VIC&C

Sustainability report 2025

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Within this Report you will find not only the results we have achieved, but also the journey we are building: a journey based on **responsibility, continuous improvement and the ability to evolve** while keeping our values at the core of everything we do.

Letter to stakeholder

Dear Stakeholders,

We are proud to present the **Sustainability Report of Vici & C. S.p.A.**, which represents the natural evolution of the path undertaken in previous years and a further step in our commitment to responsible and sustainable growth.

During the year, we strengthened our strategic vision through the adoption of a **three-year Business Plan**, providing a clear roadmap for the Company's future and integrating economic, environmental, social and governance objectives in an increasingly structured manner.

2025 was a challenging year, marked by an economic environment that remained unstable and by a contraction in demand across several of our key markets. In this context, Vici successfully faced these challenges with determination and awareness, confirming the strength of its industrial model and its **ability to adapt to changing market conditions.**

Within this Report you will find not only the results we have achieved, but also the journey we are building: a journey based on responsibility, continuous improvement and the ability to evolve while keeping our values at the core of everything we do.

Change arises from our willingness to challenge ourselves, grow and create value together. It is through the way we embrace change, alongside our people, that the future of our Company and our community takes shape.

Despite the instability of the external environment, **we chose to continue investing with vision and responsibility**: in our people, the true driving force behind our growth; in product quality; in process innovation; and in organizational development by introducing new monitoring tools, strengthening our culture of safety and developing projects focused on innovation and environmental sustainability. This choice reflects our determination to create long-term value, even in the most challenging circumstances.

Our heartfelt thanks go to all our people, whose commitment, responsibility and sense of belonging contribute every day to the growth of Vici.

Enjoy your reading.

Chief Executive Officer

Luca Vici

Methodological note

This document represents the annual edition of the Sustainability Report of Vici & C. S.p.A. (hereinafter also referred to as the "Company", the "Organization", or "Vici"). Its purpose is to transparently communicate the Company's sustainability performance and impacts across the three dimensions of sustainability: environmental, social, and economic, for the 2025 reporting period (from 1 January 2025 to 31 December 2025).

To ensure comparability of data over time, one comparative reporting year has been included. Where applicable, any restatements of previously published comparative data are clearly identified as such. Furthermore, the use of estimates has been minimized as much as possible. Where estimates have been necessary, they are appropriately disclosed and based on the best available methodologies to ensure the reliability of the information presented.

This Sustainability Report has been prepared in accordance with the **GRI Standards** issued by the **Global Reporting Initiative (GRI)**, as indicated in the GRI Content Index.

Please note that, during October 2025, the showroom facility previously included within the reporting boundary was closed. Consequently, the environmental data relating to the energy consumption of this facility refers only to the period during which it was operational in the 2025 reporting year.

The reporting boundary for the economic, social and environmental data and information is the same as that of the statutory financial statements of Vici & C. S.p.A. as of 31 December 2025. Specifically, it includes the Company's three production facilities located on Via Gutenberg, Via dell'Acero, and Via del Grano, the showroom facility, and the foreign subsidiaries in China, Korea, Germany and the United States. Any limitations to the reporting boundary relating to specific topics or indicators are explicitly disclosed within the relevant sections of the Report.

Furthermore, during the 2025 reporting year there were no significant changes to the Company's supply chain or ownership structure.

For further information or suggestions regarding Vici's Sustainability Report, please contact **sostenibilita@vici.it**

This document has not been subject to external assurance. The Sustainability Report will be published externally on the Company's website at **www.vici.it**

chapter 1

The World of VICI&C

Below is the story of the origins of **Vici & C. S.p.A.**, as told by Chief Executive Officer Luca Vici: "A family business was founded in 1977. Our first production department was... the dining room. Our parents used to sell electronic circuit boards before lunch or dinner. They would set aside the complete boards and those still to be soldered. The table was set with the unmistakable smell of tin solder in the air, for those who know what we are talking about."

> 1.1

Our history

In 1982, the Company expanded its in-house expertise by developing additional design know-how and technical capabilities in the production of electrical panels and machine wiring systems. In 1985, it began designing and manufacturing automated assembly lines for the automotive industry.

More recently, the historic **VICIVISION and Metrios brands** were brought together under a single identity, creating the new "Metrios by VICIVISION" brand. This strategic decision was made to strengthen the international recognition of the VICIVISION brand while enhancing the consistency of the product portfolio and creating greater synergy among the Company's technological solutions.

In 1999, as demand for machine vision systems grew, Vici entered the international market with the VICIVISION brand, which has since become a global leader in optical measuring machines designed to improve manufacturing efficiency.
In 2001, VICIVISION introduced innovative applications for precision measurement and quality control. Beginning in 2008, the Company developed and commercialized the **MTL** series of high-precision optical measuring machines.

At the same time, Vici further expanded its industrial offering by introducing two new business identities, reflecting the evolution of its business model and the specialization of its expertise:

- **VICI AUTOMATION** dedicated to integrated solutions and industrial automation systems;
- **VICI ELECTRICAL PANEL** dedicated to the design and manufacture of electrical panels and machine wiring systems.

Seven years later, the METRIOS brand was launched, also specializing in optical measuring machines. Together, the two brands expanded Vici's product portfolio and enabled the Company to export its technological excellence to numerous countries through an international sales and distribution network.

This process of brand rationalization and consolidation forms part of a broader positioning strategy aimed at making Vici's identity clear, distinctive and recognizable across all the markets in which it operates.

During 2025, Vici embarked on a major strategic evolution of its market positioning by launching a project to unify and further strengthen its brands.

- **1977** Vici begins operations with the assembly of electronic circuit boards.
- **1985** Entry into industrial automation through the design and manufacture of automated assembly lines for the automotive industry.
- **1999** International expansion through the VICIVISION brand.
- **2001** Development of innovative precision measurement and quality control applications.
- **2008** Launch of the MTL series of high-precision optical measuring machines.
- **2012** Launch of the METRIOS brand.
- **2014 2015** Establishment of VICIVISION GmbH. Establishment of VICIVISION Korea.
- **2017** Establishment of VICIVISION America LLC.
- **2019** Expansion in China through VICIVISION Metrology Technology Shanghai Co., Ltd.
- **2021** Opening of the second Chinese subsidiary (Wuxi Metrology Technology Co., Ltd.).
- **2023** Publication of the Company's first Sustainability Report.
- **2025** Brand unification project and strategic repositioning.

> 1.1
Our history

Vici is headquartered in **Santarcangelo di Romagna** (Rimini, Italy), where its manufacturing operations are based across three production facilities dedicated to the design, manufacturing and assembly of its products. Beyond Italy, Vici has established an international presence through **six commercial subsidiaries and a network of 40 specialized distributors and service centres worldwide**, which support the global distribution of electrical control panels, machine wiring systems and industrial automation solutions.

USA
China
Germany
South Korea

- **Americas**
  Canada
  Mexico
  Brazil
  Argentina

- **Europe**
  Spain
  Portugal
  United Kingdom & Ireland
  France
  Italy
  Slovenia
  Hungary
  Poland
  Belgium
  Netherlands
  Switzerland
  Scandinavia
  Czech Republic
  Austria
  Croatia
  Bosnia
  Romania
  Bulgaria

- **Asia**
  Israel
  Türkiye
  Thailand
  Malaysia
  Singapore
  Vietnam
  Indonesia
  Taiwan
  Japan
  India

- **Africa**
  South Africa

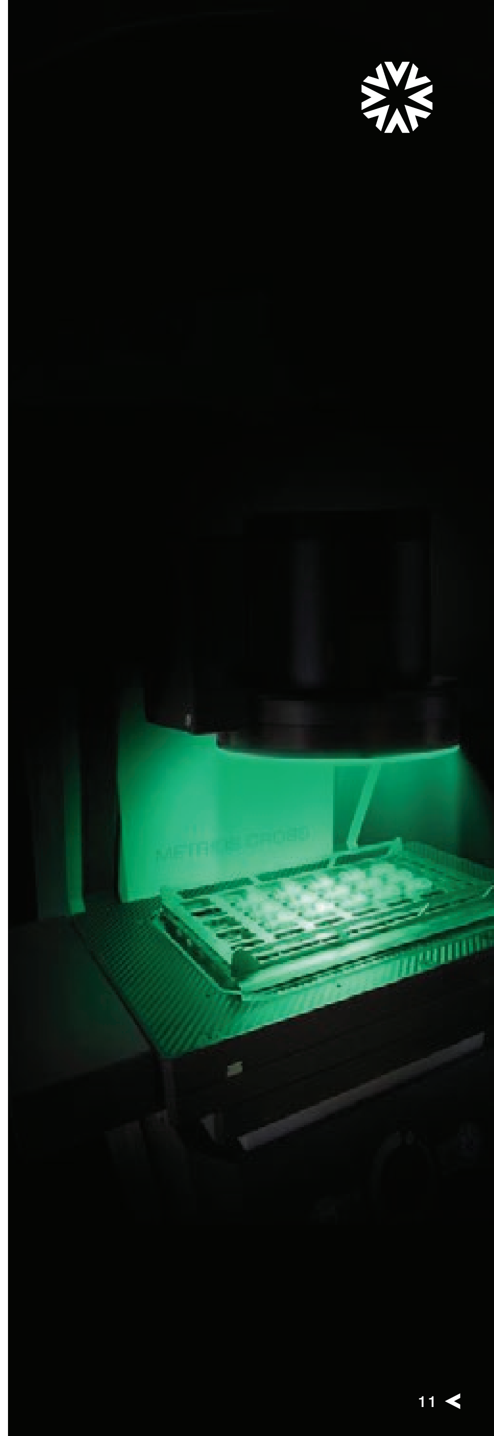
> 1.2
Vici's international subsidiaries

In 2025, Vici approved its first three-year **Business Plan** for the 2026-2028 period, establishing a key strategic framework to guide the Company's medium- and long-term development.

The Business Plan includes a dedicated section on the organizational and corporate reorganization of the Company's international subsidiaries, with the objective of strengthening their commercial presence, improving operational effectiveness and ensuring greater alignment with the Group's governance model.

Against this backdrop, several important developments affected the structure and positioning of Vici's international subsidiaries during 2025. These initiatives form part of a broader strategy to further strengthen the Company's international presence from 2026 onwards.

Vici currently operates through **six international subsidiaries**, which purchase VICIVISION and Metrios products from the parent company before managing their local **sales, distribution and after-sales service activities** in Germany, the United States, South Korea and China. During 2025, these international subsidiaries generated approximately €4.2 million in value for the Group, making a significant contribution to Vici's overall business performance.



> 1.2

Vici’s international subsidiaries

The following section provides details of the subsidiaries that did not undergo significant changes during 2025.
However, the subsidiaries in Germany and China experienced several governance changes compared with the previous year.

GERMANY

The German subsidiary, located in **Heilbronn**, within the **Stuttgar**t administrative district, operates from a 280-square-metre facility whose offices accommodate a team responsible for the sales, marketing and after-sales service of VICIVISION products.

During 2025, the subsidiary underwent a significant internal reorganization and management renewal. These initiatives were primarily aimed at strengthening the Company’s strategic position in the German market by enhancing competitiveness, improving commercial effectiveness and creating new growth opportunities in a high-potential market.

CHINA

In November 2025, an agreement was formalized to establish a new joint venture between VICIVISION METROLOGY TECHNOLOGY SHANGHAI Co., Ltd., Vici’s wholly owned subsidiary based in Shanghai, and a long-standing local distributor and business partner.
This initiative forms part of a broader strategy to strengthen Vici’s industrial and commercial presence in the Chinese market through long-term partnerships and a shared, transparent governance model. Effective 1 January 2026, the newly established company, **Vicivision Wuxi**, will become fully operational as a joint venture and will be the sole entity authorized to import and exclusively distribute Vici machines in China, contributing to the development of the local market while fostering long-term, responsible relationships with local stakeholders. The **Shanghai** subsidiary will remain operational and will continue to be managed by an Italian Area Manager, responsible for coordinating and developing local commercial activities across the entire Southeast Asian region.

USA

Vici operates through subsidiaries located in **Phoenix, Arizona**, and **Canton, Michigan**, distributing its products through two entities under its control:

- **VICIVISION America**, responsible for the marketing and sale of VICIVISION products.
- **METRIOS America**, responsible for the marketing and sale of Metrios optical measurement systems.

VICIVISION America includes warehouse facilities as well as dedicated marketing, sales and after-sales service departments.
METRIOS America, which became operational in 2024, is managed by a senior executive from Vici’s Italian headquarters.

SOUTH KOREA

The South Korean subsidiary, located in **Seoul**, is managed by a dedicated executive responsible for commercial operations and after-sales service.

> 1.3

Mission, vision and values

"We anticipate technological solutions for forward-thinking companies. We improve your competitiveness, with you around the world, driven by passion."

With the objective of continuous improvement, the Company encourages everyone involved to identify and propose opportunities for improvement throughout the value chain in a constructive, open and non-judgmental environment.
Our goal is: "To propose improvements, to be part of the solution, and to work and feel part of an extended team that includes subsidiaries, partners and suppliers, reaching ever more ambitious and innovative horizons."

Vici's history is the story of a family business whose family values have evolved into corporate values that continue to guide our people every day. Passion, Trust, Customer Focus and Uniqueness are the principles that ensure our credibility, reliability, effectiveness and efficiency, transforming our processes into a genuine Corporate Philosophy and Culture.

> TRUST

We believe in listening to the perspectives of others to foster open, transparent and non-judgmental dialogue. We support everyone in achieving the best possible results within their areas of expertise and responsibility.

> PASSION

Curiosity drives us every day to improve ourselves and the world around us, leading us toward new horizons. We believe in what we do and face every challenge with enthusiasm.

> UNIQUENESS

The value we place on people defines who we are and strengthens our sense of belonging. We act with humility, respect and ambition.

> CUSTOMER FOCUS

Every day we take care of our customers, partners and colleagues. They inspire us to transform their needs into new opportunities.

To further strengthen its commitment to being an ethical and sustainable company, **Vici is guided by two fundamental principles:**

"Inspiring young minds, igniting their intellect, creating passion and nurturing talent"

According to Vici, these are the essential ingredients for unlocking young people's talent and fostering the growth of their professionalism and personal values.

"Technological innovation shapes our way of working"

As our processes evolve, so does the Company, creating synergies that foster responsibility and awareness while pursuing the continuous improvement of both people's skills and business processes.

During 2025, this commitment was further strengthened through the introduction of structured innovation development and management models, together with the consolidation of an organizational culture focused on continuous improvement. This culture values learning from experience and encourages the sharing of knowledge across the organization. Within this context, Vici recognizes that mistakes are an integral part of growth and development, promoting a **"fail-fast" approach** that encourages experimentation and the rapid evolution of solutions. Sustainability has always been one of Vici's core priorities in all its dimensions, as demonstrated by the commitments set out in the Company's Policy and by the principles that guide its daily activities and decision-making processes.

During 2025, this commitment was further reinforced through the integration of **ESG objectives** into decision-making processes and strategic planning tools. In particular, the approval of the Company's **first Three-Year Business Plan** marked a significant milestone in the evolution of Vici's governance model, enabling a more structured integration of corporate strategy with economic development and environmental and social impacts.
Within this framework, Vici's reputation is built on the passion brought to every activity carried out by the Company, a value embraced and promoted first and foremost by the members of the Board of Directors, helping to strengthen the Company's reputation over time through commitment, consistency and dedication.

> 1.3
Mission, vision and values

Over the years, the Company has progressively adopted an impact-oriented approach by developing projects and initiatives aimed at achieving the **United Nations 2030 Sustainable Development Goals (SDGs).**

The Board of Directors plays an active role in promoting and guiding initiatives in which sustainability is a core element, addressing all three **ESG (Environmental, Social and Governance)** dimensions.

> ENVIRONMENT
The Board of Directors annually defines key environmental performance indicators, which are subject to regular monitoring. It promotes circular economy practices and incorporates environmental criteria into supplier evaluation processes. Operational responsibility is entrusted to the **QHSE** (Quality, Health, Safety and Environment) function, which is appropriately structured to oversee environmental management. Strategic initiatives also include projects aimed at offsetting the **CO_2 emissions** generated by the Company's operations. Further information is provided in **Chapter 5**.

> PEOPLE
Over the years, Vici has developed numerous initiatives relating to **Diversity & Inclusion**, skills development, employee welfare and training. These initiatives represent the operational implementation of the Company's **Social** dimension and are coordinated by the **Human Resources** (HR) function, which is responsible for the integrated management of organizational matters and people development. Further details are provided in **Chapter 4**.

> ECONOMY AND GOVERNANCE
Vici continuously monitors and supervises its economic and financial performance indicators to ensure long-term financial strength and sustainability. Responsibility for these activities lies with the **Administration, Finance and Control (AFC)** function. From a governance perspective, the **Board of Directors** defines the Company's strategic direction, while the **Board of Management** serves as the primary operational body responsible for coordinating and implementing corporate strategies, overseeing the various business areas and ensuring alignment between strategic objectives and operational activities. Within this governance framework, the **Sustainability Committee**, established in **2023**, serves as the Company's key body for steering and coordinating ESG matters. Working in close cooperation with both the Board of Directors and the Board of Management, it ensures that sustainability is effectively integrated into decision-making processes and organizational models.

Following the sustainability training programme launched in previous years, which helped increase internal awareness and expertise, 2025 marked a further consolidation of the role of the **Sustainability Committee** as both the operational and strategic body for ESG matters. This strengthened the integration of sustainability into the Company's business processes, monitoring systems and reporting activities.

At the same time, during **2025**, the Company further consolidated its organizational model, structured around **three main divisions**:
- **General Management**
- **Technical Management**
- **Corporate Staff Management**

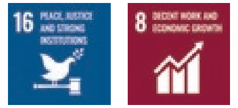
This structure ensures integrated oversight of the Company's principal operational and strategic activities. Taken together, these elements demonstrate that Vici's core values, **Passion, Trust, Customer Focus and Uniqueness**, are not merely statements of corporate identity but practical drivers that enable the Company to embrace change and pursue sustainable growth over the long term.

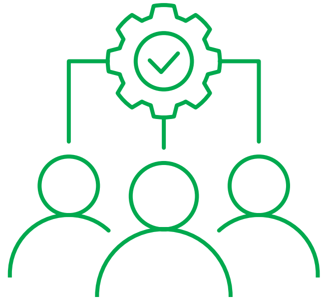
Within this framework, increasing emphasis has been placed on **research and innovation** as key drivers of competitiveness and long-term value creation, supported by strengthened product development activities and continuous process improvement.

This organizational evolution reflects Vici's commitment to establishing governance and management structures fully aligned with its growth strategy, enhancing the Company's ability to respond promptly and strategically to the challenges of an increasingly competitive and international business environment.

> 1.4

Governance, ethics and organizational structure





The governance system adopted by Vici is designed to ensure responsible and transparent management of the Company in relation to the market, with the objective of creating sustainable long-term value for all stakeholders.
The **Board of Directors of Vici & C. S.p.A.** consists of **five members** and remained in office until the approval of the financial statements as of 31 December 2025.
The composition of the Board is summarized below. In terms of age distribution, 20% of Board members are between 30 and 50 years old, while 80% are over 50 years old.

Regarding gender diversity, 100% of the members of the Board of Directors are male.

Vici's governance structure comprises the following corporate bodies:
• Shareholders' Meeting
• Board of Directors
• Board of Statutory Auditors
• Independent Statutory Auditor

Position	Board Member	Gender	Age Group
Chairman	**Vici Marco**	M	Under 50
Chief Executive Officer	**Vici Luca**	M	Over 50
Director	**Vici Nevio**	M	Over 50
Director	**Pula Fabio**	M	Over 50
Director	**Maioli Paolo**	M	Over 50

The Board of Directors consists of three executive directors and two non-executive directors.

The **Board of Directors** elects its Chairman, who, by virtue of both the Company's corporate structure and the nature of the role, performs executive management functions within the organization while exercising direct oversight of the Company.

The **Shareholders' Meeting** appoints the members of the Board of Directors, which in turn appoints both the Chairman and the Chief Executive Officer. The Shareholders' Meeting is also responsible for appointing the members of the Board of Statutory Auditors and the Independent Statutory Auditor. All appointment procedures are formally documented in the Company's official corporate minutes.

Since its foundation, Vici's governance model has maintained a strong family-business identity, preserving the Company's founding values while strengthening its credibility and reliability among stakeholders. Consequently, the appointment and selection process for members of the Board of Directors is based primarily on membership of the Vici family. Where directors are appointed from outside the family, selection is based on trust and on technical expertise capable of delivering significant value to the organization.

The appointment of the Chairman from within the Vici family is intended to ensure continuity in both the Company's strategic vision and operational management, while preserving the identity and values that characterize a family-owned business. Potential conflicts of interest arising from the concentration of responsibilities are managed and mitigated through specific governance mechanisms, including:
• a diversified composition of the Board of Directors, including both family and independent members;
• oversight by the Board of Statutory Auditors;
• the adoption of a Code of Ethics, defining the Company's ethical principles and rules of conduct;
• the presence of a Board of Management, which supports the Company's strategic and operational management through guidance, advisory and supervisory functions for the benefit of both the Chairman and the entire Board of Directors.

