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SUSTAINABILITY REPORT 2024

HIGHLIGHTS

CONTENTS

LETTER TO STAKEHOLDERS

For the Mecc Alte Group, 2024 was a year of growth and consolidation, during which we strengthened our commitment to sustainability as a daily responsibility and an integral part of the way we do business. In an extremely complex global context, we chose to act consistently with our values, which form the foundation of our identity and guide every decision we make: care for the customer, the sharing of goals and results, the assumption of responsibility towards the environment and society, entrepreneurial spirit in our actions, and simplicity as a principle of clarity and practicality.

The initiatives launched throughout the year placed people at the center, the heart of our organization. Safety, training, well-being, and inclusion have become key elements of the way we operate. At the same time, we strengthened our dialogue with the communities and territories in which we operate, supporting social, cultural, and educational projects that generate shared value.

Sustainability also guides the way we innovate and produce. We invest in more efficient processes and technological solutions aimed at reducing waste, consumption, and emissions, aware that continuous improvement is not only a corporate responsibility

but a collective one. Throughout our value chain, we promote transparency, collaboration, and integrity, engaging suppliers and partners in building a more solid and respectful future together.

We look to the future with confidence and determination, aware that sustainability is not a destination but a journey that requires consistency, participation, and daily care.

We thank all our stakeholders for the trust, dialogue, and contributions that make this shared growth possible, confident that everyone's commitment can make a difference – even through small steps.

SUSTAINABILITY STRATEGY

RESPONSIBILITY

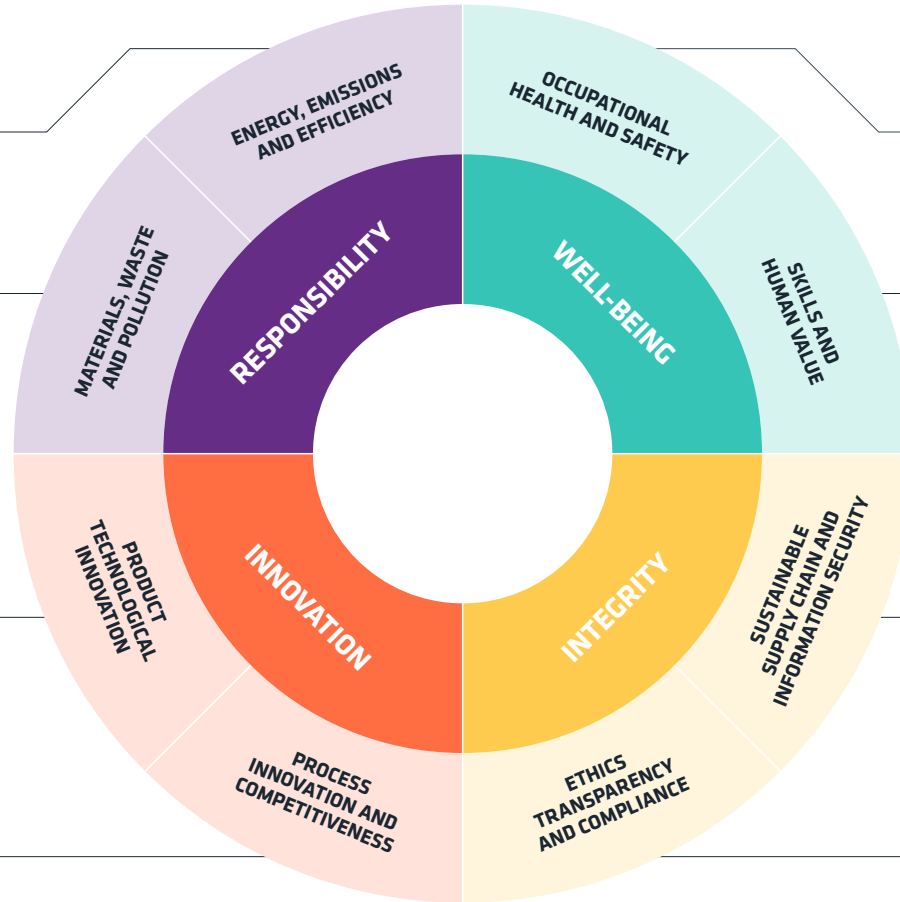
We reduce consumption and emissions through renewable energy and process efficiency.
We improve energy monitoring.

We aim to integrate an eco-design approach, sustainable materials, and circular practices, promoting waste reduction, reuse, and recycling.

INNOVATION

We invest in research and development to ensure solutions that reduce their impact, fostering competitiveness and innovation.

We innovate processes and technologies by investing in digitalisation and continuous improvement.



WELL-BEING

We Promote safe and healthy working environments through continuous training and prevention.
We ensure reliable and controlled products.

We enhance people through training, professional development, and welfare initiatives. We promote an inclusive and collaborative working environment.

