



# SUSTAINABILITY REPORT 2025

**UFI**<sup>®</sup>

# Message from the Chairman

Dear Friend,

Every year, this message is a moment of truth: to reflect on what we have achieved and take responsibility for the direction we are shaping **in our sustainability journey**.

In a context defined by rapid transformation, geopolitical uncertainty and energy shortage, looking ahead today requires more than adapting to change. It requires the ability to interpret it, a **wider vision** and to **act with consistency over time**.

At UFI, we have always **built our path with a long-term perspective**, combining industrial discipline with a constant drive for innovation and the **braveness to face new challenges**. This approach continues to guide us as we navigate an increasingly complex environment, where technological evolution, energy transition and societal expectations are reshaping our industry.

Our vision remains clear: to **contribute to progress** through solutions that are reliable, efficient and increasingly aligned with the needs of a changing world. From advanced filtration to thermal management for electrified mobility, we have also fully embraced the challenges of **hydrogen technologies**, and we continue to invest in areas where we believe we can **effect a meaningful change**.

**Sustainability is part of this direction**. It is not a shift from our identity, but a **natural extension** of it — rooted in the way we think, design and operate. It requires focus, responsibility and the ability to make choices that stand the test of time.

What makes this possible is **the strength of our organization and the entrepreneurial spirit of our people**. A global presence, diverse capabilities, shared commitment and a special care **for the local communities we work in**, — working with a common sense of purpose.

This Report reflects that continuity. **A company that evolves without compromising its values** — because this is what ultimately creates meaningful value for the future.



# Message from the CEO



Dear stakeholders,

In 2025, we continued to strengthen the way **sustainability** is integrated into our business — not as a parallel track, but as a **compass** that guides how we make decisions and measure our performance.

Our sustainable development strategy is centred on **embedding environmental, social and governance priorities into our operations**. This approach guides our actions across all regions and functions, shaping both our short-term execution and our long-term direction.

During the year, this translated into concrete progress across several areas.

**An increased environmental care.** We improved our emissions performance while continuing to increase the share of energy coming from **renewables**. At the same time, we reinforced our focus on resource efficiency, achieving **improved results in waste management**.

**A steady commitment to our people**, focusing on what matters most. **Health and safety** remained a priority, driven by stronger processes and greater awareness across our operations. We improved our **performance management approach**, with a more structured system to enhance accountability and involvement.

**A special commitment to social responsibility.** Our sites all over the world grow the involvement in **supporting local communities**, reflecting the deeper awareness of our role within the broader social context in which we operate.

These results are **the outcome of a collective effort shaped by the vision of our Chairman**. Across all geographies, our people turn direction into everyday action, contributing with competence, responsibility and a strong sense of ownership.

Thank you for your trust. We will continue to move forward — with focus, consistency and a clear commitment to deliver.

A handwritten signature in blue ink, appearing to read 'Thomas J. ...'.

# Table of Contents

MESSAGE FROM THE CHAIRMAN  
 MESSAGE FROM THE CEO  
 TABLE OF CONTENTS  
 REPORTING METHODOLOGY

<b>01. OUR BELIEF</b>	6	<b>03. OUR FOUNDATION</b>	19	<b>05. OUR PEOPLE</b>	27	<b>07. OUR IMPACT ON THE PLANET</b>	43
1.1 OUR VISION   OUR PURPOSE	7	3.1 COMPANY ORGANIZATION	20	5.1 WORKFORCE OVERVIEW	28	7.1 OUR ENVIRONMENTAL STEWARDSHIP	44
1.2 WHY SUSTAINABILITY MATTERS TO US	8	A global platform anchored in local strength		5.2 DIVERSITY AND EQUAL OPPORTUNITY PROMOTION	30	APPROACH	
1.3 INTEGRATING SUSTAINABILITY INTO OUR STRATEGY		Organizational structure		Gender distribution		Energy and emissions	
1.4 OUR BELIEF IN INNOVATION FOR LIFE		3.2 CORPORATE GOVERNANCE		Cultural and generational diversity	31	Greenhouse gases emissions	46
		Integrity, oversight and strategic direction		5.3 TRAINING, PEOPLE DEVELOPMENT AND TALENT	32	Air pollutant gas emissions	48
		Governance model and roles		5.4 HEALTH, SAFETY AND WELL-BEING	34	7.2 WASTE MANAGEMENT	49
		Remuneration and governance processes		5.5 ATTRACTIVE WORKING CONDITIONS – WORK/LIFE	36	7.3 WATER MANAGEMENT	50
		Conflicts of interest		BALANCE		7.4 LOOKING AHEAD	51
		Governance System Manual	21	5.6 FREEDOM OF ASSOCIATION			
<b>02. INSIDE UFI</b>	9	3.3 COMPLIANCE AND ETHICS		5.7 SOCIAL ENGAGEMENT AND COMMUNITY INITIATIVES		<b>GRI CONTENT INDEX</b>	52
2.1 WHO WE ARE	10	A culture built on responsibility				<b>INDEPENDENT AUDITOR'S</b>	
2.2 WHERE WE OPERATE	11	Policy commitments and human rights		<b>06. INNOVATION RESPONSIBILITY</b>	39	<b>REPORT</b>	62
2.3 WHAT WE DO	12	Whistleblowing and raising concerns		6.1 SUSTAINABLE INNOVATION	40		
2.4 BUSINESS OVERVIEW	13	3.4 TRAINING		6.2 PRODUCT AND QUALITY SAFETY			
2.5 MOBILITY	14	3.5 RISK MANAGEMENT	22	6.3 SUPPLY CHAIN AND RESPONSIBLE MATERIAL	42		
2.6 VEHICLE CARE	15	3.6 CUSTOMER PRIVACY AND DATA PROTECTION		PROCUREMENT			
2.7 ADVANCED APPLICATIONS	16						
2.8 HYDRAULICS	17	<b>04. OUR SUSTAINABILITY</b>	23				
2.9 GREEN ENERGY	18	<b>JOURNEY</b>					
		4.1 A CONSCIOUS VIEW OF IMPACTS	24				
		A structured approach to double materiality					

# Reporting Methodology

## METHODOLOGICAL NOTE

As we enter a new reporting cycle, UFI reaffirms its commitment to sustainable growth and responsible business practices. Since 2021, the Group has consistently published an **annual Sustainability Report**, with the aim of meeting stakeholder expectations through transparency, accountability and clarity. To further strengthen the credibility of the information disclosed, since 2022 UFI has engaged independent auditors to perform a **limited assurance review** on selected sustainability data. This commitment to reliability is further demonstrated by the inclusion of the **Independent Auditors' Report** within this document.

The **UFI Filters Sustainability Report 2025**, published in **2026**, represents the fifth edition of the Group's annual sustainability reporting. The report provides a comprehensive overview of UFI's initiatives, commitments and performance across the **environmental, social and governance (ESG)** dimensions. It is structured into six key chapters: **Inside UFI, Our Foundation, Our Sustainability Journey, Our People, Innovation Responsibility, and Our Impact on the Planet**, each illustrating how the Group creates value and generates impacts for its stakeholders.

This report has been prepared **in accordance with the Global Reporting Initiative (GRI) Standards (2021)** and follows the principles of **accuracy, balance, clarity, comparability, completeness, timeliness and verifiability**. The reporting period is aligned with the Group's consolidated financial statements and covers the timeframe from **1 January to 31 December 2025**.

The reporting scope includes the main operations of the UFI Group (here in after also referred to as the "Company") and reflects its economic, environmental and social impacts, with the exclusion of Plastic Technology and UFI Hydrogen, which are not directly owned by UFI.

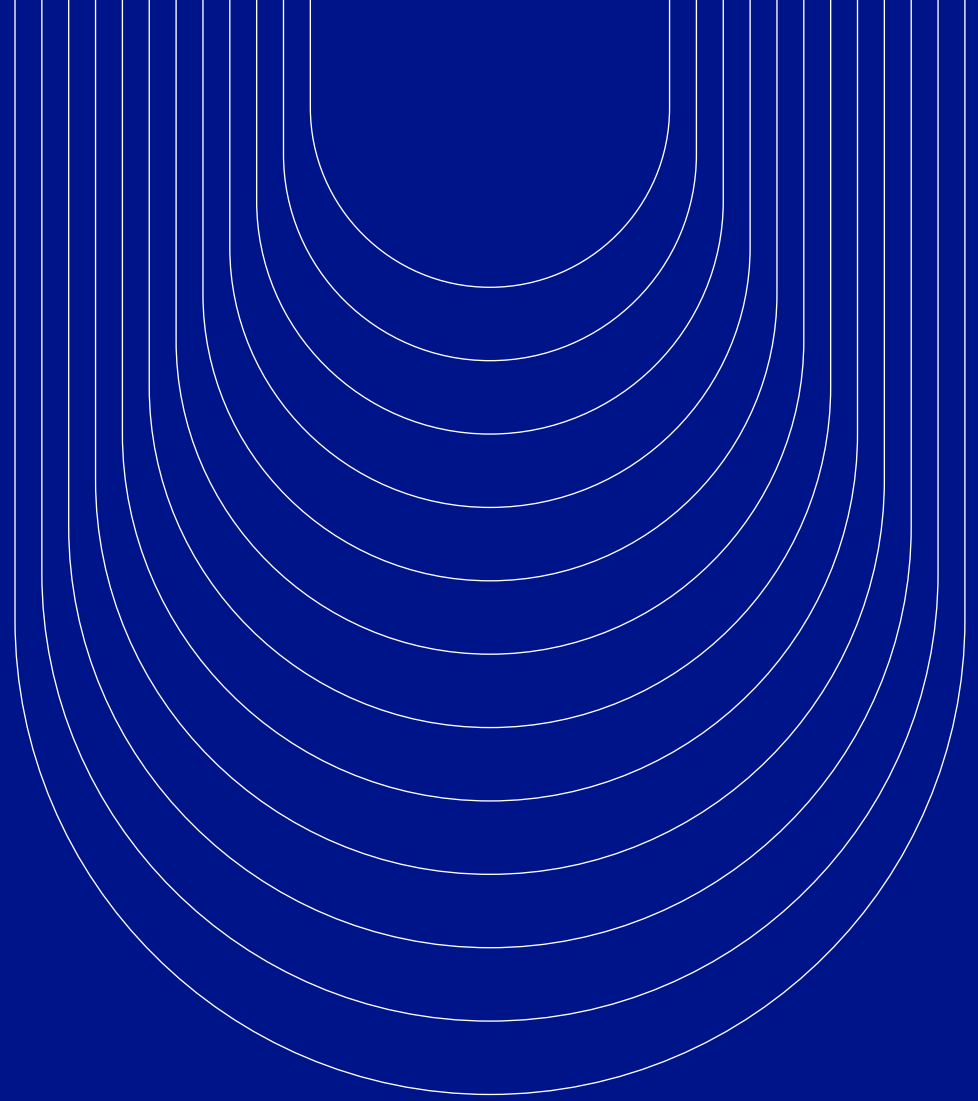
**Environmental data and related disclosures refer exclusively to UFI's industrial sites**, as office facilities are not considered material for reporting purposes. Any limitations, exclusions or changes to the reporting scope are clearly described in the relevant sections of the report.

To support transparency and facilitate consultation, a detailed **GRI Content Index** is provided at the end of this document, indicating the location of disclosures in line with the GRI Standards.

We appreciate the continued interest of our stakeholders in UFI's sustainability journey and welcome feedback or inquiries at **sustainability@ufifilters.com**.

This report is also available for download on the UFI website: <https://www.ufifilters.com/en/the-group/sustainability/>

01.



# OUR BELIEF

# 01. OUR BELIEF

## 1.1 OUR VISION

Power to a green and collective future.

## OUR PURPOSE

Creating a sustainable world through innovative clean energy and filtration solutions, improving the present and enabling the best possible future for all forms of life.

## PIONEERS OF SUSTAINABLE INNOVATION

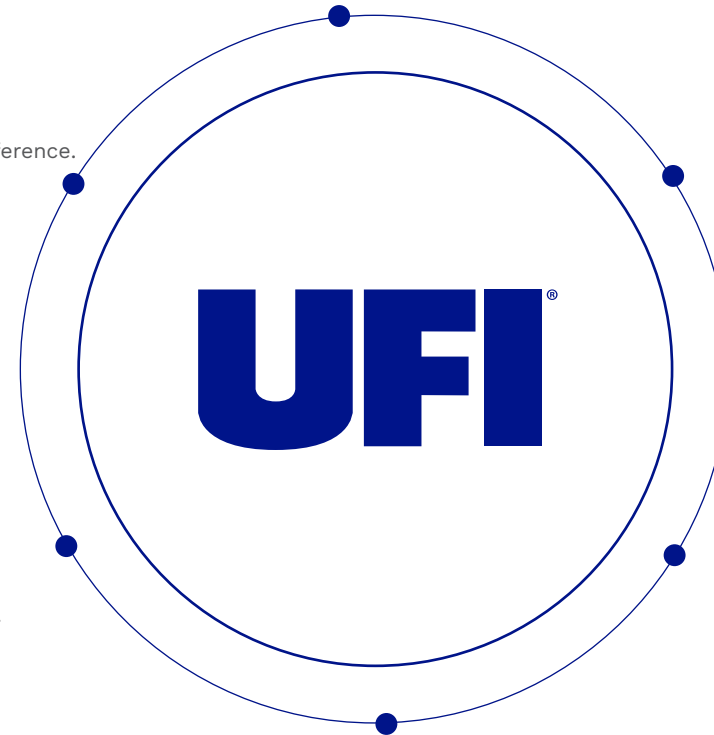
We are dedicated to pioneering advanced technologies that respect and protect our planet. Our goal is to make a meaningful impact by fostering curiosity and developing innovative solutions that contribute to a cleaner, more sustainable world.

### DIVERSE AND INCLUSIVE

Difference makes the Difference.  
United by purpose.

### ADVOCATES OF ENTREPRENEURIAL SPIRIT

Empowering Ideas. Inspiring Action.



### COMMITTED TO OUR PEOPLE

When people grow,  
everything else follows.

### DEDICATED TO CUSTOMERS

What matters to them,  
shapes what we do.

### PASSION FOR EXCELLENCE

Excellence isn't a goal.  
It's our starting point.

## 1.2 WHY SUSTAINABILITY MATTERS TO US

Sustainability is not a trend for us, it's a responsibility. A responsibility toward people, toward the industries we serve, and towards the planet we all share.

We remain focused on journey to create value that lasts. Rooted in technology and manufacturing excellence, we are expanding our purpose: moving beyond performance alone to place **people, progress, and the environment** at the same level as product and system efficiency.

For us, **innovation** becomes truly **meaningful when it improves quality of life and reduces impact**.

That is why **sustainability** is not treated as a separate initiative, but as a **guiding principle integrated into everything we do** — from the solutions we design to the way we operate and collaborate.

In a world facing climate and energy challenges, shifting regulations and rising expectations, we see sustainability as an opportunity:

- 🔗 to develop cleaner, smarter technologies, supporting new form of mobility and energy supply;
- 🔗 to rethink our processes and supply chains with a long-term perspective;
- 🔗 to support people and communities;
- 🔗 to contribute actively to change, with credibility and responsibility.

We are moving forward in our journey with determination, transparency, and measurable actions — because for us sustainability is about **creating solutions** that can actively contribute **to the future of the planet**.

## 1.3 INTEGRATING SUSTAINABILITY INTO OUR STRATEGY

At UFI, sustainability is not a standalone programme, it is rooted in our company values, it is a way of thinking that progressively shapes every strategic decision we make.

This direction is guided and supported by our Board of Directors, which plays a central role in defining long-term priorities and ensuring that environmental, social and governance considerations are embedded across our operations. From risk management and target-setting to stakeholder engagement and performance monitoring, sustainability is becoming part of how we operate and grow.

The ESG topics are identified through our materiality analysis and act as a **strategic compass**: they help us focus on what truly matters to our people, our customers and the broader ecosystem in which we operate.

They guide our actions and align them with stakeholder expectations and with the future we want to help build.

This integration involves the entire organisation. From governance and compliance to innovation, operations and people management, every function plays a role. Because at UFI, progress is not measured only by growth, but by the **positive impact** we are able to generate over time.

## 1.4 OUR BELIEF IN INNOVATION FOR PEOPLE, ENVIRONMENT AND LONG-TERM VALUE

Innovation has always been a **key driver of UFI's growth**.

Through our expertise in filtration, thermal management for electric vehicles, and green hydrogen technologies, we develop solutions that support cleaner mobility, improve vehicles life and efficiency, and greater safety — across different sectors and geographies.

In recent years, our vision of innovation has evolved.

We are investing to ensure that our know-how contributes not only to performance, but also to a more responsible use of resources and to solutions that are safer and more sustainable in the long-term.

For us, **innovation is a responsibility**.

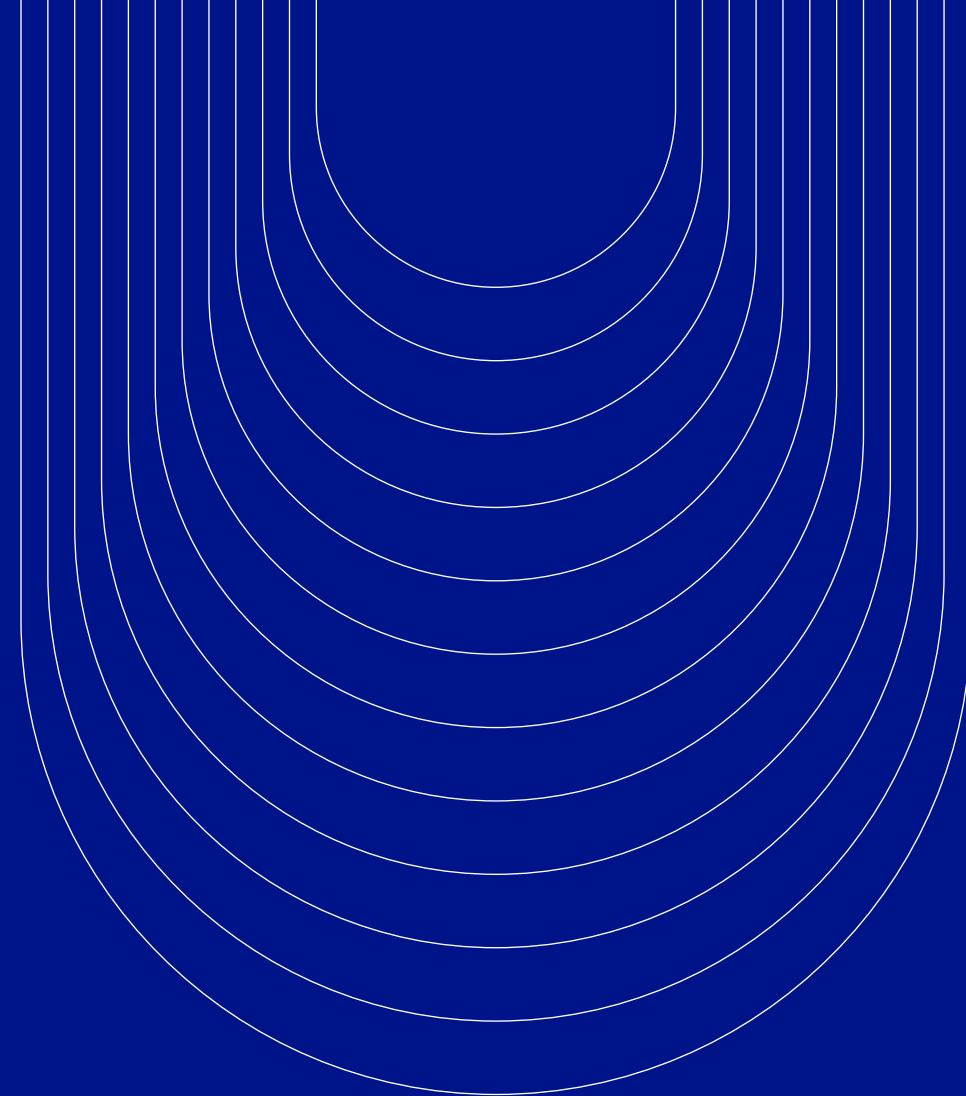
A responsibility to anticipate challenges, to go beyond existing boundaries and to create solutions that protect what matters most.

This transformation requires awareness, commitment and a shared mindset.

It is not a shift from who we are, but an expansion of what we can be.

This is the direction we are taking: **innovation for life** — an approach that creates long-term value for people, industries and the environment, and helps build a future that is not only more advanced, but also more sustainable.

02.



# INSIDE UFI

# 02. INSIDE UFI

## 2.1 WHO WE ARE

1971

Founded in 1971, it's now a world leader in filtration, thermal management solutions and hydrogen technologies.

>4.400

22 production plants and over 4.400 people in 21 countries worldwide.

95%

95% of vehicles manufacturers worldwide choose UFI.

>360

patents at international level.

14

7 lines of thermal management and 7 lines of filter products supplied.

>10

>10 application sectors: from mobility and industrial systems to advanced applications and hydrogen technologies.

F1

Present everywhere, from F1 cars to the ExoMars spacecraft.

>270

>270 specialised technicians in the innovation and development centers in Italy, China and India.

5%

5% of turnover reinvested in R&D.

