the disposal of solar panels damaged during a hailstorm in July 2024.

WASTE PRODUCED



● WASTE

Strengths

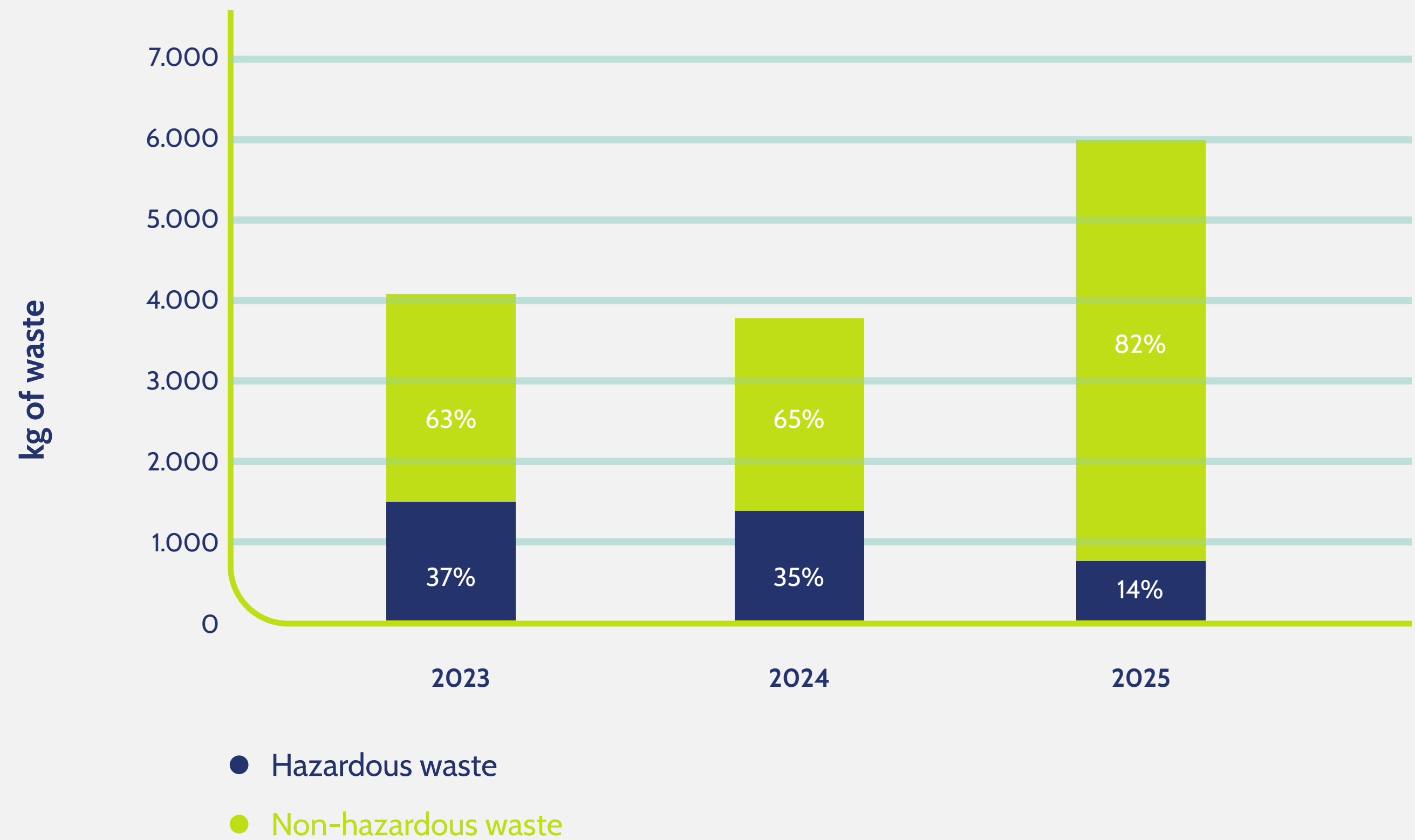
- 100% of waste is sent for recovery.

Areas for improvement

- > Implement accurate tracking of incoming materials, components and packaging, with particular attention to **Critical Raw Materials and conflict minerals***.

*Critical raw materials: raw materials used in the energy transition and for digital technologies, such as aluminum, lithium, manganese, nickel, platinum, copper, silicon, titanium and tungsten, as well as rare earth elements, such as neodymium. Conflict minerals, on the other hand, include tin, tantalum, tungsten and gold.

HAZARDOUS AND NON-HAZARDOUS WASTE



WATER WITHDRAWAL



WATER CONSUMPTION

Water consumption results solely from sanitary water needs (no water resources are used for production activities).

In 2025, a water leak occurred at the Sale Marasino site, resulting in higher water withdrawal compared to the previous two-year period.

Strengths

- Employee awareness was raised through email communication on the importance of adopting measures to monitor individual water consumption and reduce waste.