INTEGRITY

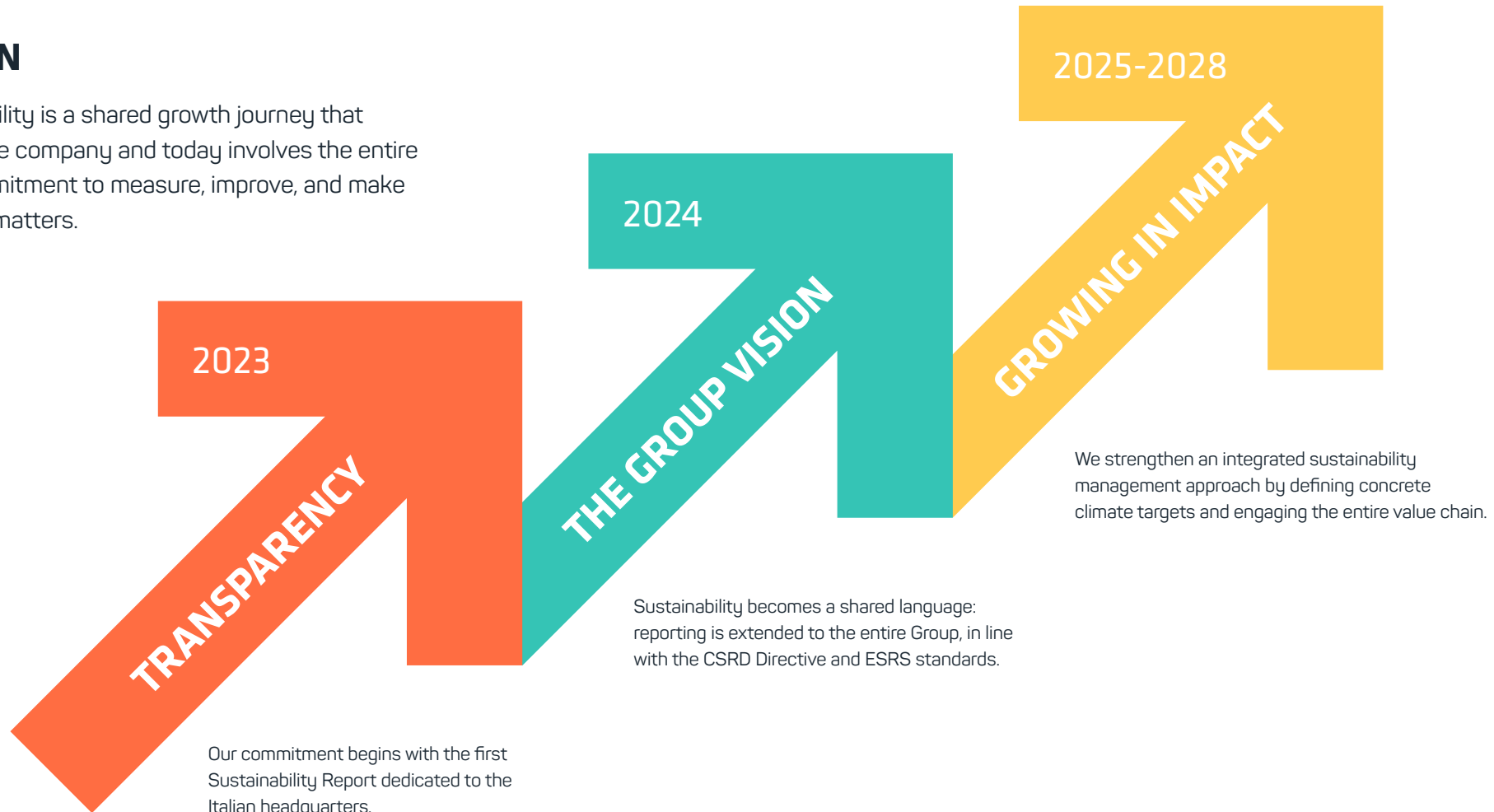
We manage the supply chain by aiming to integrate ESG criteria and dedicated controls. We protect data through advanced cybersecurity systems.

We operate with integrity and a solid governance framework, in compliance with the code of ethics.
We ensure transparency and responsible behavior.

SUSTAINABILITY AND TRANSPARENCY

OUR DIRECTION

At Mecc Alte, sustainability is a shared growth journey that starts at the heart of the company and today involves the entire Group. A concrete commitment to measure, improve, and make transparent what truly matters.



SUSTAINABILITY AND TRANSPARENCY

Our values are the driving force behind our development and guide us in pursuing our mission.

The foundations of our work are rooted in the ingenuity of our people, attention to detail, and the value of tradition.

Every day, we are committed to producing in a responsible and innovative way, fostering sustainable connections: because only those who continuously innovate can succeed. We strive to meet our customers' needs through the expertise, professionalism, and daily contribution of the people of Mecc Alte.