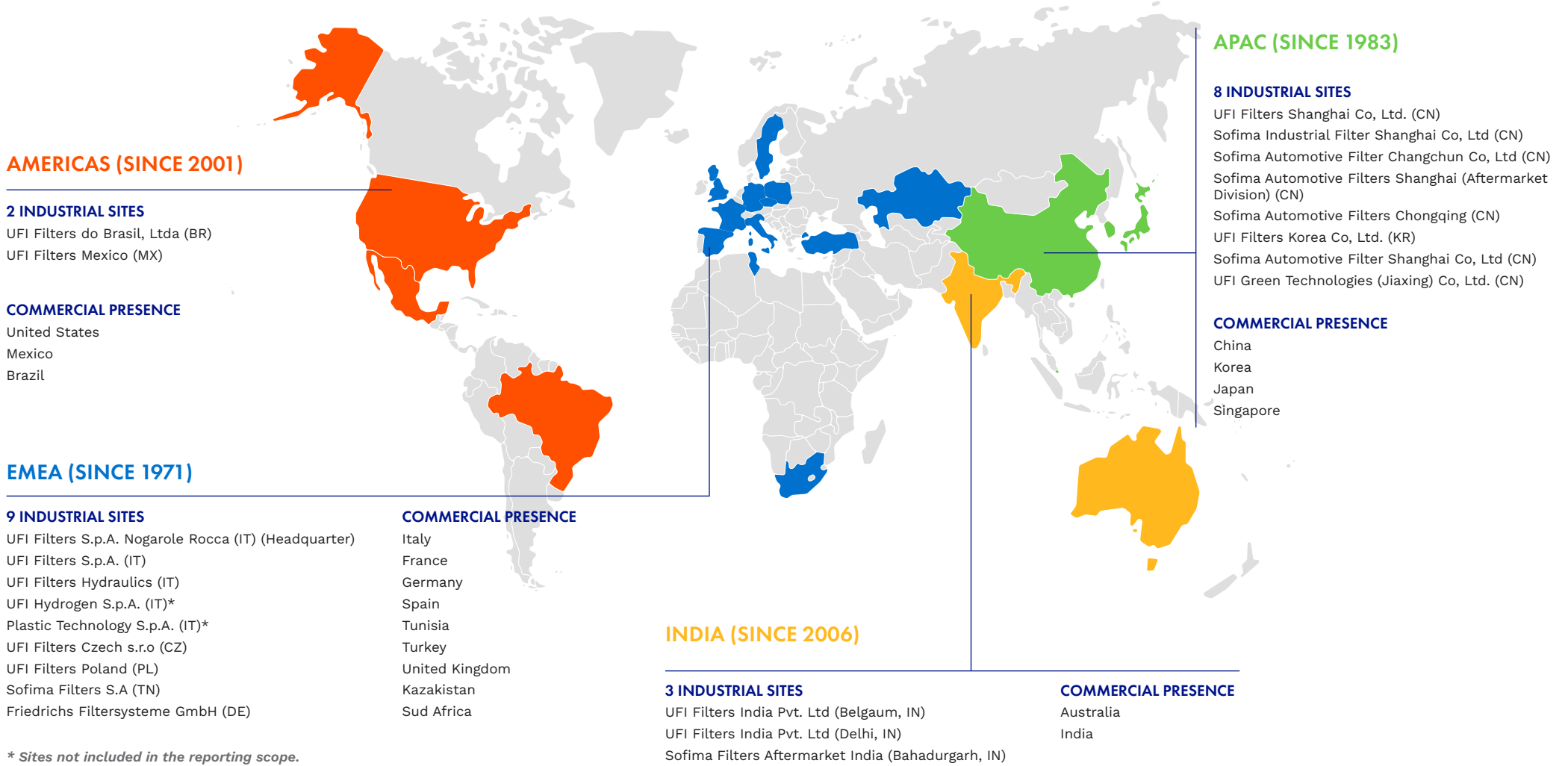
>250

>250 co-branded products with the biggest OEM's.

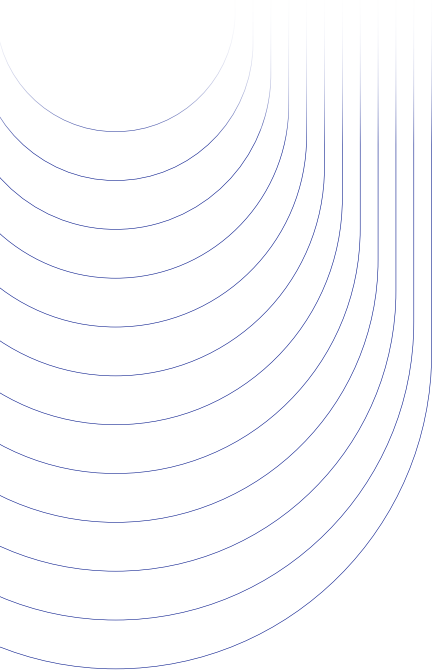
# GLOBAL PRESENCE

## 2.2 WHERE WE OPERATE

<p><b>22</b> INDUSTRIAL SITES</p>	<p><b>3</b> INNOVATION CENTERS</p> <p>UFI Innovation Center S.r.l. (IT) UFI Innovation Center India Pvt. Ltd (IN) Sofima Filter Shanghai Innovation Center (CN)</p>	<p><b>2</b> UFI HYDROGEN</p> <p>UFI Hydrogen S.p.A. (IT) UFI Cell (Jiaxing) Co,Ltd (CN)</p>
---------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------



\* Sites not included in the reporting scope.



## 2.3 WHAT WE DO

UFI is a global group and a **System Solution Provider**, specialising in advanced technologies for filtration, thermal management, and green hydrogen.

Since 1971, we have been designing and developing solutions that help make systems cleaner, more efficient and more reliable — across mobility, industrial applications and the evolving energy landscape.



Our technologies support critical functions where performance, safety and durability are essential. Our structure is based on vertical integration. We formulate proprietary filter media, design and manufacture components in-house, and manage a global logistics network. This end-to-end control ensures consistent quality, technical depth and the agility required to respond to complex and rapidly changing requirements.

We operate in 21 countries, with a team of over 4.400 people, we can count on a global industrial footprint of **22 production sites and 3 innovation centers**. Our global presence is combined with a strong local approach, according to GLO-CAL concept, allowing us to work close to our customers and adapt solutions to specific operational contexts.

In 2025, our solutions were chosen by **all the 10 Formula 1 teams**, and by leading companies operating in sectors where performance, reliability and system protection are essential.

What defines us is not only what we produce, but how we operate — with the discipline of an industrial group, a culture of challenge and a continuous commitment to innovation as a driver of long-term value.

We operate through to 5 dedicate business segments: UFI Mobility, Vehicle Care, Advanced Applications, Hydraulics and Green Energy.

## 2.4 BUSINESS OVERVIEW

<p><b>UFI</b> MOBILITY</p> <p><b>FILTRATION TECHNOLOGIES</b>                  Heavy-duty On-road vehicle                  Heavy-duty Off-road vehicle                  Light Commercial Vehicle                  Passenger Cars</p> <p><b>THERMAL MANAGEMENT TECHNOLOGIES</b>                  Heavy-duty On-road vehicle                  Light Commercial Vehicle                  Passenger Cars</p> <p><b>HYDROGEN TECHNOLOGIES</b>                  Membranes for Fuel Cell                  Membranes for E-Fuel Solutions</p>	<p><b>UFI</b> VEHICLE CARE</p> <p><b>HEAVY DUTY ON-ROAD AFTER SALES</b></p> <p><b>HEAVY DUTY OFF-ROAD AFTER SALES</b></p> <p><b>LIGHT COMMERCIAL VEHICLE AFTER SALES</b></p> <p><b>PASSENGER CARS AFTER SALES</b></p>	<p><b>UFI</b> ADVANCED APPLICATIONS</p> <p><b>MOTORSPORT EXTREME FILTRATION</b></p> <p><b>AEROSPACE &amp; AVIATION FILTRATION</b></p> <p><b>DEFENCE &amp; MILITARY FILTRATION</b></p> <p><b>MARINE &amp; OFFSHORE FILTRATION</b></p>	<p><b>UFI</b> HYDRAULICS</p> <p><b>HEAVY DUTY ON-ROAD VEHICLE</b></p> <p><b>HEAVY DUTY OFF-ROAD VEHICLE</b></p> <p><b>POWER GENERATION</b></p> <p><b>MATERIAL HANDLING</b></p> <p><b>CONSTRUCTION &amp; INDUSTRIAL MACHINERY</b></p>	<p><b>UFI</b> GREEN ENERGY</p> <p><b>HYDROGEN TECHNOLOGIES</b>                  Membranes for Electrolyzers                  Membranes for Fuel Cell                  Membranes for E-Fuel Solutions                  Membranes for Compression &amp; Storage Solutions</p>
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------



## 2.5 MOBILITY

UFI Mobility is the Business Unit dedicated to Original Equipment solutions for light and heavy-duty, on- and off-road. It brings together UFI's core expertise in filtration, thermal management and hydrogen mobility to address the needs of an increasingly complex, electrified and diversified transport ecosystem.

### **Filtration technologies: protecting performance, enabling vehicles' longevity**

Filtration is the industrial competence on which UFI's positioning in Mobility has been built. We design and manufacture complete filtration systems for a wide range of vehicles using our in-house **FormulaUFI** filter media, to deliver high performance, vehicle longevity and environmental efficiency.

Our solutions are chosen by **95% of the world's leading vehicle Original Equipment Manufacturers (OEM)**, and by truck and industrial vehicle makers counting for about **50% of the global production**. Our solutions include oil filters, diesel filters, air filters, gasoline filters, LPG filters, transmission and cabin filters.

### **Thermal management: ensuring energy efficiency and system reliability**

As mobility systems become more electrified and integrated, effective thermal management is essential. UFI develops and supplies complete thermal systems that control the temperature across key components, from battery packs to electric and internal combustion engines, ensuring performance and safety.

In 2010, we entered the thermal management market using advanced vacuum brazing technology, to manufacture

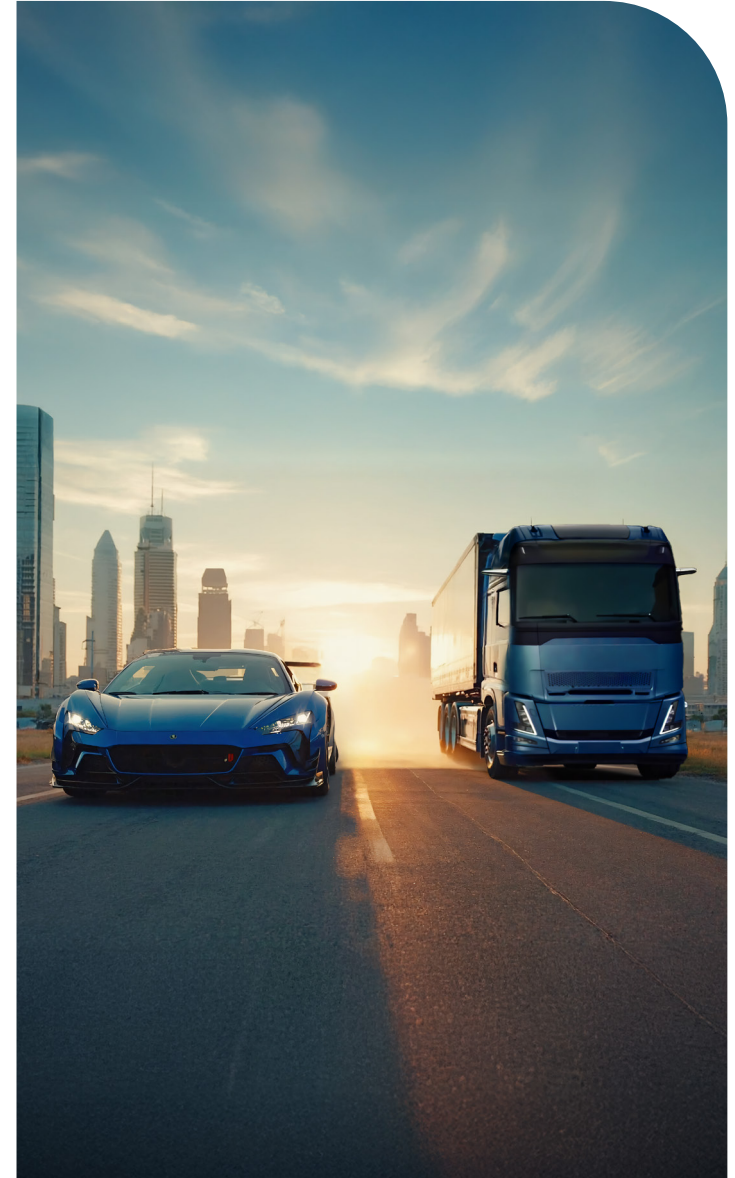
robust, efficient and reliable aluminium water-cooled heat exchangers that outperform standard solutions for traditional engines, vehicle transmissions, e-motors, e-axles, and battery heat management. This expertise is supported by **three fully dedicated industrial sites, operating seven specialised production lines tailored for different powertrain configurations.**

Our innovation capability goes further as testified by the **Automotive News PACE Pilot Innovation to Watch 2025 award** for our innovative **CO<sub>2</sub> based evaporator/chiller**, that supports higher battery performance, faster charging and improved system efficiency using R744 a natural, wide available, non-toxic and non-flammable refrigerant composed of CO<sub>2</sub>, instead of fluorinated refrigerants.

### **Hydrogen technologies: empowering zero-emission mobility**

Since 2017 UFI has been advancing hydrogen mobility technologies for fuel cell and hydrogen powered applications.

Our portfolio includes **cathode air filtration systems – SUPER ADSORBER** – to protect fuel cell performance and deionisers for a safe system operation. Our R&D center has also the capability to develop high-pressure hydrogen filters, heat exchangers, oil filters and crankcase ventilation systems for clean, safe and efficient hydrogen powered internal combustion engines. These technologies can support hydrogen powered mobility across heavy duty, passenger car and light commercial vehicle segments.



## 2.6 VEHICLE CARE

The Vehicle Care division, UFI's Aftermarket Business Unit, extends our technologies and expertise matured in the Original Equipment and racing sectors to the independent aftermarket, servicing mobility with OEM-quality filtration.

Through the UFI and SOFIMA brands, we offer a wide and diversified product range covering cars, vans, trucks, busses, motorcycles, and off-road vehicles

Each component is developed according to the same technical standards as the original equipment, ensuring consistent performance, reliability and system protection, as well as an extended vehicle lifetime.

UFI Vehicle Care is structured to serve the independent market with the speed and precision it requires. With over 100 dedicated professionals, 17 commercial offices, and distribution in 70+ countries, we bring to catalogue over 7.000 product references that cover **more than 98% of the European car park** for each product family. The Vehicle Care division helps vehicles to operate for longer, reducing unnecessary replacements and promoting the more circular use of resources.

Beyond products, we support workshops, wholesalers and distributors through training, technical documentation and digital tools, enabling efficient and informed maintenance operations.

Vehicle Care division plays an essential role in sustainable mobility, by ensuring access to quality parts and extending the useful life of vehicles, one of the most direct ways to reduce environmental impact in the transport sector.



## 2.7 ADVANCED APPLICATIONS

Some environments leave no margin for compromise.

Extreme speeds, variable pressures and unpredictable conditions: in these contexts, reliability is not a feature it is a requirement.

Advanced Applications is where we push our technologies to the edge of performance.

In this division, we concentrate some of our most specialised expertise to develop filtration solutions for sectors where reliability, resilience and precision are critical. These are contexts where every component must perform flawlessly, under pressure, at high speed and without room for error.

Motorsport represents the most visible expression of this commitment. UFI technologies support the **Formula 1 World Championship**, where in 2025 all **10 teams relied on our filtration solutions** to protect critical systems and maximise performance. Our presence extends across other top-level competitions, including **IndyCar, NASCAR, Formula 3, Endurance WEC and MotoGP**, where innovation is constantly tested at the highest level.

These extreme environments are more than a showcase: they are laboratories where innovation is refined before reaching other sectors. The expertise developed through motorsport partnerships is then applied to highly demanding industrial contexts. In **aerospace**, we design filtration systems that safeguard vital aircraft and helicopter functions in variable conditions. In **defence**, our solutions protect land vehicles operating in harsh and unpredictable environments. In **marine** and **offshore**, our technologies ensure durability and system protection under continuous load and exposure to corrosion.

Through Advanced Applications, we turn the culture of challenge that defines UFI into tangible solutions. Each extreme application becomes an opportunity to expand the boundaries of filtration science, transforming the most demanding conditions into drivers of technological progress.



## 2.8 HYDRAULICS

Hydraulic systems are at the core of many industrial processes, where reliability, efficiency and system protection are essential for continuous operation.

Through our Hydraulics division, we develop filtration solutions designed to maintain fluid cleanliness and safeguard the performance of both mobile and stationary equipment. Our technologies support a wide range of industries, including **construction, agriculture, power generation, material handling, marine and energy infrastructure**, where equipment often operates under heavy loads, high pressure and demanding environmental conditions.

Over the years, UFI has strengthened its expertise in industrial filtration, also through the integration of **Friedrichs Filtersysteme**, which has contributed decades of experience and a strong presence in the German industrial market.

Nowadays, the division offers a comprehensive portfolio of filtration solutions, including suction, pressure and return filters, designed to support different hydraulic system configurations and operational needs for sectors such as wind power generation, mining and the chemical industry.

As industries continue to focus on energy efficiency, equipment durability and reduced environmental impact, hydraulic filtration plays an increasingly strategic role. Through continuous innovation in materials, design and system integration, we contribute to improving the reliability and sustainability of industrial operations.

Today, UFI Filters Hydraulics employs over 180 people, operating through 5 production plants and 9 commercial offices worldwide, confirming its position as a trusted global partner in hydraulic filtration technology.



## 2.9 GREEN ENERGY

Green Energy represents one of the most forward-looking areas of development for UFI, where our expertise in advanced materials and system engineering supports the transition towards cleaner energy systems.

At the centre of this evolution is **UFI Hydrogen**, a tech company combining industrial manufacturing and research and development, created to accelerate innovation across the green hydrogen value chain. The company acts as a clean-tech innovation hub focused on the implementation and industrialisation of **PEM (Proton Exchange Membrane) technologies**, and in particular **MEA CCM (Catalyst Coated Membrane)**, a strategic component at the heart of several hydrogen-based energy systems.

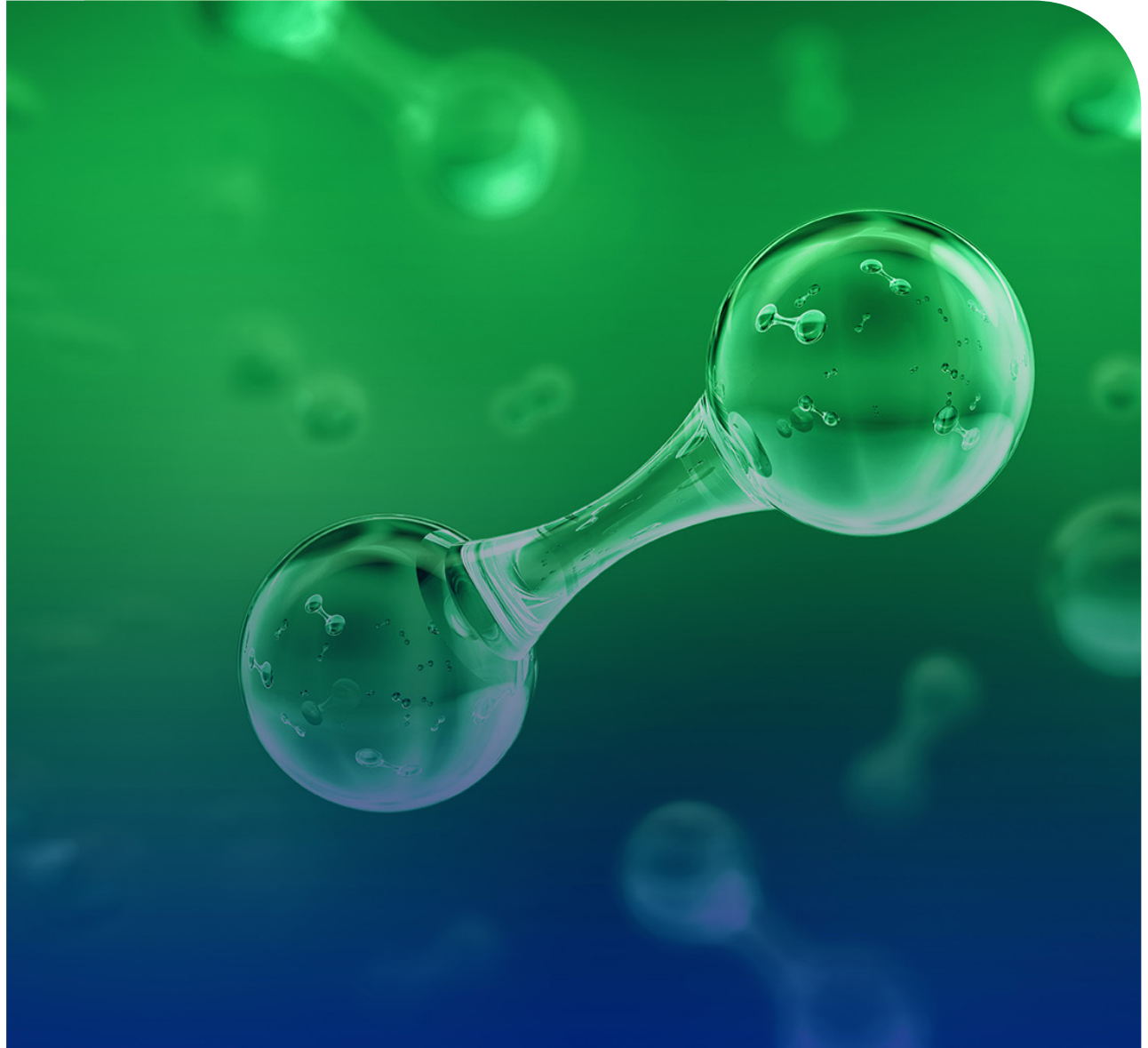
UFI Hydrogen is currently the only Italian company specialised in the industrialisation of Membrane Electrode Assemblies (MEAs), designed for four key applications:

- 🔗 **Green hydrogen production**, through water **electrolysis** enabled by PEM technology;
- 🔗 **Clean electricity generation**, through **fuel cells** that convert hydrogen into energy for zero-emission mobility and stationary applications such as Power-to-X and Power-BackUp systems;
- 🔗 **E-fuel production**, where green hydrogen is combined with captured CO<sub>2</sub> to generate synthetic fuels;
- 🔗 **Electrochemical compression**, supporting hydrogen **storage, purification and transport** across the distribution infrastructure.