The Board of Statutory Auditors and the Independent Statutory Auditor are appointed by the Shareholders' Meeting in accordance with the fundamental principle of the independence of supervisory bodies and based on the professional qualifications required under the applicable legislation.

The **Board of Statutory Auditors** is the Company's statutory supervisory body, responsible for overseeing compliance with applicable laws and corporate regulations, as well as monitoring the adequacy and effectiveness of the Company's organizational, administrative and accounting systems.

> 1.4

Governance, ethics and organizational structure

The Board of Statutory Auditors is the Company's statutory supervisory body, responsible for overseeing compliance with applicable laws and corporate regulations, as well as monitoring the adequacy and effectiveness of the Company's organizational, administrative and accounting systems.

Position	Member
Chair of the Board of Statutory Auditors	**Zannoni Loris**
Statutory Auditor	**Albini Pier Maria**
Statutory Auditor	**Zannoni Lucia**
Alternate Statutory Auditor	**Sardano Eliana**
Alternate Statutory Auditor	**Zannoni Paolo**
Independent Statutory Auditor	**Biagini Simone**

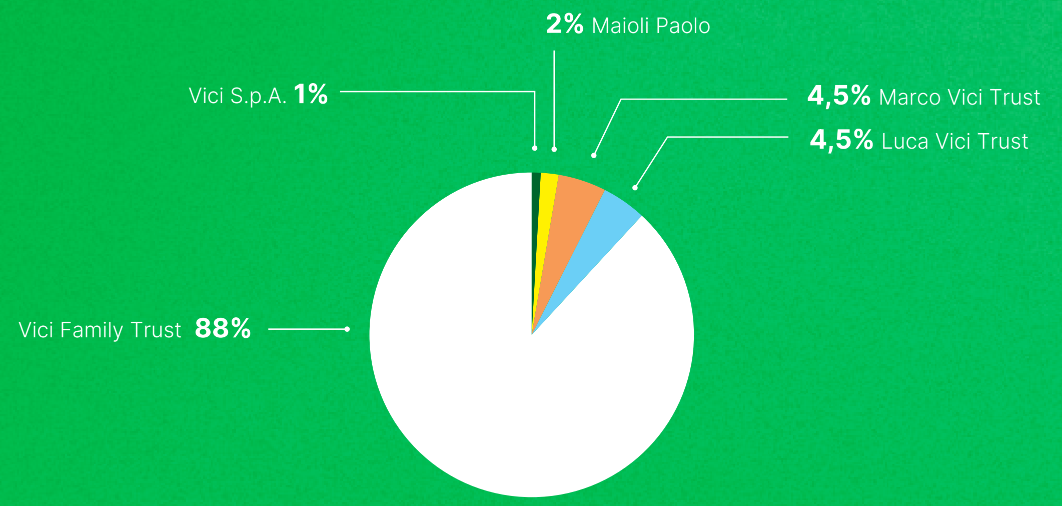
The age distribution of the Board of Statutory Auditors is as follows: 67% of its members are between 30 and 50 years of age, while 33% are over 50. In terms of gender diversity, the Board is composed of 67% men and 33% women.
The composition of Vici's governing bodies ensures a diverse combination of skills, professional experience and sector expertise, providing valuable knowledge to support the Company's strategic decision-making process.
The Chief Executive Officer, the Chairman and one of the three members of the Board of Directors are directly involved in overseeing the Company's sustainable development strategy. The Sustainability Committee regularly updates the Board of Directors through training sessions, workshops and internal communications, ensuring that sustainability topics remain integrated into corporate governance.The Sustainability Report is formally approved by the Board of Directors following a dedicated meeting during which the results of the annual sustainability programme are presented.

Although the Company does not currently apply specific ESG performance indicators to the Board of Directors, the approval of the 2026-2028 Business Plan formally integrated sustainability among the Company's strategic development priorities, establishing it as one of the key pillars guiding the evolution of Vici's business model and its strategic decision-making process.

At present, no variable remuneration policies apply to the Company's highest governance body, with directors' remuneration being determined directly by the Board of Directors. Performance-based incentive schemes are currently available only to employees within the Commercial Department and to the General Manager. Furthermore, the Company does not provide additional forms of executive compensation, such as sign-on bonuses, recruitment incentives or retirement benefits.

Likewise, members of the governing bodies are not entitled to severance payments upon termination of office, nor are there any clawback provisions allowing the Company to recover previously awarded remuneration.

The **Company's share capital** is distributed as follows:



In 2023, Vici established the **Board of Management**, a strategic corporate body responsible for decision-making, advisory and coordination activities relating to the Company's principal business matters.

The Company's governance system therefore operates on multiple levels.
While the Board of Directors defines the Company's strategic direction, the Board of Management, working in close cooperation with the Board of Directors:
- **ensures that the Company operates ethically and in compliance with applicable laws and regulations;**
- **supports the sustainability of the business by promoting decisions that enable stable and long-term growth;**
- **safeguards the interests of shareholders and all other stakeholders.**

The Board of Management consists of nine members and reflects a balanced composition in terms of age and professional experience. Its composition is as follows: 22% female and 78% male; 33% of members are over 50 years of age; 67% are between 30 and 50 years of age. Each member is responsible for a specific business function, including: Supply Chain, business, QHSE (Quality, Health, Safety and Environment), Administration, Finance and Control (AFC), Research & Development (R&D), Human Resources (HR), Corporate Social Responsibility (CSR).

> 1.4

Governance, ethics and organizational structure

The Company's organizational structure is based on three main divisions: **General Management, Technical Management, Corporate Staff Management.** These are supported by the Company's operational functions and the Business Development area. To further strengthen the organizational structure, three Strategic Advisors provide support in the areas of strategic planning, innovation, continuous improvement and management development. The Board of Directors delegates the management of sustainability impacts to the Board of Management and the Sustainability Committee, which coordinates ESG matters and supports the integration of sustainability into the Company's business processes. Performance is monitored during regular Management Meetings, and the results are consolidated annually for sustainability reporting purposes.

The following Management Committees operate within the Company.

> ELECTRICAL PANELS BUSINESS UNIT COMMITTEE

The Electrical Panels Business Unit Committee supports the General Manager and the Board of Management in proposing and evaluating: commercial strategies; operational solutions; organizational initiatives for the Electrical Panels Business Unit.

> PRODUCTS BUSINESS & COMMERCIAL COMMITTEE

The Products Business & Commercial Committee supports the General Manager and the Board of Management in proposing and evaluating: commercial strategies; customer-oriented product development solutions; after-sales service initiatives for the MTL, METRIOS, and VICI Automation product businesses.

> TECHNICAL INNOVATION COMMITTEE

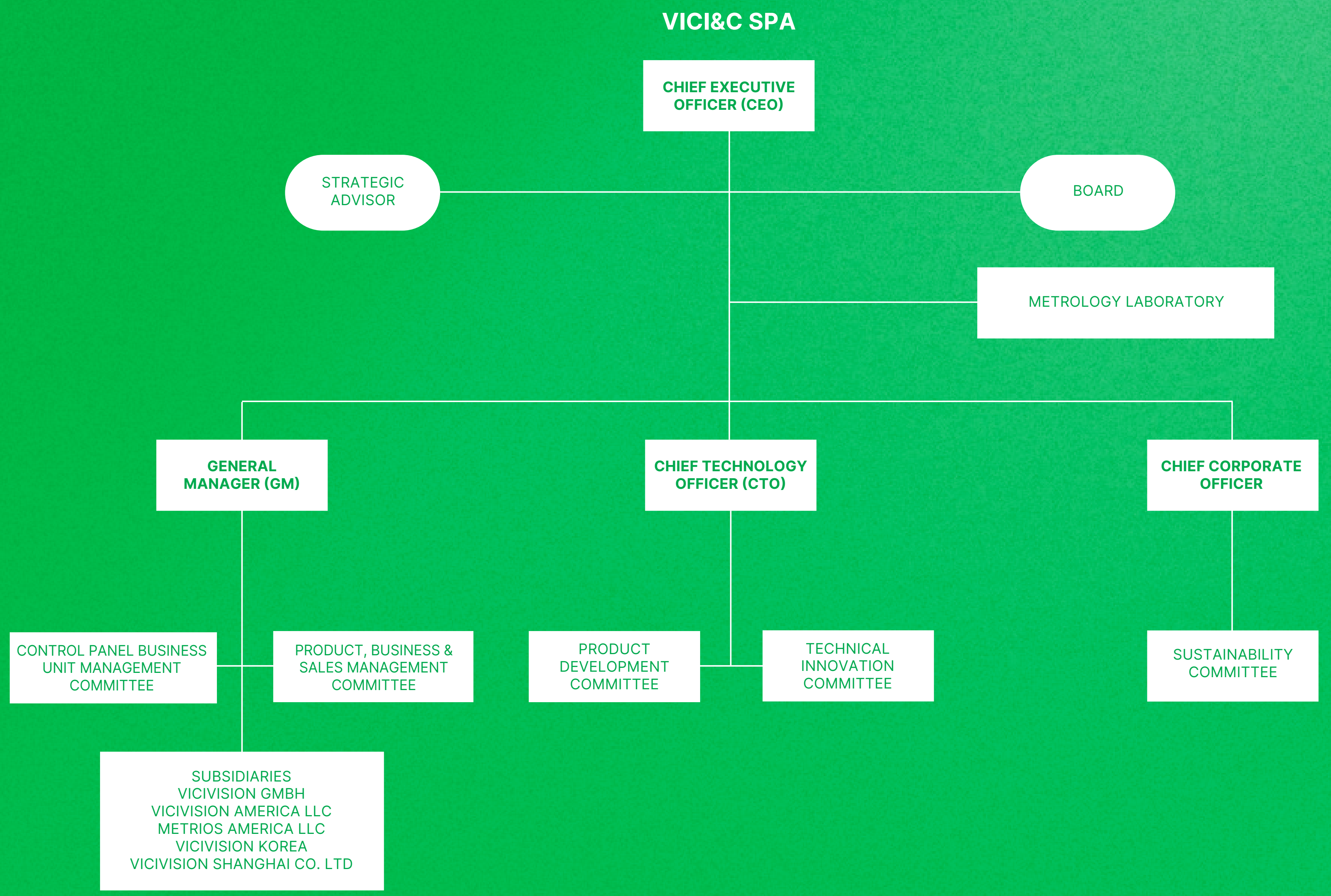
The Technical Innovation Committee supports the General Manager and the Board of Management by proposing and evaluating: innovation initiatives; commercial strategies; technical product development solutions; after-sales service improvements for the VICI Automation business.

> MANAGEMENT TEAM

At the operational level, all Department Managers are members of the Management Team, which meets regularly during Management Meetings to: monitor key performance indicators (KPIs); review business performance; define operational plans and projects.

> ETHICS AND COMPLIANCE

During 2025, no confirmed cases of corruption were reported. Furthermore, the Company was not involved in any legal proceedings relating to: anti-competitive conduct; violations of antitrust legislation; or monopolistic practices.



> 1.4

Governance, ethics and organizational structure

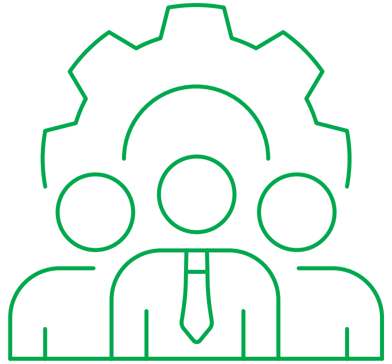
A distinctive feature of Vici's organizational model is the Corporate Representation Committee (CRA), composed of eight employee representatives elected by the workforce every two years.

Through regular meetings among employees and between the CRA and Company Management, operational issues and improvement opportunities are discussed, while projects, updates and corporate initiatives are shared with the aim of fostering a participative corporate culture.
The CRA establishes a two-way communication and dialogue channel, promoting a culture of information sharing, employee participation and transparent communication throughout the organization. The CRA is also allocating a dedicated budget to promote and support initiatives related to social and environmental sustainability.

Overall, Vici's governance model is based on a clearly defined allocation of roles and responsibilities among the Company's governing bodies, management structure and operational functions, ensuring consistency between strategic direction and operational execution.

The close integration between the Board of Directors, the Board of Management, the Management Team and the Sustainability Committee enables the Company to effectively oversee its economic, social and environmental dimensions, fostering a structured, transparent decision-making process focused on creating long-term value.

Supported by regular review, dialogue and monitoring activities, this governance framework is a key element in strengthening the Company's ability to respond effectively to evolving business challenges while embedding sustainability principles more deeply into its day-to-day management and decision-making processes.



Integrated Management System (IMS)

The planning of Vici's Integrated Management System (IMS) is based on the analysis of risks and opportunities associated with the Company's activities, environmental aspects, and occupational health and safety risks. These are managed through structured tools, including:

- Business Plan
- Risk and Opportunity Analysis
- Environmental Aspects and Impacts Register and Environmental Analysis Report
- Occupational Health and Safety Risk Assessment Document, together with related specific risk assessments

Planning and implementing improvement programmes is one of the key activities of the Integrated Management System. During 2025, Vici took a further step forward in its planning process by extending its planning horizon from the short term to the medium and long term.

In particular, the Board of Directors approved the Company's first Three-Year Business Plan (2026-2028), with the objective of defining Vici's medium-term strategic positioning and the actions required to achieve it.The Business Plan serves as the Company's primary strategic planning tool for the medium and long term, integrating economic, organizational and sustainability objectives, while also assessing the feasibility of projects in terms of resources, timing and expected results.

The objectives defined in the Business Plan are progressively translated into operational objectives through a structured process involving both the Board of Management and the Management Team, before being shared with the various Company departments. This approach ensures consistency between strategic direction and operational implementation while promoting clear accountability across all organizational levels. The key performance indicators (KPIs) associated with these objectives are monitored regularly during Management Meetings, enabling the Company to assess implementation progress. Whenever deviations from targets are identified, corrective actions are implemented in accordance with the principles of continuous improvement. To further strengthen the effectiveness of its management processes, Vici introduced the RACI matrix (Responsible, Accountable, Consulted, Informed) as an additional project management tool. The RACI methodology provides a structured framework for defining roles and responsibilities within decision-making and operational processes by clearly identifying, for each activity:

- Responsible: the person responsible for carrying out the task;
- Accountable: the person ultimately accountable for the outcome;
- Consulted: individuals whose input is required before decisions are made;
- Informed: individuals who are kept informed of progress and outcomes.

Vici has implemented an Integrated Management System (IMS) that complies with the applicable international standards.
The system is designed to provide a structured framework for managing:
• the quality of processes and services;
• environmental protection;
• occupational health and safety.
These areas are regarded as strategic pillars supporting the Company's sustainable development.The Integrated Management System enables Vici to ensure the consistent application of policies, procedures and management practices, promoting operational excellence, regulatory compliance, risk management and continuous improvement across the entire organization.

The **Code of Ethics**, approved by the Board of Directors, serves as the fundamental reference for everyone acting on behalf of the Company. It establishes the principles and rules of conduct that guide Vici's business activities.

> 1.4

Governance, ethics and organizational structure

Code of Ethics and Corporate Policy

In particular, the Code governs the following areas:

> **ETHICAL PRINCIPLES:** The Code defines the Company's principles relating to:

- ethics in the conduct of business and corporate activities;
- workplace ethics;
- the protection and enhancement of stakeholders;
- sustainable development;
- corporate social responsibility.

Compliance with the provisions of the Code is entrusted to the Internal Control System and to the oversight exercised by each individual subject to the Code, within the scope of their respective roles and responsibilities. The Code of Ethics forms an integral part of the Company's Corporate Policy, which formalizes Management's commitments and places particular emphasis on:

- the quality and safety of processes and products;
- environmental protection;
- social responsibility and ethical conduct;

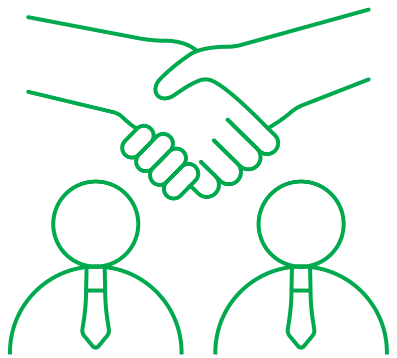
with the objective of creating value and meeting the expectations of all stakeholders.

> **RULES OF CONDUCT:** The Code establishes the guidelines and behavioural standards that Vici and all its employees and collaborators are required to follow in order to uphold ethical principles and prevent non-compliant conduct.

> **IMPLEMENTATION PROVISIONS:** All individuals who work for, or maintain business relationships with, the Company are required to be familiar with the provisions of the Code of Ethics.

The Code of Ethics is distributed both internally and externally, including through the Company's website, together with the Corporate Policy and the Sustainability Report. It is shared with employees, collaborators and suppliers, who formally acknowledge and accept its principles.

During the 2025 reporting year, no cases of conflict of interest were identified.



Reporting and Control System

In 2023, Vici introduced a whistleblowing system to enable the reporting of potential legal or regulatory violations. Reports may also be submitted anonymously through a dedicated online platform. Reports are handled by a limited group of formally appointed individuals with secure and confidential access to the platform. Where necessary, they are supported by independent legal counsel, ensuring full compliance with confidentiality requirements and applicable legislation. The same management process also applies to reports submitted through other channels, such as email or paper reporting forms.
During 2025, no reports were received through the whistleblowing platform, and no issues requiring escalation to the Company's highest governance body were identified. As part of its continuous improvement approach, the QHSE Department and the Continuous Improvement Department also collect reports relating to areas such as occupational safety and environmental management.
These reports are managed using the PDCA (Plan-Do-Check-Act) methodology and communicated to the relevant stakeholders.
The process is supported by awareness initiatives designed to promote a culture of participation and responsibility.
The management system also includes specific Key Performance Indicators (KPIs) relating to:

- the number of reports received;
- the type of reports submitted;
- the effectiveness and timeliness of corrective actions.

These indicators are monitored against targets agreed with Management.
The results are discussed during the Company's main management review meetings and communicated to internal stakeholders through dedicated communication channels.

Remuneration Policy

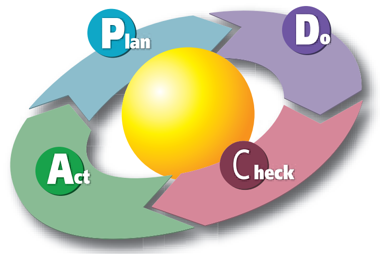
The process for determining employee remuneration is primarily managed by the Human Resources Department. Salary proposals are based on a fair, market-oriented compensation approach, supported by:

- external labour market benchmarking analyses;
- average remuneration levels within the relevant department for the specific role.

The proposed remuneration package is subsequently reviewed with:

- the relevant Department Manager;
- the Chief Executive Officer;
- the Corporate Staff Director.

The process is further supported by an independent labour consultant, who provides advice based on labour market conditions and the employee's individual economic situation.
At present, the Company does not provide financial incentive schemes linked to the achievement of social or environmental objectives.



Since 1977, Vici has been **designing, manufacturing and distributing industrial automation systems** worldwide. Vici's business model is built around two main areas: one dedicated to electrical control panels and on-machine electrical systems, and the other focused on Vici-branded measuring machines, VICIVISION and Metrios by VICIVISION.
These are complemented by two additional Vici business lines: VICI Automation and CALIBRA.

> 1.5

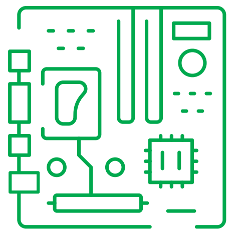
Our business model

VICI ELECTRICAL PANEL

VICI ELECTRICAL PANEL designs and manufactures electrical control panels for industrial automation and process control, with the objective of meeting delivery deadlines, cost targets and the highest quality standards.
The Company designs and manufactures electrical panels for leading customers across a wide range of industries, managing every stage of the process, from engineering and assembly to wiring and testing, in full compliance with electromechanical designs, technical specifications and applicable standards. Vici assembles custom-built electrical panels at its own production facilities according to each customer's technical specifications. For these product lines, the Company provides its engineering expertise, manufacturing capabilities and technical know-how, acting as the main contractor for the project. Consequently, the selection of production materials, including electromechanical, electronic and structural components, remains the responsibility of the customer, who determines the required specifications and types of materials to be used. Customers generally establish purchasing agreements with their strategic suppliers, while allowing Vici the necessary flexibility to manage procurement activities efficiently within the agreed framework.

Electrical panels represent a significant share of both the Company's manufacturing activities and its overall revenue. They are produced for major industrial customers, particularly in the packaging sector and for manufacturers of aluminium processing machinery.