CARE

The customer at the center of our work



SHARING

Building value together



RESPONSIBILITY

Taking ownership of improvement



INITIATIVE

Making change happen



SIMPLICITY

Accessible, fast, and effective processes



PEOPLE

Recognising value



2024 REPORTING PERIMETER

NORTH AMERICA

USA

Mecc Alte Inc.

EUROPE

United Kingdom

Mecc Alte UK LTD

Spain

Mecc Alte España S.A.

Germany

Mecc Alte Generatoren GMBH

Italy

Mecc Alte SpA

Mecc Alte Power Products

Mecc Alte Portable

Co.Mecc.Fin

Veco

Zanardi

France

Mecc Alte International S.A.

ASIA

China

Mecc Alte Alternator LTD

Singapore

Mecc Alte (F.E.) PTE LTD

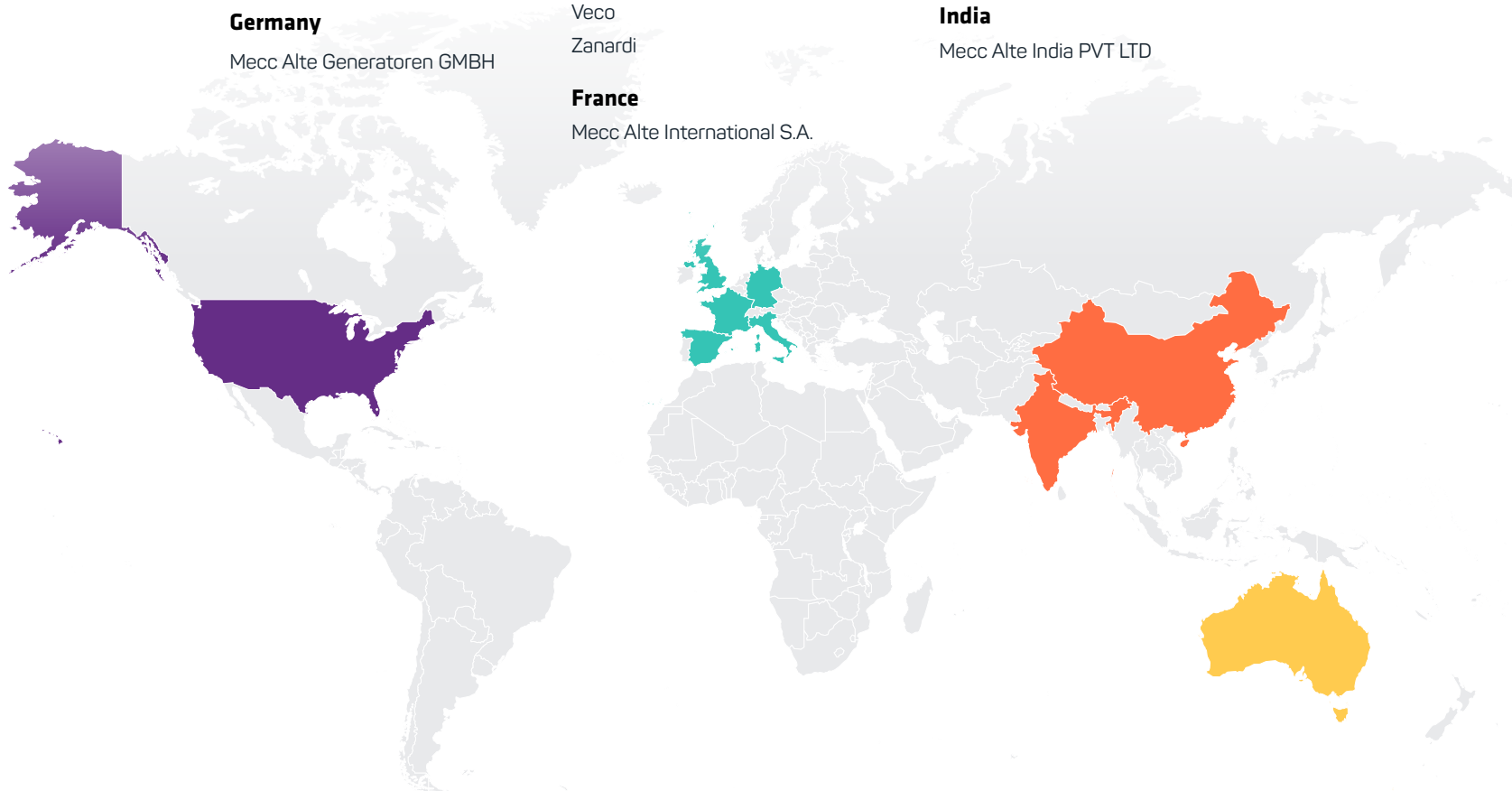
India

Mecc Alte India PVT LTD

AUSTRALIA (OCEANIA)