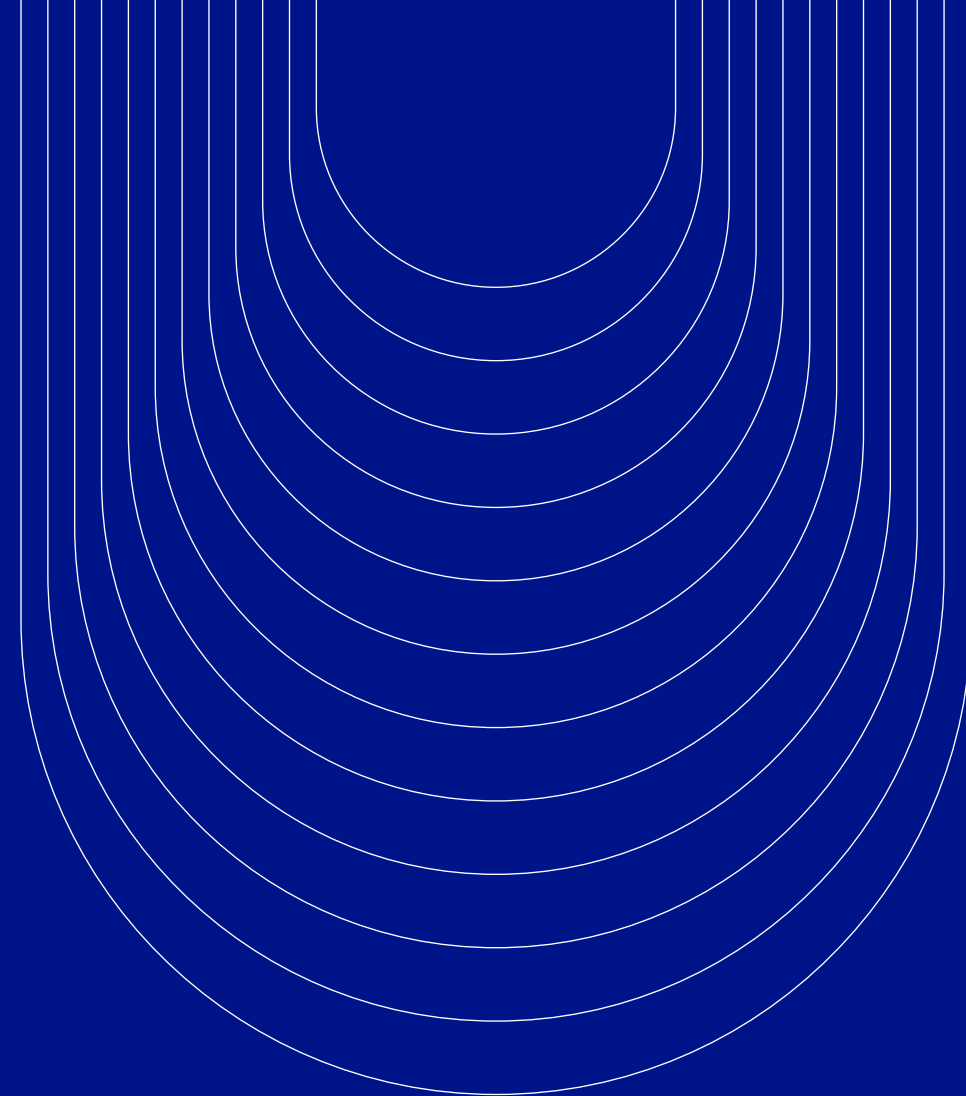
Since 2025, we have been working to significantly reduce the use of precious materials such as iridium in MEA production.

Through continuous process improvements, we are making hydrogen scalable and affordable, increasing the opportunity for the creation of an effective value chain all over Europe and of hydrogen in the energy mix integration.

With UFI Hydrogen, we are expanding our technological boundaries beyond filtration, contributing to the development of a hydrogen ecosystem where innovation, industrial scalability and sustainability converge.

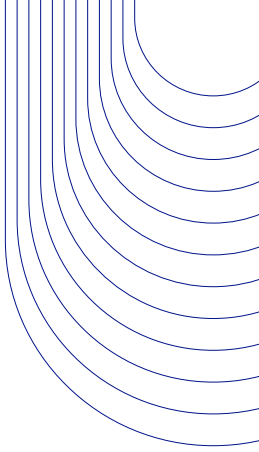


03.



# OUR FOUNDATION

# 03. OUR FOUNDATION



## 3.1 COMPANY ORGANIZATION

### A global platform anchored in local strength

UFI is a privately held Italian Group headquartered in Nogarole Rocca (Verona), operating with a global industrial footprint and a business model designed to integrate international scale with strong local expertise. Across **22 manufacturing sites in 10 countries**, supported by **three Innovation and Research Centers** and a workforce of over 4.400 people, the Group brings together decades of technical knowhow and more than **360 active patents**. This global presence is guided by a “**GloCal**” philosophy—balancing global alignment with regional adaptability. By offering customers a **single, coordinated point of contact**, UFI ensures consistency, responsiveness and operational efficiency throughout its international network.

### Organizational structure

The Group operates under the leadership of the **Group CEO**, supported by corporate functions responsible for strategy, governance and crossregional standardization. Execution is driven by **Regional CEOs and COOs**, who oversee operations in the **EMEA, APAC, INDIA and AMERICAS** regions.

These geographical areas are structured as follows:

🌐 EMEA (Europe, Middle East, Africa);

🌐 APAC (Asia-Pacific);

🌐 INDIA (India, Australia);

🌐 AMERICAS (US, Mexico, Brazil).

This structure strengthens coordination, supports effective resource allocation and enables business continuity. Groupwide systems, processes and IT infrastructures are designed to enable timely decisionmaking, facilitate globallocal communication flows and ensure compliance with applicable regulatory frameworks, while maintaining high standards of information security.

## 3.2 CORPORATE GOVERNANCE

### Integrity, oversight and strategic direction

UFI’s governance model is designed to ensure transparency, accountability and responsible corporate management. The parent company, UFI Filters S.p.A., is governed by three core bodies: the Board of Directors, the Board of Statutory Auditors and an independent External Auditing Firm. This structure supports strategic oversight, effective risk management and regulatory compliance across the Group.

### Governance model and roles

The Chair of the Board, who is also the owner and a senior executive, provides guidance on the Group’s longterm strategic vision. While this dual role ensures strategic alignment, UFI maintains sound governance practices through clear role separation and transparent decisionmaking processes.

Operational leadership is entrusted to the Group CEO, who is responsible for implementing the Group’s strategy and integrating sustainability across all functions. The Board of Directors has formally delegated responsibility for the operational management of sustainability-related topics to the Group CEO. ESG topics are managed by functional directors under the CEO’s leadership, with the support of the Governance Team, which oversees ESG reporting, KPI monitoring and the annual materiality assessment. The Board of Directors consists of four members, two executive and two non-executive, including one independent director.

The Board plays an active role in overseeing the Group’s sustainability strategy and performance and annually reviews and approves the Group’s Sustainability Report. As part of this process, the Board assesses progress across environmental, social and governance areas and reflects on its effectiveness in overseeing these matters, ensuring alignment with the Group’s sustainability strategy. While the Group has not yet adopted a

formalized and standalone procedure for the evaluation of the Board of Directors, its effectiveness can be inferred through a set of governance processes. In particular, the Board’s review of sustainability performance indicators contributes to an ongoing evaluation of its role in managing the Group’s economic, environmental and social impacts. This is further supported by the Group’s internal control and risk management framework, including the organizational model, which provide - where adopted - structured mechanisms for monitoring performance, compliance and risk exposure.

Board members are selected based on experience, leadership competencies and strategic capabilities. In 2025, the Group CEO was provided with an update on the main European sustainability regulatory pillars, enhancing awareness of recent developments and emerging expectations in the evolving EU framework.

UFI maintains active participation in national and international industry associations, including Confindustria, Fondazione Italia-Cina, ANFIA and ISO technical committees, reinforcing its commitment to responsible business practices and international standards.

### Remuneration and governance processes

The employee remuneration system also applies to the Group CEO, in his capacity as an executive, while non-executive Board members are not subject to a dedicated remuneration policy. Remuneration processes consider input from internal stakeholders, primarily through direct managers; external stakeholder views are not included.

Salary budgets and adjustments are defined by the People & Culture function and approved through the delegated authority framework.

### Conflicts of interest

Potential conflicts of interest are identified and managed

internally in accordance with established laws and governance procedures and are not disclosed to external stakeholders.

**Governance System Manual**

In 2024, UFI introduced the **Governance System Manual**, a Groupwide framework aligned with ISO 26000 and integrating key standards such as ISO 27001 (information security) and ISO 14001 (environmental management). In 2024, UFI introduced the Governance System Manual, a Group-wide framework aligned with ISO 26000 and integrating key standards such as ISO 27001 (information security) and ISO 14001 (environmental management). During 2025, the Manual was further reviewed to incorporate ISO 45001 principles, reflecting the strengthening of health and safety governance processes across the Group. The updated version of the Manual, consolidating these developments, is expected to be formally issued in the first half of 2026. The enhanced framework is designed to provide consistent, harmonized guidance across all legal entities, business divisions, products and processes. The enhanced framework now provides consistent, harmonized guidance across all legal entities, business divisions, products and processes.

**3.3 COMPLIANCE AND ETHICS**

**A culture built on responsibility**

UFI’s commitment to responsible corporate conduct is grounded in a comprehensive system of internal policies and procedures that promote integrity, transparency and accountability. The parent company has long adopted an Organizational, Management and Control Model pursuant to Legislative Decree 231/2001 – subject to periodic review and update in order to reflect regulatory developments, organizational changes and the evolution of the Group’s risk profile – overseen by a Supervisory Committee composed of three members, two of whom are external and independent.

The Committee monitors the effectiveness and compliance of the Model and receives information flows on relevant matters, submitting periodic reports to the Board of Directors and the Board of Statutory Auditors.

All Group Policies, including the Code of Ethics and AntiBribery Policy, are accessible through the corporate intranet and are regularly communicated to relevant stakeholders. The Supplier Code of Conduct has been formally adopted and applies to all suppliers, forming an integral part of the contractual relationship

and setting binding ethical, social and environmental standards across the supply chain.

**Policy commitments and human rights**

The Code of Ethics, approved by the Board of Directors, includes explicit commitments to human rights, such as the prohibition of child labour, forced labour and modern slavery, and the protection of freedom of association.

**Whistleblowing and raising concerns**

UFI has adopted an updated Grouplevel Whistleblowing Policy, supported by a centralized Group Whistleblowing Committee, with local adaptations implemented where required by applicable national laws. Aggregated information on whistleblowing activities and material findings is periodically reported to the Board of Directors.

In addition, based on the monitoring activities carried out under the Group’s compliance and internal control systems, no

confirmed cases of corruption were identified during the 2025 reporting period. Furthermore, no instances of non-compliance were confirmed or reported to the Board of Directors, nor were any legal actions identified in relation to unfair competition, antitrust, or monopolistic practices.

**3.4 TRAINING**

UFI promotes a culture of continuous learning to ensure alignment with governance, compliance and ethical standards. Training is delivered through a global elearning platform, with realtime monitoring of participation and results. Courses combine short instructional modules with final assessments.

Employees without corporate email access participate in equivalent classroombased sessions. New hires are introduced to the Code of Ethics as part of their onboarding process, which includes dedicated guidance and acknowledgment steps.



### 3.5 RISK MANAGEMENT

UFI applies a standardized Groupwide methodology for risk management across all organizational levels. This methodology encompasses context and stakeholder analysis, the identification and evaluation of operational and organizational risks, and the definition of contingency plans to ensure business continuity. Key risk areas include Health and Safety, Environmental, Operational and Supply Chain, Compliance and Data Security. By addressing these areas through a structured approach, UFI supports the timely identification and management of potential risks.

Continuous monitoring and periodic review are applied to ensure the efficiency and effectiveness of the measures adopted, supporting organizational resilience and adaptability in the face of evolving and unforeseen challenges. Through this approach, UFI reinforces a robust risk management framework that contributes to longterm sustainability and operational continuity.

### 3.6 CUSTOMER PRIVACY AND DATA PROTECTION

UFI is committed, as stated in the Information Security Policy, to protecting personal and sensitive data of its stakeholders, including customers and employees, in compliance with applicable data protection regulations, such as the General Data Protection Regulation (GDPR 679/2016/EU) and the Network and Information Security (NIS2) Directive (EU 2022/2555).

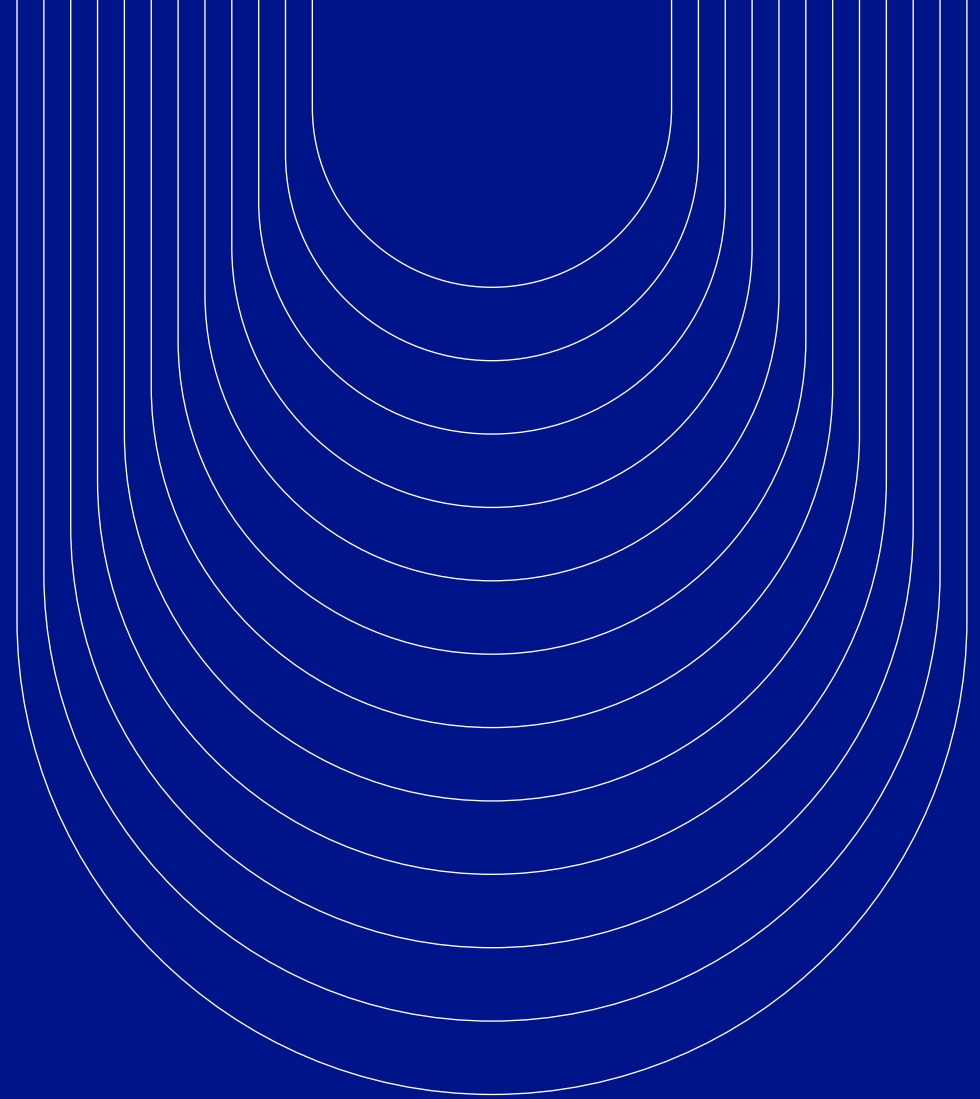
Dedicated internal procedures define roles, responsibilities and protocols for data handling and compliance, covering data protection requirements, new processing activities, and data reporting obligations.

Through the adoption of appropriate policies and IT security measures, UFI supports secure and lawful data processing and the protection of sensitive information across its operations. The Group has obtained the TISAX® Labels in some of its plants, confirming the maturity of its information security systems.

During the reporting period, no substantiated complaints or incidents related to data breaches, data loss or unauthorized access were recorded, supporting stakeholder trust and the reliability of the Group's operations.



04.



# OUR SUSTAINABILITY JOURNEY

# 04. OUR SUSTAINABILITY JOURNEY

## 4.1 A CONSCIOUS VIEW OF IMPACTS

Sustainability is an element that integrates the way UFI operates and contributes to a more informed assessment of the impacts generated along the value chain. In 2024, a structured double materiality analysis was completed and subsequently confirmed in 2025, enabling a deeper understanding of both the effects of UFI's activities on people, the environment and communities, and the external factors that may influence the Company's resilience and operational continuity.

The exercise identifies the most significant areas of impact and represents the foundation of UFI's reporting under the GRI Standards, adopted to ensure transparency and consistency in communication with stakeholders.

### A structured approach to double materiality

The double materiality analysis was conducted through a rigorous process based on the principles of the ESRS and integrated with the GRI Standards.

#### 1. Context analysis

The analysis considers the main factors influencing the sector, including climate change, technological evolution, resource availability, social dynamics and the international regulatory framework.

#### 2. Stakeholder engagement

UFI maintains an ongoing dialogue with its stakeholders through activities that are part of the normal conduct of business operations. The main stakeholder categories identified include employees, customers, suppliers, financial institutions, business partners, local communities, competent authorities and other relevant counterparts in relation to the Group's activities.

The selection of these groups is carried out by considering the type of relationship with UFI, the role each plays in business activities and the actual or potential impacts connected to our operations.

Engagement is developed through established and demonstrable methods, including:

- 🔗 questionnaires and information requests from customers, including ESG assessments;
- 🔗 information requests from financial institutions, including checks on sustainability and corporate responsibility topics;
- 🔗 structured discussion moments within corporate functions, during which environmental, social and governance topics are addressed in the context of daily operations;
- 🔗 regular interactions with suppliers within commercial relationships and monitoring activities envisaged by operational processes.

These activities enable UFI to continuously gather useful elements to understand expectations, risks, opportunities and impacts related to its activities.

Engagement is designed to ensure that dialogue is accessible, concrete and relevant to business processes, ensuring that the information collected can be integrated into the materiality assessment and operational decisionmaking.

#### 3. Impact identification and prioritization

UFI carried out a structured process to identify and evaluate the environmental, social and economic impacts associated with its activities. The assessment considered both current impacts and potential future impacts along UFI's operations and value chain.

These ranged from positive effects, such as contributions through product innovation, to negative impacts, including energy use, resource consumption and emissions.

Each impact was then evaluated using criteria aligned with ESRS and GRI requirements. The assessment took into consideration:

- 🔗 severity – how serious the impact could be;
- 🔗 scale – how many people, resources or areas it could affect;
- 🔗 likelihood – the probability that the impact might occur;
- 🔗 time horizon – whether the impact is current or potential;
- 🔗 positive or negative nature – recognising both beneficial and adverse effects;
- 🔗 irremediability – considered only for negative impacts, indicating whether the damage can be reversed.

This structured evaluation allowed UFI to determine which impacts are most significant. The results were consolidated into a prioritization matrix, providing a balanced view of risks and opportunities and forming the basis for identifying UFI's material topics for 2025 in line with the GRI Standards.

#### 4. Outcome of the analysis

The integrated assessment highlighted the material areas that define UFI's ESG priorities, including:

- 🔗 environmental topics related to energy, emissions, water resources, materials and waste;
- 🔗 working conditions, health and safety, and skills development;
- 🔗 effects on communities in the territories where UFI operates;
- 🔗 innovation, product quality and safety;
- 🔗 business ethics, integrity and compliance;
- 🔗 privacy and data protection.