VICI ELECTRICAL PANEL



VICIVISION e Metrios by VICIVISION

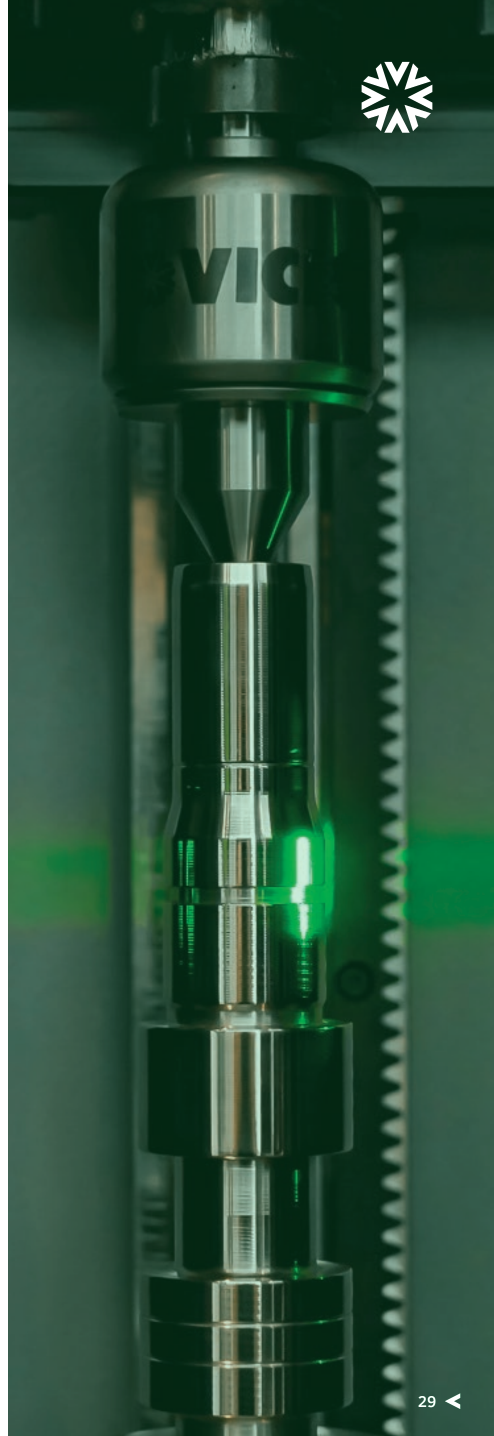
VICIVISION branded machines are non-contact optical measuring systems designed to measure the external profile of turned and ground components, ranging from shafts to micromechanical parts used in industries such as dentistry and watchmaking.

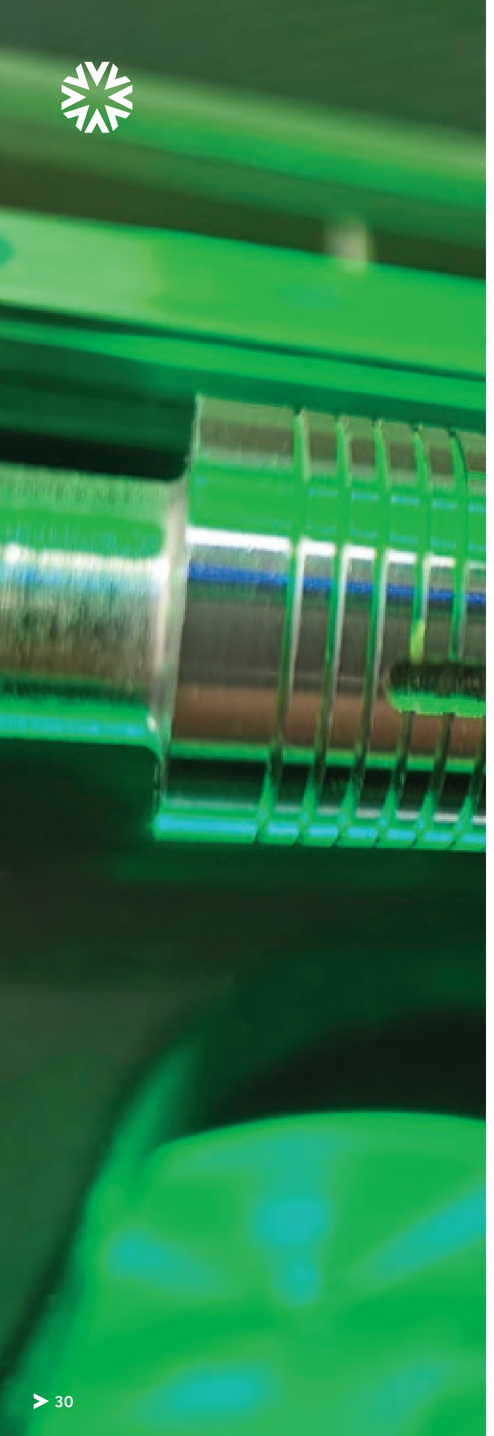
Metrios optical measuring systems represent the evolution of traditional manual measuring solutions, enabling users to achieve significant reductions in both production costs and material waste.
Metrios performs measurements using a non-contact optical system consisting of:
• a high-resolution camera;
• three different lighting systems.
Thanks to a motorized ring illuminator, METRIOS can vary the angle of light incidence on the workpiece, providing multiple lighting angles within the same measurement cycle to ensure accurate and reliable inspection results.

Manufacturing Process
To produce VICIVISION and Metrios by VICIVISION systems, the Company primarily relies on specialized subcontractors for the manufacture of individual components. Once these components are received, Vici performs the final assembly of the machines at its own facilities.
Since 2019, Vici has held a 10% equity stake in Pecchioli, a strategic supplier specializing in precision optics, which provides key optical components used in the manufacture of the Company's optical measuring machines.

The main components used in the production of these systems include:
• fabricated metal semi-finished components;
• galvanized or painted pickled steel sheet;
• high-resolution cameras;
• optical devices;
• industrial PCs;
all of which comply with Vici's technical design specifications.

Sales and Distribution
Vici products are distributed primarily through a network of multi-brand distributors located in the Company's principal international markets, as well as through Vici's foreign subsidiaries and its Italian headquarters.
In Italy and in countries where the Company operates through its own subsidiaries, customer relationships are managed directly.
In all other markets, product distribution and new customer development are carried out by authorized distributors under the coordination of Vici's Area Managers.
After-sales services, including:
• maintenance;
• calibration;
• performance verification of measuring systems;
are provided either directly by Vici or through its network of authorized distributors operating in the customer's country, ensuring consistent technical support and service quality worldwide.





> 1.5
Our business model

VICI Automation

Tailor-Made Quality Control Solutions
VICI Automation designs, manufactures and supplies industrial automation solutions featuring customized machine vision systems for both dimensional and surface quality inspection. These solutions are designed to optimize manufacturing processes, reduce errors and maximize productivity by delivering objective, automated quality control and removing defective parts directly from the production line. Thanks to its expertise in custom automation, VICI Automation systems can integrate:
- robotic technologies;
- custom mechanical solutions for process automation;
- machine vision systems;

which can also be combined with artificial intelligence (AI) algorithms, where required, to meet the specific needs of virtually any production line.
VICI Automation solutions are engineered to:
- improve process reliability;
- reduce machine and production line downtime;
- lower operating costs;
- enhance the quality of finished products.

VICI AUTOMATION

CALIBRA by VICI&C.

CALIBRA Metrology Calibration Laboratory
CALIBRA by VICI & C., accredited as LAT No. 02220, is Italy's first accredited laboratory specializing in the performance verification of optical measuring machines for rotationally symmetrical components using 2D optical measurement technology.
Its ACCREDIA accreditation certifies the laboratory's competence, independence and impartiality in carrying out calibration certification activities in compliance with the requirements of UNI CEI EN ISO/IEC 17025.
The accreditation also confirms the implementation of a management system that complies with the principles of UNI EN ISO 9001, ensuring the quality, reliability and traceability of the laboratory's calibration services.

CALIBRA™ VICI&C

> chapter 2

Sustainability at VIC&C

In a global environment characterized by rapid change, the impacts of climate change and geopolitical instability, companies are increasingly called upon to play an active role in managing and mitigating the **environmental, social and economic impacts** generated by their activities. Organizations are therefore expected to identify, prevent, reduce, mitigate and, where necessary, compensate for the impacts arising from their operations, contributing to a more sustainable and resilient development model.

> 2.1

Our sustainability journey

In this context, Vici has always considered sustainability one of the guiding principles of its development model, as reflected in the commitments formalized in its **Corporate Policy** and in the principles that guide the Company's day-to-day decision-making.

Since 2021, Vici has aligned its strategic objectives with the 17 **Sustainable Development Goals (SDGs)** of the **United Nations 2030 Agenda**, identifying **12 SDGs** to which the Company contributes through its business activities.
In a global environment characterized by rapid change, the impacts of climate change and geopolitical instability, companies are increasingly expected to play an active role in managing and mitigating the environmental, social and economic impacts generated by their operations, striving to prevent, reduce, mitigate and, where appropriate, offset these impacts.

Vici's sustainability strategy is built around five key commitments:

- WE CHOOSE TO PROTECT THE ENVIRONMENT
- WE CHOOSE TO PROTECT PEOPLE
- WE CHOOSE TO DRIVE TECHNOLOGICAL INNOVATION
- WE CHOOSE TO RENEW AND DEVELOP RELATIONSHIPS AND SKILLS
- WE CHOOSE TO FOSTER COMMUNITY DEVELOPMENT BY EMPOWERING YOUNG PEOPLE

> 2.1

Our sustainability journey

The journey towards an increasingly structured sustainability strategy has been progressively strengthened over time through the continuous evolution of the Company's governance and planning tools. A significant milestone in this process was reached in 2023 with the establishment of the **Sustainability Committee**, whose role is to coordinate and guide the Company's ESG (Environmental, Social and Governance) initiatives in alignment with Vici's overall corporate governance framework.

Sustainability Committee

Sonia Gabellini
QHSE Manager

Giulia Montanari
AFC Manager

Leonardo Piepoli
HR Manager

Valentina Maioli
HR Business partner

Marco Vici
Chairman BoD

Luca Vici
Chief Executive Officer (CEO)

Paolo Maioli
BoD Member

Ambassador

CRA
Comitato delle Rappresentanze Aziendali

Eleonora Zavoli
Diversity & Inclusion Specialist

This journey was further strengthened in the following years and, by **2025**, sustainability had been integrated more systematically into the Company's planning processes, also through the stronger alignment between sustainability, corporate strategy and operational management, as described in the previous chapters.

This **Sustainability Report**, continuing the reporting process initiated in previous years, provides a transparent overview of the Company's commitments, impacts, and the objectives established and achieved to date.

The Report has been prepared **in accordance with the GRI Standards** and includes the relevant disclosures identified through the **Materiality Assessment** carried out in 2023, which is discussed in greater detail in the following chapter.

External Recognition

During 2024 and 2025, Vici's commitment to sustainability continued to receive recognition from leading external organizations.

In particular, the Company:

- was selected among **"Imprese Vincenti" (Winning Companies)** as part of the **Intesa Sanpaolo** programme;
- was included in the **"TOP 100 ESG INTEGRATED FINANCE"** ranking of the **Azimut Group Sustainability Award;**
- received the **Best Managed Companies** award promoted by **Deloitte**, recognizing companies distinguished by strategic vision, innovation capability and sound business management;
- received the **Sustainability Report Awar**d, promoted by **Corriere della Sera**[1] as part of the **PACT 4 FUTURE** initiative, recognizing not only Vici's **2024 Sustainability Report**, but also the Company's sustainability policies, values and business model;
- received the **"Responsible Innovators"** award promoted by the **Emilia-Romagna Regional Government**;
- received the **HR Mission 2025 Award**, promoted by **AIDP (Italian Association for Human Resource Management)**, recognizing the most innovative human resources projects based on strategic vision, creativity and their ability to generate tangible positive impact for both people and organizations.

1- Vici & C. S.p.A. supporting the most vulnerable to "ignite the intellect" | Corriere.it

> 2.2

Stakeholders and the materiality assessment

Stakeholders are regarded as an integral part of Vici's value creation process. For this reason, the Company promotes continuous dialogue through dedicated engagement initiatives and structured opportunities for discussion.

In particular:

- **Employees** are engaged through participation and consultation initiatives such as the **Corporate Representation Committee (CRA)** and company-wide meetings.
- **Universities and research centres** collaborate with the Company on initiatives aimed at generating innovative ideas and supporting research and development projects.
- **Customers** are engaged through a variety of channels, including trade fairs, interviews, case studies and ongoing dialogue on both operational and strategic matters.

These activities not only strengthen relationships with stakeholders but also enhance internal expertise and facilitate the transfer of knowledge throughout the Company's processes, thereby contributing to Vici's industrial development and long-term growth.

Vici's key stakeholder groups are represented below:

> 2.2.1
Materiality assessment

For the preparation of this **Sustainability Report**, Vici confirmed in 2025 the **Materiality Assessment** originally carried out in 2023, in accordance with the impact materiality approach defined by **GRI 3: Material Topics 2021** and the requirements of the GRI Universal Standards 2021, as no significant changes were identified in the Company's operating context, organizational structure or business activities.

As part of the assessment, Vici analysed the actual and potential positive and negative impacts that the Company causes or contributes to, adopting an inside-out perspective across the economic, environmental and social dimensions. The assessment also considered impacts relating to human rights and business relationships.
The process for identifying the Company's material topics involved the direct participation of key stakeholder groups that are fundamental to Vici's business activities. In particular, employees, suppliers, distributors and customers participated in an online survey, assessing the impacts generated by Vici based on their own perceptions and experience.

A total of **240 stakeholders** were invited to participate in the survey, with a 34% response rate.

Potentially material impacts were assessed by assigning a score on a scale from 1 (not material) to 5 (highly material), based on the Company's knowledge and experience.
The assessment made it possible to rank the identified impacts according to their level of significance.

A dedicated workshop was subsequently held with the **Top Management Team**, during which participants evaluated the same impacts previously assessed by external stakeholders.

The significance of each impact was determined by considering three criteria:
- **Scale**, representing the severity or benefit of the impact, including its reversibility;
- **Scope**, referring to the extent of the impact, such as the number of individuals potentially affected;
- **Likelihood**, representing the probability that a potential impact may occur.

This assessment process led to the identification of the most significant environmental, social and governance (ESG) impacts generated by Vici and its activities on society.

The **material topics** identified by Vici are presented below. They reflect the Company's actual or potential, positive or negative impacts on the environment, people and the economy. The way in which Vici manages each material topic is described in the relevant sections of this Report, where the corresponding management approaches, actions and initiatives are presented.

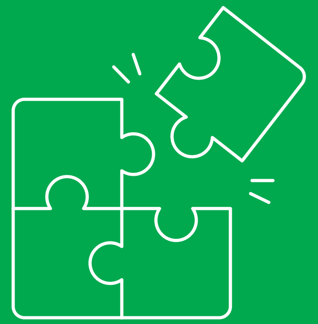
Vici's **Material Topics**

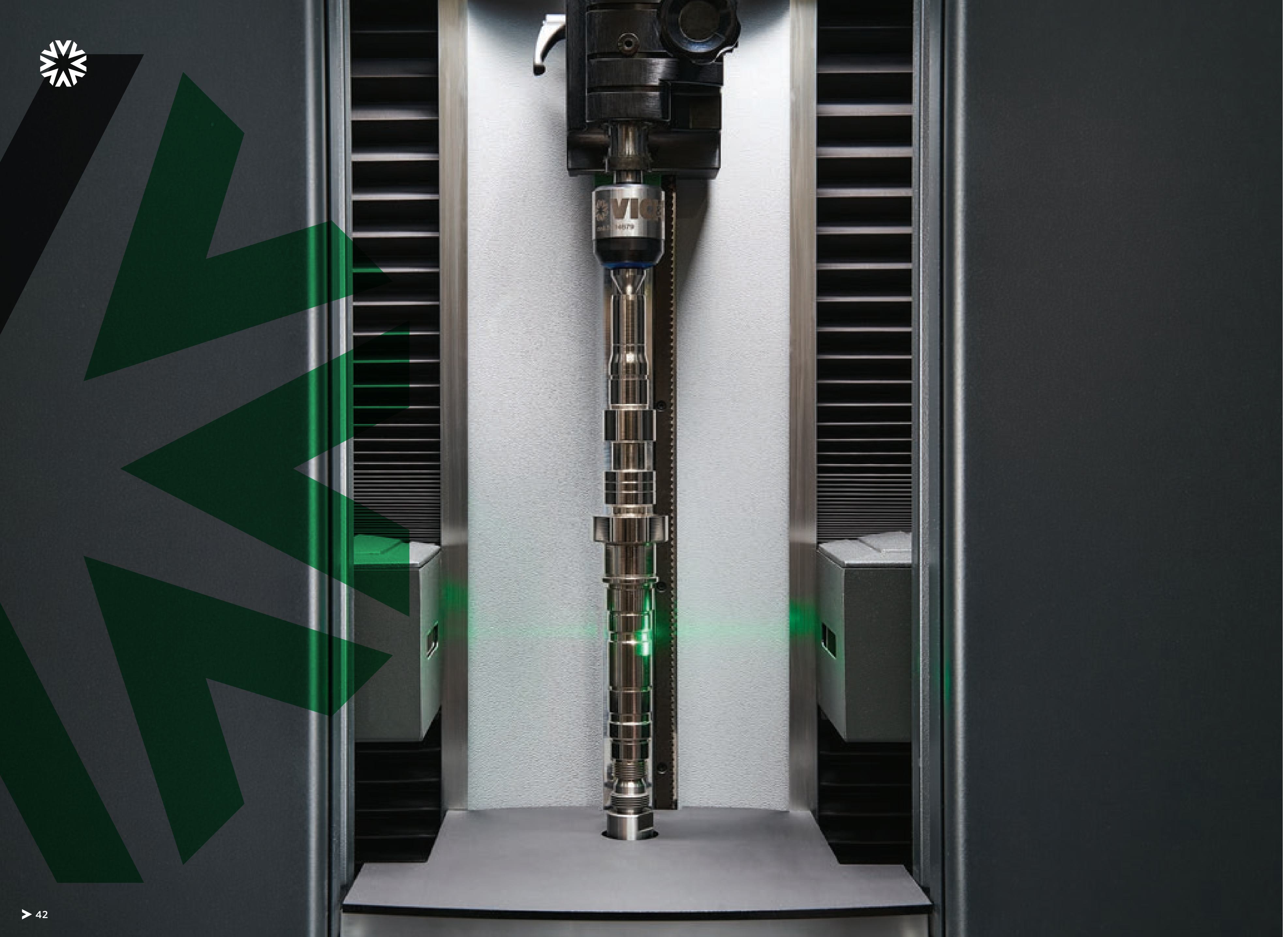
- Economic Responsibility
- Environmental Responsibility
- Social Responsibility

Economic Responsibility
- Economic Performance
- Ethics, Integrity and Compliance
- Responsible Supply Chain Management

Environmental Responsibility
- Employee Well-being and Satisfaction
- Employee Development and Training
- Diversity, Inclusion and Equal Opportunities
- Occupational Health and Safety
- Product and Process Innovation
- Product Quality and Performance
- Collaboration with Local Communities
- Cybersecurity and Data Protection

Social Responsibility
- Materials Management
- Energy Consumption and Emissions
- Adoption of Circular Economy Practices





> chapter 3

Our products

To meet the demands of a market increasingly focused on **precision, efficiency and process** control, Vici has developed its proprietary brands **VICIVISION** and **Metrios by VICIVISION**. These solutions embody the Company's commitment to technological innovation and are designed to provide customers with advanced optical measurement systems that enhance manufacturing performance, improve quality control and support increasingly efficient production processes.

Thanks to optical measurement technology, VICIVISION and Metrios by VICIVISION systems acquire and analyse dimensional data quickly and accurately, enabling precise dimensional inspection of components and, where required, continuous monitoring of production process performance. The immediate availability of measurement data allows operators to take prompt corrective action, ensuring that production remains within the specified tolerance limits.

The use of VICIVISION and Metrios systems helps customers improve manufacturing efficiency by reducing scrap, rework, material consumption and machine downtime, delivering both economic and environmental benefits.These products form part of Vici's broader corporate strategy focused on **sustainability and responsible innovation.** The Company integrates circular economy principles into its product development and manufacturing processes, including designing products for long service life and durability, analysing raw materials and material flows, adopting an eco-design approach throughout the product development process.

This enables Vici to minimize waste generation while facilitating the recovery and recycling of materials in accordance with design-for-recycling principles.

VICIVISION

The VICIVISION brand includes a range of optical measuring machines designed for the inspection of the profiles of turned components and flat parts of various sizes. These systems are capable of performing, within a matter of seconds, a wide range of dimensional and geometrical measurements, including complex features such as threads, chamfers, grooves and gears. Thanks to their compact footprint, VICIVISION machines can be used both in temperature-controlled metrology laboratories and directly on the production floor, enabling rapid measurements alongside machining centres. These capabilities allow customers to identify non-conformities at an early stage and take immediate corrective action, thereby reducing scrap and improving overall production efficiency.