Australia

Mecc Alte Alternators PTY LTD



ALIGNMENT OF THE HSE POLICY & SDGs

RESPONSIBLE AND SUSTAINABLE OPERATIONS

HEALTH, SAFETY AND WELL-BEING

- Consolidate safe and healthy working environments through structured prevention and a certified HSE management system
- Promote well-being and quality of work through welfare programs, training, and shared responsibility

ENVIRONMENTAL PROTECTION AND NATURAL RESOURCE MANAGEMENT

- Continuously improve environmental performance by reducing consumption, emissions, and the use of critical substances
- Integrate eco-design and circular practices to ensure more efficient use of materials, energy, and natural resources

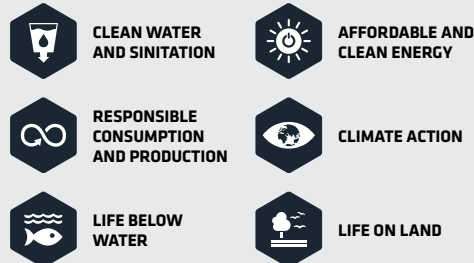
ECONOMIC AND SOCIAL SUSTAINABILITY

- Innovate products and technologies to increase efficiency and competitiveness while reducing energy impacts
- Enhance people and skills as a strategic lever, promoting professional growth and inclusion

STAKEHOLDER ENGAGEMENT AND PARTICIPATION

- Strengthen transparency and continuous dialogue with employees, suppliers, and communities on HSE and sustainability topics
- Safeguard trust and operational continuity through information security and responsible supply chain practices

SUSTAINABLE DEVELOPMENT GOALS



PERFORMANCE INDICATORS

RESPONSIBLE AND SUSTAINABLE OPERATIONS

HEALTH, SAFETY AND WELL-BEING

- Reduce workplace accidents by 50% by 2030 compared to 2020 (8 accidents)
- Obtain a human rights compliance declaration from 100% of critical suppliers by 2026
- Pilot at least one new flexible working arrangement by 2027, with feedback on effectiveness and impacts
- Increase supply chain awareness of HSE topics by strengthening monitoring and controls



NO POVERTY



GOOD HEALTH & WELLBEING



DECENT WORK AND ECONOMIC GROWTH

ENVIRONMENTAL PROTECTION AND NATURAL RESOURCE MANAGEMENT

- Optimize consumption by 30% by 2030 compared to 2023 levels
- Calculation of Mecc Alte's emissions – Organizational Carbon Footprint
- Implement a data baseline to carry out a Life Cycle Assessment (LCA) study on products
- Reduce by 50% by 2026, compared to 2024, the products used within the company classified as H351 and H361



CLEAN WATER AND SININATION



AFFORDABLE AND CLEAN ENERGY



RESPONSIBLE CONSUMPTION AND PRODUCTION



CLIMATE ACTION



LIFE BELOW WATER



LIFE ON LAND

ECONOMIC AND SOCIAL SUSTAINABILITY

- Establish a pay transparency system with annual analyses by role and job classification
- Improve the integration of ESG requirements into supply chain processes to strengthen supply chain accountability by 2026
- Implement training programs focused on soft skills and identified skills gaps



QUALITY EDUCATION



GENDER EQUALITY



DECENT WORK AND ECONOMIC GROWTH



INDUSTRY, INNOVATION AND INFRASTRUCTURE



REDUCED INEQUALITIES



RESPONSIBLE CONSUMPTION AND PRODUCTION



PEACE, JUSTICE AND STRONG INSTITUTIONS

STAKEHOLDER ENGAGEMENT AND PARTICIPATION

- Implement an external communication channel on HSE & Sustainability topics with at least three updates per year
- Achieve compliance with the NIS2 regulation by the end of 2026
- Enhance the security system across 100% of company devices by the end of 2026
- Draft and approve at least four IT policies by the end of 2025



PARTNERSHIPS FOR THE GOALS

SUSTAINABLE DEVELOPMENT GOALS

IMPACT ANALYSIS

MOST SIGNIFICANT ELEMENTS

ENVIRONMENT



E1 – CLIMATE CHANGE

Through the expansion of photovoltaic systems and process efficiency improvements, we are concretely committed to reducing GHG emissions.



E2 – POLLUTION

Dependence on thermal engine-powered transportation contributes to the emission of pollutants.



E3 – WATER AND MARINE RESOURCES

Production processes require a limited amount of water.



E5 – RESOURCE USE AND CIRCULAR ECONOMY

The use of rare earths and strategic materials exposes the company to environmental and social impacts along the extraction value chain.

SOCIAL



S1 – OWN WORKFORCE

The Group invests in technical, managerial, and specialised training to support professional growth, improve job quality, and strengthen business competitiveness.



Prevention, welfare, and inclusion programs create a safer, more motivating work environment oriented toward continuous improvement.



S3 – AFFECTED COMMUNITIES

Mecc Alte supports educational, social, and professional initiatives within local communities, contributing to their development and well-being in the territories where it operates.