**5. Material topics 2025**

The 2025 assessment identified a set of **material topics** that capture UFI’s most significant impacts on **people, the environment, communities and the company’s longterm resilience**. These topics reflect the outcome of the impact identification and prioritization process and the expectations emerging from ongoing stakeholder interactions.

From a people perspective, the assessment confirmed the importance of ensuring safe working environments, supporting fair working conditions and promoting skills development across UFI’s global operations. Environmental considerations remained central, particularly those related to energy use and decarbonization efforts, responsible water management, material efficiency and waste reduction, reflecting both operational impacts and the increasing relevance of resource stewardship along the value chain.

UFI’s presence in different regions also brings a responsibility toward local communities, where understanding and managing social impacts plays a key role. Regarding products, innovation, quality and safety continue to be essential for delivering reliable solutions for mobility and industrial applications. Finally, ethical business conduct, regulatory compliance and the protection of customer data remain core elements of UFI’s governance approach in an increasingly connected environment.

Together, these topics form the structure of UFI’s sustainability reporting under the GRI Standards and guide the company’s ongoing efforts to monitor performance, manage risks and identify opportunities for continuous improvement.

**6. Integration into business management**

The material topics identified guide UFI in defining ESG priorities, updating risk assessments, managing people and the supply chain, supporting product development and strengthening responsible governance practices.

Materiality provides UFI with a structured framework to interpret the evolving context and align initiatives with its industrial identity and stakeholder expectations.



**7. A process that continues to evolve**

UFI will periodically update its assessment of impacts and material topics according to global developments, regulatory changes, technological evolution and stakeholder expectations, maintaining a transparent and continuously improving approach to sustainability.

**Occupational Health & Safety**

Safeguarding the health and safety of our people remains a core priority. We are committed to maintaining a safe and supportive workplace as well as to continuously strengthening our approach to employee well-being.

**Attractive working conditions**

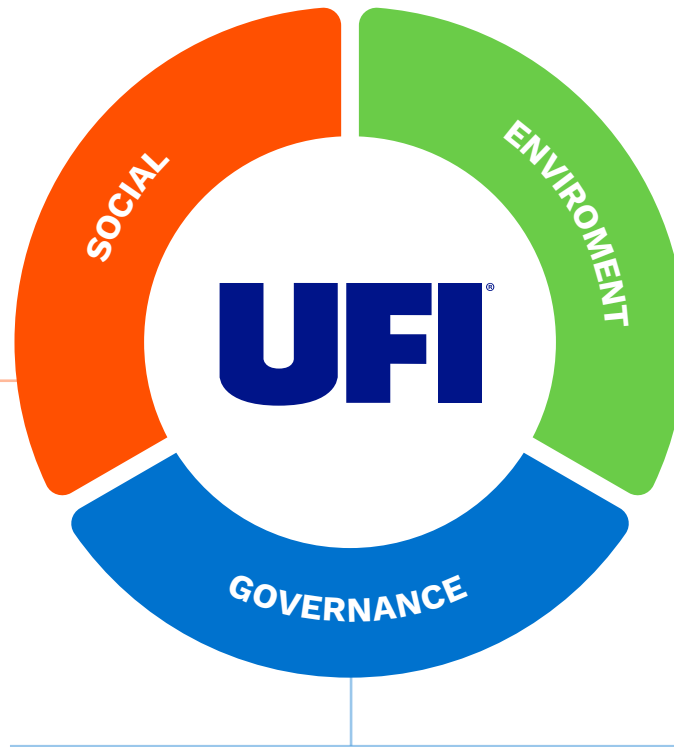
We aim to foster an engaging and flexible working environment that promotes employee well-being and supports a sustainable balance between professional and personal life.

**Supporting local communities**

Through dedicated corporate social responsibility initiatives, we actively contribute to the development of local communities, reaffirming our role as a responsible corporate citizen and creating positive social impact.

**Human rights and labour standards**

Respect for human rights is a core element of our corporate values. We uphold ethical labour practices across our operations and supply chain, working proactively to prevent violations and to promote fair and decent working conditions.



**Group economic performance**

A solid financial foundation is essential to enable long-term sustainability investments. Financial resilience allows us to meet our commitments to employees, communities and environmental initiatives, while supporting business stability and growth.

**Business ethics and integrity**

We operate in line with the highest standards of ethics and integrity. Transparency in decision-making and a strong culture of compliance and accountability guide our actions across the organisation.

**Customer privacy and data protection**

As a global organisation handling sensitive business and customer information, we are committed to protecting data privacy. Robust cybersecurity measures and compliance frameworks are in place to safeguard data in line with international regulations and recognised industry best practices.

**Decarbonization, circularity, and climate change**

Our environmental strategy is built around three key focus areas: reducing greenhouse gas emissions and improving energy efficiency; advancing circularity through responsible resource use; and addressing climate change by implementing resilient actions that limit our environmental impact.

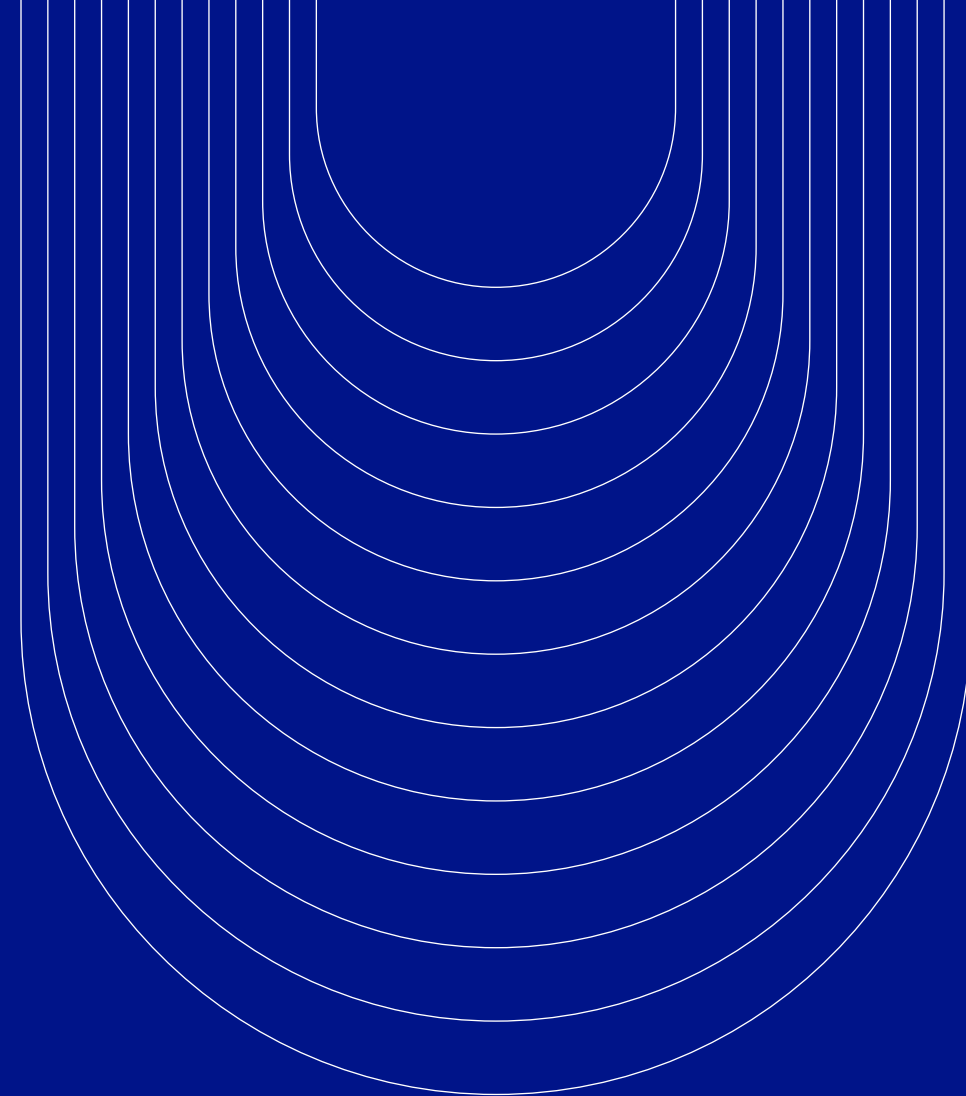
**Sustainable product innovation**

Sustainable product innovation continues to be a key focus of our sustainability approach. We seek opportunities to advance environmentally responsible solutions that support footprint reduction, without compromising product quality and performance.

**Environmental protection**

Reducing our ecological footprint continues to be a key objective. Our efforts focus on waste management, with particular attention to recycling, and the responsible use of natural resources, ensuring environmental protection while supporting long-term, responsible business practices.

05.



# OUR PEOPLE

# 05. OUR PEOPLE

## 5.1 WORKFORCE OVERVIEW

In 2025, the structure of UFI's workforce continued to evolve in line with the company's global footprint and operational development. With activities spanning more than twenty countries, our teams reflect a wide range of professional experiences and cultural backgrounds, contributing to the stability and adaptability that characterize the organization. This year, our total workforce surpassed **4.400 people**, a progression shaped by changes in both permanent and agency roles.

**Permanent employees** reached **3.722**, compared with 3.407 in 2024, confirming a gradual consolidation of internal capabilities. At the same time, the number of agency workers decreased from 941 to 703, reflecting a workforce configuration increasingly oriented toward long-term stability. These figures are calculated based on full-time equivalent averages and are strategically distributed across regions to meet operational needs.

The structure of contractual arrangements remained consistent with previous years: UFI did not use fixed-term contracts or non-guaranteed-hours positions, and part-time employment continued to represent a marginal share of the total workforce. In 2025, nine part-time positions were present in the EMEA region, all held by women, in continuity with our approach of adopting flexible arrangements where locally appropriate.

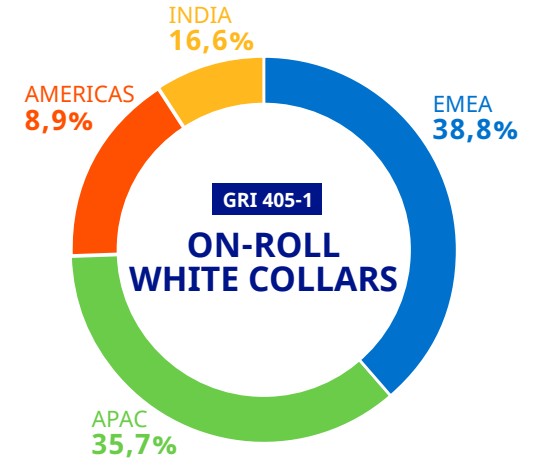
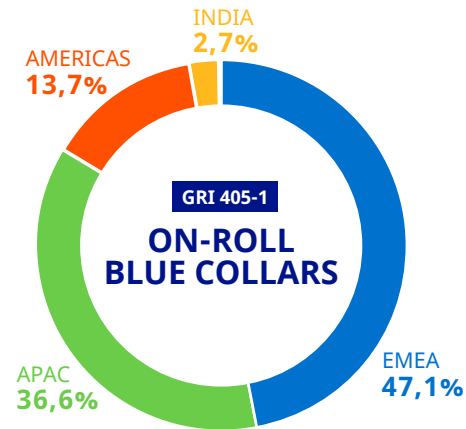
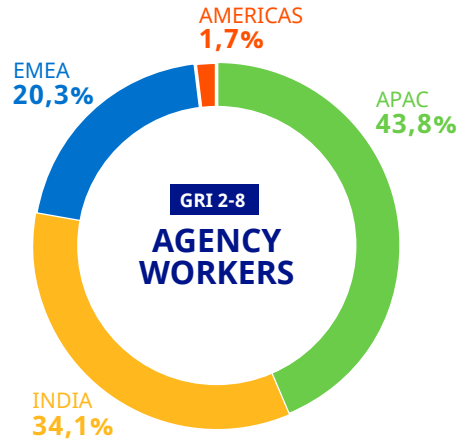
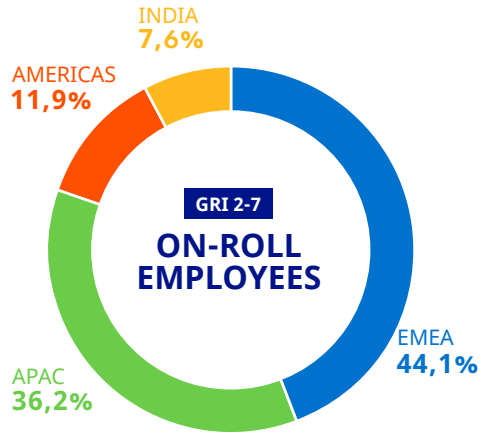
The distribution of the workforce across regions, job categories and age groups followed the operational dynamics of the year and is illustrated in the accompanying charts. These movements contribute to a global team that remains diverse and intergenerational, combining different levels of experience and perspectives within plants and offices. Another aspect that continued to develop is collective bargaining coverage: 48% of employees were covered by collective bargaining agreements or equivalent protections in 2025, an increase from 45,5% in the previous year. This progression reflects the company's alignment with local regulatory frameworks across the countries in which it operates.

As part of the broader analysis of workforce dynamics, the reporting also includes indicators on employee inflow and outflow. During the reporting period, the employee turnover rate, defined as the ratio of total employee departures to the average workforce, was 30,7%, while the hiring rate, calculated as the ratio of new hires to the average workforce, was 42,8%. The average workforce is calculated as the mean of the total number of employees at 31 December 2024 and 31 December 2025. The scope of the data is aligned with the reporting boundary and includes all employees.

Overall, the 2025 workforce reflects a balanced evolution, consistent with UFI's global operations and longterm direction.



## 05. OUR PEOPLE



AREA	EMPLOYEES	
	2024	2025
AMERICAS	400	446
APAC	1.256	1.349
EMEA	1.476	1.643
INDIA	275	284
<b>TOTAL</b>	<b>3.407</b>	<b>3.722</b>

AREA	AGENCY WORKERS	
	2024	2025
AMERICAS	8	12
APAC	353	308
EMEA	290	143
INDIA	290	240
<b>TOTAL</b>	<b>941</b>	<b>703</b>

AREA	BLUE COLLARS	
	2024	2025
AMERICAS	283	328
APAC	765	878
EMEA	925	1.131
INDIA	62	65
<b>TOTAL</b>	<b>2.035</b>	<b>2.402</b>

AREA	WHITE COLLARS	
	2024	2025
AMERICAS	117	118
APAC	491	471
EMEA	551	512
INDIA	213	219
<b>TOTAL</b>	<b>1.372</b>	<b>1.320</b>

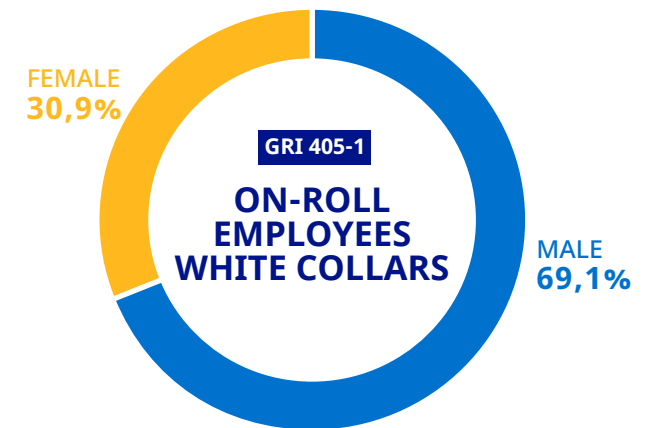
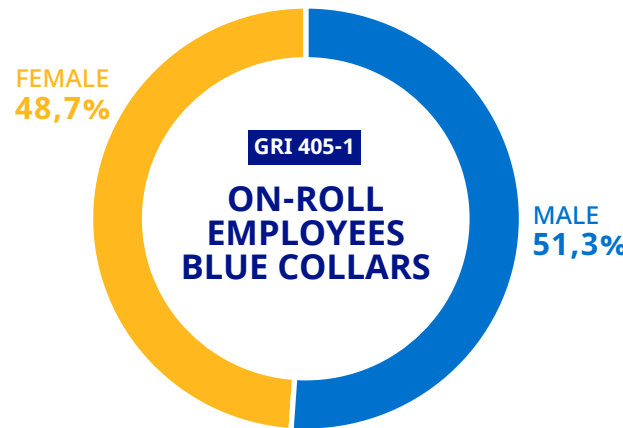
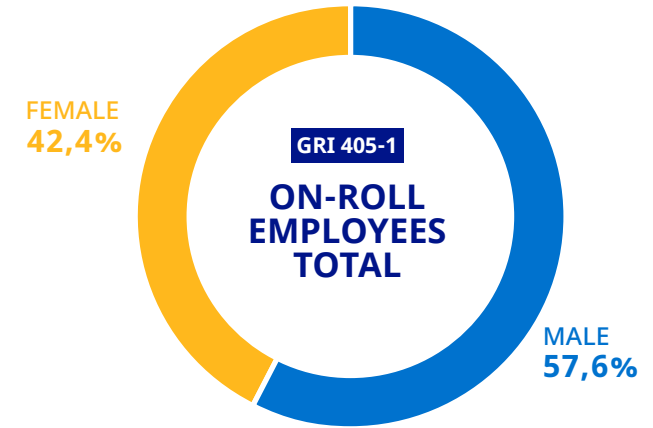
## 5.2 DIVERSITY AND EQUAL OPPORTUNITY PROMOTION

Diversity continues to be a structural characteristic of UFI’s workforce, shaped by the company’s international presence and the variety of roles across its operations. The combination of different cultural backgrounds, professional expertise and levels of experience contributes to a work environment that is naturally varied and reflective of the contexts in which UFI operates.

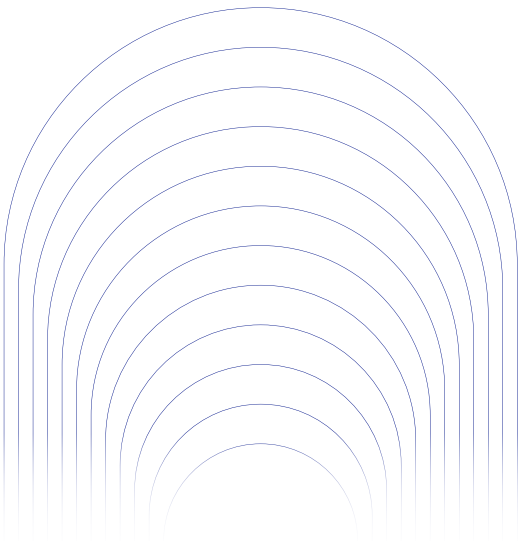
### Gender distribution

In 2025, women represented around 42,4% of the workforce, confirming a gradual and steady increase compared with the previous year. Their presence is distributed across operational and professional roles, reflecting broad participation in the company’s activities without emphasising detailed distinctions in job categories. The accompanying charts provide further insight into gender representation across regions and functions.

AREA	TOTAL					
	2024			2025		
	F	M	TOT	F	M	TOT
AMERICAS	176	224	400	198	248	446
APAC	534	722	1.256	563	786	1.349
EMEA	666	810	1.476	790	853	1.643
INDIA	21	254	275	26	258	284
<b>TOTAL</b>	<b>1.397</b>	<b>2.010</b>	<b>3.407</b>	<b>1.577</b>	<b>2.145</b>	<b>3.722</b>



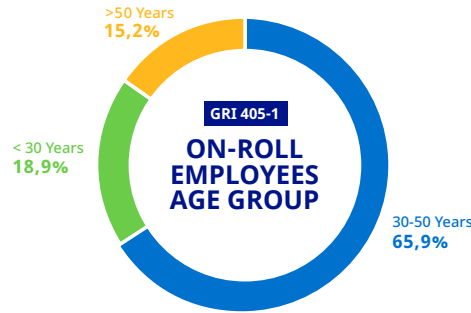
AREA	BLUE COLLARS						WHITE COLLARS					
	2024			2025			2024			2025		
	F	M	BC TOT	F	M	BC TOT	F	M	WC TOT	F	M	WC TOT
AMERICAS	144	139	283	167	161	328	32	85	117	31	87	118
APAC	356	409	765	394	484	878	178	313	491	169	302	471
EMEA	463	462	925	603	528	1.131	203	348	551	187	325	512
INDIA	5	57	62	5	60	65	16	197	213	21	198	219
<b>TOTAL</b>	<b>968</b>	<b>1.067</b>	<b>2.035</b>	<b>1.169</b>	<b>1.233</b>	<b>2.402</b>	<b>429</b>	<b>943</b>	<b>1.372</b>	<b>408</b>	<b>912</b>	<b>1.320</b>



### Cultural and generational diversity

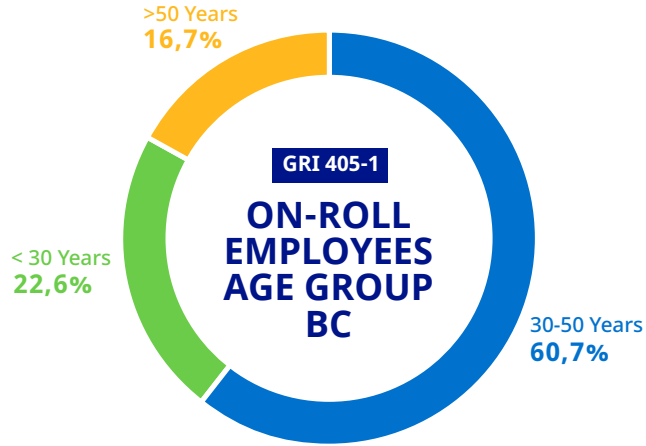
The generational composition of the workforce remained balanced, with employees from different age groups contributing to the daily functioning of plants and offices. This mix supports continuity, the exchange of perspectives and the development of skills across teams. As with other dimensions of diversity, the resulting structure reflects the company's global footprint and the evolution of its operations.