The VICIVISION product range includes:

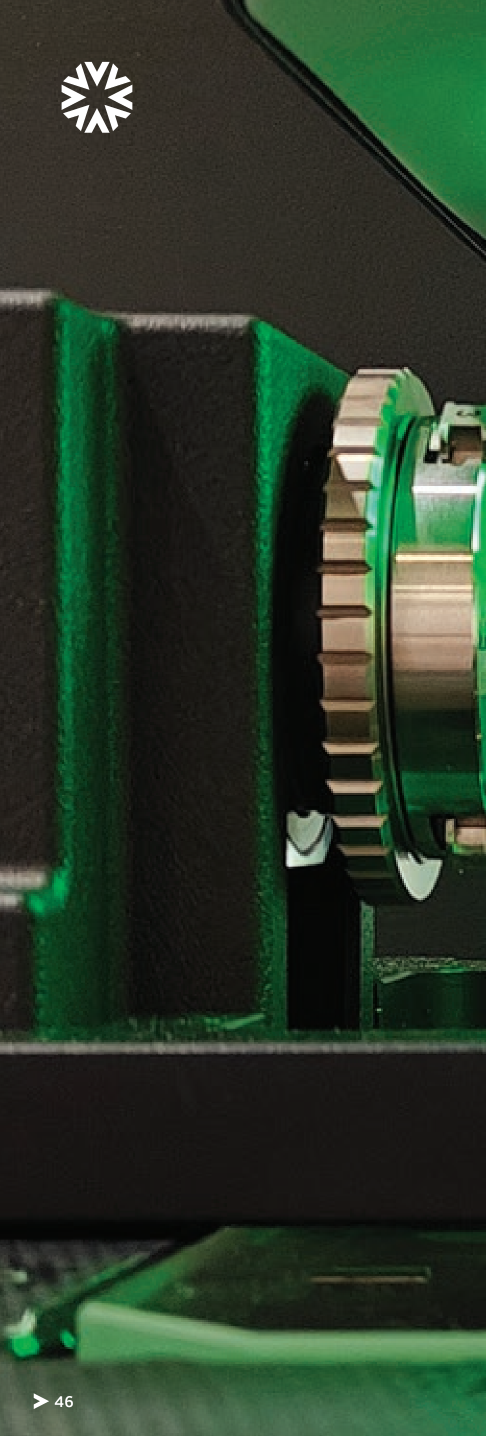
> **PRIMA SERIES**: The PRIMA Series consists of optical measuring machines specifically designed **for everyday use** on the shop floor. These systems help manufacturers increase productivity by accelerating inspection processes, ensuring product quality traceability, and reducing scrap, machine downtime and production interruptions.

> **TECHNO SERIES – MAXIMUM PERFORMANCE IN A MODULAR PRODUCT RANGE**:
The TECHNO Series combines outstanding performance with a highly configurable product range. Its wide selection of models enables customers to choose the measuring range **best suited to their production requirements** while benefiting from ultra-high-resolution imaging capable of capturing even the finest details. The systems can also be integrated with various machining centres, allowing automatic tool offset corrections to be applied before measured values exceed specified tolerances, thereby improving process stability and production quality.

> **X SERIES**: The X Series has been specifically developed for measuring dental implants, biomedical components, watchmaking components, micromechanical parts.
Its exceptionally **high resolution** enables the detection of even the smallest features, making it a unique solution for precision manufacturing and advanced production applications.

A new automated solution

In **2025**, Vici developed **X5 Flow**, a new automated solution designed to provide fully integrated inspection of dental implant screws and turned components.
The system is fully configurable to accommodate different component sizes, allowing it to be tailored to each customer's specific production requirements.At the core of the system is the **VICIVISION MTL-X5** optical measuring machine, which performs high-precision, non-contact dimensional and geometrical inspections, ensuring the integrity of each component throughout the entire measurement process.
A patented loading and unloading system provides **fully automated and reliable part handling**, contributing to uninterrupted production flow and enhanced process continuity. The system is complemented by a custom-designed high-performance feeding unit, equipped with: a pre-selection system that automatically removes screws containing chips or other impurities, a part singulation unit, a pneumatic conveying system.
Together, these features ensure a continuous, reliable and highly efficient inspection process, further enhancing productivity and quality control in high-volume manufacturing environments.



metrios

by VICIVISION

Metrios is a **next-generation automatic digital optical measuring machine** designed to perform accurate and objective quality inspections directly on the production floor, during incoming goods inspection or at final quality control. The system is used across a wide range of industrial sectors for measuring different types of components, including mechanical parts, stamped components, gears, watchmaking components, seals and gaskets. In 2024, Vici introduced **Metrios 332**, a new-generation system equipped with dual optical technology, enabling more accurate three-dimensional measurements while extending the machine's measurement range.

Key features of Metrios:

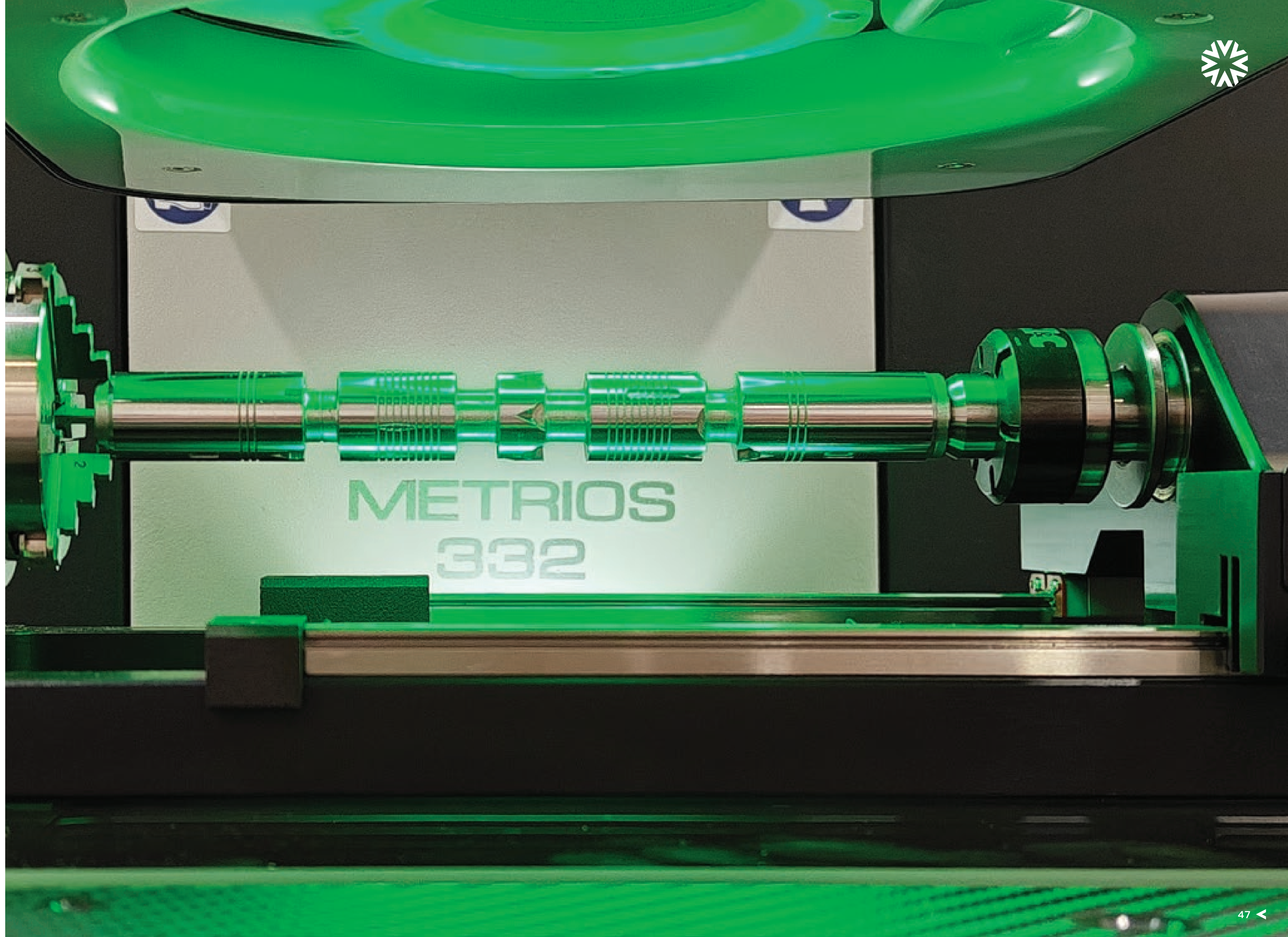
SPEED
Metrios is capable of performing even the most complex measurements within a matter of seconds, significantly reducing inspection times and increasing productivity.

EASE OF USE
The system enables operators to obtain the required measurements with a single click, thanks to an intuitive and user-friendly interface.

TRACEABILITY
Measurement data are automatically recorded and stored, ensuring complete traceability and facilitating quality documentation.

CUSTOMIZATION
Metrios features proprietary software developed entirely in-house, allowing the system to be tailored to meet each customer's specific inspection and production requirements.

OBJECTIVITY
The system delivers consistent, operator-independent measurement results, eliminating human error, reducing inspection time and enabling comprehensive analytical monitoring of production performance and process quality.



> 3.1

Product and process technological innovation

Vici has always placed **technological innovation** at the heart of its development model, considering it a strategic driver for competitiveness and the creation of long-term value.

By continuously investing in research, development and advanced engineering solutions, the Company aims to anticipate market needs, improve product performance and support customers in achieving higher levels of efficiency, precision and manufacturing quality.

Innovation therefore represents not only a competitive advantage for Vici, but also a key enabler of sustainable growth, contributing to the continuous improvement of products, production processes and industrial technologies while generating lasting value for customers and stakeholders alike.

In particular, Vici's product design and development model, which has traditionally been managed through structured project management practices based on digital platforms such as Jira, the systematic application of the PDCA (Plan-Do-Check-Act) cycle, and visual management and distributed governance tools such as Kamishibai, was further formalized during 2025 through the introduction of the **Stage-Gate methodology**.

The Stage-Gate process provides a structured development pathway that guides projects from the initial concept through to full-scale production by establishing defined objectives, evaluation criteria and progressive go/no-go decision gates throughout the entire product development lifecycle.This approach strengthens the governance of innovation projects, enhances decision traceability and ensures that product development initiatives remain aligned with the Company's strategic objectives.

Within this framework, innovation extends beyond product development to encompass the continuous improvement of business processes, supporting a business model that is increasingly efficient, responsible and sustainability oriented.

Over recent years, and particularly from 2025 onwards, Vici has progressively reinforced this approach by integrating innovation more deeply into its strategic planning and governance model. As part of the 2025 Business Plan, this strategy was translated into the development of a **Product Roadmap**, serving as the Company's medium- to long-term innovation planning tool.

The roadmap directs investment and research and development activities through four complementary innovation pillars: Operational Innovation, Product Innovation, Strategic Innovation, Business Innovation. Within this framework, innovation is managed as a coordinated and structured process involving multiple organizational functions, including: the **Board of Management**; the **Research Department**, responsible for identifying emerging technologies and investment opportunities; the **Product Development Department**, responsible for defining quality standards and introducing new product features that enhance functional, economic and environmental performance; the **Company's technical and operational Departments**, ensuring continuous alignment between corporate strategy, product development, market development and process improvement.

Innovation management is therefore based on an integrated model that combines: Research and Development (R&D) activities focused on the introduction of new technologies; structured product development processes; Lean methodologies for workflow optimization; digital tools for monitoring project execution and performance.

Process Innovation

In addition to product innovation, Vici promotes a process innovation approach focused on operational efficiency, waste reduction and continuous improvement.
Within this framework, the Company has adopted **Lean Manufacturing** principles. This journey began in 2018 with a dedicated training programme on Lean methodologies and tools, involving employees at every level of the organization. One of the principal operational tools employed is the **5S improvement programme**, through which every employee is encouraged to identify operational issues and propose improvement opportunities, contributing to the development of both short- and medium-term improvement projects.

Process innovation is also reflected in the continuous evolution of **Vici's quality control and monitoring systems**. During 2025, the Company introduced new Key Performance Indicators (KPIs) to measure product quality and customer satisfaction more effectively, bringing performance monitoring closer to business objectives. In addition, Vici implemented off-line quality inspections at various stages of the production process, complementing the standard incoming material inspections, enhanced supplier and component qualification processes, aimed at identifying potential issues at an early stage and improving overall product reliability.

These initiatives are supported by the Company's increasing **digitalization of business processes**, which enables continuous performance monitoring and promotes an increasingly **data-driven approach** to operational management and decision-making.

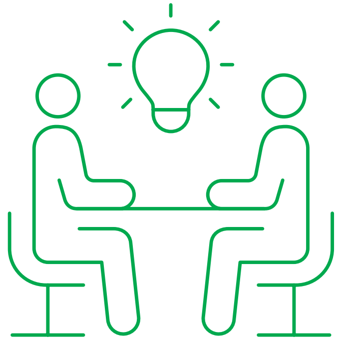
> 3.1

Product and process technological innovation

Product Innovation

With regard to product innovation, Vici develops its solutions with a life-cycle approach, aiming to continuously improve product reliability, efficiency and durability over time.

Among the Company's most significant recent developments is the **Metrios 3 software** project, which has been completely redesigned in terms of both architecture and user interface, drawing inspiration from the software platform already implemented for VICIVISION machines. The objective is to standardize the software libraries and architectures used across the Metrios and VICIVISION product families, thereby improving software maintainability, flexibility and operational efficiency, while also enhancing machine usability and strengthening overall brand identity.



In addition, during 2025, the Software Research & Development Department further consolidated its strategic direction by integrating artificial intelligence (AI) and advanced algorithms into the Company's optical measurement technologies. The Company's objective remains to deliver increasingly accurate and reliable measurements, while simultaneously expanding the role of software beyond simple data acquisition. The software is now designed not only to collect measurement data, but also to interpret measurement results; assist operators in their daily activities; enhance the value of collected information through advanced data analysis; continuously improve its performance by learning from the data it processes.

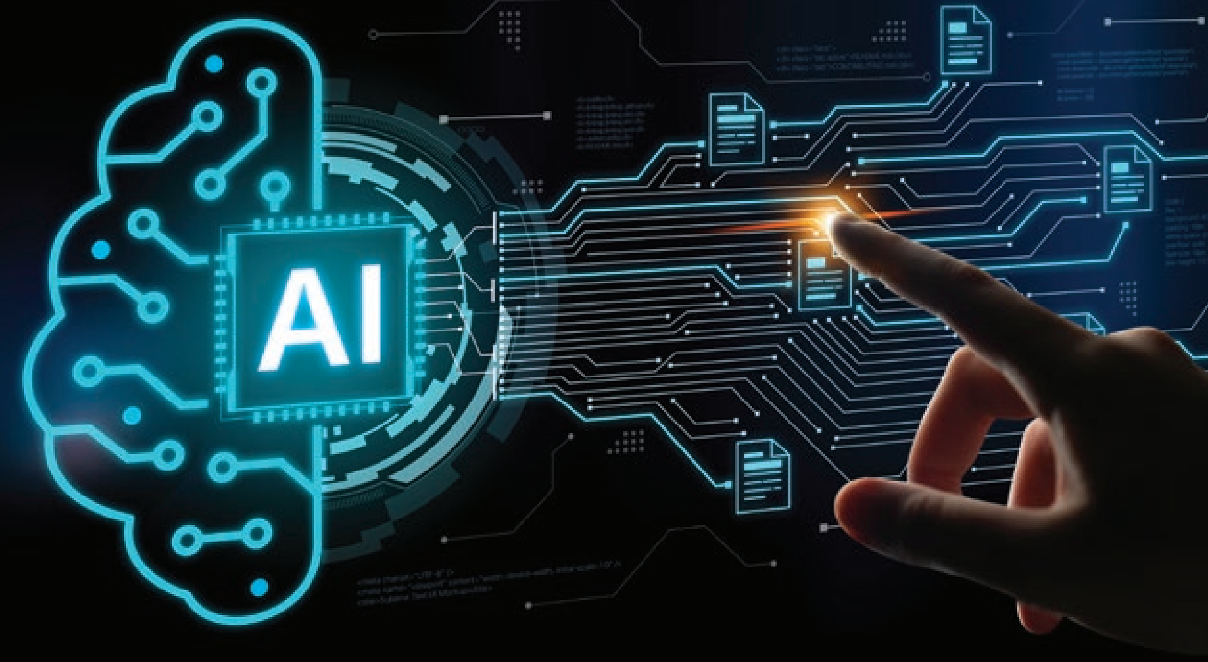
This evolution reinforces Vici's commitment to developing intelligent metrology solutions that combine optics, mechanics and artificial intelligence to deliver greater productivity, usability and decision-making support for customers.

Bringing Artificial Intelligence and Advanced Algorithms into Metrology.

A key strategic objective for Vici is to integrate artificial intelligence (AI) and advanced algorithms into its measurement solutions, complementing the Company's expertise in optics and mechanical engineering.
Two projects launched during 2025 exemplify this approach:

- **VIVIAN**: is a conversational AI assistant integrated directly into the machine software.Trained using the Company's product manuals and operating entirely offline on the machine, VIVIAN enables operators to access technical knowledge instantly without requiring an internet connection.Originally developed for the Metrios platform, the system is currently being extended to the Dream platform, further expanding the availability of intelligent operator support across Vici's product portfolio.

- **VVLENS**: is a framework developed to automate the functional testing of VICIVISION software.The framework significantly reduces the need for manual testing activities while improving the reliability and speed of software releases.By automating software validation, VVLENS contributes to: simplifying the use of Vici's measuring systems; improving the quality and robustness of software releases over time; increasing the overall efficiency of software development activities; accelerating the delivery of new functionalities while maintaining high-quality standards.



To date, no Vici measuring machines have been reported as scrapped or decommissioned, confirming the **high reliability of the Company's products and the effectiveness of its after-sales service**.This reflects Vici's commitment to designing durable, high-quality solutions capable of maintaining their performance over an extended service life, while ensuring long-term customer support through maintenance, calibration and technical assistance services.

> 3.1
Product and process technological innovation

This evolution is further supported by:
- the continuous enhancement of the existing Metrios and Dream software platforms;
- the integration of innovative technologies, including confocal technology within the Metrios product range;
- the development of highly innovative research projects, carried out in collaboration with universities and start-ups.

The technological innovation integrated into Vici's products delivers tangible benefits in terms of **manufacturing efficiency and environmental impact reduction for customers.**

In particular, Vici's optical measuring systems support **Zero Defect Manufacturing (ZDM)** production models by enabling accurate inspection of components, reducing production scrap and, consequently, minimizing waste generation. This approach combines advanced technologies, predictive maintenance principles and quality control systems to improve product quality while reducing production costs.

These initiatives are complemented by a continuous upgrade policy for the installed machine base, including **software updates and scheduled maintenance programmes** managed directly by the Company's Service Department, together with its network of distributors and international subsidiaries. The objective is to extend the service life of the machines while continuously improving their performance over time. To date, no Vici optical measuring machines have been reported as scrapped or permanently decommissioned, confirming both the high reliability of the Company's products and the effectiveness of its after-sales service.

Open Innovation and the Research Ecosystem

Alongside its internal innovation activities, Vici has developed an innovation ecosystem based on an **Open Innovation** approach, collaborating with universities, research centres, start-ups and technology partners.
This model, which can also be described as a distributed innovation laboratory, encourages the exchange of expertise between internal and external stakeholders and accelerates the introduction of new technologies into both products and business processes.

Over recent years, the Company has expanded its collaboration with regional and national organizations active in the fields of innovation, technology and education.
Among the most significant partnerships is its **collaboration with CRIT**, a research and development organization that facilitates knowledge sharing among companies by promoting the exchange of technical, managerial and organizational solutions.

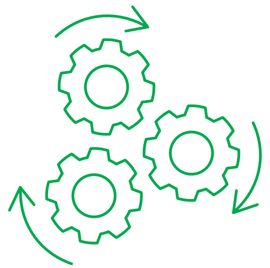
crit SCOUTING YOUR NEXT TECHNOLOGY

CMM CLUB

Vici also plays an active role within the Innovation **Committee of Confindustria Romagna** and the **CMM Club**, contributing through technical presentations, conference participation and knowledge-sharing initiatives.
In 2025, the Company became a Supporting Member of the CMM Club, and Vici's representative was elected to the Board of Directors, actively contributing to the definition of industry guidelines while bringing the Company's experience to strategic decision-making forums.
As part of its Open Innovation strategy, Vici has further strengthened its collaborative model along two complementary directions: partnerships with primarily local start-ups and research centres, aimed at supporting the Company's growth by leveraging existing expertise and fostering cross-disciplinary knowledge exchange; the expansion of collaborations with universities through the Company's internal UNIVICI initiative, including partnerships with the University of Trento, the Polytechnic University of Marche, and the University of Camerino.

Together with the University of Camerino and Romagna Tech, Vici successfully completed the **I_LUMOS research project**, resulting in the prototype development of an innovative measuring instrument fully compatible with both VICIVISION and Metrios optical measuring systems.

Vici's innovation model is also strongly focused on **organisational learning**. In this context, the company promotes a **"fail-fast" culture**, where mistakes are viewed as an integral part of the learning process and an opportunity to foster growth and skills development.



> 3.1
Product and process technological innovation

Learning, Measurement and Continuous Improvement

This approach is supported by structured systems for collecting and analysing reports, managing non-conformities and sharing lessons learned, through the use of methodologies and tools such as the PDCA cycle, Kamishibai, and structured organizational feedback. During 2025, the formal implementation of the Stage-Gate process further strengthened this approach by introducing a dedicated project closure phase focused on capturing, documenting and capitalizing on lessons learned.

For several years, Vici has maintained a structured data collection and analysis system that enables the continuous monitoring of business processes and their performance. Innovation is becoming increasingly embedded within the Company's management and control systems through the adoption of performance indicators relating to: project development; progress against the Product Roadmap; cost analysis; forecasting activities; achievement of strategic objectives; fully reflecting Vici's data-driven management approach.