GOVERNANCE



G1 – BUSINESS CONDUCT

The adoption of the 231 Model, the Code of Ethics, and internal control systems strengthens stakeholder trust and ensures responsible and compliant behavior.



Enhancing stakeholder involvement in decision-making processes to support a more effective integration of external expectations and concerns into corporate strategies.

ENVIRONMENTAL METRICS

ENERGY CONSUMPTION BREAKDOWN

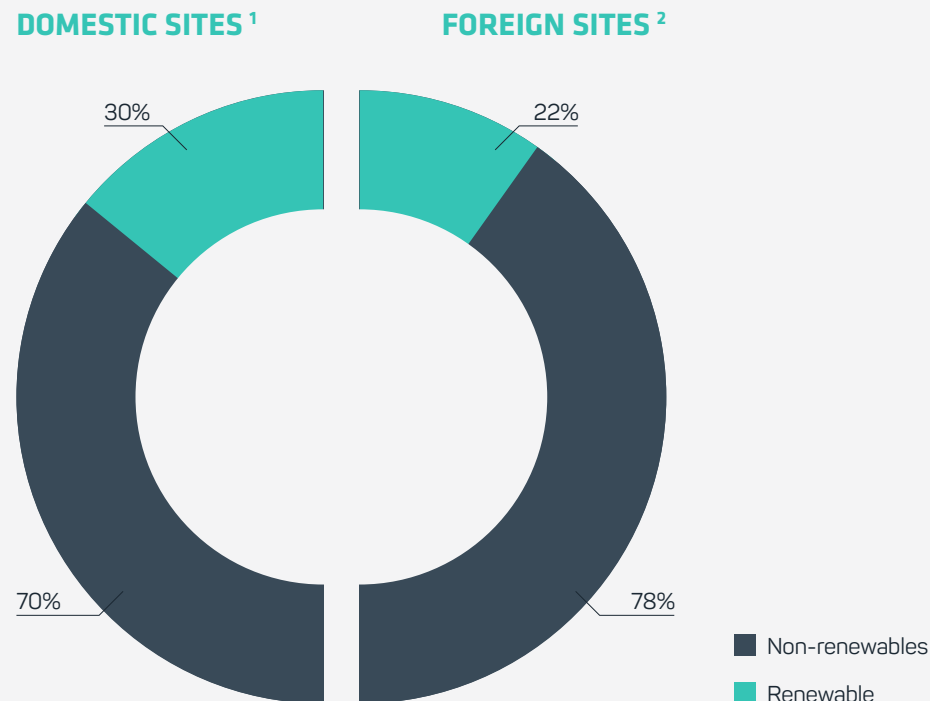
	DOMESTIC SITES ¹	FOREIGN SITES ²
Electricity	38%	46%
Gas	59%	44%
Fuels	3%	10%

ENERGY PRODUCTION BREAKDOWN

	DOMESTIC SITES ¹	FOREIGN SITES ²
Photovoltaic	14%	100%
Cogeneration ³	86%	-

³ Mecc Alte S.P.A. produced and sold 5,247 MWh of 100% renewable electricity from cogeneration; equivalent to 153% of its own annual electricity consumption

BREAKDOWN BY SOURCE



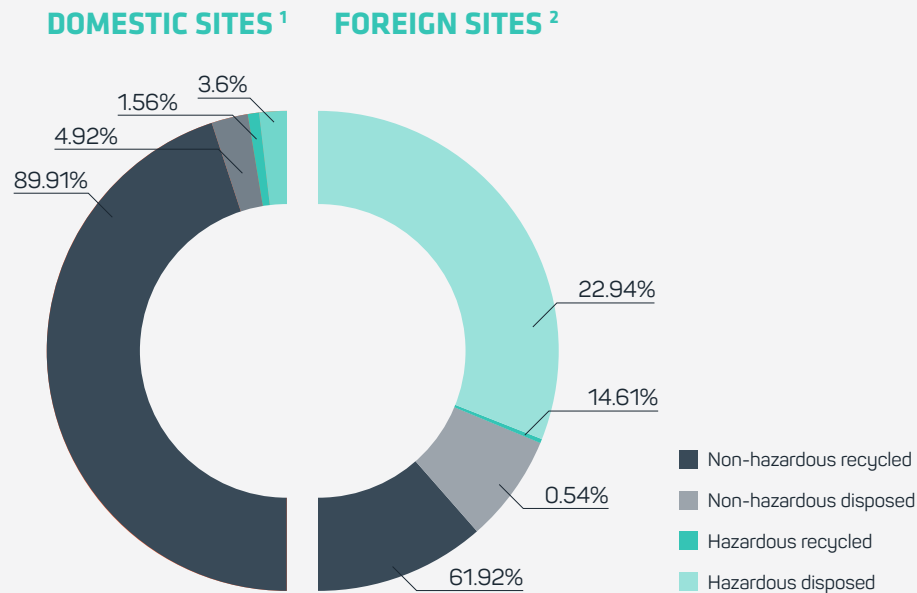
¹ Domestic sites; Mecc Alte SpA, Mecc Alte Power Products, Mecc Alte Portable, Co.Mecc.Fin, Veco and Zanardi