UFI's approach to diversity and equal opportunity is grounded in ensuring that employees can contribute according to their responsibilities, skills and experience. These principles guide the company's workforce practices across regions, adapting to local contexts while maintaining consistency in how roles and contributions are recognised. Diversity within the organization therefore emerges from the interplay between UFI's international presence, its operational needs and the people who make up its teams.



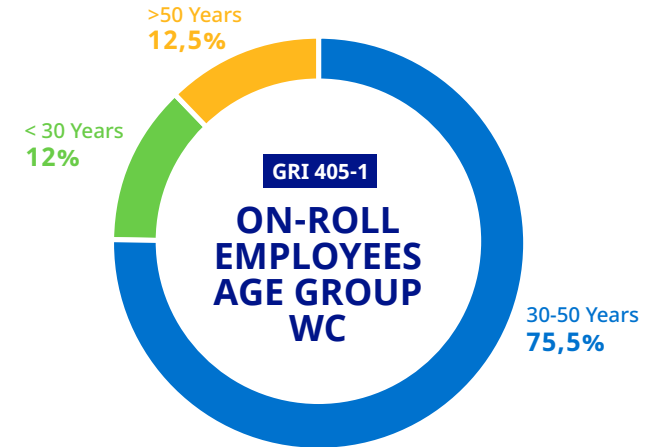
AREA	2024				2025			
	<30	30-50	>50	TOT	<30	30-50	>50	TOT
AMERICAS	103	240	42	400	121	265	60	446
APAC	101	999	156	1.256	163	1.006	180	1.349
EMEA	222	950	304	1.476	358	978	307	1.643
INDIA	59	191	25	275	61	205	18	284
<b>TOTAL</b>	<b>485</b>	<b>2.380</b>	<b>527</b>	<b>3.407</b>	<b>703</b>	<b>2.454</b>	<b>565</b>	<b>3.722</b>

Information not available for 15 HC (0,4 %) due to privacy in 2024



AREA	2024				2025			
	<30	30-50	>50	BC TOT	<30	30-50	>50	BC TOT
AMERICAS	89	161	33	283	101	180	47	328
APAC	58	587	120	765	129	607	142	878
EMEA	158	563	204	925	309	610	212	1.131
INDIA	6	56	-	62	5	60	-	65
<b>TOTAL</b>	<b>311</b>	<b>1.367</b>	<b>357</b>	<b>2.035</b>	<b>544</b>	<b>1.457</b>	<b>401</b>	<b>2.402</b>

Board of Directors compositions – Men: 4 (100%) – Age Groups: > 50 years (50%)- 30-50 years (50%)  
Information not available for 15 HC (1,1 %) due to privacy in 2024



AREA	2024					2025			
	<30	30-50	>50	N/A	WC TOT	<30	30-50	>50	WC TOT
AMERICAS	14	79	9	15	117	20	85	13	118
APAC	43	412	36		491	34	399	38	471
EMEA	64	387	100		551	49	368	95	512
INDIA	53	135	25		213	56	145	18	219
<b>TOTAL</b>	<b>174</b>	<b>1.013</b>	<b>170</b>	<b>15</b>	<b>1.372</b>	<b>159</b>	<b>997</b>	<b>164</b>	<b>1.320</b>

### 5.3 TRAINING, PEOPLE DEVELOPMENT AND TALENT

In 2025, UFI continued to consolidate its people development approach, maintaining the framework established in previous years and ensuring continuity across performance, growth and mobility processes. The Personal Business Plan (PBP) remained a central element of this system, providing employees with a structured way to align individual objectives with role responsibilities and broader organisational

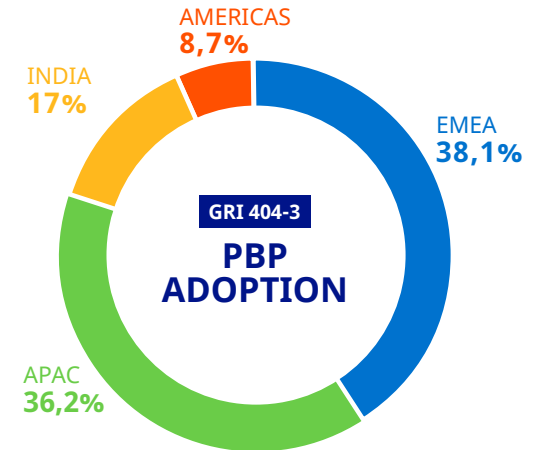
priorities. The tool supported regular dialogues between employees and managers, helping to define expectations, identify development needs and guide professional growth across different roles and geographies. In addition to performance objectives, the system also incorporates behavioural and potential assessments, ensuring alignment with UFI's values and providing a more comprehensive view of individual development.

The consolidated adoption data reported in the

accompanying table shows **1.343 completed PBPs in 2025**, compared with 1.213 in 2024. This progression confirms the continued use of the PBP as a shared reference across the Group, ensuring consistency in the performance cycle and reinforcing a common understanding of development pathways.

**Performance evaluations** were applied across all job categories, including blue-collar roles in production sites. Evaluation systems were adapted to the operational context of each

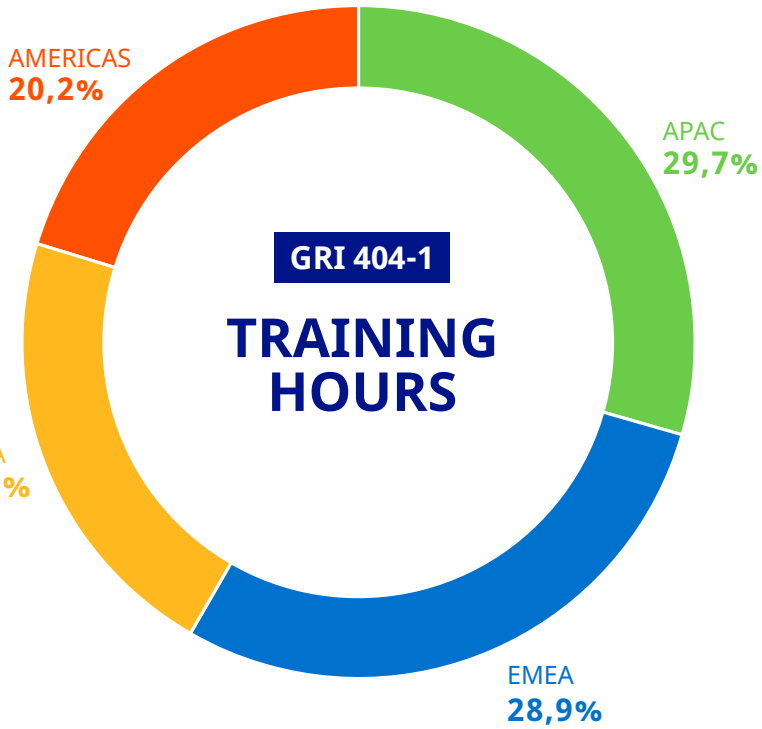
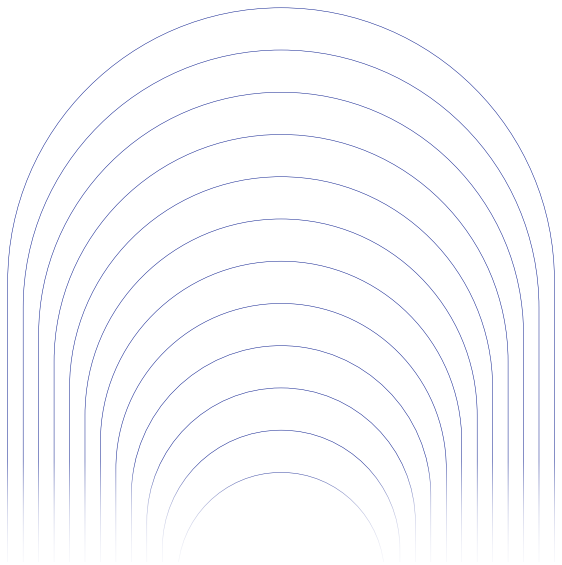
plant, ensuring clarity in the interpretation of responsibilities, expected behaviours and individual contributions. This contributed to a more coherent performance framework throughout the organisation and strengthened alignment between individual outcomes and business needs.



AREA	WHITE COLLARS	
	2024	2025
AMERICAS	80	117
APAC	477	486
EMEA	496	512
INDIA	160	228
<b>TOTAL</b>	<b>1.213</b>	<b>1.343</b>

Training activities complemented these processes by offering learning opportunities consistent with the operational, regulatory and transversal skills required across roles. The consolidated training hours for 2025, shown in the accompanying table, reflect the programmes delivered during the year and remain part of the development framework applied within the Group. The overall approach continued to support the evolution of competencies without altering the balance of the broader people development model.

During 2025, UFI also advanced its **talent development** approach within the EMEA region, refining the model introduced in previous years and maintaining its principle of open participation. Rather than relying on selective pathways, the programme invited employees to join voluntarily and contribute to initiatives aligned with operational priorities and company values. Supported by senior colleagues acting as mentors, participants worked on real project assignments, such as improving operational efficiency, exploring lowimpact materials or identifying opportunities for resource optimisation, combining practical experience with guided learning. External softskills training further complemented the approach, reinforcing behaviours and competencies relevant to UFI’s way of working. This model promoted visibility, collaboration across functions and the opportunity to engage with concrete challenges, contributing to a more inclusive and experiencebased understanding of talent.



AREA	2024		2025			
	TOT	F	M	BC	WC	TOT
AMERICAS	8.364	3.205	5.545	4.679	4.071	8.750
APAC	17.398	4.554	8.295	5.626	7.223	12.849
EMEA	14.059	4.041	8.448	2.809	9.681	12.489
INDIA	4.674	1.973	7.201	4.845	4.329	9.174
<b>TOTAL</b>	<b>44.495</b>	<b>13.773</b>	<b>29.489</b>	<b>17.959</b>	<b>25.304</b>	<b>43.262</b>
<b>AVERAGE HRS</b>	<b>13,06</b>	<b>8,7</b>	<b>13,7</b>	<b>7,5</b>	<b>19,2</b>	<b>11,6</b>

**Internal job postings and crosscompany transfers** remained important tools for supporting mobility within the Group. These mechanisms offered employees opportunities to explore new roles, broaden their experience and contribute to different areas of the organisation. In 2025, they continued to facilitate the exchange of knowledge across sites and align individual aspirations with evolving business requirements.

Overall, the 2025 picture reflects continuity with the development model established in previous years. Performance tools, structured learning, projectbased participation and mobility opportunities worked together to support the gradual and consistent strengthening of competencies across UFI's global workforce.

This approach also found external recognition at regional level. In 2025 in China, UFI was named among the **“Aon Best ESG Employers in China”**, acknowledging the company's efforts in people development, organisational practices and environmental responsibility. In addition, UFI received the **“CHW 2026-2027 Healthy Workplace Certification – Gold Standard”** a certification developed by the Human Resources Excellence Centre (HREC) to promote “Healthy Work, Sustainable Operation.”. This award recognizes UFI's commitment to employee well-being, workplace safety, and the promotion of sustainable working environments as well as our commitment to improving processes, strengthening our culture, and reducing our impact step by step. In Brazil, moreover, UFI received external recognition for its working environment, with UFI do Brasil being certified as a **“Great Place to Work”** following an independent assessment based on employee feedback. The evaluation considered key aspects such as workplace climate, daily experience, benefits, and work-life balance.

This recognition reflects the level of trust, collaboration and engagement confirming the Group's commitment to fostering positive and supportive working environments across its operations.

While these recognitions refer to specific geographies, they reflect the consistency of the Group's broader approach and reinforce its ongoing commitment to integrating ESG principles into people management and operational practices.

## 5.4 HEALTH, SAFETY AND WELL- BEING

At UFI, employee health and safety remain fundamental priorities and continue to guide the way we manage our operations globally. In 2025 we further strengthened the integrated approach developed in recent years, reinforcing a culture in which prevention, risk awareness and responsible behaviours are embedded in every activity. Visible leadership, clear expectations and adequate training and equipment remain essential elements of our commitment to ensuring a safe and supportive working environment for all colleagues.

During the year, UFI published its first **Group Environmental Health & Safety Policy**, establishing a unified framework that consolidates principles, responsibilities and operational expectations across all regions. The policy reinforces our focus on **prevention, participation and continuous improvement**, and supports a harmonised approach to risk management and safety governance throughout the organisation.

Health and safety responsibilities are integrated into sitelevel governance. All UFI facilities operate in compliance with local regulations and internal standards, with dedicated EHS managers overseeing the implementation of safety measures and monitoring of performance. Safety committees, including management representatives, employee delegates and HSE specialists, regularly review workplace conditions, assess risks and coordinate preventive and corrective actions. We continued to promote a “Safety First” mindset through awareness campaigns, behaviorbased communication and onsite reminders. Occupational health services, including medical support, first aid and counselling, remained available to employees. Feedback from employees and insights from incident analyses helped refine processes, improve equipment use and strengthen preventive measures. Safety Talks and Safety Walks supported day-to-day vigilance and contributed to embedding a proactive approach to hazard identification.

Risk assessments guided the definition of improvement measures, while regular audits verified compliance with legal requirements and internal standards, ensuring ongoing enhancement of site practices.

Steady progress is reflected in the evolution of our key safety indicators. In 2025, the Injury Frequency Index (IFI), calculated as the number of injuries per one million hours worked, reached

2,68, improving from 3,59 in 2024. This confirms a continued mediumterm downward trajectory. Importantly, the year closed with no fatalities and no highconsequence injuries, confirming the positive results achieved since 2023.

### CERTIFIED SITE ISO 45001



### PEOPLE IN CERTIFIED SITE

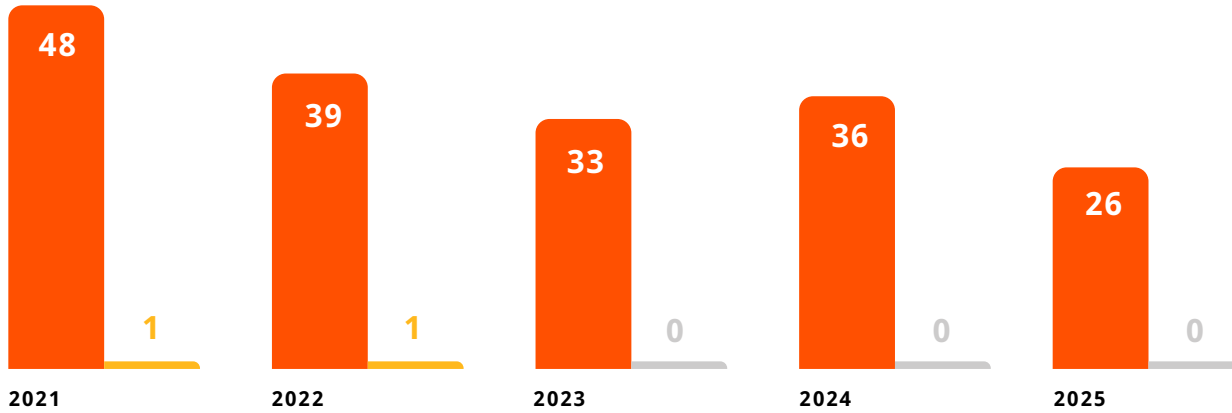


*56% of Our Industrial Sites are certified ISO 45001. People refers to all employees and workers*



## WORK-RELATED INJURIES

GRI 403-9



NUMBER OF INCIDENTS	2021	2022	2023	2024	2025
FATALITIES	0	0	0	0	0
HIGH CONSEQUENCES*	1	1	0	0	0
TOTAL RECORDABLE INCIDENTS**	48	39	33	36	26
TOTAL WORKING HOURS	9.060.346	9.473.108	9.154.269	10.023.230	9.710.838

\* Work-related injury that resulted in an injury from which the worker could not fully recover to pre-injury health status before 6 months.  
 \*\* Including fatalities and high-consequences work related injuries.

NUMBER OF INCIDENTS	2024		2025	
	ON ROLL EMPLOYEES	AGENCY WORKERS	ON ROLL EMPLOYEES	AGENCY WORKERS
FATALITIES	0	0	0	0
HIGH CONSEQUENCES*	0	0	0	0
TOTAL RECORDABLE INCIDENTS**	21	15	23	3
TOTAL WORKING HOURS	6.973.756	3.049.474	7.154.155	2.556.684
FREQUENCY INDEX***	3,01	4,92	3,21	1,17

\* Work-related injury that resulted in an injury from which the worker could not fully recover to pre-injury health status before 6 months.  
 \*\* Including fatalities and high-consequences work related injuries.  
 \*\*\* As there were no fatal or high-consequence injuries, the related frequency indexes are equal to 0.

As introduced in the previous year, reporting continues to distinguish between onroll and agency workers, ensuring visibility on performance across categories. The detailed breakdown is provided in the accompanying tables and charts. Across all sites and functions, UFI continues to promote shared responsibility for safety, encouraging colleagues to identify hazards, report unsafe conditions and maintain vigilance in their daily activities. These behaviours, supported by structured processes and continuous improvement actions, remain essential to sustaining a safe working environment and reinforcing UFI's longterm commitment to employee well-being.



## 5.5 ATTRACTIVE WORKING CONDITIONS WORK/LIFE BALANCE

At UFI, we continue to promote an attractive and supportive working environment, where well-being, stability and personal growth remain central to our people strategy. In 2025, the Group maintained a comprehensive set of benefits aligned with local market conditions and labour regulations, including healthcare coverage, parental support and welfare tools available in many of our locations. Where compatible with operational needs, flexible and hybrid work models continued to support employees in balancing professional and personal responsibilities.

Well-being was further supported through initiatives implemented across different regions, including access to psychological support services and regular webinars on topics related to health, financial awareness and personal development. Structured onboarding processes, internal mobility practices and longservice recognition also remained in place, contributing to a positive working environment and reinforcing a sense of continuity across the organisation.

Alongside Group-level practices, local teams implemented initiatives tailored to the needs of their communities. In Italy, programmes designed to support families and promote healthy lifestyles continued throughout the year, including initiatives for new parents, well-being focused webinars, and local engagement events. In Poland, activities promoting health and community participation included support for a local running event in Opole and a preventive health campaign that offered medical screenings to a considerable number of employees.

Together, these initiatives reflect a culture that recognises people as a core component of UFI's long-term strength. By combining Group principles with locally meaningful actions, we continue to build an inclusive and supportive environment where colleagues can grow professionally while maintaining a balanced and fulfilling daily life.

## 5.6 FREEDOM OF ASSOCIATION

UFI recognises freedom of association as a fundamental right and ensures that employees can join, form or refrain from joining organisations that represent their interests, in line with local legislation and the principles set out in the Group's Code of Ethics. Workers' representatives are granted equal dignity and are not subject to discrimination, reflecting the company's commitment to an open, respectful, and inclusive work environment.

UFI maintains an open attitude toward representative activities and supports respectful engagement wherever employee representation is present, in line with local frameworks and practices. These principles guide the Group's approach across all regions and reflect its commitment to ensuring that employees can express their views and participate in workplace matters in accordance with applicable norms.

## 5.7 SOCIAL ENGAGEMENT AND COMMUNITY INITIATIVES

UFI integrates social engagement as an essential component of its sustainability strategy, with the aim of generating tangible and positive impacts within the communities where it operates. Each initiative is designed at regional level to ensure alignment with local priorities while contributing to Group-wide ESG objectives, particularly in the areas of health, well-being, social inclusion, and community support.

In **Italy**, UFI continues to support *La Casa del Sole* in Mantua, a long-standing partner dedicated to assisting children with psychological and physical disabilities. Through ongoing collaboration, the company contributes to strengthening inclusive care pathways and providing continuous support to vulnerable groups. In addition, UFI collaborated with *Progetto Quid*, a social enterprise based in the Verona area, which offers job opportunities to people facing barriers to the labour market, particularly women in vulnerable conditions. Within this collaboration, were produced Christmas gifts for employees using upcycled materials, linking an internal initiative to a broader social and environmental objective. Through this initiative, UFI supported a local reality combining inclusive employment with responsible resource use. To further support local organizations, UFI also made a donation to the *Casa San Francesco Association*, contributing to the

renovation of a facility provided by the Parish of Nogarole Rocca, with the aim of creating a welcoming environment for children and young people offering them a supportive family-like setting.

In the **Czech Republic**, UFI adopted a structured model combining financial contributions, employee participation, and volunteering activities. In 2025, the company donated to a diverse range of social and environmental projects, including support for oncology patients, autistic children, animal protection, rehabilitation activities, and programs addressing youth homelessness and disabilities. Employee involvement further amplified the impact on local communities. Activities such as a charity breakfast and a Christmas gift collection initiative, aimed at donating presents to children from the Children's Home in Frýdek-Místek and to residents of the Senior Home POHODA in Orlová, mobilized staff engagement and generated support for vulnerable families and local institutions. These efforts enabled financial assistance to households with disabilities, as well as the distribution of gifts to children in care facilities and elderly residents. Additionally, UFI encouraged corporate volunteering through environmental initiatives including the "Hrabová cleaning activity", reinforcing both local environmental stewardship and employee participation in community-based projects.