Particular attention has been devoted to monitoring performance throughout the entire product development lifecycle by introducing new Key Performance Indicators (KPIs) specifically designed to measure the progress of each stage of product design and project implementation.

During 2025, no cases of non-compliance relating to product and service information or labelling were identified, nor were any cases reported concerning marketing communications.

Overall, innovation at Vici is managed as a structured, **measurable and fully integrated process** involving the entire organization. It represents a fundamental driver of the Company's competitiveness, supports the continuous improvement of products and processes, and contributes to the creation of sustainable long-term value.

> 3.2
Responsible supply chain management

Dialogue and collaboration with suppliers of materials, services and manufacturing activities are fundamental to Vici's operations, both within the Optical Measuring Systems Business Unit and the Electrical Panels Business Unit, where cooperation with a well-established network of subcontractors represents a strategic asset.The Company sources most of its materials from the **Italian subsidiaries** of major multinational companies. Consequently, the origin of products is fully traceable through Long-Term Supplier Declarations, used for export and sales activities.

Purchasing volumes relating to the Electrical Panels Business Unit are higher than those associated with the optical measuring systems business, reflecting the respective scale and characteristics of the Company's operations.

Vici promotes long-term partnerships based on shared ethical principles. During the contractual phase, suppliers are required to sign the Company's Code of Ethics, formally committing to comply with its principles and standards of conduct. In accordance with the Company's Supplier Qualification Procedure, suppliers are evaluated through a structured qualification questionnaire, which is administered to the main categories of suppliers, with the exception of: suppliers operating under customer-defined purchasing agreements (Electrical Panels Business Unit); and certain low-impact supplier categories, which are instead subject to periodic quality evaluations.

The questionnaire includes dedicated sections covering: **occupational health and safety; environmental management; information security; data privacy; continuous improvement.** Within the continuous improvement section, suppliers are also asked to provide information regarding: ESG-related investments and projects; sustainability initiatives and best practices; awards and recognitions; the adoption of governance tools such as a Code of Ethics and a Sustainability Report.

Once the completed questionnaire has been returned, the **Purchasing Department**, in cooperation with the **Quality Department**, evaluates the supplier based on the overall score obtained. Where a supplier receives a conditional qualification, additional corrective or improvement actions are identified and agreed before full qualification is granted.

> 3.2

Responsible supply chain management

Vici has launched a structured quality project aimed at component approval and supplier qualification, following a systematic approach based on the **Kraljic Matrix.**

Qualified suppliers are entered into the Company's Enterprise Resource Planning (ERP) system and are subject to periodic performance monitoring based on the following **criteria:**

- financial and economic performance;
- quality of supplied products and services;
- on-time delivery performance;
- the existence of management systems and policies relating to occupational health and safety, environmental management, information security and ESG criteria.

Based on the outcome of these evaluations, suppliers are assigned an overall rating, and the Company's System Audit Plan is updated accordingly. Suppliers are classified into six categories (A-F) according to their strategic relevance, impact on products and processes, and supply value: Levels A and B: suppliers of high-impact goods; Level C: suppliers of low-impact, low-value materials; Levels D, E and F: subcontractors, service providers, on-site contractors and external consultants.

During 2025, Vici assessed 25 new suppliers, compared with 16 in the previous year. Of these: 20 suppliers (80%) were assessed against environmental criteria, compared with 94% in 2024; 24 suppliers (96%) were assessed against social criteria, compared with 94% in 2024.

The slight decrease in the percentage of suppliers assessed against environmental criteria reflects the inclusion of supplier categories for which such assessments are not applicable, such as internal service providers and external consultants. In addition to qualifying new suppliers, Vici carried out periodic evaluations of 203 suppliers during 2025, based on purchasing volumes, supply criticality and the results of established performance indicators.Overall, environmental non-conformities identified during supplier audits remained limited.

As part of its continuous improvement programme and its commitment to strengthening supply chain oversight, Vici launched a structured quality project focused on component approval and supplier qualification, based on the systematic application of the **Kraljic Matrix.**

This model classifies goods and suppliers into four categories, derived from the combination of two key variables: **the strategic importance of the purchased item; the level of supply risk.** Beginning in 2026, this classification will enable the Company to: identify priority areas for intervention; tailor supplier relationship management strategies; optimize the allocation of procurement resources.

Through this approach, Vici strengthens oversight of its strategic and critical suppliers, improving supply chain risk management while promoting shared development and continuous improvement initiatives with its key business partners, including in the field of sustainability.

At the same time, the Company has reinforced a structured system for monitoring compliance with applicable laws and regulations, including requirements relating to: material and component compliance (REACH and RoHS); product safety; environmental responsibility.

This framework also includes Company-specific regulatory obligations, such as monitoring compliance with the Carbon Border Adjustment Mechanism (CBAM).
Recent geopolitical tensions and the evolution of international trade policies have increased the complexity of supply chain management, affecting procurement costs, lead times and supply stability.

Against this backdrop, the structured approach adopted by Vici, based on supplier management, risk classification through the Kraljic Matrix, and strengthened planning and control systems, enables the Company to manage critical supply chain issues more effectively while supporting informed operational and strategic decision-making.

This evolution has further enhanced **Vici's ability to manage its supply chain with a strong focus on resilience, risk prevention and business continuity**, while supporting the Company's medium- and long-term growth and sustainability objectives.

> 3.3

Product quality and continuous improvement

Vici places the highest priority on **product quality** and the **level of service provided to its customers**, recognizing stakeholder satisfaction as one of the principal drivers of its business activities.

For its Italian operations, the Company holds the following certifications and recognitions:

2022
Tisax trusted information security assessment exchange

2015
Usual exporter

2014
Ohsas 18001 safety system

2018
UNI ISO 45001

2014
RFI omologation

1998
UNI EN ISO 9001 Quality System

2020
2023
2024
Ecovadis responsable sourcing audit

2024
Accreditamento UNI CEI EN ISO/IEC 17025:20218

2025
Certificazione UL 508A

CAL|BRA™
VICI&C

Within the Optical Measuring Systems Business Unit, the ISO/IEC 17025 Metrology Laboratory project was successfully completed in 2024, resulting in accreditation for both: on-site calibration services performed at customer premises; and internal calibration services carried out at the Company's metrology laboratory located at its headquarters in Via Gutenberg 5. The accreditation covers the performance verification of 2D optical measuring machines used to inspect rotationally symmetrical components. Beyond establishing a dedicated business unit, this achievement has strengthened Vici's technical credibility, enhanced the Company's brand reputation, and reinforced its market positioning. Calibration certificates issued together with a Declaration of Conformity are recognized both nationally and internationally, ensuring transparency, reliability and traceability.

For the Electrical Panels Business Unit, 2025 represented a significant year of transition towards the adoption of increasingly advanced international standards through the implementation of the UL 508A certification programme, aimed at strengthening the Company's competitiveness and its ability to serve technically demanding international markets.

The year was also marked by a strategic process of consolidating the Business Unit's identity and market positioning. As part of the initiatives introduced through the Business Plan, Vici carried out a structured process to define the Business Unit's distinctive values, mission and long-term growth drivers, resulting in the development of a clear medium- to long-term business strategy.

In line with this strategic direction and in response to evolving international market requirements, Vici successfully completed the **UL 508A certification process** during 2025. UL 508A is an internationally recognized standard governing the manufacture of industrial control panels, particularly for the North American market.
Obtaining this certification: strengthens the competitiveness of the Electrical Panels Business Unit; expands commercial opportunities in international markets; demonstrates Vici's continued investment in technical expertise, product quality and regulatory compliance to support future growth.

> 3.3

Product quality and continuous improvement

Vici also distinguishes itself in the field of industrial automation, particularly in the design and manufacture of electrical control panels, machine wiring systems, and custom-engineered machines under the **VICIVISION Automation brand**. The Company delivers highly customized products that meet demanding quality standards through a combination of distinctive strengths, including:

COST REDUCTION
Thanks to long-standing relationships with its suppliers, Vici is able to secure competitive pricing and customized components, creating tangible value for its customers.

EFFICIENCY FOR BOTH SMALL AND LARGE PRODUCTION BATCHES
By integrating Lean Manufacturing principles with a well-structured warehouse management system, Vici ensures maximum operational efficiency regardless of order size.

SPECIALIZED KNOW-HOW
The Company continuously develops and strengthens specialized technical expertise within each of its Business Units, enabling it to meet the specific requirements of the industries it serves.

CUSTOMER PARTNERSHIP THROUGHOUT THE PRODUCT LIFE CYCLE
Vici supports customers throughout the entire product life cycle, from design and engineering to final delivery and comprehensive after-sales service.

WORLDWIDE SUPPORT
Through its network of authorized distributors in key international markets and its wholly owned subsidiaries dedicated to sales and after-sales support, Vici provides customers with a truly global service network.

CERTIFIED QUALITY STANDARDS AND LONG-TERM RELIABILITY
Supported by its internationally recognized certifications, Vici guarantees high standards of product and process quality while ensuring safety, environmental responsibility and respect for people.

In line with the governance model adopted across the Company, Vici has implemented a structured system of Key Performance Indicators (KPIs) to support quality management. The Company has established a comprehensive data collection and analysis framework that enables the continuous monitoring of operational processes and business performance. This data-driven approach provides effective support for quality control and continuous improvement activities.

In particular, Vici has defined: **first-level KPIs** to monitor overall product quality across both the Electrical Panels Business Unit and the Optical Measuring Systems Business Unit; **second-level KPIs**, managed by the Quality Controllers, to monitor internal and supplier non-conformities, supporting root cause analysis, corrective action plans and the development of detailed performance statistics for each business area.

This performance management system is closely integrated with the Company's **continuous improvement** programme, which seeks to optimize products, processes and services through structured and progressive initiatives based on methodologies such as the PDCA (Plan-Do-Check-Act) cycle; 5S improvement programmes; visual management tools. Continuous improvement is also supported by the adoption of digital solutions fully integrated with the Company's information systems, enabling increasingly traceable, interconnected and efficient process management.

Key digital platforms include:

- **JIRA**, used for project management and operational planning, providing real-time monitoring of project progress and coordination between teams;
- **THE QUARTA PLATFORM**, supporting incoming quality inspections and the management of internal and supplier non-conformities. The platform is integrated with the Company's AS400 and Warehouse Management System (WMS), enabling coordinated management of production orders, rework activities and quality inspections, including automated blocking of non-conforming materials until formal approval;
- **THE WAREHOUSE MANAGEMENT SYSTEM (WMS)**, integrated with the automated vertical warehouse, which optimizes logistics flows, improves activity traceability and workload management, while reducing errors and operational waste.

The integration of these digital tools strengthens the connection between quality, production and logistics, improving process traceability and supporting performance analysis, workload balancing and the optimization of operational resources.

> 3.3

Product quality and continuous improvement

Customer audits covering both the quality of the organisational structure and product quality and safety confirmed **the effectiveness of the Management Systems in place and identified no cases of non-compliance.**

To ensure a timely response to the **needs of its Electrical Panels Business Unit customers**, Vici holds regular review meetings during which reported non-conformities are analysed. These findings are recorded and managed within the Company's Integrated Management System (IMS) and translated into targeted and effective corrective actions.

Within the Optical Measuring Systems Business Unit, **customer satisfaction** is monitored through dedicated Key Performance Indicators (KPIs) and supported by the Service Department, which provides continuous technical assistance and customer support.

The department also offers customized after-sales service packages, including: on-site technical support; remote technical assistance; scheduled preventive maintenance services. As part of its continuous improvement digitalization strategy, Vici continued throughout 2025 to implement the digitalization of PDCA (Plan-Do-Check-Act) boards, extending the initiative to office departments through platforms such as Jira. The objective is to simplify the management of improvement reports, facilitate information sharing and enable real-time monitoring of project progress, while encouraging stakeholder engagement and promoting a structured approach to activity and project management.

At the same time, the Company continued the implementation of the **Kamishibai Board platform**, a Lean Management tool designed to manage routine activities, audits and operational controls. The platform enables the Company to: assign responsibilities clearly; monitor operational activities; automatically trigger corrective actions when issues are identified. Compared with traditional checklist-based systems, Kamishibai provides a more dynamic and interactive management approach. The project has been particularly successful within the production departments, where the standards achieved through 5S improvement programmes are periodically monitored using the Kamishibai platform, helping to maintain a consistently high level of operational discipline and stakeholder engagement.

During 2025, no cases of non-compliance were identified relating to regulations or voluntary codes governing the health and safety impacts of products and services.

Overall, the management model adopted by Vici integrates quality management, performance monitoring and continuous improvement within a structured and shared framework that supports business growth, strengthens internal capabilities and contributes to the creation of sustainable long-term value.

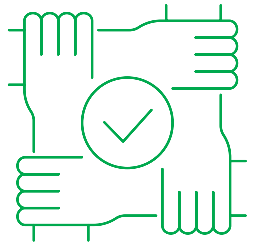
> chapter 4

Our people and the community

Our people

8 DECENT WORK AND ECONOMIC GROWTH

Collaboration, open **dialogue** and the **empowerment of people** have always been fundamental pillars of Vici's corporate culture.



Since its foundation, Vici has promoted an organizational model based on trust, open dialogue and shared growth, believing that people's well-being is a key driver of sustainable long-term performance.

Within this framework, the Company is committed to understanding the needs of its employees while fostering their aspirations, skills and potential, creating a workplace characterized by active participation and a strong sense of belonging.

As of 31 December 2025, Vici employed a total of **198 people**, including employees working at its international subsidiaries. Women account for 23% of the workforce, representing a slight increase compared with previous years and reflecting the Company's ongoing commitment to equity and inclusion, despite operating in an industry that remains predominantly male.

The workforce is primarily composed of employees aged between 30 and 50, representing approximately 61% of total personnel. This reflects a mature and experienced workforce at the peak of its professional development.
At the same time, approximately 18% of employees are under the age of 30, demonstrating Vici's ability to attract and integrate new talent while supporting generational renewal and the long-term development of skills. Employees aged over 50 account for approximately 21% of the workforce, contributing valuable experience, continuity and knowledge transfer, thereby strengthening the Company's overall expertise.
Almost all employees working in Italy (92%) are covered by the National Collective Labour Agreement for the Metalworking Industry (Metalmeccanica Industria).[1]

In addition, 96% of employees are engaged under permanent employment contracts, reflecting Vici's commitment to building stable, long-term employment relationships that support employee retention and sustainable organizational growth.

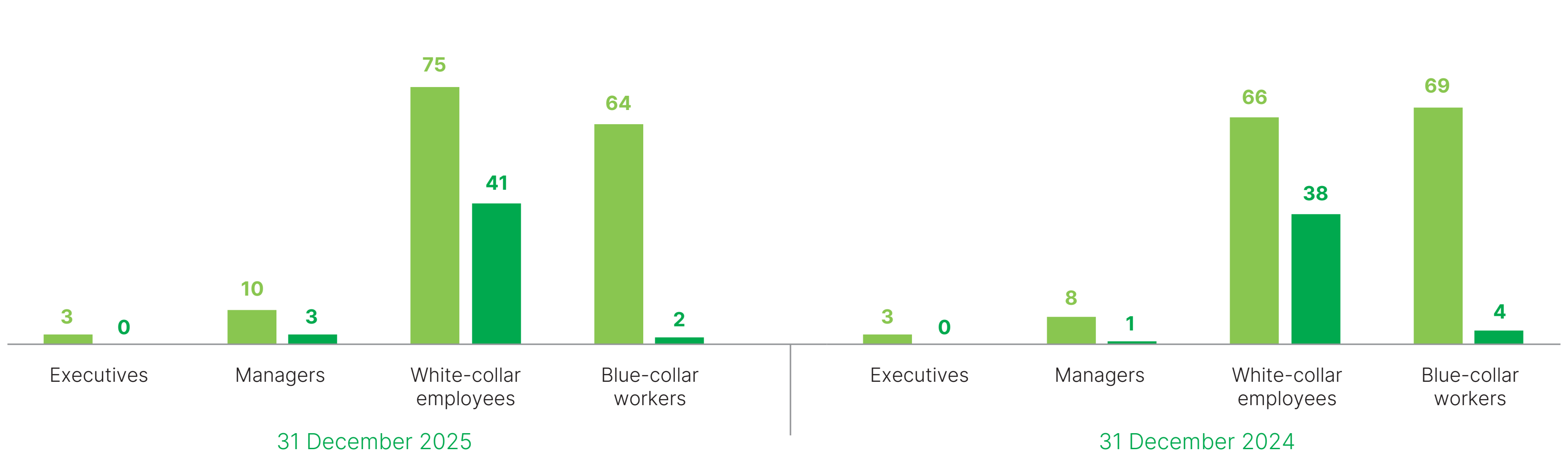
The Company also employs 12 people belonging to protected categories, comprising: 3 managers; 6 office employees; 3 blue-collar workers.

Alongside its direct workforce, Vici also engages non-permanent personnel, including temporary agency workers, interns, apprentices and external collaborators, who are integrated into the Company's activities in line with its principles of responsibility and inclusion.

1- *Employees working at Vici's foreign subsidiaries are not covered by Italian collective bargaining agreements; their employment conditions are governed by the labour legislation applicable in their respective countries.*

As of 31 December 2025, the total number of apprentices stood at 9, compared with 23 at the end of 2024. This decrease is primarily attributable to the permanent employment of a significant number of apprentices, confirming the Company's commitment to supporting professional development and long-term employment opportunities.

Employees (Headcount) by employee category and gender



Vici is **constantly seeking talented individuals** who can bring new skills and added value to the Company. This objective is pursued through its recruitment process, which involves identifying candidates through active searches in the job market, including in collaboration with recruitment agencies, through social media platforms (such as LinkedIn), as well as through long-standing, trusted relationships and the implementation of specific social and community-based projects.

> 4.1

Our people

Among these initiatives, several were carried out during 2025 in collaboration with local **schools and universities.** These partnerships are described in greater detail in Section 4.5 – Collaboration with Local Communities.

Once selected and hired, new employees participate in a structured onboarding programme designed to facilitate their gradual integration into the organization while strengthening their understanding of the Company's values from the outset.

At the same time, the **Human Resources Department** plays a central role in promoting internal dialogue, supporting employee development and fostering a fair and respectful working environment through structured discussion opportunities and organizational listening tools.

Within this framework, two dedicated training sessions were delivered during 2025, in July and September, targeting first- and second-line managers.
The sessions focused on the manager-employee feedback process, a key element of the competency and potential assessment programme that had already been introduced in previous years.
This initiative represented a further step towards an organizational model based on transparency, collaboration and continuous dialogue, creating new opportunities for employee development and professional growth.

Within the Company's management model, feedback is regarded as one of the most important leadership and communication tools. Its objective is to increase employees' awareness of behaviours and practices that should be maintained or strengthened to improve performance and competencies, while also identifying areas where corrective actions may be required to achieve the desired outcomes. Through regular follow-up meetings between managers and the Human Resources Department, Vici expects this feedback process to become fully embedded within its organizational practices by 2026.

Alongside its ongoing commitment to talent development, Vici places great emphasis on employee well-being, recognizing it as a fundamental driver of workplace quality and organizational climate.

To support this objective, the Company has developed a comprehensive **Corporate Welfare Programme**, available to all employees regardless of role or seniority, with the aim of promoting both individual and family well-being through practical and long-term initiatives. A key component of this programme is the Benefit Hub corporate welfare portal, which is continuously updated and accessible to the entire workforce, providing discounts and benefits through partnerships with local, national and international organizations.

Employees also have access to a dedicated consultation service with an Energy Manager, who provides guidance in selecting the energy supplier best suited to their household needs and consumption patterns.

The Company's welfare programme also includes initiatives promoting physical and mental well-being, such as partnerships with gyms and wellness centres.

Particular importance is also given to collaborations with local sports organizations, including FSQUARED RACING Srl and Rinascita Basket Rimini, which encourage social interaction and team spirit while supporting employees and their families in achieving a healthy work-life balance.

During 2025, Vici continued to offer family support initiatives, including: a Marriage Bonus of €500 (net) awarded to 7 employees; a Newborn Bonus of €1,000 (net) granted to 7 families. The Company also introduced Medical ROL Leave, providing employees with eight additional hours of paid leave per year for their own medical appointments or those of their children. During 2025, a total of 228 hours of Medical ROL Leave were used by 72 employees.

As part of the ongoing development of its welfare programme, Vici announced that, starting in 2026 (following communication to employees at the end of 2025), it will introduce the Grandparents Bonus, consisting of €500 in shopping vouchers to celebrate the birth of a grandchild and further extend the Company's support throughout every stage of employees' lives.

Through these initiatives, Vici reaffirms its commitment to fostering an inclusive workplace, attentive to the needs of its people and focused on the overall well-being of its corporate community.

Finally, **smart working** continues to be an established component of the Company's working model, supporting the balance between professional, personal and family life. Although the COVID-19 emergency has ended, the flexible working arrangements introduced before the pandemic remain an integral part of Vici's everyday operations, continuing to promote a healthy work-life balance.

4.2

Training and talent development

One of Vici's key objectives is to **support the professional growth of its people by continuously developing and strengthening their skills and competencies**. To this end, the Company delivers a wide range of training programmes covering both technical (hard) and behavioural (soft) skills, while also promoting Talent Retention policies and initiatives. These activities contribute directly to the Social dimension of the Company's sustainability strategy by enhancing employee well-being, engagement and retention.