² Foreign sites; all the other sites outside Italy

ENVIRONMENTAL METRICS

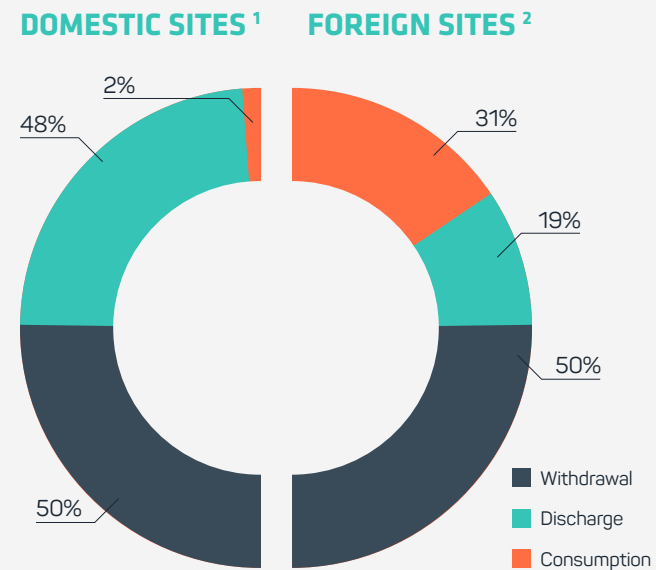
RECYCLED WASTE BY TYPE AND SITE

WASTE TYPE	DOMESTIC SITES ¹	FOREIGN SITES ²
Non-hazardous waste	4,342.72 t	419.00 t
Hazardous waste	236.46 t	697.00 t



WATER RESOURCE MANAGEMENT

	DOMESTIC SITES ¹	FOREIGN SITES ²
Withdrawal	7,305.91 m3	10,861.71 m3
Discharge	6,955.33 m3	4,038.35 m3
Consumption	350.58 m3	6,823.36 m3

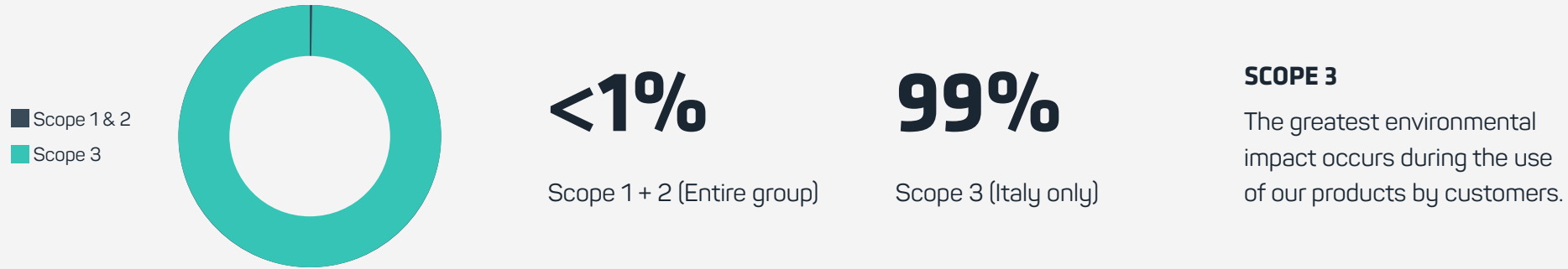


¹Domestic sites; Mecc Alte SpA, Mecc Alte Power Products, Mecc Alte Portable, Co.Mecc.Fin, Veco and Zanardi

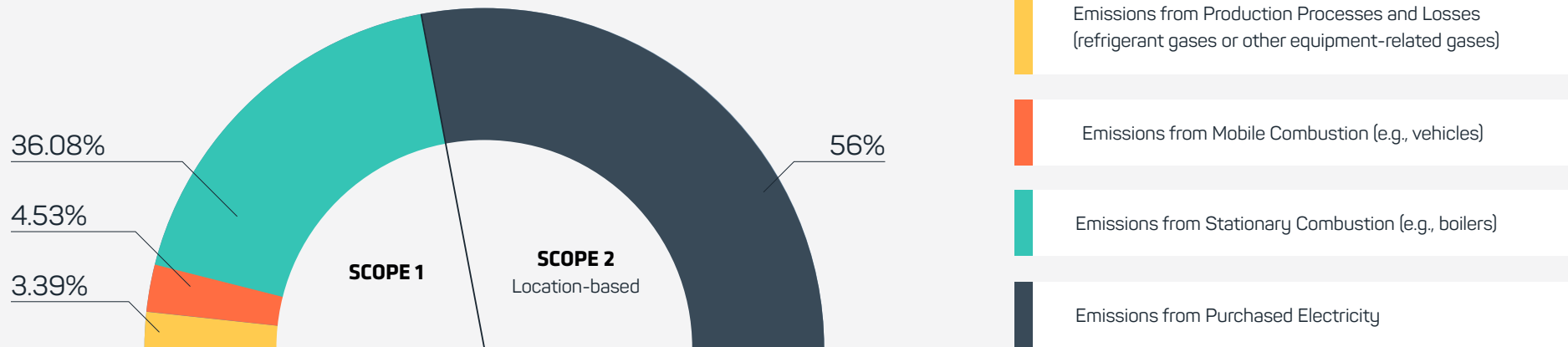
²Foreign sites; all the other sites outside Italy