In **Poland**, UFI promoted employees' well-being and community interaction through initiatives focused on healthy lifestyles. Participation in a local running event in Opole fostered physical activity and team cohesion, while an internal health campaign provided preventive medical screenings to approximately 150 employees, supporting early detection and general well-being.

In **Tunisia**, UFI enhanced local healthcare services through targeted donations to hospitals in Tunis, focusing specifically on paediatric needs. The initiative was conducted in partnership with non-profit organization to ensure transparency, efficient resource allocation, and improved access to essential healthcare.

In **Korea**, UFI contributes to community resilience through ongoing financial support to disaster relief initiatives. The Company provides regular donations to the Korean Red Cross, a recognized humanitarian organization active in emergency response and recovery efforts. This initiative ensures continuous support to populations affected by natural disasters, contributing to timely assistance and relief. At the same time, the partnership



strengthens UFI’s engagement with local communities and reinforces its role as a responsible corporate actor in supporting societal needs during emergency situations.

In **India**, UFI contributes to national social and humanitarian priorities through financial support to the *Prime Minister’s National Relief Fund*, administered by the Government of India. The fund addresses urgent needs such as disaster response and healthcare support. Even though resource allocation is managed centrally, UFI’s contributions demonstrate a commitment to supporting systemic solutions to societal challenges.

In **Brazil**, our site actively contributed to social responsibility initiatives that promote inclusion, solidarity, and environmental awareness. During the year, employees supported the Winter Clothing Donation Campaign for the “*Associação Acolhimento Bom Pastor*” in Jundiaí, donating clothes, shoes and toys in good condition. UFI also joined “*Tampinha Legal*”, one of the largest circular economy education programmes in the Americas, which promotes the collection and recycling of plastic caps to generate resources for third sector organisations. Through our participation, we helped support initiatives such as those carried out by the Luiz Braille Institute and contributed to reducing waste and promoting community inclusion. The institute won first place in a challenge organized in partnership with Nestlé Healthscience and as recognition received a customized wheelchair to support its mission.

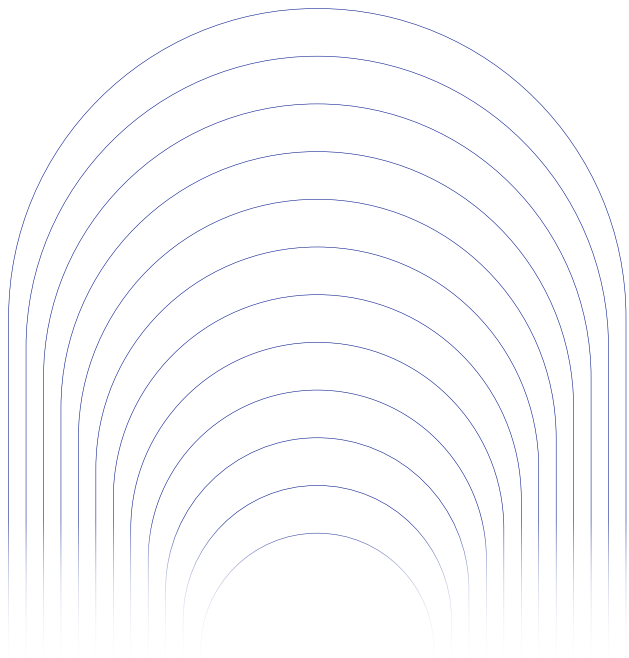
In the **United States**, UFI’s continued participation in *Giving Tuesday*, a national program advocating charitable action. The UFI USA team took part in a corporate volunteering activity at the “*Focus: HOPE*” facility a non-profit organization providing food assistance to low-income senior citizens across the Metro Detroit area. Together, our employees packed 1,155 boxes of non-perishable food, corresponding to 21 pallets, supporting the organization’s monthly distribution program reaching over 43,000 seniors. The initiative, while strengthening our UFI USA Team spirit, provided tangible support to vulnerable members of the community, while representing a shared moment of engagement, collaboration, and commitment to local needs.

Across all geographies, UFI applies a **decentralized model to community engagement**, enabling local teams to assess and respond to specific social needs. Although initiatives vary in size and focus, they collectively generate social value, strengthen

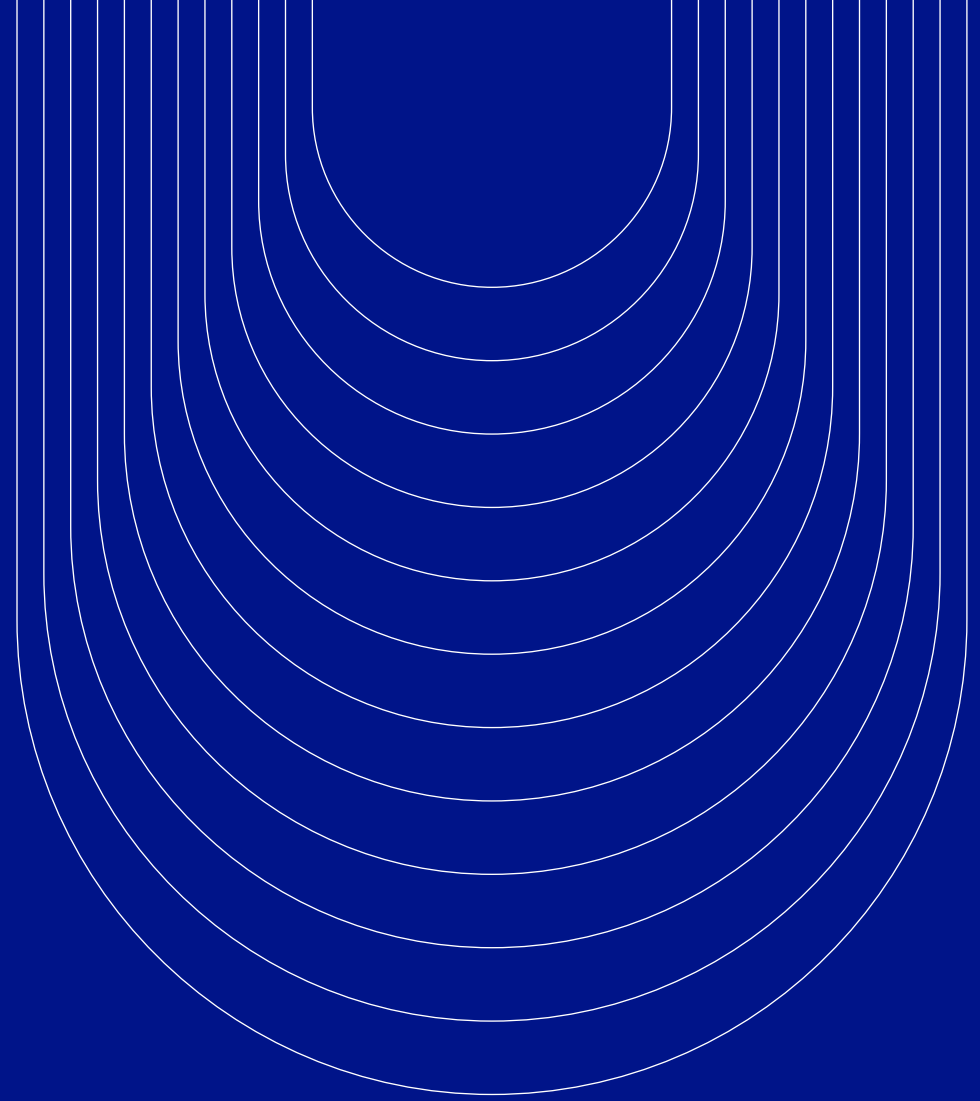


support for vulnerable populations, and promote health, inclusion, and overall well-being.

UFI does not adopt a standardized approach to social investment; instead, it prioritizes initiatives that are relevant, continuous, and closely connected to local communities. This approach ensures that programs remain context-driven, effective, and fully aligned with the Group's commitment to responsible and sustainable development.



06.



# INNOVATION RESPONSIBILITY

# 06. INNOVATION RESPONSIBILITY

## 6.1 SUSTAINABLE INNOVATION

At UFI, we see innovation not just as a goal, but as a continuous commitment to shaping a sustainable future. Our mission is to deliver solutions that reduce environmental impact while driving technological excellence across mobility, energy, and industrial systems. Every project we undertake is guided by the principle of integrating sustainability at its core, from material selection to system design and operational efficiency.

Our proprietary **FormulaUFI** materials exemplify this approach. Designed and developed in-house, these advanced filtration media and membranes are engineered to meet specific performance requirements through a high degree of customization. By optimizing fiber composition and media geometry, we enhance durability and extend service life, contributing to the longevity of vehicles and systems in operation, with a positive impact on overall environmental footprint through reduced maintenance and replacement needs.

Next-generation mobility and energy solutions are central to our innovation strategy. **UFI Hydrogen**, the Group's strategic initiative for the hydrogen value chain, is moving from R&D to industrial-scale production. With dedicated facilities and expert teams, we produce high-performance membranes for four critical applications: electrolysis for green hydrogen production, fuel cells for clean energy, e-fuels production, and electrochemical compression for storage, purification, and transport of hydrogen itself. These efforts reflect our ambition to expand beyond traditional filtration and contribute to decarbonized energy systems globally.

Innovation also drives how we operate. Across our production sites, we implement energy-efficient processes and digital

solutions that enhance precision and reduce waste. Cross-functional teams spanning R&D, engineering, quality, and EHS ensure that improvements are systemic and embedded in everyday operations.

A standout example of our commitment to sustainable technology is our **Thermal Management** division. In 2025, UFI received the prestigious **Automotive News PACE Pilot award** for its innovative CO<sub>2</sub>-based evaporator/chiller. Developed in response to increasingly strict environmental regulations, this system replaces conventional refrigerants with **R744 (CO<sub>2</sub>)**, a natural, non-toxic, non-flammable gas with zero ozone depletion potential. Beyond its minimal environmental impact, this solution offers superior energy efficiency and cost advantages due to its wide availability, demonstrating how cutting-edge engineering can deliver both performance and sustainability.

At UFI, sustainable innovation is more than a principle, it is a mindset.

It drives every decision, from the laboratory to the production floor, shaping technologies and processes that create long-term value for our customers, communities, and the planet.

## 6.2 PRODUCT AND QUALITY SAFETY

Ensuring the safety, reliability, and performance of our products remains one of UFI's foremost priorities. We strive to deliver high-quality solutions that comply with the strict requirements of our automotive customers and contribute to the safe and efficient operation of final vehicles.

To uphold these expectations, UFI implements rigorous internal procedures aligned with the **IATF 16949:2016** Automotive Quality Management System, which incorporates and expands upon the principles of **ISO 9001:2015** to meet the specific needs of

the automotive sector. In parallel, we also operate according to the **EN9100:2018** Quality Management System for the aviation, space, and defense industries, ensuring enhanced reliability, compliance with sectorspecific requirements, and a structured approach to continuous improvement.

Our quality framework is further reinforced by Group-wide policies and guidelines that promote best practices and consistent operational standards across all subsidiaries. Working closely with top management, the Quality department defines key performance indicators and annual quality targets that drive ongoing improvement throughout the organization. Customer satisfaction is closely monitored through monthly scorecards accessible via a dedicated portal, evaluating each plant's performance in areas including product quality, logistics, procurement, and responsiveness.

Our engineering teams adopt the **Failure Mode and Effect Analysis (FMEA)** approach to proactively identify and mitigate potential risks in both product design and manufacturing. By addressing vulnerabilities at an early stage, we ensure greater product robustness and safety. Critical product and process characteristics, particularly those with an impact on enduser safety, are continuously measured and managed throughout the entire production lifecycle, while any regulatory updates or deviations are promptly incorporated.

To maintain compliance and encourage continuous progress, we conduct regular internal and external audits across production sites and corporate functions.

In **2025**, all UFI plants serving automotive OEMs successfully renewed their certifications under **IATF 16949:2016**, demonstrating the effectiveness and resilience of our quality

systems. Our commitment to product safety also includes strict adherence to material compliance regulations, helping ensure high social and environmental standards throughout our supply chain. As part of product development, we verify that all materials and processes comply with international legislation and do not contain hazardous substances beyond permitted thresholds. We also ensure that all raw materials are responsibly sourced and originate from conflict-free areas. Our compliance model covers both verification and full disclosure of material composition across all UFI Group entities.

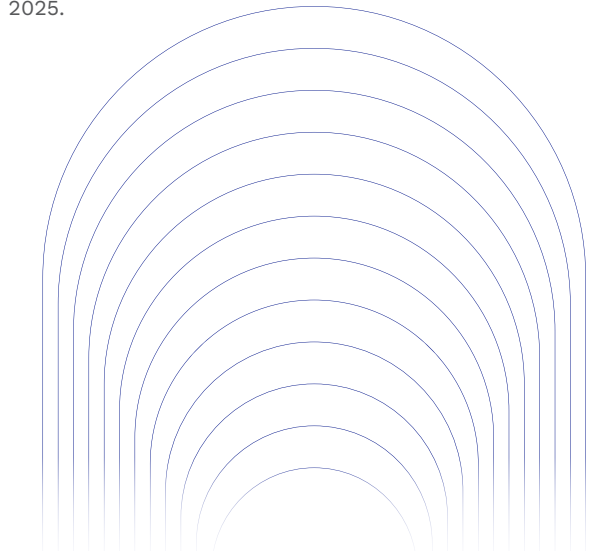
All suppliers and commercial partners are required to comply with the Group's **Material Compliance Policy**, which includes:

- ✓ **IMDS:** the global standard platform for material data declaration in the automotive sector;
- ✓ **REACH:** EU regulation governing chemical safety and risk assessment;
- ✓ **RoHS:** European directive restricting hazardous substances in electrical and electronic equipment;
- ✓ **Conflict Minerals (3TG):** SEC regulations requiring disclosure on tin, tantalum, tungsten and gold, supporting responsible sourcing and supplychain transparency.

These frameworks collectively support the protection of human health and the environment. No incidents related to customer or product safety resulted in fines, penalties, or warnings during 2025.



**100% OF OUR SITES  
DELIVERING TO AUTOMOTIVE OEM  
ARE CERTIFIED IATF 16949**



### 6.3 SUPPLY CHAIN AND RESPONSIBLE MATERIAL PROCUREMENT

In 2025, procurement continued to support UFI’s global operations by ensuring the availability of materials, components and services required across the Group. The function works closely with engineering, operations and quality teams to align sourcing activities with technical specifications and production needs. This coordinated approach helps maintain consistent standards and supports the Group’s operational continuity.

Procurement activities operate within Group-wide policies and internationally recognised management system certifications, including IATF 16949, ISO 9001, ISO 14001 and ISO 45001. These frameworks provide a common structure across regions and guide supplier expectations regarding quality, environmental protection and workplace safety. UFI also applies a Supplier Code of Conduct that defines clear requirements on ethical business behaviour, human rights and environmental responsibility. The document is publicly available on the company website and forms part of the contractual conditions for all suppliers, ensuring a shared baseline for responsible practices across the value chain.

UFI maintains the Authorized Economic Operator (AEO) Full certification (IT AEOF 23 2047) for UFI Filters S.p.A., in line with EU regulations. The certification contributes to secure and compliant supply chain processes, offering benefits such as simplified customs procedures, fewer inspections and improved cooperation with customs authorities. It supports the efficiency of international logistics and reflects the Group’s ongoing commitment to sound trade and compliance practices.

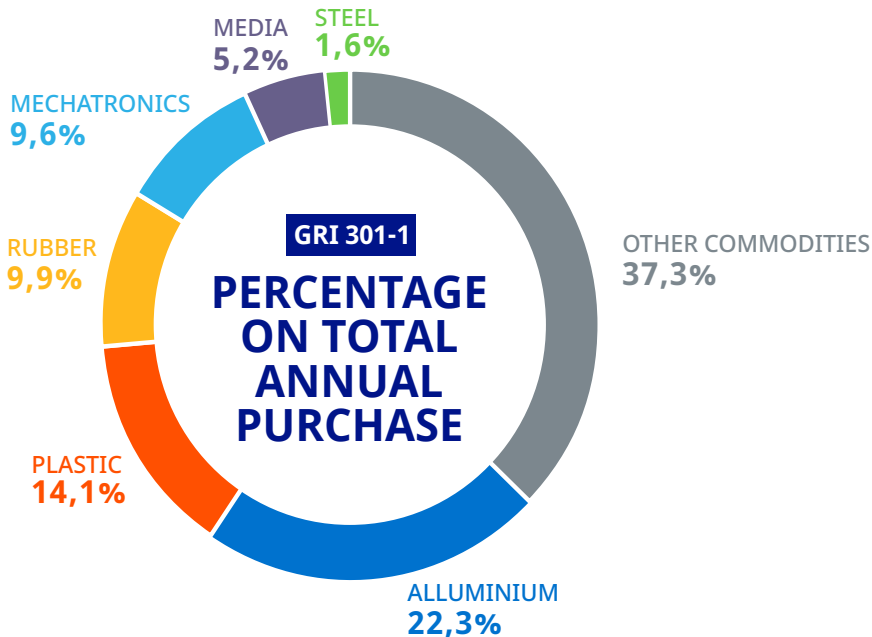
Within this broader framework, material procurement represents a substantial share of UFI’s supply chain footprint. The overall composition of purchased materials remains consistent with previous years: plastic again represents the most significant material category, both in terms of total weight and number of purchased items. As in previous reporting cycles, it is not yet possible to quantify the share of recycled plastic. The technical requirements associated with our applications still limit the availability of suitable recycled alternatives; however, our engineering teams continue to assess potential solutions and emerging materials that could enable a gradual integration of recycled content where feasible.

Aluminium maintains its strategic relevance within raw materials and accounts for 55% of total primary material purchases. This

reflects its continued importance across UFI’s product portfolio and the company’s manufacturing requirements.

Procurement data are categorised by material type and unit of measure. Depending on the characteristics of each material, quantities are reported in metric tonnes (t), thousands of pieces (k pc), or nonstandard units where appropriate. The “Other Commodities” category (k pc) includes connectors and several technical components, while entries marked as “various” refer to packaging materials, stamping products, chemicals and other auxiliary items used across production processes.

With the reorganisation of material categories and the use of mixed measurement units in 2025, data from 2024 and 2025 are not fully comparable. For transparency, detailed quantities for both years are provided in the adjacent table.

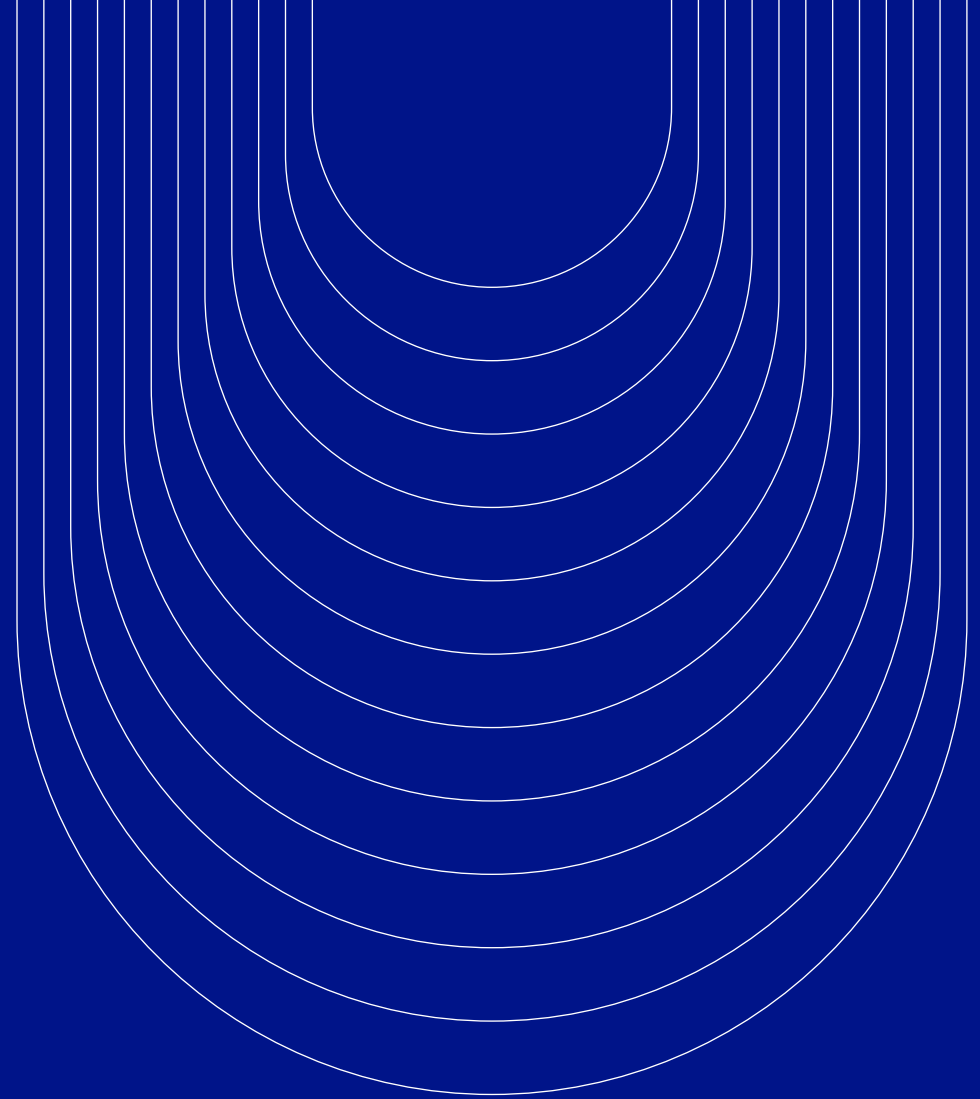


MATERIAL	MATERIAL TYPE	UOM	TOT QUANT. 2024	TOT QUANT. 2025
ALUMINIUM	Raw Materials	tons	12.620,85	12.588,56
	Semi-finished Goods	k pc	N/A	11.033
STEEL	Raw Materials	tons	6.938,54	3.550,17
	Semi-finished Goods	k pc	N/A	144.225
PLASTIC	Raw Materials	tons	10.585	3.828,99
	Semi-finished Goods	k pc	N/A	144.225
MEDIA	Raw Materials	tons	3.607,18	2.561,70
RUBBER	Semi-finished Goods	k pc	164.958,36	175.372
MECHATRONICS	Semi-finished Goods	k pc	5.813,93	5.745
OTHER COMMODITIES*	Semi-finished Goods	k pc	120.166,39	137.215
		various	N/A	N/A

\* 2024 data for Aluminum, Steel, Plastic and Other commodities are not directly comparable with 2025 due to a change in material classification and units of measurement.