During 2025, Vici continued to invest significantly in non-mandatory training, broadening and diversifying its learning programmes to strengthen employees' technical, digital and managerial competencies.

Training activities covered a wide range of subjects, including: technical product training, such as interferometry, optics, testing procedures, metrology laboratory operations and product knowledge; engineering and operational skills, including EPLAN, logistics design software and vertical warehouse management; digital and cross-functional competencies, including productivity tools such as Excel and OneDrive, digital marketing for international markets and introductory courses on artificial intelligence.

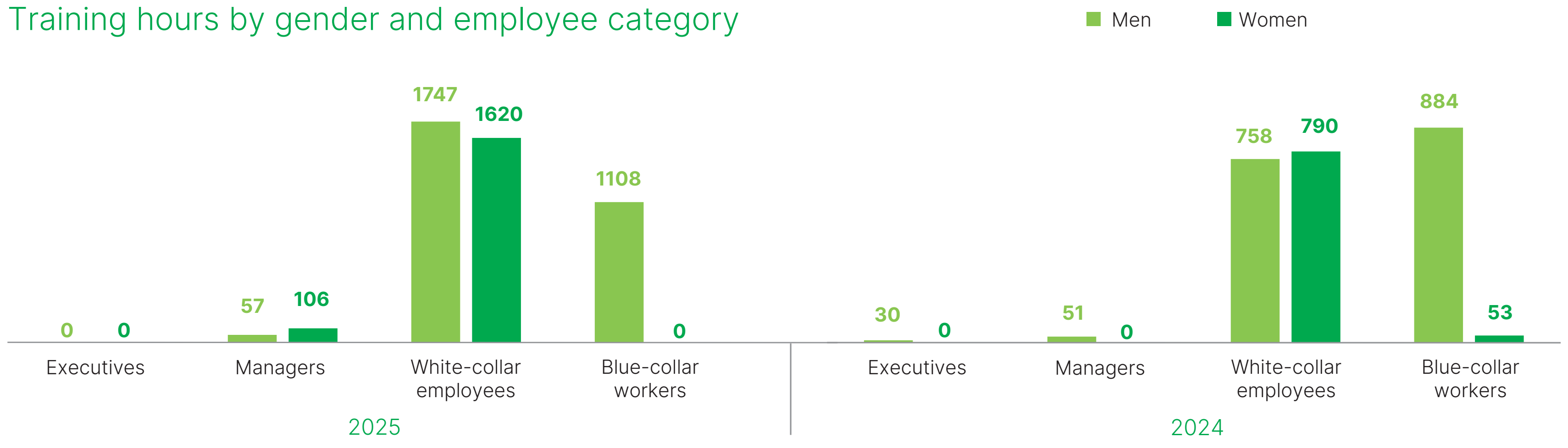
At the same time, the Company promoted several managerial and organizational development programmes, including: executive coaching for managers; manager-employee feedback methodologies; project management; communication skills; building trust within organizational processes. The training programme also included sessions on regulatory and strategic topics, such as: regulations governing the export of electrical control panels; quality management systems and ISO standards; the application of circular economy principles within business processes. The continuous development of employees' competencies represents a key enabler of the innovation, quality and continuous improvement initiatives described in Chapter 3.

This commitment resulted in a significant increase in training activity during 2025. A total of 4,639 training hours were delivered, compared with 2,566 hours in 2024. Average training per employee also increased substantially, rising from 14.92 hours in 2024 to 25.35 hours in 2025, confirming the Company's increasingly structured investment in people development.

Through these initiatives, Vici reinforces its commitment to fostering a culture of continuous learning, capable of supporting innovation while maximizing the contribution of every employee. During 2025-2026, the Company's learning model evolved further by placing greater emphasis on: multi-skilling; reskilling; job rotation. A key initiative supporting this approach is TWIMS – Try Working In My Shoes, originally introduced by the Corporate Representatives Committee (CRA) in 2024.

The programme encourages employees to temporarily exchange roles across departments, promoting mutual understanding of different activities, strengthening cross-functional collaboration and supporting professional development. In addition to these voluntary learning initiatives, Vici also delivered all mandatory occupational health and safety training required by applicable legislation.

Training hours by gender and employee category



> 4.2
Training and talent development

For the 2024-2025 period, Vici's training plan included the following key development areas:

DEVELOPMENT OF MANAGERIAL AND ORGANIZATIONAL SKILLS
Dedicated programmes were delivered for managers and key personnel, focusing on leadership, project management, communication management, manager-employee feedback, and the development of trust within organizational processes through targeted training and coaching initiatives.

STRENGTHENING TECHNICAL AND PRODUCT EXPERTISE
Specialized technical training covered the Company's products and technologies, including interferometry, optics, product testing, metrology laboratory activities, product knowledge, engineering design using EPLAN, and logistics software. These programmes were designed to support innovation while continuously improving product and process quality.

OPERATIONAL EXCELLENCE AND CONTINUOUS IMPROVEMENT
Training initiatives aimed at production and logistics personnel included programmes on vertical warehouse management, fully aligned with the Company's Lean Manufacturing journey and its commitment to continuous process improvement.

DIGITAL SKILLS AND INNOVATION
Vici further strengthened employees' digital competencies through training on operational software such as Excel and OneDrive, introductory courses on Artificial Intelligence (AI), and digital marketing, supporting both access to international markets and the evolution of the Company's business model.

QUALITY, SUSTAINABILITY AND COMPLIANCE
Training programmes also addressed: quality Management Systems and ISO standards; regulations governing the export of electrical control panels; circular economy principles applied to business processes.These initiatives support responsible corporate management while reinforcing compliance and sustainability throughout the organization.

PROFESSIONAL GROWTH AND INDIVIDUAL DEVELOPMENT
The Company continued to invest in coaching programmes, master's courses, and personal development initiatives designed to unlock employees' potential and promote a culture of lifelong learning.

To further strengthen collaboration across departments, Vici introduced dedicated training on trust within organizational processes, aimed at increasing employees' awareness of their contribution to the overall production system.
The initiative reinforced the message that every activity, regardless of its size, plays a fundamental role in achieving the Company's objectives and maintaining the high standards of product and service quality expected by customers.

To increase employees' understanding of the complete product lifecycle, colleagues from the Sales and Service Departments delivered presentations explaining what happens after a machine is sold, including customer support requirements, technical assistance and maintenance activities.

This initiative helped production personnel and production supervisors better understand the impact of their work throughout the entire lifecycle of the Company's products.
To further strengthen teamwork, production employees also participated in a series of experiential team-building activities, including trust exercises and collaborative problem-solving challenges, such as guiding blindfolded colleagues through obstacle courses.
These activities helped improve team cohesion, communication and mutual trust.

During 2025, **UNIVICI, Vici's internal corporate academy**, continued expanding its internal training activities while further strengthening its strategic role as a bridge between academia and industry. The initiative focused both on consolidating existing collaborations with partner universities and on exploring new academic partnerships, further expanding the Company's educational network.

Particularly within the **Research and Development area**, Vici established and strengthened collaborations with strategic university partners to create a dynamic and continuously evolving innovation ecosystem that encourages the exchange of expertise, knowledge and technological innovation.Through UNIVICI, the Company actively promotes the integration of academic education with industrial practice by supporting undergraduate and doctoral students through scholarships and dedicated research projects.
These initiatives represent an important mechanism for attracting young talent while simultaneously contributing to the development of innovative technological solutions that support Vici's competitiveness and long-term technological growth.

UNIVICI has therefore become a key instrument for fostering continuous collaboration between universities and industry, creating shared value and supporting the sustainable development of the skills required for the future.

Another key element of Vici's training system is the **annual competency assessment**, which enables the Company to monitor employees' professional development, identify skills gaps and define targeted improvement actions.

> 4.2

Training and talent development

The competency development process is further strengthened through structured **manager-employee feedback** tools, which were reinforced during 2025 through dedicated training programmes for first- and second-line managers. The objective is to promote a leadership style based on awareness, continuous dialogue and people development.

At the management level, Vici also introduced targeted coaching programmes and executive education initiatives, including **professional master's programmes** delivered in collaboration with the University of Modena and Reggio Emilia – Marco Biagi Foundation, focusing on the development of strategic human resources and managerial competencies.

These initiatives form part of a broader programme aimed at: defining shared leadership models; supporting succession planning; developing the potential of key talent across the organization. To effectively plan competency development activities, Vici first established a structured mapping of organizational roles and positions, identifying both the specific and common competencies required for each role.

Based on this competency framework, department managers apply a qualitative performance assessment model to evaluate how employees perform their activities, identify potential skills gaps and define appropriate corrective actions, improvement initiatives and targeted training programmes. Where performance assessments indicate potential for career progression, department managers discuss promotion proposals with the Human Resources Department, senior management and first-line leadership, ensuring alignment with the Company's organizational strategy. Similarly, both career development policies and compensation practices are designed with the future evolution of the organization in mind, supporting sustainable growth while encouraging the long-term development of employees' skills and careers.

> 4.3

Diversity, inclusion and equal opportunities

Vici promotes a corporate culture founded on respect for diversity, inclusion and equal opportunities, recognizing these principles as essential drivers of organizational well-being and sustainable value creation.

The Company's Human Resources policies are designed to ensure fairness throughout every stage of the employee lifecycle, from recruitment and selection to professional development, without discrimination based on gender, age or any other personal characteristic.

Since 2022, Vici has been supported by a dedicated Diversity & Inclusion Specialist, responsible for promoting awareness, training initiatives and the dissemination of a more inclusive culture throughout the organization.

Since the Company's foundation in 1977, no cases of discrimination have been reported within the organization. As part of its commitment to fostering an inclusive workplace, Vici organizes a range of initiatives throughout the year, including training programmes on diversity and inclusion and participation in conferences and industry events, helping to raise awareness and strengthen understanding of these important topics both within the Company and beyond.

> 4.3
Diversity, inclusion and equal opportunities

Among the initiatives dedicated to people, one of the most significant was **"More Unique Than Before"**, a project launched in 2024 and completed in 2025. The initiative was developed through a public-private partnership involving AUSL Romagna, Gi Group, and the Crisalide Association, with the objective of supporting the return to work of women recovering from breast cancer.

One of the most significant people-focused initiatives was "More Unique Than Before", launched in 2024 and completed in 2025. Developed through a public-private partnership involving AUSL Romagna, Gi Group, and the Crisalide Association, the project was designed to support the return to work of women recovering from breast cancer.

The initiative placed training at the heart of personal and professional renewal, creating a positive impact on both the participants and the wider community. The programme began with an initial phase of orientation, assessment and career guidance, involving seven women from Crisalide, a Rimini-based association that supports women affected by breast cancer throughout their journey from diagnosis to physical, emotional and social recovery.

Its primary objective was to strengthen participants' motivation to re-enter the labour market through a tailored training programme focused on developing transversal competencies and soft skills, including motivation, resilience, change management and personal empowerment.The programme helped participants regain confidence in their ability to play an active role in society, enabling them to become, in the spirit of the project's name, "More Unique Than Before."

A distinctive feature of the initiative was the scientific contribution provided by **AUSL Romagna**. In collaboration with Vici, psychological stress assessments were administered to participants both at the beginning and at the end of the programme. The questionnaire evaluated five key dimensions: practical, relational, emotional, spiritual and physical well-being. The results provided an initial evidence base for assessing the effectiveness of motivational support in facilitating post-illness return-to-work pathways and highlighted the importance of belonging to an inclusive environment capable of offering new opportunities. The impact of the initiative was both tangible and measurable. Two participants were hired by Vici & C. S.p.A., while the remaining five were supported by Gi Group through personalised employment placement and reintegration programmes.

Through this project, Vici reinforced its commitment to creating value for the local community by investing in people and promoting the development of transferable skills applicable across different professional contexts. Building on the success of the initiative, the Company plans to launch a second edition, "More Unique Than Before 2", in 2026, continuing its commitment to transforming experiences of vulnerability into opportunities for personal growth, social inclusion and professional reintegration.

These initiatives are intended not as isolated projects, but as part of a long-term corporate approach. Vici aims to progressively integrate them into its HR policies, embedding inclusion as a permanent component of its organisational culture while creating lasting opportunities for both people and the local community.

In this context, it is also worth recalling previous inclusion programmes, including **Moms@Work**, designed to support women returning to work after maternity leave, and **DiscOver**, dedicated to employees aged over 50, with the aim of enhancing their experience while supporting reskilling and personal and professional development.

In 2025, Vici further strengthened its monitoring system by expanding the scope of analysis to include both workforce **composition and gender pay equity**. The Italian workforce reached **183 employees**, with women representing **23% of the total workforce**, primarily employed within the **white-collar employee** category (38 out of 111 employees).

Although the industrial sector remains predominantly male, Vici continues to promote initiatives that foster gender equality and inclusion while addressing barriers to female participation.

Regarding the **gender pay gap**, the Company recorded gradual, although still limited, improvements. Within the white-collar employee category, the ratio of women's to men's base salary increased slightly from **83%** in 2024 to **84%** in 2025, while the ratio of **total remuneration** remained broadly stable at **81%.**

Among blue-collar employees, the ratio of women's to men's base salary improved from **74% to 75%**, while the ratio of total remuneration showed a more significant increase, rising from **59% to 74%**. This reflects a progressive alignment not only in base salaries but also in indirect compensation components.

Overall, while there is still room for further improvement, these results represent meaningful progress in Vici's ongoing efforts to **reduce the gender pay gap** and promote a more balanced and inclusive workplace.

The Company remains committed to maintaining this momentum through structured, long-term initiatives aimed at increasing female representation across all professional categories and progressively reducing pay inequalities. As part of its commitment to gender equality, Vici & C. S.p.A. has also launched a structured programme to obtain the Italian Gender Equality Certification (UNI/PdR 125), beginning with a comprehensive preliminary assessment.
This assessment identified the Company's key improvement areas and provided the foundation for a multi-year action plan focused on strengthening internal policies, enhancing training activities and formalising procedures related to gender equality. The certification pathway has been planned over a three-year period, with the objective of establishing an organisational model that is increasingly inclusive, equitable and fully aligned with certification requirements.

Among the initiatives introduced in this area, the Company has created reserved parking spaces for pregnant employees ("Pink Parking"), following a proposal from the Corporate Employee Representatives Committee (CRA). The initiative was immediately endorsed by Management as a practical demonstration of Vici's commitment to employee well-being and its attention to supporting people during important stages of their lives.

> 4.4

Occupational health and safety

Protecting the health and safety of its people is a fundamental element of Vici's corporate responsibility. The Company's commitment is reflected in its determination to provide a safe working environment where everyone can perform their duties safely while preserving their long-term well-being. At Vici, health and safety are not regarded merely as regulatory compliance requirements, but as an ongoing commitment and shared responsibility that guide corporate decisions, behaviours and investments. Protecting people means safeguarding the future of the organization and building lasting relationships of trust with employees, customers and the local community.

To support this commitment, Vici has implemented, across its Italian sites, an **Occupational Health and Safety Management System certified in accordance with ISO 45001:2018**, providing a structured framework for managing workplace health and safety risks through clearly defined roles, responsibilities and processes.

Risk management is based on a structured process of periodic assessment, formalized within the **Risk Assessment Document (DVR)**, which identifies and evaluates risks associated with the Company's activities. The assessment considers not only operational hazards but also factors such as gender, age, nationality and specific individual conditions, including work-related stress and maternity protection.

The Risk Assessment Document also specifies the preventive and protective measures adopted to manage and reduce identified risks, including: employee information and awareness initiatives (supported by a Welcome Book distributed to all employees); training and practical instruction; provision and replacement of Personal Protective Equipment (PPE); shared procedures and operating instructions for managing specific activities and workplace hazards.

When defining preventive and protective measures, Vici applies the hierarchy of controls established by ISO 45001, prioritizing the elimination or reduction of risks at their source whenever possible, followed by engineering and organizational controls, while considering personal protective equipment as the final layer of protection.

However, safety extends beyond procedures and documentation. It is built every day through the contribution of everyone working within the Company. Active employee involvement, cross-functional collaboration and continuous dialogue are considered essential for making prevention truly effective. This approach is supported by a structured system for collecting health and safety **reports**, including continuous improvement suggestions and near-miss reports.

The permanent presence of the Quality, Health, Safety and Environment (QHSE) Department ensures that all reports are collected, managed promptly and shared with the relevant stakeholders. Monthly performance is monitored through dedicated indicators, including the percentage of corrective actions completed compared with those opened during the reporting period, providing a measure of the Company's responsiveness to identified issues.

During the 2024-2025 period, Vici recorded **105 near-miss reports**, exceeding its target of 95 reports, while achieving a 90.5% closure rate, surpassing the target of 85%.

The year 2025 ended with **328 days since the last workplace accident**, following the occurrence of a minor work-related injury that reset a positive safety record of more than nine consecutive years without workplace accidents. Although minor, the incident represented an important learning opportunity, reinforcing the Company's awareness that workplace safety depends on continuous attention, learning and shared responsibility. Following the incident, Vici introduced its first **Safety Meeting**, conceived not only as a forum for reviewing health and safety performance but also as an opportunity for open discussion on critical issues and improvement actions. The active involvement of representatives from across the Company's health and safety organization produced positive results, leading Vici to formalize these meetings as a regular component of its occupational health and safety management system.

Vici is committed to strengthening its **safety culture** throughout the organization by actively engaging its people and raising awareness of workplace risks and the corresponding prevention and protection measures.

> 4.4
Occupational health and safety

This commitment is implemented through the active contribution of the Company's Health and Safety Organization and through a participatory approach that encourages involvement at every organizational level.
Within this framework, **training** is considered a fundamental tool for increasing awareness, developing competencies and promoting responsible behaviours.
Employees regularly attend mandatory occupational health and safety training. The Company maintains a dedicated system for monitoring training deadlines, identifying training needs and scheduling courses to ensure that employees remain continuously informed about the behaviours and procedures required to perform their work safely.
During 2025, Vici delivered a total of 692 hours of occupational health and safety training.

Through the appointment of dedicated health and safety representatives, including Workers' Safety Representatives (RLS), the Occupational Physician, Managers, and Supervisors, the Company promotes a stronger safety culture by actively involving employees and increasing awareness of workplace risks and the preventive measures adopted to address them. Beyond risk management, Vici embraces a broader approach focused on the overall **well-being** of its people, recognizing the importance of protecting both physical and psychological health. Safe workplaces are environments where employees feel respected, supported and listened to.

Among the main initiatives introduced are:

- **TELEMEDICINE SERVICE**, providing employees and their families with 24/7 access to specialist medical consultations across a wide range of healthcare disciplines. The service also includes access to paediatric specialists, offering additional support to employees with children.
- **PSYCHOLOGICAL SUPPORT SERVICE**, enabling employees to receive confidential psychological counselling, including through remote consultations, and to establish direct contact with qualified professionals.
- **PAID LEAVE FOR MEDICAL APPOINTMENTS**,available for employees and their family members. As part of the Company's welfare programme, this initiative allows employees to take additional paid leave for personal or family medical appointments upon presentation of appropriate medical documentation.
- **CHUBB TRAVEL SMART** a business travel application integrated with the Company's corporate insurance policy. The platform provides country-specific health and safety information, recommended vaccinations, emergency contact details and assistance in the event of medical emergencies during business travel.

Health and safety audits carried out during the reporting period identified no significant non-conformities, nor were there any cases of non-compliance with applicable regulations or voluntary code relating to the health and safety impacts of the Company's products and services.

Overall, Vici's occupational health and safety model integrates risk prevention, performance monitoring and employee engagement into a structured system of continuous improvement, fostering the development of a shared and deeply embedded safety culture throughout the organization.

> 4.5 Collaboration with local communities

Vici is deeply rooted in the local community in which it operates, as demonstrated by the numerous initiatives and partnerships it promotes to support local communities, as well as by the wide range of projects developed in **collaboration with schools and universities.**

Vici has maintained its long-standing partnership with ITS Maker, the network of advanced technical institutes established by the Italian Ministry of Education in 2008 to provide highly specialized vocational training programmes for young graduates.

Another significant collaboration is the partnership with the University of Camerino, aimed at supporting the research and development of innovative products for the market. Since March 2023, and continuing throughout 2025, this collaboration has enabled employee-students to attend university courses, sit examinations and earn academic credits while continuing their professional careers, fostering a practical integration between higher education and the workplace.
During 2024 and 2025, the partnership evolved further through the direct involvement of university students completing their thesis projects alongside the Company's software development teams. This collaboration generated innovative projects focused on the development of advanced technological solutions while providing talented young people with valuable hands-on experience in an industrial environment, working alongside experienced professionals.The approach adopted by Vici encourages every participant to contribute their individual talents and perspectives, recognizing uniqueness as a key driver of innovation and value creation.

The Company's people-centred culture and strategic vision continue to shape the evolution of its learning and development model, with the objective of strengthening internal competencies and supporting long-term organizational growth. Within this framework, Vici has adopted a **reskilling** approach based on the development of multi-disciplinary competencies while simultaneously promoting social responsibility initiatives that facilitate the recruitment and training of motivated individuals seeking new professional opportunities.