GHG EMISSIONS – SCOPE 1, 2 & 3

COMPOSITION OF MECC ALTE GROUP EMISSIONS

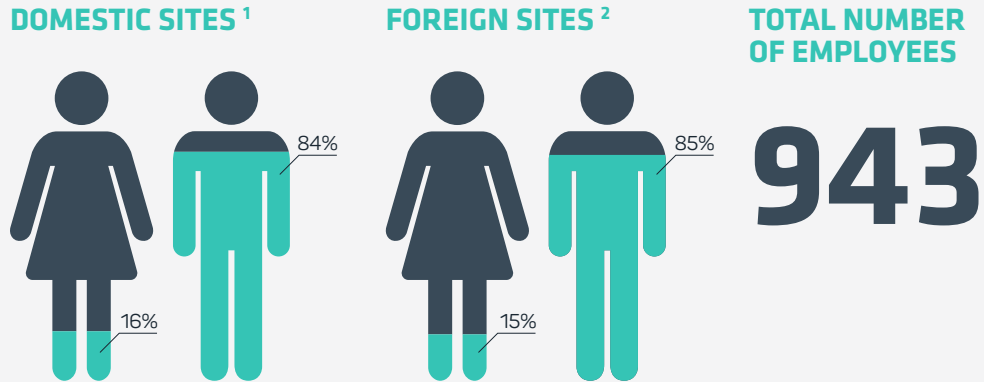


SCOPE 1 AND 2 (DOMESTIC SITES AND FOREIGN SITES)