N/A = Not Applicable as different UoM

07.



# OUR IMPACT ON THE PLANET

# 07. OUR IMPACT ON THE PLANET

## 7.1 OUR ENVIRONMENTAL STEWARDSHIP APPROACH

In 2025, the Group continued to strengthen its approach to environmental stewardship, consolidating its structured governance practices and maintaining responsible management of natural resources across all sites. Sustainability remains deeply integrated into our operational practices, influencing the way we design processes, manage resources and measure performance. Throughout the reporting period, we further strengthened our environmental management systems and expanded the maturity of our monitoring and control frameworks, reinforcing our culture of compliance and continuous improvement.

The coverage of our environmental management system remained unchanged from the previous reporting period, with **77,8% of our sites and 88,7% of our employees** operating under an **ISO 14001 certified** environmental management system, while all certified sites maintained full compliance throughout the year. As in 2024, no significant environmental fines or sanctions were recorded, reflecting the robustness of our internal controls and the diligence with which environmental responsibilities are upheld across our global operations.

Progress in 2025 extended across several dimensions of environmental performance: from energy and emissions to waste and water management. The following sections describe these developments in continuity with our 2024 reporting structure, illustrating how our actions translate into measurable improvements across our global footprint.

Throughout the year, UFI implemented actions in Italy to improve resource efficiency in office activities, reflecting the Group's broader commitment to reducing environmental impact.

In Italy, printing devices were replaced with more energy-efficient models, contributing to lower energy consumption and more efficient use of consumables. The environmental performance of printing services was also monitored on a monthly basis to support resource management.

### Energy and emissions

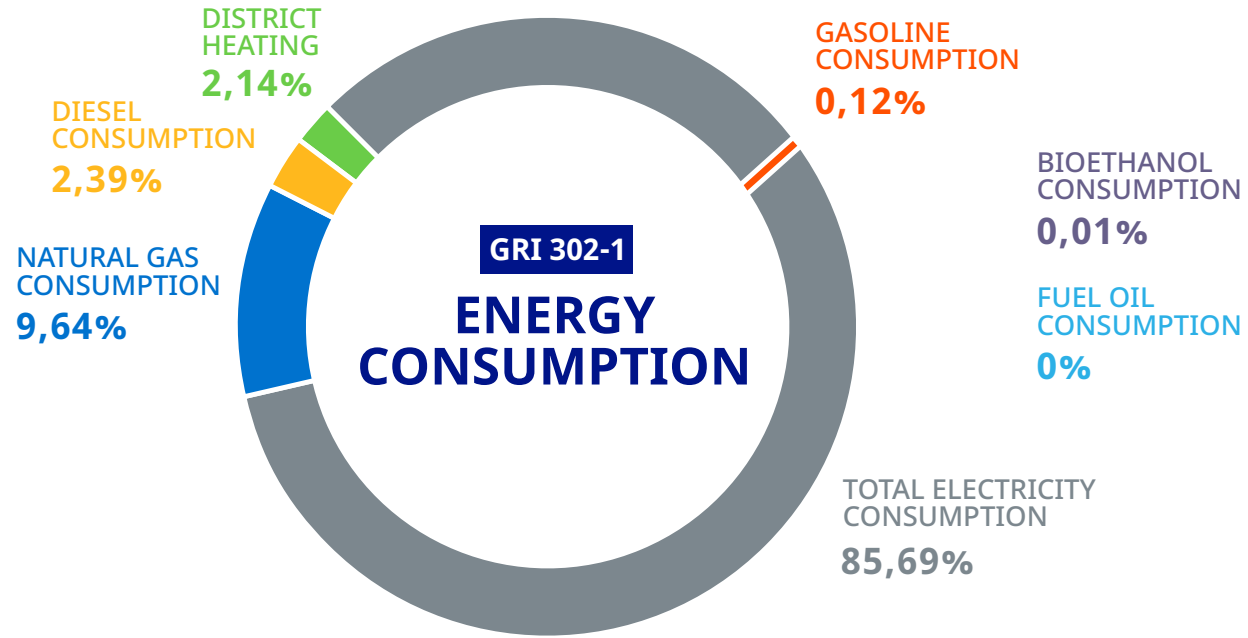
Energy use continues to represent an important component of UFI's environmental profile, and in 2025 the Group maintained its commitment to managing it responsibly across all facilities. Electricity consumption showed a moderate increase compared to the previous reporting period, while the proportion of renewable electricity within the overall energy mix continued to grow, supported by the contribution of onsite photovoltaic systems and the use of certified green electricity. This system of renewable energy contributes **919.317 kWh (3.309,54 GJ)** for **self-consumption** with a surplus of **2.160 kWh sold to the grid**. As anticipated in the previous sustainability report, the Group's commitment to renewable energy is growing through the use of solar panels in two plants in China and one plant in India and several renewable energy certificates in the other plants around the world. To further support its energy transition goals, the **purchased renewable energy certificates (RECs)** grew during 2025 reaching 4,177,78 MWh, enabling the Group to bring together the part of its electricity consumption with certified renewable sources, contributing to the decarbonization of its energy mix and supporting the broader adoption of clean energy. These elements contributed to a gradual improvement in the overall quality of the electricity used by UFI. Alongside the increasing share of renewable energy, the Group continued to pursue energy efficiency improvements across its production sites, focusing on key areas such as compressed air systems, high energy-consuming equipment, production processes and lighting. These initiatives contributed to

measurable improvements in energy performance at site level. For instance, the Sofima Automotive Filter Shanghai site recorded a reduction in electricity consumption of approximately 6% compared to 2024, while energy efficiency actions implemented at site level are estimated to generate savings of over 6.077 GJ. The effectiveness of these initiatives is also supported by external recognition, with another Group facility, UFI Filters Shanghai, obtaining a Class 1 energy efficiency certification for compressed air systems under the Chinese standard GB/T 45785-2025.

**Natural gas consumption decreased**, driven by ongoing operational efficiencies and better energy management practices across several plants. **District heating** showed a modest increase, while **fuel consumption** patterns continued to evolve, with a reduction in diesel use — mainly linked to the company's vehicle fleet — reflecting ongoing efforts to optimize energy use across different areas of operation.

At the same time, the Group is in the process of developing decarbonization strategies that takes into account the European regulatory contexts and operational characteristics of the countries in which it operates. This roadmap is designed to progressively support UFI's broader electrification pathway and its net-zero ambitions over the coming years.





ENERGY SOURCE	2024				2025			
	QUANTITY	UOM	QUANTITY	UOM	QUANTITY	UOM	QUANTITY	UOM
TOTAL ELECTRICITY CONSUMPTION*	69.694.140	kWh	250.898,9	Gj	71.917.513	kWh	258.903,04	Gj
NATURAL GAS CONSUMPTION	889.759	Sm3	32.315,2	Gj	793.894	Sm3	29.126	Gj
DISTRICT HEATING	5.914	Gj	5.913,6	Gj	6.452	Gj	6.452,34	Gj
DIESEL CONSUMPTION	232.785	l	8.288,8	Gj	202.711	l	7.228,67	Gj
GASOLINE CONSUMPTION	34.739	l	1.121,6	Gj	11.524	l	370,30	Gj
BIOETHANOL CONSUMPTION	3.333	l	70,9	Gj	1.883	l	40,06	Gj
FUEL OIL CONSUMPTION	360	l	14,4	Gj	360	l	14,4	Gj
<b>TOTAL</b>			<b>298.623,5</b>	<b>GJ</b>			<b>302.134,66</b>	<b>GJ</b>

\* 2025 - Of which Renewable Energy Generation for self-consumption 919.317 kWh (3.309,54 GJ)

\* 2024 - Of which Renewable Energy Generation for self-consumption 508.177 kWh (1.829,4 GJ)

**Greenhouse Gases emissions**

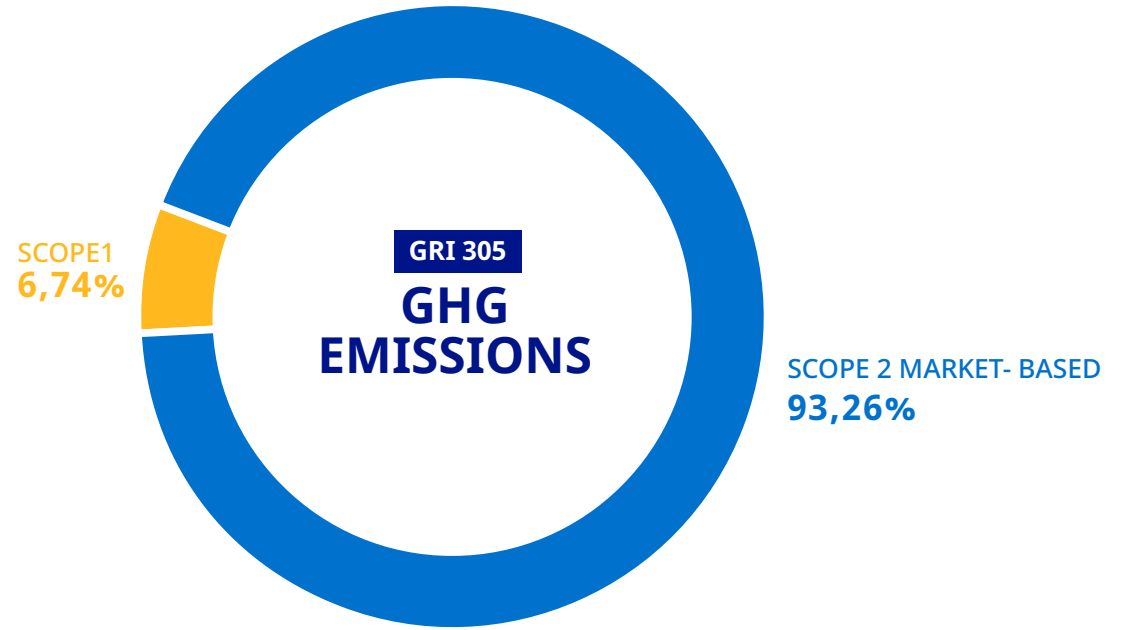
Greenhouse gas emissions are reported to provide a consistent representation of the impacts associated with the Group’s activities and to support transparency over time.

In 2025, the use of fossil fuels decreased compared to 2024, reflecting the continued application of established operational practices across the Group. This reduction is consistent with the evolution of energy consumption patterns observed during the year. As a result, **Scope 1 emissions decreased by 16%**, supported by lower fuel consumption and efficiency improvements implemented within existing operating conditions.

Scope 2 emissions showed different trends depending on the calculation approach. Location-based values increased slightly, reflecting electricity consumption levels and the characteristics of national electricity grids in the countries where the Group operates. At the same time, **market-based emissions decreased significantly (-11%)**, driven by the increased share of renewable electricity available to the Group in 2025. These results highlight the differing dynamics between overall electricity use and the composition of the energy sources supplying that demand.

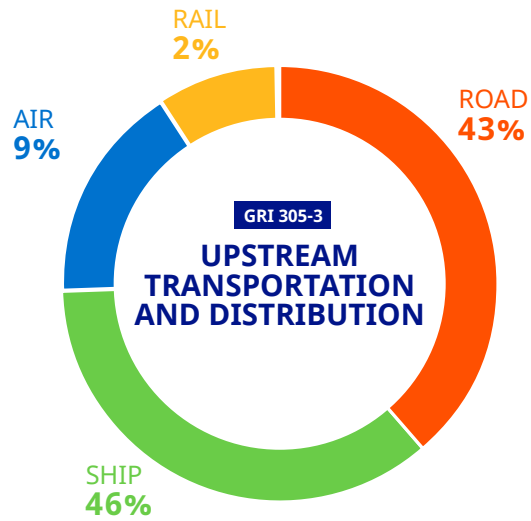
The assessment of greenhouse gas emissions also extends beyond direct operations to include relevant upstream activities. Scope 3 Category 4 (upstream transportation and distribution) was calculated using the same methodology adopted in 2024, ensuring continuity and comparability between reporting periods. In 2025, emissions associated with this category decreased by almost 6% compared to the previous year. The most significant contribution to this reduction was recorded in air transport, where emissions declined markedly compared to 2024 levels.

In addition, Scope 3 Category 1 (purchased goods and services) was included for the first time in the Group’s greenhouse gas inventory. While still representing an initial step, this inclusion allows for a more comprehensive representation of indirect upstream emissions and contributes to a broader understanding of the Group’s overall climate footprint. The numerical data for Scope 3 categories are presented in the following table.



CATEGORY	MEASUREMENT UNIT	2024	2025
<b>SCOPE 1</b>	tCO2e	<b>2.976,29</b>	<b>2.509,16</b>
Natural gas	tCO2e	1.819,93	1.640,75
Diesel fuel	tCO2e	584,94	521,14
Gasoline fuel	tCO2e	72,41	23,85
Bioethanol	tCO2e	0,03	0,02
Fuel Oil	tCO2e	1,14	1,14
Refill of hfc-gases	tCO2e	497,84	322,27
SCOPE 2 LOCATION-BASED	tCO2e	38.790,09	39.938,44
SCOPE 2 MARKET-BASED	tCO2e	38.883,40	34.727,73
<b>TOTAL LOCATION-BASED EMISSIONS</b>	<b>tCO2e</b>	<b>41.766,45</b>	<b>42.447,60</b>
<b>TOTAL MARKET-BASED EMISSIONS</b>	<b>tCO2e</b>	<b>41.859,77</b>	<b>37.236,90</b>

*Scope 1 and Scope 2 GHG emissions have been calculated in accordance with the GHG Protocol standards. Emissions are expressed in CO<sub>2</sub> equivalent (CO<sub>2</sub>e); other GHGs are included, though their contribution is negligible*



CATEGORY	2024	2025
3.1 PURCHASED GOODS AND SERVICES	N/A	130.233
of which from purchased goods and raw materials	N/A	124.048
of which from purchased services	N/A	6.185
3.4 UPSTREAM TRANSPORTATION AND DISTRIBUTION	16.307*	15.344
of which from <b>road</b> transport	6.284	6.657
of which from <b>ship</b> transport	5.738	7.014
of which from <b>air</b> transport	4.216	1.416
of which from <b>rail</b> transport	69	257
<b>TOTAL SCOPE 3 EMISSIONS (tCO<sub>2</sub>e)</b>	<b>16.307</b>	<b>145.577</b>

\*Total emissions may not match the sum of columns Road, Ship, Train and Airplane, due to rounding

Scope 3 emissions (category 1 – Purchased goods and services and Category 4 – Upstream transportation and distribution) have been calculated in accordance with the Greenhouse Gas Protocol: a Corporate Accounting and Reporting Standard, published by the GHG Protocol Initiative. Emissions are expressed in CO<sub>2</sub> equivalent



**Air pollutant gas emissions**

In addition to greenhouse gas reporting, UFI continues to monitor air pollutant emissions across all certified sites in line with the regulatory requirements applicable in each country. The pollutants under observation include nitrogen oxides (NOx), sulfur oxides (SOx), volatile organic compounds (VOC), persistent organic pollutants (POP) and fine particulate matter (PM), which are managed due to their potential relevance for human health and air quality.

Air pollutant emissions are monitored in line with the regulatory requirements applicable in each country where UFI operates. The activities from which such pollutants may arise — including heating systems, casting processes and certain chemical transformation steps such as plastic injection moulding — are equipped with appropriate extraction and filtration systems designed to control and treat emissions before release. These measures help ensure that pollutant levels remain within the limits set by local legislation.

Throughout 2025, UFI complied with all applicable airquality obligations. In most jurisdictions, regulatory thresholds do not require quantitative reporting, whereas in certain Chinese provinces, where emission measurements are mandatory, the required monitoring continued to be carried out. The corresponding values are presented in the table below. This consistent approach reflects the Group’s continued adherence to regulatory requirements and its attention to maintaining control over air pollutant emissions across its operations.

PLANT	POLLUTANT	2024 (TONS)	2025 (TONS)
CHINA	Volatile Organic Compounds (VOC)	3,754	1,925
	Nitrogen Oxides (NOx)	0,812	0,390
	Sulphur Oxides (SOx)	0,076	0,134
	Fine Particulates (PM)	0,465	0,430

## 7.2 WASTE MANAGEMENT

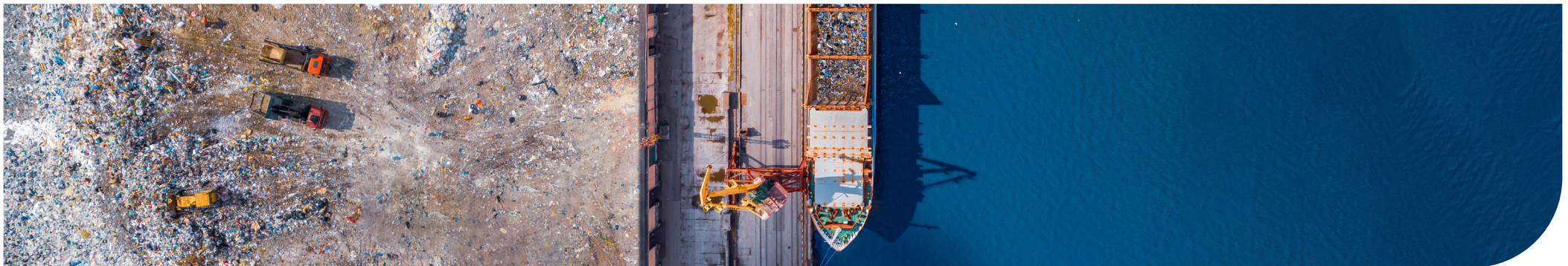
Waste management remained an important area of focus for UFI in 2025, with the Group continuing to ensure that all waste generated across its operations was handled in accordance with applicable regulations. Overall waste volumes showed a slight increase compared to the previous year, while the composition of waste streams developed in a more favourable direction. The share of waste sent to recycling increased by around **19%** compared to 2024, indicating a greater orientation toward recovery pathways within the overall waste profile. Over the same period, the amount of waste sent to landfill decreased by **35%**, contributing to a more balanced distribution of treatment outcomes.

These developments reflect an evolution in how waste streams are allocated across available treatment options, with a higher proportion directed toward recovery and a reduced reliance on disposal. While waste generation levels remain linked to operational activity, the overall waste profile shows a more favourable balance between recycling and landfill compared to the previous year.

All waste continued to be managed through authorized operators and in line with the regulatory frameworks applicable in each country. Hazardous waste represented only a limited share of total waste and was handled entirely through licensed channels, maintaining the same level of control observed in previous years. The complete figures for 2025 are provided in the following table.



	2024 (TONS)			2025 (TONS)		
	HAZARDOUS	NON HAZARDOUS	TOTAL WASTE	HAZARDOUS	NON HAZARDOUS	TOTAL WASTE
DIVERTED FROM DISPOSAL RECYCLED	330,29	5.998,47	6.328,76	289,39	7251,52	7540,91
DIVERTED FROM DISPOSAL PREPARATION FOR REUSE	-	155,22	155,22	-	46,37	46,37
DIRECTED TO DISPOSAL LANDFILL	148,69	1.779,38	1.928,07	133,62	1114,16	1.247,78
DIRECTED TO DISPOSAL INCINERATION	197,96	437,94	635,90	233,66	422,07	655,73
OTHER DISPOSAL OPERATIONS	N/A	N/A	N/A	48,21	-	48,21
<b>TOTAL</b>	<b>676,93</b>	<b>8.371,01</b>	<b>9.047,94</b>	<b>704,88</b>	<b>8.834,12</b>	<b>9.539</b>



### 7.3 WATER MANAGEMENT

Effective water management remains a priority for UFI as climate change and the growing scarcity of freshwater resources continue to pose global challenges. Water is essential for both operational continuity and the wellbeing of employees, and the Group continues to manage this resource with the same structured and responsible approach applied across all its facilities. UFI sources water primarily from municipal supplies, with limited extraction from underground wells, and does not withdraw water from surface sources such as rivers or lakes, nor does it use seawater or water derived from industrial byproducts.