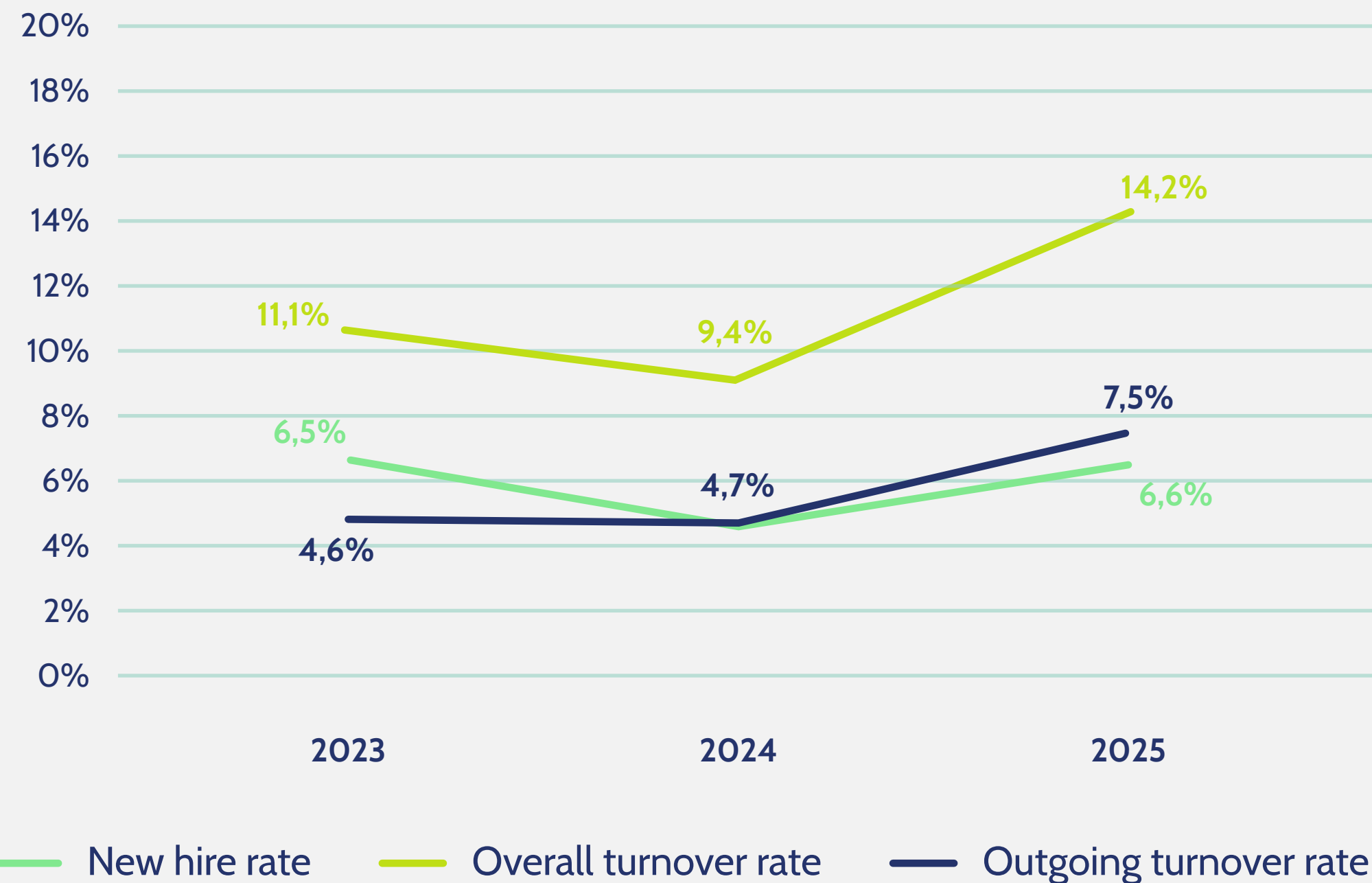
02

SOCIAL SPHERE

●
**Social
sphere**

-) **STAFF AND TURNOVER**
-) **OCCUPATIONAL HEALTH AND SAFETY**
-) **TRAINING AND EDUCATION**
-) **DIVERSITY AND EQUAL OPPORTUNITIES**

TURNOVER RATES (EMPLOYEES + TEMPORARY WORKERS)



N.B.: Turnover rates are calculated as follows, and then expressed as a percentage:
 Overall turnover = (no. of hires + no. of leavers) / total employees as of 31/12 of the previous year
 Outbound turnover = no. of leavers / total employees as of 31/12 of the previous year
 Incoming turnover = no. of hires / total employees as of 31/12 of the previous year

STAFF AND TURNOVER

Over the three-year period 2023–2025, the overall workforce remained stable (with 106 total resources)

The progressive integration of direct employees (formerly temporary workers or new hires) led to a decrease in temporary contracts, from 17% to 6% of the total workforce, ensuring occupational security for a growing number of workers.

Strengths

- Workforce turnover rates, including direct employees and temporary workers, increased in 2025 but remained below the national benchmark*.

*The benchmark is taken from the Confindustria 2025 Labor Survey, whose analysis refers to 2023 data. At national level, for the industrial sector, the overall turnover rate was 22,9%, while the outbound turnover rate was 10,9% and the incoming turnover rate was 12,0%.