Training is therefore regarded not only as a means of acquiring technical knowledge but also as a powerful tool for personal renewal, empowerment and professional growth. This philosophy is exemplified by the "More Unique Than Before" project, which translates the Company's values into concrete actions. In recognition of the project's social impact, on 18 November 2025, Vici was invited to AUSL Rimini Hospital to receive an official award acknowledging its contribution to a project that embodies the principles of corporate social responsibility while raising awareness of important community health issues.

Following an awareness campaign promoted by the Crisalide Association and Infermi Hospital of Rimini, Vici also actively participated in a fundraising initiative that enabled the purchase of a new state-of-the-art ultrasound scanner for the Oncology Prevention Centre, making a tangible contribution to strengthening healthcare services for the local community.

As part of its broader commitment to social responsibility, Vici continues to collaborate with local educational institutions, from lower secondary schools to high schools, supporting students as they explore their aspirations and make informed decisions about their future educational and career paths.

This commitment also includes the continuation of the **OrientaMente** programme, which involves employees' children together with the Human Resources Department, providing both individual and group career guidance sessions to help young people navigate their future educational and professional choices.

Alongside these established initiatives, in May 2025 Vici organised a new educational event for middle-school students entitled **"Grandpa, Will You Walk Me to School?"** The initiative involved the Masters of Labour from the Rimini area and was designed to encourage intergenerational dialogue while promoting the exchange of values, experiences and perspectives between older and younger generations.

During the event, students had the opportunity to hear personal testimonies from professionals who had received the prestigious Master of Labour honour awarded by the President of the Italian Republic. They also met the Company's founders, Nevio Vici and Loana Piccinini, who shared the story of how they established Vici in 1977, describing the motivation and entrepreneurial vision that inspired the Company's creation.

The event concluded with a discussion on the value of failure as a learning opportunity. Through the sharing of different life experiences, participants explored how setbacks can become powerful drivers of personal development, resilience and future success, often leading to opportunities and achievements that differ from, yet ultimately enrich, one's original aspirations.

> 4.5
Collaboration with local communities

In a rapidly changing environment, the ability to adapt to change and continuously develop new skills is essential to ensuring the long-term growth of both the Company and its people.

For this reason, Vici has always promoted talent attraction and retention policies through initiatives dedicated to career guidance, the development of young talent and professional growth. Employees are encouraged to undertake horizontal career moves across different business functions, enabling them to gain broader exposure to the Company's processes, develop multidisciplinary skills and strengthen their entrepreneurial mindset.

Vici's commitment to supporting the local community is also reflected in its **sponsorship** of numerous local sports and cultural organizations, including:

> **BASKETBALL**:
Basket Rimini
Insegnare Basket Rimini

> **FOOTBALL (SOCCER)**:
S.S.D. Bellariva Virtus
Dinamo Santarcangelo Calcio
A.S.D. VERUCCHIO

> **MOTORCYCLE RACING**:
3: 511 Racing Team - an all-female racing team
G.FOUR CORSE S.R.L.

> **CYCLING**:
ASD Freccerosse Cycling

> **CULTURE**:
Santarcangelo dei teatri

Through these initiatives, Vici actively contributes to the social, cultural and sporting development of the local community, reinforcing its long-standing commitment to creating shared value beyond its core business activities.

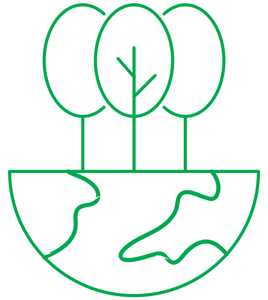
chapter 5

Environmental impact management

> 5.1

Energy consumption and emissions

The **management and reduction of environmental impacts**, together with the protection of the planet, have become fundamental priorities in today's world. Every individual and organization is called upon to consider these responsibilities when making decisions and carrying out their activities.



Climate change is a global challenge that requires everyone to take action, however small, to help mitigate its adverse impacts.

Vici is continuously committed to identifying and implementing effective solutions aimed at progressively reducing the environmental impacts generated by its activities. Since 2010, the Company has maintained **ISO 14001** Environmental Management System certification, providing a structured framework for managing environmental aspects, ensuring compliance with applicable environmental legislation, and assessing environmental risks and opportunities. The scope of the Environmental Management System covers Vici's headquarters and its Via del Grano production facility. To support effective environmental management, Vici operates a monthly monitoring dashboard that tracks electricity, natural gas and water consumption across its facilities.

This system enables the Company to monitor annual consumption trends, identify potential anomalies and support data-driven decision-making.

Since the publication of the 2023 Sustainability Report, and as part of its ongoing commitment to greater transparency and continuous improvement, Vici has also included the energy consumption and related greenhouse gas emissions of its international subsidiaries within its sustainability reporting.

GRI 302-1: energy consumption within the organization[1]

Energy source	Unit	2025	Energy (GJ)[2]	2024	Energy (GJ)
Non-renewable fuels		**164,350**	**5,822**	**159,037**	**5,622**
Natural gas	Sm^3	45,159	1,607	44,988	1,601
Diesel fuel (company-owned vehicle fleet)	litres	109,121	3,891	101,382	3,610
Petrol (company-owned vehicle fleet)	litres	10,070	324	11,992	387
Compressed natural gas (company-owned vehicle fleet)	kg	0	0	675	24
Purchased electricity		**302,539**	**1,089**	**303,706**	**1,093**
of which from non-renewable sources	kWh	33,641	121	35,693	128
of which from renewable sources	kWh	268,898	968	268,013	965
Total energy consumption	**GJ**	**466,889**	**6,911**	**462,743**	**6,715**
Share of renewable energy			14%		14%

1- Following the significant organizational restructuring of the German subsidiary during 2025, its energy data were reported consistently with the previous reporting period.
For the subsidiaries in China and South Korea, diesel, petrol and non-renewable electricity consumption were estimated by scaling the German subsidiary's data according to the floor area of each site.
For the U.S. subsidiary (VICIVISION America), the same estimation methodology was applied only to diesel consumption for the company-owned vehicle fleet.
For the Italian headquarters on Via Gutenberg, company vehicle fuel consumption was estimated by dividing the annual fuel expenditure by an average fuel price of €1.70 per litre.
2- Energy consumption was converted into gigajoules (GJ) using internationally recognized conversion factors, including those published by the Italian Ministry of the Environment and Energy Security and DEFRA (2024–2025).

> 5.1

Energy consumption and emissions

From 1 January to 31 December 2025, the total **energy consumption** of Vici and its international subsidiaries amounted to **6,911 GJ**, remaining broadly in line with the **6,911 GJ** recorded in 2024.

The Company's primary source of energy consumption was **non-renewable fuels**, which accounted for 84% of total energy consumption. This mainly comprised diesel, petrol and compressed natural gas (CNG) used by the Company's vehicle fleet. The increase in fuel consumption compared with 2024 is attributable to the new commercial strategy introduced during 2025. In response to the slowdown experienced in certain industries and geographical markets, the Company focused on consolidating existing markets and customer relationships while simultaneously pursuing new business opportunities. This strategy resulted in a stronger direct presence with key customers, more intensive engagement with the dealer network, and targeted participation in major international trade fairs across the Products, Electrical Control Panels, and Automation business areas, in line with the international expansion strategy defined within the Company's governance framework.

The remaining 16% of total energy consumption was attributable to purchased electricity. In Italy, **100% of the electricity** purchased is covered by Guarantees of Origin certificates and is sourced entirely from **renewable energy**.

As part of the **relamping** project launched in 2024 to improve the energy efficiency of the Via Gutenberg 5 facility, lighting systems in the office areas (ground and first floors) and production departments were replaced with high-efficiency LED fixtures equipped with automatic daylight-responsive controls, which adjust lighting intensity according to ambient natural light.

In 2025, Vici's **energy intensity**, calculated as gigajoules (GJ) of energy consumed per million euros of revenue, amounted to 136 GJ/€ million, compared with 128 GJ/€ million in 2024, reflecting a slight increase over the previous year.

GRI 305-1: Direct Greenhouse Gas (GHG) Emissions (Scope 1) and GRI 305-2: Energy Indirect Greenhouse Gas (GHG) Emissions (Scope 2)

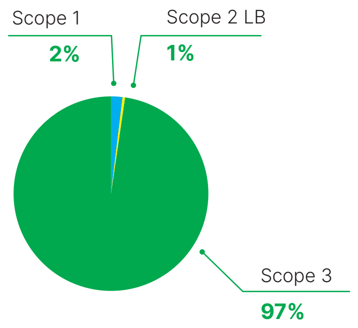
Scope 1[3]	Unit	2025	2024
Natural gas	tCO_2eq	93	92
Diesel	tCO_2eq	301	279
Petrol	tCO_2eq	21	25
Compressed natural gas (CNG)	tCO_2eq	0	0
Total Scope 1 emissions	**tCO_2eq**	**415**	**396**
Scope 2			
Location-Based[4]	tCO_2eq	87	128
Market-Based[5]	tCO_2eq	14	14
Scope 1 + Scope 2 (Location-Based)	**tCO_2eq**	**502**	**524**
Scope 1 + Scope 2 (Market-Based)	**tCO_2eq**	**429**	**410**

Overall, Vici continues to enhance its energy management policies by mitigating indirect greenhouse gas emissions from purchased electricity (Scope 2) through the procurement of Guarantees of Origin (GoOs). While the Company's growth and international commercial expansion led to a 5% year-on-year increase in direct GHG emissions (Scope 1), primarily attributable to increased business travel and customer engagement activities, the use of certified renewable electricity enabled the Company to maintain market-based Scope 2 emissions at a consistently low level. This reflects Vici's ongoing commitment to reducing the carbon intensity of its operations while supporting sustainable business growth.

3- For the calculation of Scope 1 emissions, the following emission factors were applied:
• Natural gas: 2.067 kg CO_2e/Sm^3 in 2025 and 2.04542 kg CO_2e/Sm^3 in 2024 (source: DEFRA 2025 and DEFRA 2024);
• Diesel fuel: 2.75541 kg CO_2e/litre for both reporting years (source: DEFRA 2025 and DEFRA 2024);
• Petrol: 2.06916 kg CO_2e/litre in 2025 and 2.08440 kg CO_2e/litre in 2024 (source: DEFRA 2025 and DEFRA 2024);
• Compressed natural gas (CNG): 0.00219 kg CO_2/Sm^3 for both reporting years (source: Italian Ministry of the Environment and Energy Security, National Standard Parameters for Greenhouse Gas Monitoring and Reporting, 2024 edition).
4- For the calculation of Scope 2 emissions associated with purchased electricity using the location-based method, the following emission factors were applied:
• Italy: 0.279 kg CO_2/kWh in 2025 and 0.431 kg CO_2/kWh in 2024 (source: AIB 2024);
• United States: 0.3384 kg CO_2/kWh for both reporting years (source: TERNA 2024, international comparisons);
• China and South Korea: 0.5989 kg CO_2/kWh for both reporting years (source: TERNA 2024, international comparisons);
• Germany: 0.0425 kg CO_2/kWh in 2025 and 0.0961 kg CO_2/kWh in 2024 (source: AIB 2024 and AIB 2023).
5- For the calculation of Scope 2 emissions associated with purchased electricity using the market-based method, the following emission factors were applied:
• Italy: 0.441 kg CO_2/kWh in 2025 (source: AIB 2025) and 0.500 kg CO_2/kWh in 2024 (source: AIB 2024);
• United States: 0.3384 kg CO_2/kWh for both reporting years (source: TERNA 2024, international comparisons);
• China and South Korea: 0.5989 kg CO_2/kWh for both reporting years (source: TERNA 2024, international comparisons);
• Germany: 0.725 kg CO_2/kWh in 2025 (source: AIB 2024) and 0.7119 kg CO_2/kWh in 2024 (source: AIB 2023).

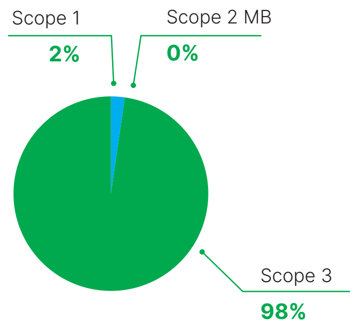
> 5.1
Energy consumption and emissions

TOTAL GHG EMISSIONS (LOCATION-BASED)



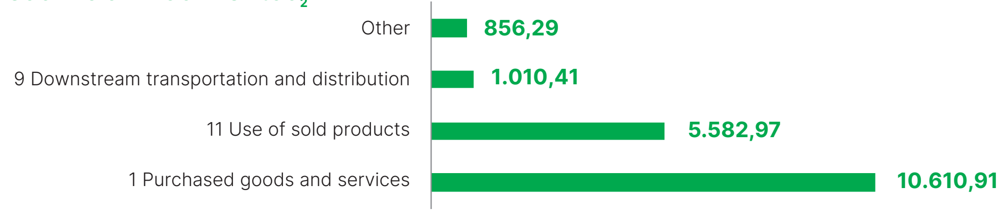
Location-based methodology: This approach reflects the average GHG emission intensity of the electricity grids from which energy is consumed, primarily using the average grid emission factor for the relevant electricity system.

TOTAL GHG EMISSIONS (MARKET-BASED)



Market-based methodology: This approach accounts for greenhouse gas (GHG) emissions from purchased electricity based on the contractual instruments intentionally selected by the organization, or, where no such contractual arrangements exist, on the absence of such a choice.The market-based calculation also incorporates the use of a residual mix where the emission intensity associated with the organization's contractual instruments is not specified. This ensures that electricity consumption not covered by supplier-specific emission factors is accounted for using the residual emissions attributable to the electricity grid.

SCOPE 3 CATEGORIES - tCO_2



Indirect value chain emissions

The 2025 reporting year marks the first year in which Vici has quantified its **Scope 3** indirect greenhouse gas (GHG) emissions across its value chain. Expanding the emissions inventory beyond the operational boundaries of Scope 1 and Scope 2 represents an important milestone in the Company's sustainability and reporting journey. It provides a more comprehensive understanding of Vici's emissions profile, enables the identification of the most significant sources of emissions, and lays the foundation for the definition of future reduction targets and mitigation initiatives.

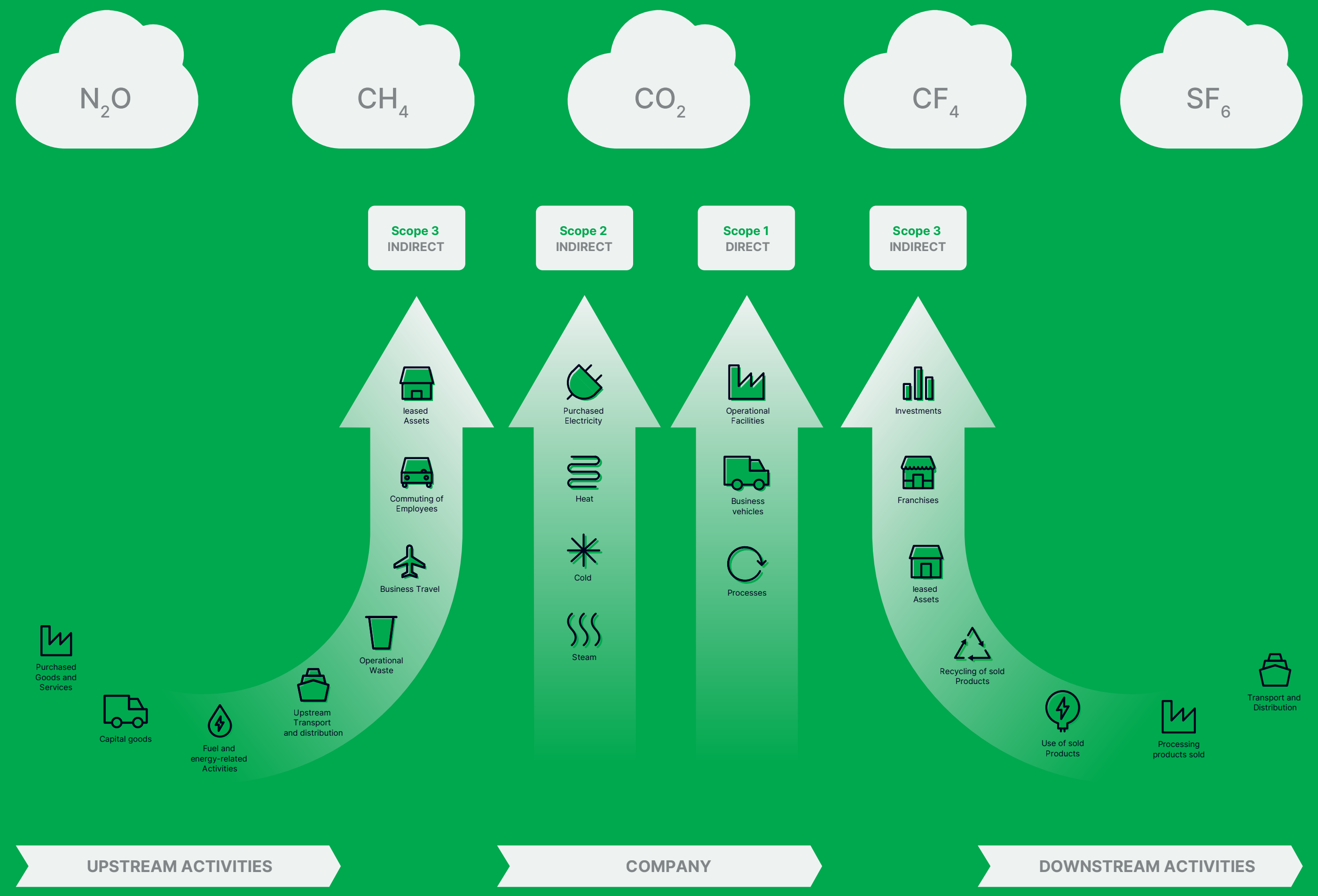
The analysis highlighted that **Scope 3 emissions account for the largest share of the Company's overall carbon footprint**, reflecting the characteristics of Vici's business model, which is centred on the design, assembly and distribution of optical measuring machines and electrical control panels.

For the current reporting period, all Scope 3 emissions were quantified using model-based calculation approaches, including both spend-based and activity-based methodologies, applying secondary emission factors obtained from internationally recognised databases, in accordance with the methodological options provided by the GHG Protocol Corporate Value Chain (Scope 3) Standard. No primary data were collected directly from suppliers or customers for the calculation of Scope 3 emissions during the reporting period.

The table below presents Vici's complete greenhouse gas (GHG) emissions inventory, broken down by Scope 1, Scope 2 and Scope 3.
In particular, it provides a detailed breakdown of each Scope 3 category in accordance with the requirements of the GHG Protocol Corporate Value Chain (Scope 3) Standard.

	GHG emission scope and category	2025 Emissions [tCO_2e]
	Scope 1	**415**
	Scope 2 (Location-Based)	**87**
	Scope 2 (Market-Based)	**14**
	Scope 3	**18,060**
Scope 3 Emissions - Upstream	1 Purchased goods and services	**10,611**
	2 Capital goods	**96**
	3 Fuel and energy related activities	**7**
	4 Upstream transportation and distribution	**268**
	5 Waste generated in operations	**0**
	6 Business travel	**345**
	7 Employee commuting	**134**
	8 Upstream leased assets	
Scope 3 Emissions - Downstream	9 Downstream transportation and distribution	**1,010**
	10 Processing of sold products	
	11 Use of sold products	**5,583**
	12 End of life treatment of sold products	**6**
	13 Downstream leased assets	
	14 Franchises	
	15 Investments	

5.1 Energy consumption and emissions



The calculation methodologies adopted for each quantified Scope 3 category are summarised below:

UPSTREAM

1 **PURCHASED GOODS AND SERVICES**	**Average-data method**: applied to product categories for which weight data were available. Spend-based method: applied to purchased goods and services where weight data were not available.
2 **CAPITAL GOODS**	**Spend-based method**: based on the annual increase in capital expenditure (CapEx), with the application of Environmentally Extended Input-Output (EEIO) spend-based emission factors.
3 **FUEL AND ENERGY RELATED ACTIVITIES**	**Average-data method**: based on the fuel and electricity consumption data used for the calculation of Scope 1 and Scope 2 emissions, applying upstream emission factors for Well-to-Tank (WTT) and Transmission and Distribution (T&D) losses.
4 **UPSTREAM TRANSPORTATION AND DISTRIBUTION**	**Distance-based method**: based on the mass of goods transported, the transport mode used and the total distance travelled for inbound transportation of purchased goods, applying emission factors expressed in tonne-kilometres (t·km).
5 **WASTE GENERATED IN OPERATIONS**	**Waste-type-specific method**: based on the quantity and type of waste generated and its treatment method, using emission factors associated with the relevant European Waste Catalogue (EWC) code. Emissions from transporting waste to disposal or treatment facilities were also included.
6 **BUSINESS TRAVEL**	**Spend-based method**: based on expenditure for flights and accommodation.
7 **EMPLOYEE COMMUTING**	**Distance-based method:** based on employee commuting data, including the distance travelled between home and the workplace, the mode of transport used and the frequency of office attendance compared with remote working days.