In 2025, the Group recorded a **5% reduction** in total water withdrawal compared to the previous year, decreasing from **116,62 megalitres in 2024 to 110,12 megalitres in 2025**. Water remains essential across UFI's operations, supporting sanitation, employee services and the industrial processes that sustain production activities. As in previous years, consumption is monitored through established procedures that ensure traceability and compliance across all sites.

The detailed figures for 2025 are reported in the accompanying table.



AREA	2024			2025		
	THIRD PARTY (FRESH WATER)	GROUNDWATER	(OF WHICH) WATER STRESSED AREA*	THIRD PARTY (FRESH WATER)	GROUNDWATER	(OF WHICH) WATER STRESSED AREA*
AMERICAS	3,58	-	2,67	2,33	-	1,32
APAC	64,41	-	43,05	56,76	-	33,51
EMEA	22,41	4,18	13,66	24,37	0,61	12,31
INDIA	19,43	2,62	22,05	8,90	17,15	26,05
<b>TOTAL</b>	<b>109,82</b>	<b>6,80</b>	<b>81,43</b>	<b>92,36</b>	<b>17,76</b>	<b>73,19</b>

\* Areas with water stress > 80% according to the World Resource Institute (WRI) methodology Reference database at the following link [Aqueduct Water Risk Atlas](#)

## 7.4 LOOKING AHEAD

Looking ahead, the Group will continue to build on the practices already in place to strengthen the management of its environmental aspects across all sites. The progress achieved in 2025 provides a solid foundation for further refinement of monitoring activities, responsible resource use and the continuous improvement of operational processes. The Group will maintain its focus on ensuring compliance with applicable regulations, on enhancing the reliability of environmental data and on supporting the integration of environmental considerations within day-to-day operations.

UFI will also continue to assess opportunities for improvement in areas such as energy use, waste handling and water management, in line with the evolution of its activities and the requirements of its environmental management system. As in previous years, the Group will approach these developments in a gradual and pragmatic manner, ensuring that any new measures are aligned with operational needs and supported by robust monitoring.

The detailed environmental results for the year are presented in the accompanying tables and will continue to form the basis for future reporting and evaluation.



# GRI CONTENT INDEX

# GRI CONTENT INDEX

<b>STATEMENT OF USE</b>	UFI Filters has reported the information cited in this GRI content index for the period <b>January, 1st to December, 31st 2025 in accordance to the GRI Standards.</b>
<b>GRI 1 USED</b>	GRI 1: Foundation 2021

GRI ASPECTS	GRI Standards		Chapter	Page	Note
	Disclosure	Description			
ORGANISATION AND REPORTING PROCEDURES	2-1	Organisational details	2.2 Where we operate 3.1 Company Organization	11 20	
	2-2	Entities included in the organisation's sustainability reporting	Methodological Note 2.2 Where we operate	5 11	
	2-3	Reporting period, frequency and contact point	Methodological Note	5	
	2-4	Restatements of information compared with last report	No restatements.	-	
	2-5	External assurance Independent auditors' report	Methodological Note	5	
ACTIVITIES AND WORKERS	2-6	Activities, value chain and other business relationships	2. Inside UFI 6.3 Sustainable supply chain and responsible material procurement	9-18 42	
	2-7	Employees	5. Our People 5.1 Workforce Overview 5.2 Diversity, equal opportunity promotion	28 28 30	There are not part-time employees outside of EMEA region. Impact: Financial hardship for workers due to inadequate wages, potential negative. Impact: Not providing appropriate protection of collective bargaining agreements, potential negative.
	2-8	Workers who are not employees	5. Our People	28-29	
GOVERNANCE	2-9	Governance structure and composition	3.2 Corporate Governance	20-21	
	2-10	Nomination and selection of the highest governance body	3.2 Corporate Governance	20	
	2-11	Chair of the highest governance body	3.2 Corporate Governance	20	The Chairman is also the owner and a senior executive of the organization, ensuring strategic alignment. As the owner, their interests are aligned with the company's success; however, good governance practices are maintained through transparent decision-making and clear role delineation.

# GRI CONTENT INDEX

<b>STATEMENT OF USE</b>	UFI Filters has reported the information cited in this GRI content index for the period <b>January, 1st to December, 31st 2025 in accordance to the GRI Standards.</b>
<b>GRI 1 USED</b>	GRI 1: Foundation 2021

GRI ASPECTS	GRI Standards		Chapter	Page	Note
	Disclosure	Description			
	2-12	Role of the highest governance body in overseeing the management of impacts	3.2 Corporate Governance	20	
	2-13	Delegation of responsibility for managing impacts	3.2 Corporate Governance	20	
	2-14	Role of the highest governance body in sustainability reporting	3.2 Corporate Governance	20	
	2-15	Conflicts of interest	3.2 Corporate Governance	20	
	2-16	Communication of critical concerns	3.3 Compliance and ethics	21	During the reporting period, three reports were received through the Group's whistleblowing channels. Following an initial review and information-gathering phase, the reports did not meet the necessary criteria to proceed with further assessment and were accordingly classified as unfounded. As a result, no critical concerns were identified in 2025.
	2-17	Collective knowledge of the highest governance body	3.2 Corporate Governance	20	
	2-18	Evaluation of the performance of the highest governance body	3.2 Corporate Governance	20	
	2-19	Remuneration policies	3.2 Corporate Governance	20	
	2-20	Process to determine remuneration	3.2 Corporate Governance	20	
	2-21	Annual total compensation ratio			Disclosure omitted due to confidentiality constraints
STRATEGY, POLICIES AND PROCEDURES	2-22	Statement on sustainable development strategy	Message from the Chairman Message from the CEO	2 3	

# GRI CONTENT INDEX

<b>STATEMENT OF USE</b>	UFI Filters has reported the information cited in this GRI content index for the period <b>January, 1st to December, 31st 2025 in accordance to the GRI Standards.</b>
<b>GRI 1 USED</b>	GRI 1: Foundation 2021

GRI ASPECTS	GRI Standards		Chapter	Page	Note
	Disclosure	Description			
	2-23	Policy commitments	3.3 Compliance and Ethics	21	Full text of Code of Ethics: <a href="https://www.ufifilters.com/en/the-group/">https://www.ufifilters.com/en/the-group/</a> . Impact: Not providing appropriate treatment and protection of human rights, potential, negative.
	2-24	Embedding policy commitments	3.3 Compliance and Ethics	21	
	2-25	Processes to remediate negative impacts	3.3 Compliance and Ethics	21	
	2-26	Mechanisms for seeking advice and raising concerns	3.3 Compliance and Ethics	21	Clarifications on the organization's policies and practices for responsible business conduct are provided by the relevant competent department upon request.
	2-27	Compliance with laws and regulations	3.3 Compliance and Ethics	21	
	2-28	Membership associations	3.2 Corporate Governance	21	
STAKEHOLDER ENGAGEMENT	2-29	Approach to stakeholder engagement	4.1 A Conscious view of impacts	24	
	2-30	Collective bargaining agreements	5.1 Workforce Overview	28	
DISCLOSURES ON MATERIAL TOPICS	3-1	Process to determine material topics	4.1 A Conscious view of impacts	24-25	
	3-2	List of material topics	4.1 A Conscious view of impacts	26	
MATERIALS	3-3	Management of material topics	6.3 Sustainable supply chain	26 42	Impact: Contributing to circularity with integrated solutions and increased service intervals, actual positive
	301-1	Materials used by weight or volume	6.3 Sustainable supply chain and responsible material procurement	42	
ENERGY	3-3	Management of material topics	7.1 Our environmental stewardship approach	26 44-45	Impact: Contributing to GHG Emissions, actual negative
	302-1	Energy consumption within the organization	7.1 Our environmental stewardship approach	44-45	

# GRI CONTENT INDEX

<b>STATEMENT OF USE</b>	UFI Filters has reported the information cited in this GRI content index for the period <b>January, 1st to December, 31st 2025 in accordance to the GRI Standards.</b>
<b>GRI 1 USED</b>	GRI 1: Foundation 2021

GRI ASPECTS	GRI Standards		Chapter	Page	Note
	Disclosure	Description			
	302-4	Reduction of energy consumption	7.1 Our environmental stewardship approach	44	
WATER AND EFFLUENTS	3-3	Management of material topics	7.3 Water Management	26 50	Impact: Contributing to water shortages, actual negative
	303-1	Interaction with water as shared resource	7.3 Water Management	50	
	303-2	Management of water discharge related impacts	7.3 Water Management	50	
	303-3	Water withdrawal	7.3 Water Management	50	
EMISSIONS	3-3	Management of material topics	7.1 Our environmental stewardship approach	26 46-47	Impact: Contributing to GHG Emissions. Actual negative. Impact: Facilitating energy transition and decarbonization process, actual positive.

# GRI CONTENT INDEX

<b>STATEMENT OF USE</b>	UFI Filters has reported the information cited in this GRI content index for the period <b>January, 1st to December, 31st 2025 in accordance to the GRI Standards.</b>
<b>GRI 1 USED</b>	GRI 1: Foundation 2021

GRI ASPECTS	GRI Standards		Chapter	Page	Note
	Disclosure	Description			
	305-1	Direct (Scope 1) GHG emissions	7.1 Our environmental stewardship approach	46	UFI Filters applies the operational control approach to define its GHG organizational reporting boundary. Data and information included are consistent with the GHG Protocol – Corporate Accounting and Reporting Standard. GHG emissions were calculated using emission factors from the following sources: UK Government GHG Conversion Factors for Company Reporting 2025 published by the Department for Environment, Food & Rural Affairs (DEFRA), International Energy Agency (IEA) 2025 Emission Factors and 2024 European Residual Mixes published by AIB. Scope 3 indirect GHG emissions relate to selected upstream activities. Emissions for Category 1 – Purchased goods and services were calculated using a spend-based approach, applying emission factors from “Annual greenhouse gas and carbon dioxide emissions relating to UK and England consumption”, published by DEFRA in 2025 and based on 2022 data. Emissions for Category 4 – Upstream transportation and distribution were calculated by aggregating inbound and outbound logistics flows and are broken down by transport mode (road, shipping, rail and air).
	305-2	Energy indirect (Scope 2) GHG emissions	7.1 Our environmental stewardship approach	46	
	305-3	Other indirect (Scope 3) GHG emissions	7.1 Our environmental stewardship approach	47	

# GRI CONTENT INDEX

<b>STATEMENT OF USE</b>	UFI Filters has reported the information cited in this GRI content index for the period <b>January, 1st to December, 31st 2025 in accordance to the GRI Standards.</b>
<b>GRI 1 USED</b>	GRI 1: Foundation 2021

GRI ASPECTS	GRI Standards		Chapter	Page	Note
	Disclosure	Description			
	305-5	Reduction of GHG emissions	7.1 Our environmental stewardship approach	46	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	7.1 Our environmental stewardship approach	48	Impact: Damage to human health due to the generation of pollutant emissions, actual negative.
WASTE	3-3	Management of material topics	7.2 Waste Management	26 49	Impact: Environmental damage caused by inadequate waste management, actual negative
	306-1	Waste generation and significant waste-related impacts	7.2 Waste Management	49	
	306-2	Management of significant waste related impacts	7.2 Waste Management	49	
	306-3	Waste generated	7.2 Waste Management	49	
	306-4	Waste diverted from disposal	7.2 Waste Management	49	
	306-5	Waste directed to disposal	7.2 Waste Management	49	
EMPLOYMENT	3-3	Management of material topics	5.5 Attractive working conditions/Work-lifebalance	26 36	Impact: Not creating the conditions for an attractive workplace, potential negative
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.5 Attractive working conditions/Work-lifebalance	36	
OCCUPATIONAL HEALTH AND SAFETY	3-3	Management of material topics	5.4 Health, safety and wellbeing	26 34-35	Impact: Damage to the health and safety of workers due to the absence of adequate safety precautions, actual negative
	403-1	Occupational Health and Safety management system	5.4 Health, safety and wellbeing	34-35	
	403-2	Hazard identification, risk assessment, and incident investigation	5.4 Health, safety and wellbeing	34-35	
	403-3	Occupational health services	5.4 Health, safety and wellbeing	34-35	
	403-4	Worker participation, consultation, and communication on occupational health and safety	5.4 Health, safety and wellbeing	34-35	
	403-6	Promotion of worker health	5.4 Health, safety and wellbeing	34-35	

# GRI CONTENT INDEX

<b>STATEMENT OF USE</b>	UFI Filters has reported the information cited in this GRI content index for the period <b>January, 1st to December, 31st 2025 in accordance to the GRI Standards.</b>
<b>GRI 1 USED</b>	GRI 1: Foundation 2021

GRI ASPECTS	GRI Standards		Chapter	Page	Note
	Disclosure	Description			
	403-8	Workers covered by an occupational health and safety management system	5.4 Health, safety and wellbeing	34	
	403-9	Work-related injuries	5.4 Health, safety and wellbeing	35	
TRAINING AND EDUCATION	3-3	Management of material topics	5.3 People development	26 32-34	
	404-1	Average hours of training per year per employee	5.3 People development	33	The training hours reported exclude training related to occupational health and safety (EHS), as it does not fall within the scope of this indicator; Impact: Promoting people development through internal coaching and training programs, actual positive.
	404-3	Percentage of employees receiving regular performance and career development reviews	5.3 People development	32	In 2025, 36.1% of total employees received a performance review (or PBP). All white-collar employees were covered by the PBP framework, while the remaining employees were blue collars. Among employees with a PBP, 26.2% were female and 43.4% were male. Impact: Promoting professional and career growth of employees, actual positive.
DIVERSITY AND EQUAL OPPORTUNITY	3-3	Management of material topics	5. Our People 5.2 Diversity and equal opportunity promotion	26 29-31	Impact: Discrimination and lack of equal opportunity in the workplace, potential negative
	405-1	Diversity of governance bodies and employees	5.1 Workforce Overview 5.2 Diversity and equal opportunity promotion	28 29-31	

# GRI CONTENT INDEX

<b>STATEMENT OF USE</b>	UFI Filters has reported the information cited in this GRI content index for the period <b>January, 1st to December, 31st 2025 in accordance to the GRI Standards.</b>
<b>GRI 1 USED</b>	GRI 1: Foundation 2021

GRI ASPECTS	GRI Standards		Chapter	Page	Note
	Disclosure	Description			
LOCAL COMMUNITIES	3-3	Management of material topics	5.7 Social engagement and community initiatives	26 36-38	Impact: Supporting and helping local communities, actual positive
	413-2	Operations with significant actual and potential negative impacts on local communities	5.7 Social engagement and community initiatives	36-38	
CUSTOMER HEALTH AND SAFETY	3-3	Management of material topics	6.2 Product Quality and Safety	26 40-41	Impact: Causing an accident that may affect safety of product user, potential negative
	416-1	Assessment of the health and safety impacts of products and service categories	6.2 Product Quality and Safety	40-41	
	416-2	Incident of non-compliance concerning the health and safety impacts of products and services	6.2 Product Quality and Safety	41	
CUSTOMER PRIVACY	3-3	Management of material topics	3.6 Customer privacy and data protection	26 22	Impact: Compromising data security and sensitive data treatment, potential negative
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.6 Customer privacy and data protection	22	

# GRI CONTENT INDEX

<b>STATEMENT OF USE</b>	UFI Filters has reported the information cited in this GRI content index for the period <b>January, 1st to December, 31st 2025 in accordance to the GRI Standards.</b>
<b>GRI 1 USED</b>	GRI 1: Foundation 2021

NOT MATERIAL TOPIC	GRI Standards		Chapter	Page	Note
	Disclosure	Description			
CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN	205-3	Number of confirmed corruption incidents and actions taken	3.3 Compliance and Ethics	21	
ANTICOMPETITIVE BEHAVIOUR	206-1	Legal actions for anticompetitive behaviour, antitrust and monopoly practices	3.3 Compliance and Ethics	21	
RESEARCH & DEVELOPMENT	NON GRI		6. Innovation Responsibility	40	Impact: Research and development in the field of mobility
SUPPLY CHAIN	NON GRI		6.3 Sustainable supply chain and responsible material procurement	42	Impact: Damage to ecosystems and loss of biodiversity, Value Chain. Impact: Contributing to the depletion of natural resources, Value Chain. Impact: Procurement of conflict minerals, Value Chain.



# INDEPENDENT AUDITOR'S REPORT



EY S.p.A.  
Via Isonzo, 11  
37126 Verona

Tel: +39 045 8312511  
Fax: +39 045 8312550  
ey.com

## Independent auditors' report on the "Sustainability Report 2025"

To the board of Directors of  
UFI Filters S.p.A.

We have been appointed to perform a limited assurance engagement on the "Sustainability Report 2025" (hereinafter the "Sustainability Report") of UFI Filters S.p.A. and its subsidiaries (hereinafter the "Group" or "UFI Filters Group") for the year ended on December 31<sup>st</sup>, 2025.

### Responsibilities of Directors on the Sustainability Report

The Directors of UFI Filters S.p.A. are responsible for the preparation of the Sustainability Report in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" issued by GRI - Global Reporting Initiative ("GRI Standards"), as described in the section "Reporting Methodology" of the Sustainability Report.

The Directors are also responsible for that part of internal control that they consider necessary in order to allow the preparation of a Sustainability Report that is free from material misstatements caused by fraud or not intentional behaviors or events.

The Directors are also responsible for defining the commitments of UFI Filters S.p.A. regarding the sustainability performance, as well as for the identification of the stakeholders and of the significant matters to report.

### Auditors' independence and quality control

We are independent in accordance with the ethics and independence principles of the *International Code of Ethics for Professional Accountants (including International Independence Standards)* (IESBA Code) issued by the *International Ethics Standards Board for Accountants*, based on fundamental principles of integrity, objectivity, professional competence and diligence, confidentiality and professional behavior.

EY S.p.A.  
Sede Legale: Via Meravigli, 12 – 20123 Milano  
Sede Secondaria: Via Lombardia, 31 – 00187 Roma  
Capitale Sociale Euro 3.000.000 i.v.  
Iscritta alla S.O. del Registro delle Imprese presso la CCIAA di Milano Monza Brianza Lodi  
Codice fiscale e numero di iscrizione 00434000584 - numero R.E.A. di Milano 606158 - P.IVA 00891231003  
Iscritta al Registro Revisori Legali al n. 70945 Pubblicato sulla G.U. Suppl. 13 - IV Serie Speciale del 17/2/1998

A member firm of Ernst & Young Global Limited



Our audit firm applies the *International Standard on Quality Control 1 (ISQC Italia 1)* and, as a result, maintains a quality control system that includes documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable laws and regulations.

### Auditors' responsibility

It is our responsibility to express, on the basis of the procedures performed, a conclusion about the compliance of the Sustainability Report with the requirements of the GRI Standards. Our work has been performed in accordance with the principle "*International Standard on Assurance Engagements ISAE 3000 (Revised) - Assurance Engagements Other than Audits or Reviews of Historical Financial Information*" (hereinafter "*ISAE 3000 Revised*"), issued by the *International Auditing and Assurance Standards Board (IAASB)* for limited assurance engagements. This principle requires the planning and execution of procedures in order to obtain a limited assurance that the Sustainability Report is free from material misstatements.

Therefore, the extent of work performed in our examination was lower than that required for a full examination according to the *ISAE 3000 Revised* ("*reasonable assurance engagement*") and, hence, it does not provide assurance that we have become aware of all significant matters and events that would be identified during a reasonable assurance engagement.

The procedures performed on the Sustainability Report were based on our professional judgment and included inquiries, primarily with Company's personnel responsible for the preparation of the information included in the Sustainability Report, documents analysis, recalculations and other procedures in order to obtain evidence considered appropriate.

In particular, we have performed the following procedures:

1. analysis of the process relating to the definition of material aspects included in the Sustainability Report, with reference to the methods of analysis and understanding of the reference context, the identification, assessment and prioritization of actual and potential impacts and the internal validation of the process outcome;
2. understanding of the processes that lead to the generation, detection and management of significant qualitative and quantitative information included in the Sustainability Report.  
In particular, we have conducted interviews and discussions with the management of UFI Filters S.p.A. and Sofima Industrial Filter Shanghai (China) and we have performed limited documentary evidence procedures, in order to collect information about the processes and procedures that support



the collection, aggregation, processing and transmission of non-financial data and information to the management responsible for the preparation of the Sustainability Report.

Furthermore, for significant information, considering the Group's activities and characteristics:

- at Group level:

- a) with reference to the qualitative information included in the Sustainability Report, we carried out inquiries and acquired supporting documentation to verify its consistency with the available evidence;
- b) with reference to quantitative information, we have performed both analytical procedures and limited assurance procedures to ascertain on a sample basis the correct aggregation of data.

- for the plant of Sofima Industrial Filter Shanghai (China), that we have selected based on its activity, relevance to the consolidated performance indicators and location, we have carried out a remote site visit, during which we have had discussions with management and have obtained evidence about the appropriate application of the procedures and the calculation methods used to determine the indicators.

## Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the Sustainability Report of UFI Filters Group for the year ended on December 31<sup>st</sup>, 2025 has not been prepared, in all material aspects, in accordance with the requirements of the GRI Standards, as described in the section "Reporting Methodology" of the Sustainability Report.

Verona, June 12<sup>th</sup>, 2026

EY S.p.A.

Daniele Tosi  
(Auditor)

THANK  
YOU.