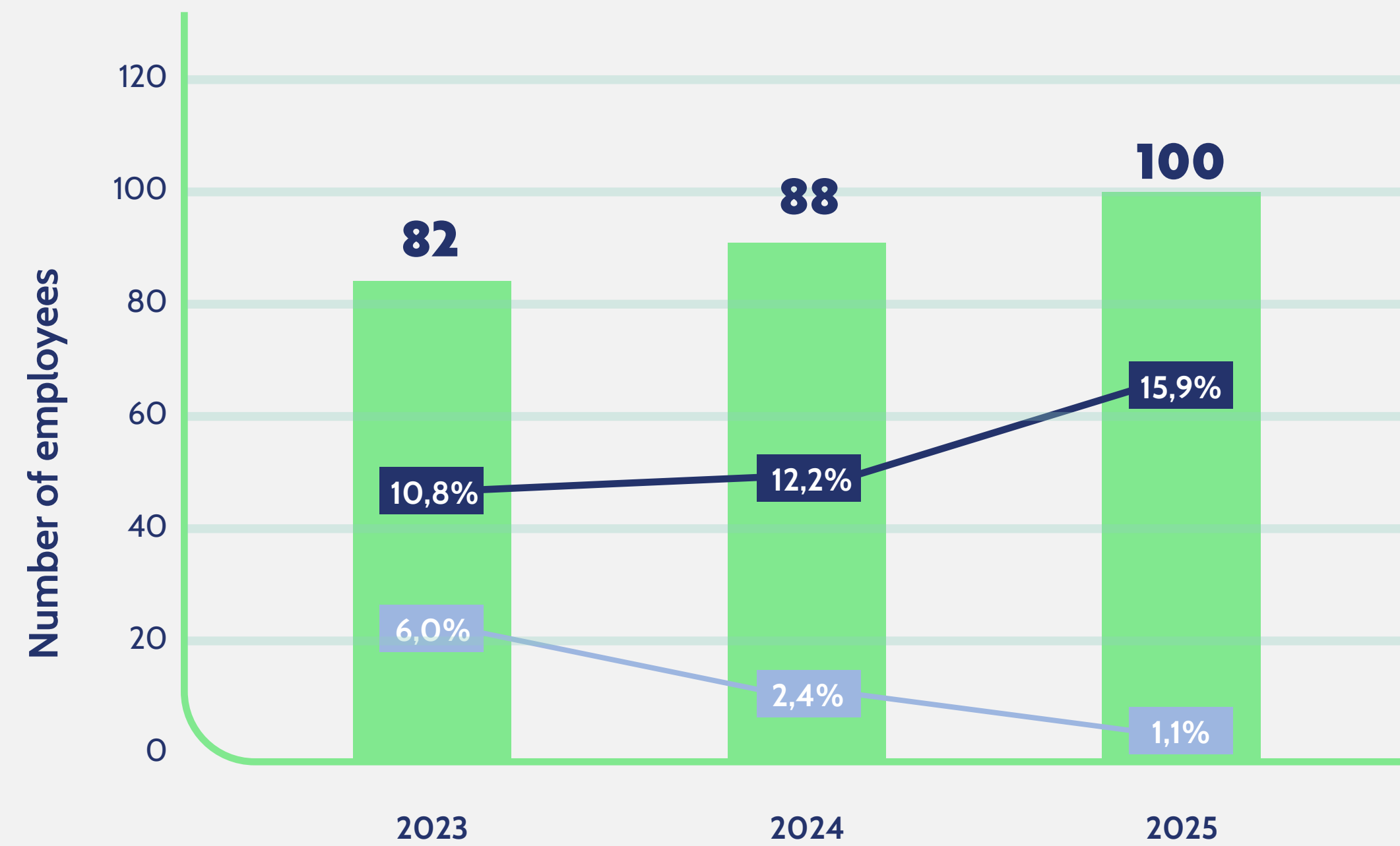
● STAFF AND TURNOVER

Strengths

- Increase in the total number of employees compared to 2024 (+12 people)
- Between 2024 and 2025, 10 temporary workers were permanently integrated into the workforce as direct employees.
- 100% of direct employees are employed under permanent contracts.
- Turnover rates are below the national benchmark*, and outgoing turnover is decreasing.

*The benchmark is taken from the Confindustria 2025 Labor Survey, whose analysis refers to 2023 data. At national level, for the industrial sector, the overall turnover rate was 22,9%, while the outbound turnover rate was 10,9%.

DIRECT EMPLOYEES AND TURNOVER RATES



- Total direct employees
- Overall turnover rate
- Outgoing turnover rate

N.B.: Turnover rates are calculated as follows, and are always expressed as a percentage:
 Overall turnover = (no. of hires + no. of leavers) / total employees as of 31/12 of the previous year
 Outgoing turnover = no. of leavers / total employees as of 31/12 of the previous year

● Occupational health and safety

Strengths

ISO 45001 certification is in place.

In 2025, zero injuries were recorded.

Injuries were also limited over the previous two-year period:

- **One professional accident in 2024, with a 10-day prognosis.**
- **Zero injuries in 2023*.**

*The commuting accident, i.e. the accident that occurred while travelling between home and work, recorded in 2023 is not counted for ESG evaluation purposes.

Index calculations:

Frequency index = total number of injuries / hours worked × 1.000.000

Severity index = total prognosis days × 1.000 / hours worked

TRAINING AND EDUCATION

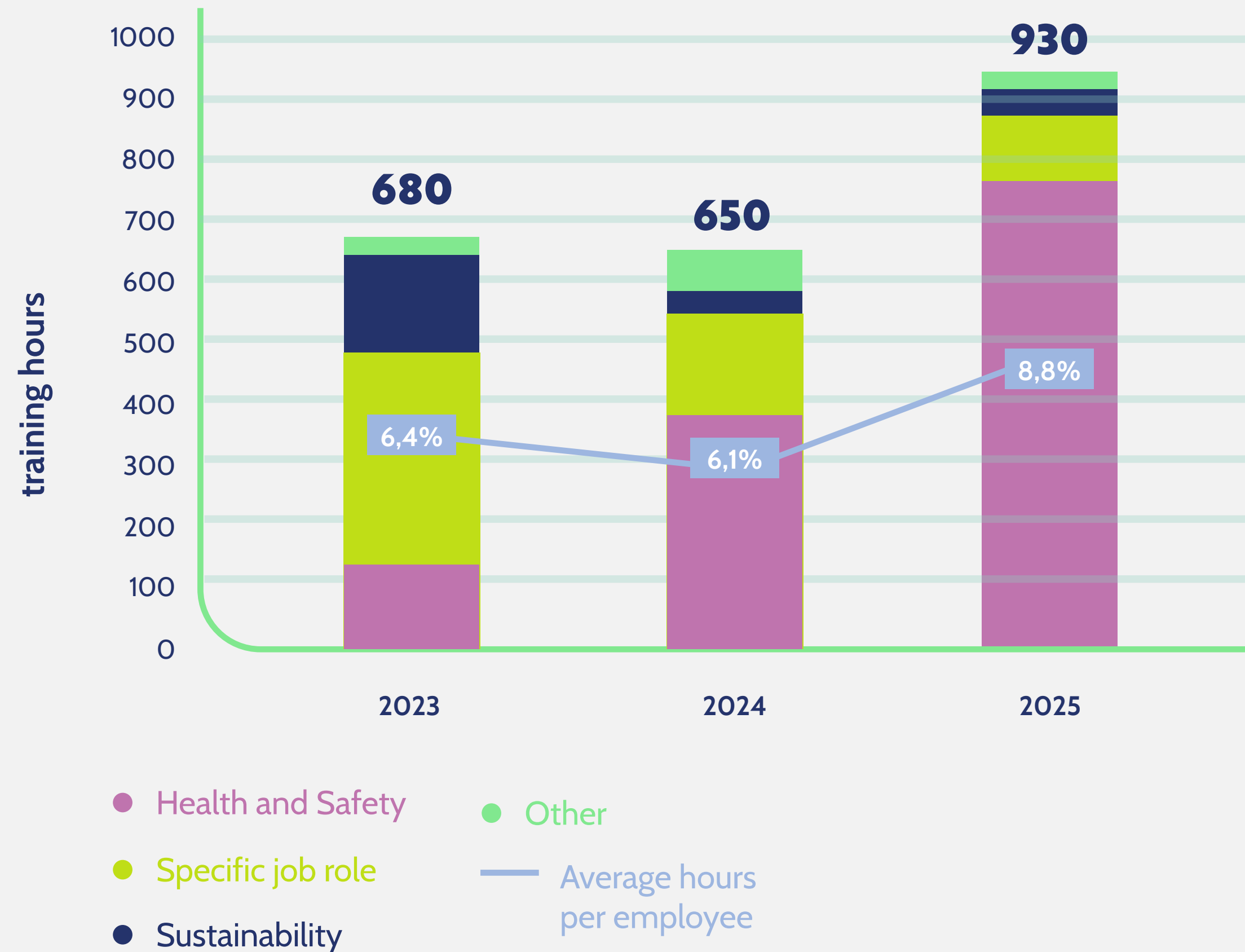
Strengths

- Sustainability training.
- Increase in training hours delivered.

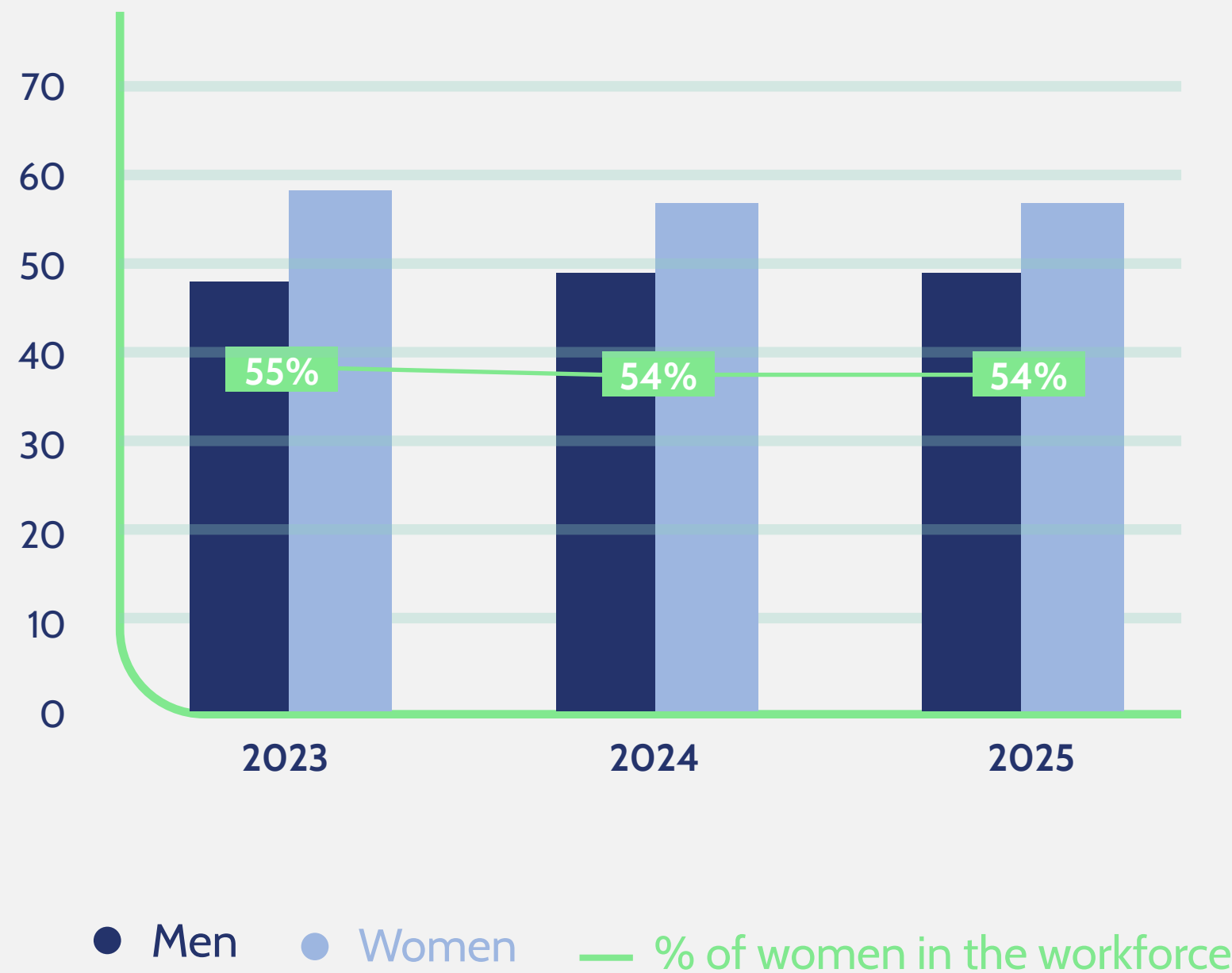
Areas for improvement

> Expand the training offering for personnel with specific courses dedicated to key topics, such as cybersecurity, sustainability and ethics, or to soft skills.