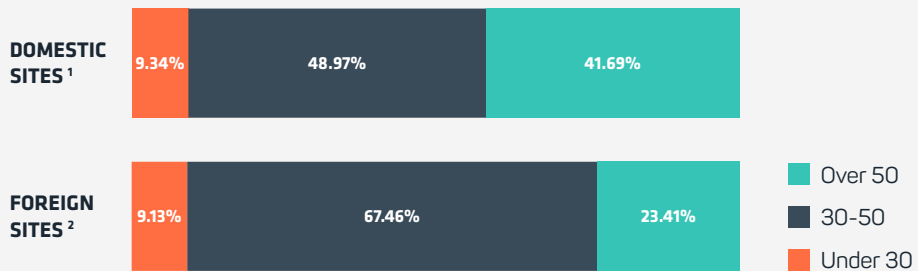


SOCIAL METRICS

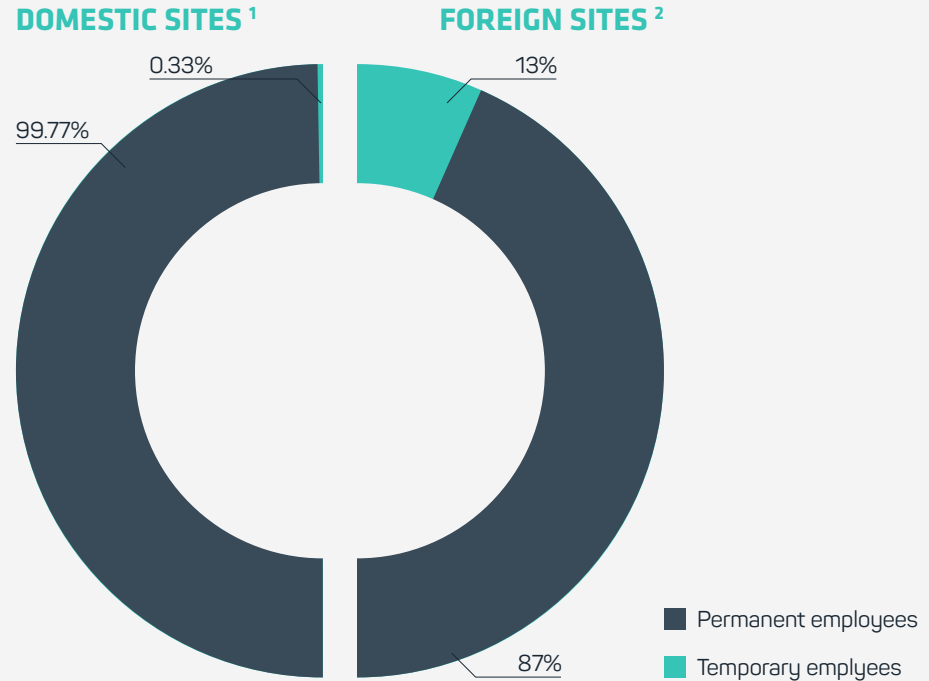
NUMBER OF EMPLOYEES BY GENDER



AGE DISTRIBUTION



CONTRACT TYPE



TURNOVER



¹Domestic sites; Mecc Alte SpA, Mecc Alte Power Products, Mecc Alte Portable, Co.Mecc.Fin, Veco and Zanardi

²Foreign sites; all the other sites outside Italy

GOVERNANCE METRICS

Mecc Alte's governance is based on a solid and transparent structure, led by a Board of Directors with 60% female representation, a notable figure in a highly technical sector.

The presence of established industrial expertise, together with independent external review, ensures robust decision-making processes and effective oversight.

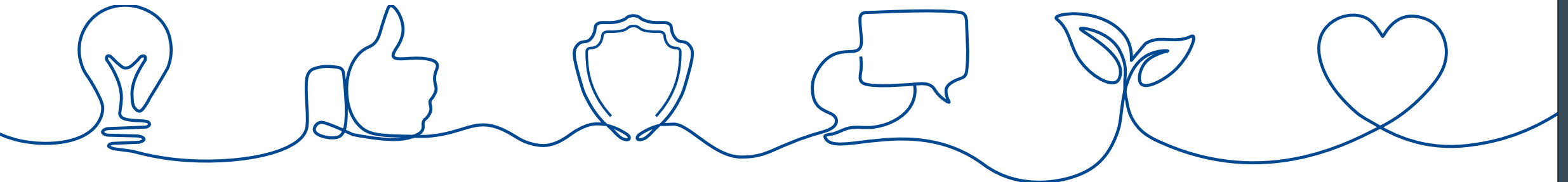
The company's ethical culture is formalized through the Code of Ethics, which defines key principles of integrity, legality, and transparency, and through the Organisational Model 231, supported by an independent Supervisory Body.

Completing the control system, a dedicated whistleblowing channel allows safe and confidential reporting of non-compliant behavior.

Sustainability is fully integrated into corporate governance:

Senior Managers monitor ESG topics in their respective areas, coordinated by the HSE Manager, while the Corporate Team supports ongoing dialogue between management and governing bodies.

The Group's six core values – Initiative, Simplicity, Responsibility, Sharing, People, and Care – guide organizational choices and promote consistent and responsible professional conduct.



LOOKING AHEAD

THE GUIDING PILLARS OF THE ESG STRATEGY

Mecc Alte's sustainability strategy is driven by the aim to ensure continuity, competitiveness, and responsibility in the long term.

For Mecc Alte, integrating sustainability means proactively managing impacts, risks, and opportunities, strengthening stakeholder trust, and preparing for new regulatory and market challenges.

A solid strategy allows the company to create lasting value for people, the environment, and the community, guiding conscious decisions today and in the years to come.

ENVIRONMENT

DECARBONISATION AND ENERGY MANAGEMENT

Reducing energy consumption through process efficiency, calculating the carbon footprint of products and the organization, and setting energy optimisation targets through 2030.

RESPONSIBLE USE OF RESOURCES AND IMPACT REDUCTION

Improving environmental impact management, reducing waste and hazardous substances, optimising water consumption, and enhancing monitoring quality.

CIRCULAR ECONOMY

Developing LCA databases, recovering metal scrap, managing materials responsibly, and continuously strengthening the environmental management system.

SOCIAL

HEALTH, SAFETY, AND WELLBEING

Reducing accidents, improving HSE processes, engaging employees in safe behaviors, and promoting a healthy and protected work environment.

GROWTH, TRAINING, AND INCLUSION

Technical and soft-skill training programs, new opportunities for young talent, D&I initiatives, pay transparency, and experimentation with flexible work arrangements.

SUPPLY CHAIN RESPONSIBILITY

Assessing critical suppliers in terms of human rights, integrating ESG requirements into procurement processes, and raising HSE awareness throughout the supply chain.

GOVERNANCE

INTEGRITY, ETHICS, AND COMPLIANCE

Strengthening the Organisational Model 231, Code of Ethics, whistleblowing system, GDPR compliance, and maintaining policies that guide ethical and transparent behavior.

CYBERSECURITY AND RISK MANAGEMENT

Compliance with NIS2, enhancing protections on all devices, and strengthening internal controls in line with CSRD requirements.

STAKEHOLDER ENGAGEMENT AND TRANSPARENCY

Dedicated external communication channels on sustainability, regular HSE updates, maintaining local partnerships, and promoting corporate values.

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