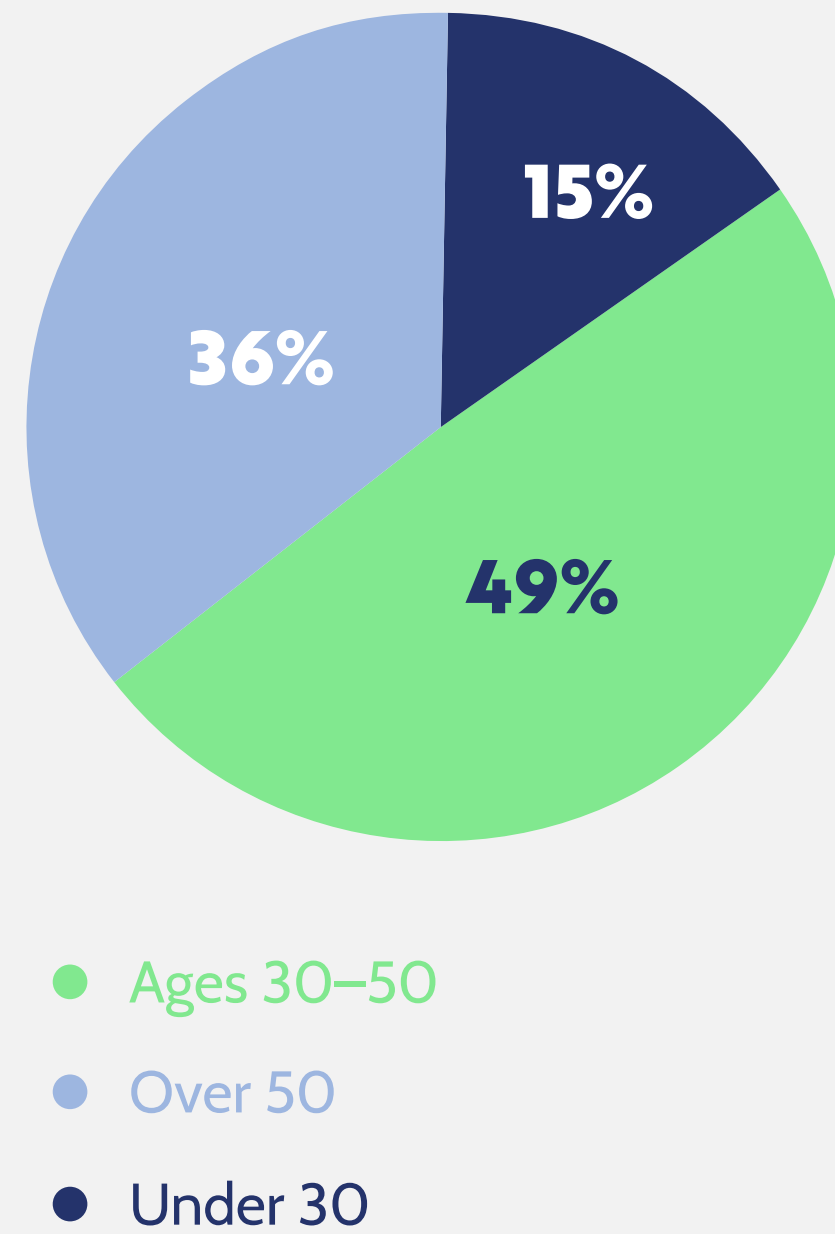
TRAINING HOURS BY TOPIC



**EMPLOYEES
(DIRECT + TEMPORARY WORKERS)
BY GENDER**



**EMPLOYEES
(DIRECT + TEMPORARY WORKERS)
BY AGE GROUP – 2025**



DIVERSITY AND EQUAL OPPORTUNITIES

**Breakdown of
personnel by gender
and age remained
stable over time.**

Strengths

- Over 50% of the workforce, including direct employees and temporary workers, is composed of women.

Areas for improvement

- > Evaluate targeted talent attraction strategies, especially with reference to under-30s, starting from labor market expectations: transparent growth paths during hiring, employee well-being initiatives and dedicated training.



03

**GOVERNANCE
SPHERE**

●
**Governance
sphere**

-) **ECONOMIC PERFORMANCE**
- (**SUPPLY CHAIN**
-) **PRIVACY AND DATA PROTECTION**
- (**DEVELOPMENT AND INNOVATION**
-) **STRATEGIC DIRECTION
AND BUSINESS MANAGEMENT**

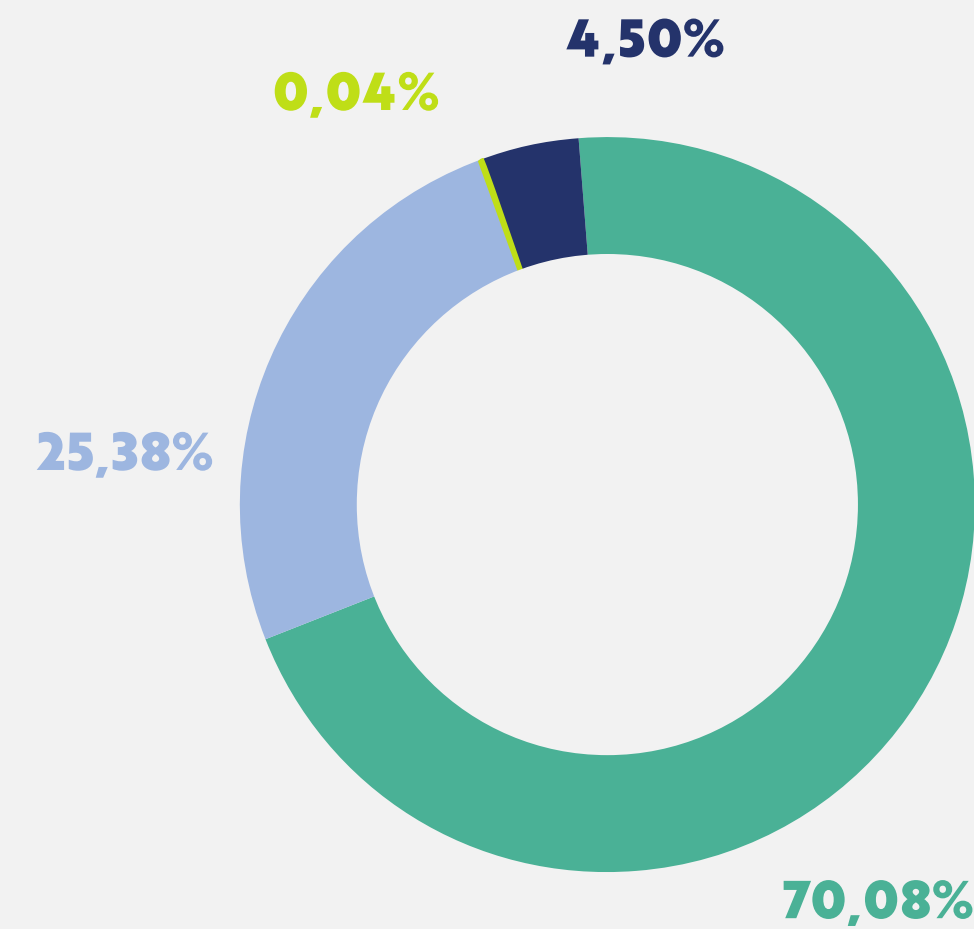
ECONOMIC PERFORMANCE

The economic picture remained fairly stable and consistent over the three-year period.

Areas for improvement

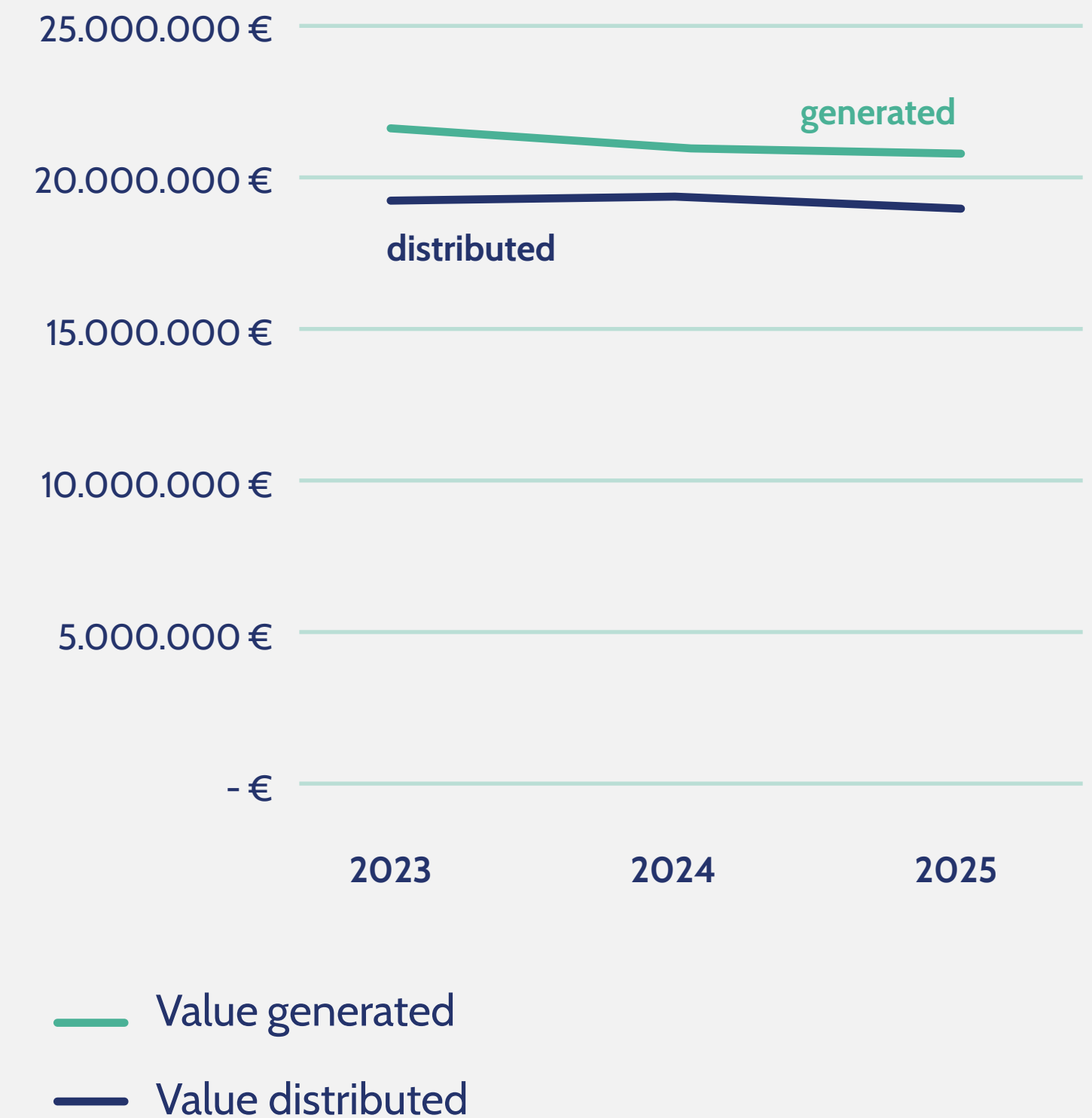
➤ Evaluate increasing sponsorships and donations to local entities and communities, allocating an annual amount – either in absolute terms or as a percentage – for these purposes.

BREAKDOWN OF DISTRIBUTED ECONOMIC VALUE – 2025

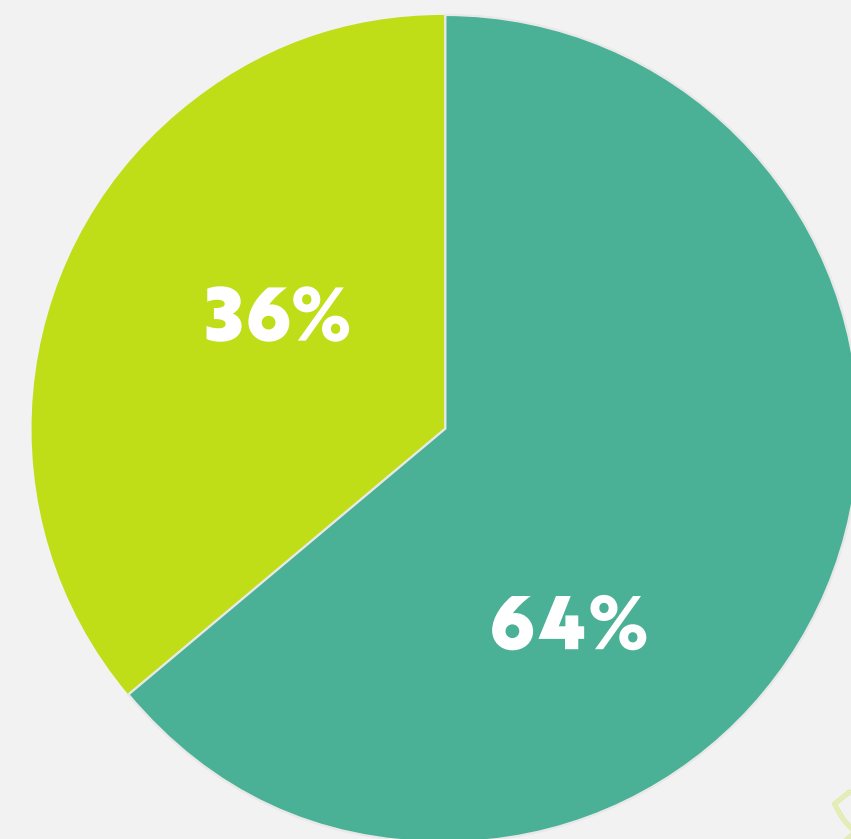


- Operating costs
- Employee wages and benefits
- Payments to public administration
- Interest expenses on loans and other forms of debt

ECONOMIC VALUE GENERATED AND DISTRIBUTED



EXPENDITURE TOWARDS SUPPLIERS 2025



- Spending on suppliers in Lombardy
- Spending on Italian or European suppliers

SUPPLY CHAIN

Strengths

- 64% of supplier spending on local suppliers in Lombardy
- A Code of Conduct has been integrated into the supplier specifications
- Sustainability assessments have been integrated into the supplier evaluation checklist and audits

Areas for improvement

- > Increase supplier audits.
- > Distribute a sustainability questionnaire to suppliers.

PRIVACY AND DATA PROTECTION

Strengths

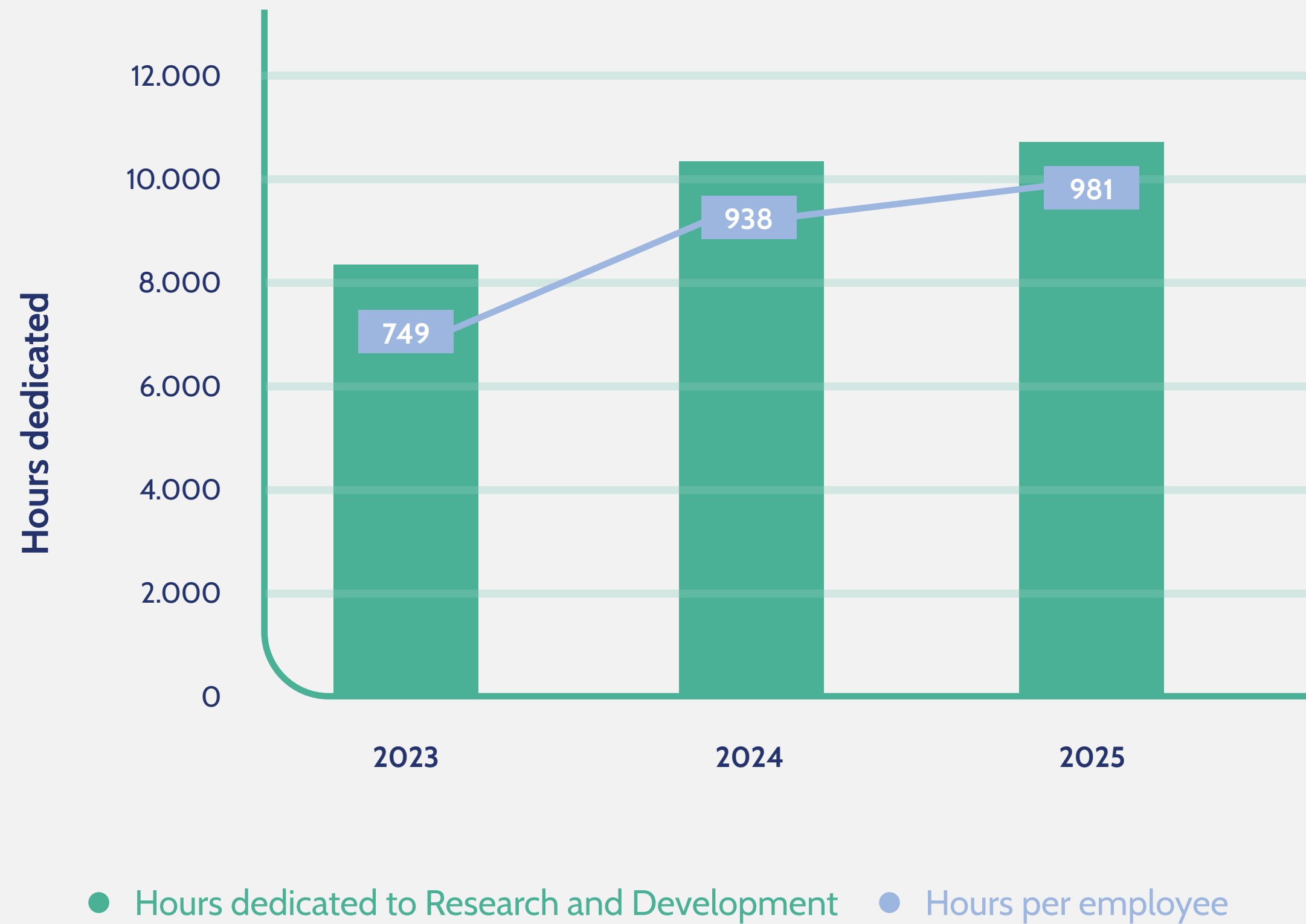
- 0 cases of data loss or privacy breaches.
- Within the context of compliance with NIS2, the most recent EU regulation on cybersecurity:
 - Analysis and mapping of all network flows, updating existing firewalls and implementing new ones.
 - Procedure including a response plan for cybersecurity incidents.

Areas for improvement

- Periodically update the mapping of potential critical issues related to IT security and confidentiality, including economic and reputational damage associated with any data loss or breaches, regulatory requirements and related sanctions.
- Implement prevention strategies for the risks identified, such as phishing tests, penetration tests and specific training.



HOURS DEDICATED TO RESEARCH AND DEVELOPMENT



DEVELOPMENT AND INNOVATION

Strengths

- > 11 people are involved in the Research and Development department, not full-time, with almost 1.000 working hours invested by each worker.
- > R&D activities are conducted in collaboration with universities.
- > Continuous development of new products.

In 2025:

- new electromechanical sensors with push-button actuation
- new capacitive level sensors
- new inductive speed sensors

STRATEGIC DIRECTION AND BUSINESS MANAGEMENT

The increase in complaints in 2024–2025 is mainly linked to company growth, the increase in volumes managed and more structured monitoring of reports, with a view to continuous improvement.

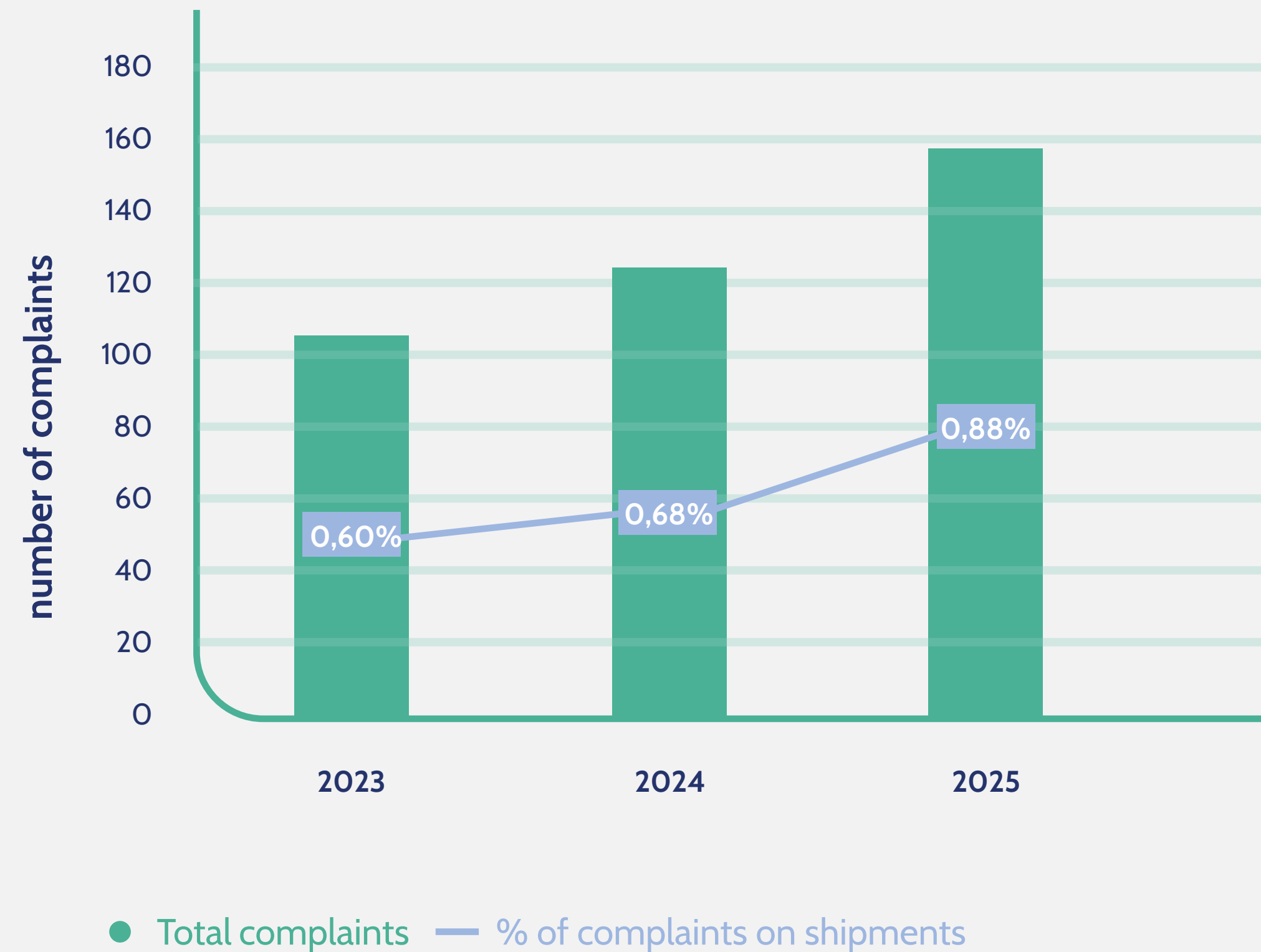
Strengths

- ISO 9001, 14001 and 45001 certifications.
- Code of Ethics
- **Complaint evaluation system:** in 2025, the complaint resolution/closure rate was 100%, and the complaint rate, calculated per delivery note line, was 0,88%.

Areas for improvement

- > Extend the customer satisfaction survey to clients with a value of less than €100.000, for whom only feedback is currently collected and managed.

COMPLAINTS MANAGEMENT





EUROSWITCH
excellence in sensors

EUROSWITCH S.P.A.

Via Provinciale n.15 - 25057 Sale Marasino (BS) Italy

Tel. +39 030 986549 - Fax +39 030 9824202

info@euroswitch.it