DOWNSTREAM

9 **DOWNSTREAM TRANSPORTATION AND DISTRIBUTION**	**Distance-based method:** based on the mass of goods transported, the transport mode used (road and air freight) and the total distance travelled for outbound transportation of sold products, applying emission factors expressed in tonne-kilometres (t·km).
11 **USE OF SOLD PRODUCTS**	**Minimum boundary approach**: includes the direct emissions associated with the use phase of products sold over their expected lifetime, namely the Scope 1 and Scope 2 emissions generated by end users through the consumption of electricity during product operation.
12 **END OF LIFE TREATMENT OF SOLD PRODUCTS**	**Waste-type-specific method**: based on the weight and composition of packaging materials and marketed products, together with the assumed end-of-life treatment scenarios applicable in the destination markets (Italy, the EU and non-EU countries), reflecting the expected disposal pathways for the products at the end of their useful life.

Vici's emissions inventory reveals a profile strongly characterized by **indirect emissions**, with Scope 3 accounting for **97% of total emissions.**

> 5.1

Energy consumption and emissions

The results of Vici's GHG inventory reveal an emissions profile that is heavily dominated by indirect emissions, with Scope 3 accounting for 97% of the Company's total greenhouse gas emissions. This distribution is consistent with Vici's business model and confirms that the Company's most significant environmental impacts occur both upstream and downstream along the value chain. Direct emissions (Scope 1) amounted to 415 tCO_2e, while energy indirect emissions (Scope 2) were considerably lower, totalling 87 tCO_2e under the location-based approach and 14 tCO_2e under the market-based approach. This profile indicates that the greatest opportunities for emissions reduction lie not within the Company's direct operations but in the management of its value chain.

Category 1 – Purchased Goods and Services is the largest contributor to Vici's Scope 3 emissions inventory, accounting for **57.8% of total Scope 3 emissions**. The principal emission sources within this category include:

- **ELECTRICAL COMPONENTS AND METALLIC RAW MATERIALS** (steel, aluminium and copper) used in the manufacture of optical measuring machines and electrical control panels;
- **OPTICAL COMPONENTS AND CONSUMABLE MATERIALS** which make a comparatively smaller contribution;
- **PURCHASED SERVICES** including consultancy, maintenance and IT services.

This category offers the greatest potential for future emissions reductions through the selection of lower-carbon suppliers. Achieving these reductions will require closer engagement with the supply chain to collect primary emissions data and implement supplier decarbonisation programmes.

Category 11 – Use of Sold Products is the second largest contributor, representing 30.9% of Scope 3 emissions. These emissions reflect the electricity consumed by Vici's products during their operational lifetime at customers' facilities. Although the Company's optical measuring machines have relatively low energy consumption during use, their long service life (approximately 12–15 years) makes this category a significant contributor to the overall emissions profile.

Category 9 – Downstream Transportation and Distribution, which includes emissions generated by third-party transportation of finished products to customers, accounts for 5.5% of Scope 3 emissions. Opportunities for reducing emissions in this category include optimising transport routes, consolidating shipments, selecting logistics providers operating lower-emission vehicle fleets, and increasing the use of sea freight instead of air freight for international shipments. In this context, since 2024 Vici has participated in the DHL GoGreen Plus programme, which promotes the use of Sustainable Aviation Fuel (SAF) for air freight services.

Certain Scope 3 categories are considered not applicable to Vici's operations. For example, Category 10 – Processing of Sold Products has not been reported because the Company markets finished products that do not undergo further processing by customers. Vici's GHG emissions intensity, calculated as the sum of Scope 1 and Scope 2 (location-based) emissions per million euros of revenue, was **8.45 tCO_2e/€ million** in 2025, representing an improvement compared with 10 tCO_2e/€ million recorded in the previous year.
To support sustainable growth, Vici has established an **Environmental Responsibility Plan**, designed to provide a structured, measurable and continuous approach to improving environmental performance.

Building on the Company's sustainability journey, the Plan identifies:

- the main environmental impact areas (energy consumption, greenhouse gas emissions, waste, resource use and supply chain);
- associated improvement actions;
- specific objectives and quantitative targets;
- key performance indicators (KPIs) to monitor progress on a regular basis.

The Plan focuses on the following **priority areas**:

- CO_2 emissions
- Energy
- Waste and circular economy
- Materials and sustainable supply chain
- Responsible resource management
- Products and eco-design
- Internal culture and employee engagement

THE FOREST OF TALENT

"Treedom & Vici" carbon offsetting project, through which trees are planted in different countries around the world and their growth is continuously monitored. The initiative delivers both environmental and social benefits.

Environmental benefits:

- **Long-term carbon sequestration;**
- **Enhancement and long-term preservation of soil fertility;**
- **Biodiversity conservation;**
- **Improvements in air and water quality;**
- **Reduction of pressure on primary forests.**

Social and economic benefits:

- **Support for and development of local communities;**
- **Funding, community building, training and technical assistance.**

As part of this initiative, Vici created **"The Forest of Talent"**, comprising 400 trees, with the aim of creating a meaningful connection between environmental stewardship and human talent. The growth, development and care of the forest reflect the passion and commitment with which Vici strives every day to create value and foster growth through its people.

Thanks to this initiative, Vici contributes to reducing its environmental impact. In particular, the trees planted in the Forest of Talent are expected to sequester **129.38 tCO_2e** over their lifetime.

5.2 Circular economy

When discussing the circular economy, Vici focuses on two closely interconnected topics: **materials** and **waste**.

The circular economy is a model of production and consumption based on the principles of sharing, leasing, reusing, repairing, refurbishing and recycling existing materials and products for as long as possible. This approach extends the useful life of products and, consequently, helps reduce waste generation. Once a product reaches the end of its life cycle, the materials from which it is made are recovered and reintroduced into the production cycle, generating additional value.

Vici uses a wide range of both renewable and non-renewable **materials** in its operations.

Non-renewable materials, primarily plastics, electronic components, cables and metal parts, account for the vast majority (92%) of the materials used in the production process. These materials are selected to ensure high performance and long-term durability, thereby contributing to extending the service life of the Company's products.

Renewable materials, such as wood and cardboard, are mainly used for logistics and packaging activities.

As part of its continuous improvement approach, during 2025 Vici continued its project to reclassify and monitor materials, further strengthening data collection by incorporating unit weight information into the material master data within the Company's ERP system. The data collected cover approximately 87% of incoming material quantities, demonstrating Vici's commitment to building a robust information system to support material monitoring and management.

In 2025, the total quantity of materials used decreased by 15%, from 912,162 kg to 773,699 kg, primarily as a result of lower production volumes.

During the year, Vici also enhanced the commodity classification of materials by redefining the material categories, as presented in the following table.

Material category	Unit	2025	2024	Change (%)
NON-RENEWABLE MATERIALS				
Plastics	Kg	165,827	311,049	-47%
Electronic components	Kg	153.,08	160,349	-5%
Cables	Kg	44,002	54,008	-19%
Fabricated metal components (sheet metal and processed metals)[6]	Kg	265,34	**339,133[6]**	-22%
Alloys / castings	Kg	81,864	-	-
RENEWABLE MATERIALS				
Wood	Kg	58,762	45,865	+28%
Paper	Kg	646*	-	-
Cardboard	Kg	3,856	1,758	+119%
Total	**Kg**	**773,053**	**912,162**	**-15%**

Compared with 2024, sheet metal is now included under the new "Fabricated metal components" category, while "Alloys and castings" has been reported as a separate category rather than being included within the former sheet metal category. *In addition, the quantity of paper associated with customer-requested printed manuals has been separated from the cardboard category, as these items are not used as raw materials in the production process but are procured solely as purchased items.

The increase in cardboard consumption is consistent with Vici's Sustainable Procurement Policy and is primarily attributable to the Storopack project, launched in 2024, which introduced packaging materials made from 100% recycled and fully recyclable paper (FSC-certified), progressively replacing plastic-based packaging materials. This initiative is reflected in the 47% reduction in plastic consumption recorded during the year.

The 28% increase in wood consumption compared with 2024 is mainly attributable to the purchase of wooden packaging for shipping optical measuring machines, which is directly linked to the increase in product sales recorded during 2025.

6- From 2025, the "Sheet Metal" category has been incorporated into "Fabricated Metal Components". Accordingly, the 2024 comparative figure includes both categories (337,799 kg + 1,334 kg).

> 5.2

Circular economy

As part of its **Responsible Resource Management programme**, Vici implemented several additional initiatives during 2025, alongside the Storopack project, including:

- replacing **plastic pack list envelopes** with 100% recyclable paper envelopes;
- introducing **Green Bubble Wrap bags made from recycled materials** or renewable resources;
- adopting **30-micron polyethylene (PE) press-seal bags**, which reduce plastic consumption and the associated environmental impact through their reduced material thickness;
- introducing pressed wood pallets, manufactured from PEFC-certified wood particles, which are both environmentally friendly and biodegradable.

Overall, non-renewable material consumption decreased from 864,539 kg to 710,436 kg, while the use of renewable materials increased from 47,622 kg to 62,624 kg, in line with the Company's strategy of progressively optimising resource use.

At the same time, Vici promotes the use of recycled-content materials in its products, including cast components containing, on average, 47% recycled aluminium, as well as technical plastic materials incorporating recycled resins.

Beyond reducing the use of single-use packaging materials, the Company is also pursuing the digitalisation of internal processes to **minimise paper consumption** and improve document management efficiency. During 2025, both employees' occupational health documentation and the onboarding documentation provided to new hires were fully digitised, while the organisation continued to promote responsible printing practices.

Within logistics operations, Vici has implemented **projects aimed at optimising shipments**, including transport route analysis and the promotion of direct deliveries, generating both cost savings and environmental benefits.

With regard to **waste management**, Vici segregates waste according to the European Waste Catalogue (EWC) classification and predominantly generates **non-hazardous waste**, representing approximately 99% of total waste generated. This mainly includes wood from damaged pallets, metals, pure and insulated copper, and mixed packaging materials. In 2025, the Company generated **16.2 tonnes** of waste, compared with **26.8 tonnes** in 2024, corresponding to an **overall reduction of approximately 39%**. **Hazardous waste** accounted for only **1% of total** waste generated and mainly consisted of end-of-life equipment containing potentially hazardous components, aerosol cans, empty packaging contaminated by hazardous substances, and used cloths and protective clothing potentially contaminated by substances such as oils.

To ensure effective waste management, Vici works with **specialised waste treatment companies**, verifies suppliers' environmental authorisations, and operates a structured waste monitoring system, including waste transfer documentation and dedicated tracking records, providing comprehensive oversight of waste generated across its headquarters and production facilities.

The chemical substances used in production are handled in very limited quantities and are characterised by a low hazard level.
Consistent with Vici's commitment to the 3R principles of **Reduce, Recycle and Reuse**, the entire installed base of optical measuring machines remains operational. Every machine sold is registered within the Company's Customer Relationship Management (CRM) system, enabling full traceability throughout its lifecycle, from delivery to scheduled maintenance activities.

Any waste generated during maintenance operations is generally managed directly by the customer. Exceptions apply to components covered under warranty, which are returned to Vici for internal inspection and testing. Components are only disposed of as waste where an actual malfunction is confirmed. The durability of Vici's optical measuring machines, together with its repair and refurbishment activities, is demonstrated by a 100% refurbishment rate for returned machines and regenerated products, where "product" refers to the complete optical measuring machine returned to the Company.

Refurbishment follows a structured rework procedure, including comprehensive functional testing within the production department. In addition, Vici offers customers the possibility of upgrading the software installed on existing machines, reducing technological obsolescence and extending product service life.

The Company has also introduced a dedicated online sales platform ("Portal Machines"), through which customers can purchase both newly manufactured machines available from stock and refurbished machines. This approach optimises product life-cycle management by encouraging the reuse and enhancement of existing equipment while reducing waste and inefficiencies associated with manufacturing and inventory management.

Within the Electrical Control Panels Business Unit, Vici also contributes to circularity by refurbishing electrical cabinets and, in collaboration with specialised partners, regenerating the associated air-conditioning units.

Overall, the initiatives undertaken by Vici demonstrate its progressive transition towards a more efficient and sustainable resource management model, based on material monitoring, waste reduction, the continuous search for lower-impact solutions, and the integration of technical choices, material management and business model innovation.

chapter 6

Economic and digital responsibility

> 6.1
Economic value generated and distributed

The statement of **economic value generated and distributed** can be derived from the reclassification of the statutory financial statements. Its purpose is to illustrate the value created by Vici and to provide an assessment of the extent to which the Company's strategic objectives have been achieved through the results delivered.

The economic value directly generated by Vici in 2025 amounted to €51,390,081, representing a 3.2% decrease compared with the previous year. This reduction reflects the overall uncertainty in the economic and geopolitical environment, together with weaker demand across several of the Company's key market sectors.This trend had been anticipated and incorporated into the strategic scenarios outlined in the Company's Business Plan, enabling Vici to maintain its long-term development trajectory while continuing to invest in improvement and innovation initiatives.

The economic value distributed, amounting to €50,652,823, consisted primarily of reclassified operating costs, including expenditure on raw materials, consumables and merchandise, services, leases and rentals, changes in inventories of raw materials, consumables and merchandise, and other operating expenses.

A total of €128,804 was distributed to providers of capital in the form of finance costs, while no dividends were distributed to shareholders during the reporting year.

In addition, Vici allocated €318,671 to local communities through charitable donations, sponsorships and community partnerships, representing an increase of approximately 5% compared with 2024.

Further details are provided in the table opposite.

GRI 201-1: direct economic value generated and distributed

Economic Value (€)	2025	2024
Economic value generated	**€ 51,390,081**	**€ 53,089,076**
Economic value distributed	**€ 50,652,823**	**€ 51,396,062**
Operating costs	€ 39,604,566	€ 40,828,892
Employee wages and benefits	€ 10,253,347	€ 9,398,870
Payments to government	€ 347,435	€ 721.,66
Payments to providers of capital	€ 128,804	€ 143,223
Payments to shareholders	€ 0	€ 0
Community investments	€ 318,671	€ 303,211
Economic value retained	**€ 737,258**	**€ 1,693,014**

Cybersecurity encompasses the technologies, processes and protective measures implemented to reduce the risk of cyberattacks and safeguard the confidentiality, integrity and availability of the Company's information assets.

> 6.2

Cybersecurity and data protection

Effective cybersecurity management and a robust security framework are fundamental to mitigating cyber threats, reducing risks and ensuring business continuity.

During 2025, no substantiated complaints were received concerning customer privacy breaches or the loss of customer data.

Recognising that secure information management is essential to the sustainable growth of its business, Vici updated and strengthened its **Information Security Policy** during the reporting year.

The Policy is based on a structured assessment of information security risks, including the identification of potential threats and vulnerabilities, together with the implementation of appropriate preventive and protective measures.

In today's digital environment, cybersecurity and data protection represent strategic priorities. Accordingly, Vici has implemented an Information **Security Management System (ISMS)** designed to:

- protect the Company's information assets;
- ensure business continuity;
- minimise operational disruptions and potential losses;
- strengthen the Company's competitive position.

Consistent with Vici's corporate governance framework and its performance monitoring and risk management processes, information security has been fully integrated into the Company's planning and enterprise risk management systems and has been identified as one of the strategic priorities within the 2026-2028 Business Plan.

Within this framework, information security is managed through a continuous and structured process of risk assessment and control review, enabling the Company to adapt its security measures in response to the evolving technological and regulatory landscape.

This proactive approach enables Vici to effectively manage cyber risks, support informed decision-making and strengthen the overall resilience of the organisation.

The governance of information security is entrusted to dedicated roles, including the Chief Information Security Officer (CISO), who is responsible for the Information Security Management System (ISMS), the Chief Information Officer (CIO) and the Chief Technology Officer (CTO). Together with the Chief Executive Officer (CEO) and representatives from the Company's business functions, these roles form the **Crisis Management Team**, the body responsible for managing information security incidents and crisis situations.

During 2025, Vici further strengthened its information security management system to comply with new regulatory requirements. Following the entry into force of the NIS2 Directive, the Company was identified as an essential entity and accordingly updated its management system by integrating TISAX, privacy and NIS2 requirements into a single coordinated governance framework.

At the beginning of 2025, Vici also successfully renewed its **TISAX (Trusted Information Security Assessment eXchange) certification**, obtaining a positive audit outcome and a further three-year certification period.

The renewed certification confirms compliance with the latest TISAX requirements, including the YPT control and the implementation of information classification through label-based (slider) information handling, **demonstrating the Company's continued commitment** to maintaining high standards of information security. TISAX is an information security assessment and exchange mechanism governed by the ENX Association. Based on the principles of ISO/IEC 27001 (Information Security Management Systems) and ISO/IEC 27017 (Cloud Security Controls), it is widely used within the automotive industry to ensure secure and trusted information exchange between manufacturers and suppliers.

In parallel, Vici launched an **IT infrastructure improvement programme** aimed at further enhancing the security and resilience of its information systems.

During 2025, the Company also initiated a dedicated project to manage risks associated with the use of artificial intelligence (AI). The project included an initial risk assessment, the identification of authorised AI platforms, and the implementation of control measures, including restrictions on unauthorised access to AI platforms to prevent potential data leakage. The initiative was supported by dedicated employee training and awareness activities.

Vici has also progressively extended its information **security framework to its international subsidiar**ies, establishing common policies and procedures while strengthening centralised oversight by the parent company over IT infrastructure decisions. The programme was initially launched at the German subsidiary and is scheduled to be rolled out across the remaining international locations during 2026, with support from local implementation partners where appropriate.

> 6.2
Cybersecurity and data protection

The programme was initially launched at the German subsidiary and will be progressively extended to the Company's other international locations during 2026, with support from local implementation partners.
Building on previous years' initiatives, **Vici continued to strengthen employee training and awareness through dedicated training sessions**, simulated phishing campaigns and targeted awareness programmes covering the following areas:

- **CYBERSECURITY AND DATA PROTECTION:** training employees to recognise phishing emails, create strong passwords and use corporate devices securely.
- **ARTIFICIAL INTELLIGENCE (AI)**: promoting the responsible use of generative AI tools while safeguarding the confidentiality of Company information and preventing data privacy breaches.
- **COMPLIANCE AND INTERNAL PROCEDURES**: helping employees understand and comply with internal policies and applicable regulatory requirements.

The phishing simulations are designed to replicate realistic cyber threats and are accompanied by targeted feedback and training activities, contributing to a higher level of cyber risk awareness across the organisation. The results of each phishing campaign are periodically shared with all employees to encourage continuous improvement.

At the end of both onboarding programmes and information security training activities, employees complete an Information Security Survey to assess their level of understanding and identify any knowledge gaps requiring further attention.

To further support awareness, the Company makes available through a shared internal platform its Information Security Policy, the IT Equipment Usage Policy, the procedures and work instructions of the Information Security Management System (ISMS), as well as the training materials used during awareness sessions.
From an operational perspective, Vici has implemented several cybersecurity measures, including:

- multi-factor authentication (MFA) for remote access to corporate systems;
- Extended Detection and Response (XDR) endpoint protection solutions;
- continuous threat monitoring, including dark web monitoring activities;
- controls governing the use of external storage devices (e.g. USB drives);
- both online and offline backup systems, supported by disaster recovery plans and periodic data replication;
- network segmentation and isolation of external access points.

The Company has also strengthened governance over cloud platforms and Software-as-a-Service (SaaS) applications by introducing formal usage policies and restricting access to unauthorised cloud services, thereby reducing the risk of data exposure.

Further continuous improvement initiatives currently underway include:
- implementing air-gapped cloud backup solutions;
- further strengthening network segmentation (VLANs);
- continuously expanding cybersecurity training and awareness programmes, both during onboarding and throughout employees' careers.

For Vici, 2025 represented a year of consolidating cybersecurity awareness and preparing for compliance with new regulatory requirements, laying the foundations for the implementation of an increasingly integrated, structured and resilient information security framework from 2026 onwards.

Appendix

Sustainability performance

Human Resources Data
Environmental Data
GRI Content Index

Our sustainability performance

HUMAN RESOURCES DATA

GRI 2-7: employees

Total number of employees by employment contract (permanent and temporary) and gender

Employment contract type	As at 31 December 2025			As at 31 December 2024		
	Male	Female	Total	Male	Female	Total
Permanent	146	45	**191**	142	40	**182**
Fixed-term	6	1	**7**	4	3	**7**
Total	**152**	**46**	**198**	**146**	**43**	**189**

Numero totale di dipendenti suddivisi per tipologia di impiego (full-time e part-time) e per genere

Employment type	As at 31 December 2025			As at 31 December 2024		
	Male	Female	Total	Male	Female	Total
Full-time	150	37	**187**	146	29	**175**
Part-time	2	9	**11**	0	14	**14**
Hours not guaranteed[1]	0	0	**0**	0	0	**0**
Part-time (%)	1%	20%	**6%**	0%	33%	**7%**
Total	**152**	**46**	**198**	**146**	**43**	**189**

1- Employees with non-guaranteed hours are employed by the organisation without a guaranteed minimum or fixed number of working hours. They are required to be available for work as needed; however, the organisation is not contractually obliged to provide a minimum or fixed number of working hours per day, week or month. Casual employees, zero-hours contract workers and on-call employees are examples of this type of employment arrangement.

Total Number of Employees by Geographical Area, Employment Contract Type (Permanent and Fixed-term)

Geographical area	As at 31 December 2025			As at 31 December 2024		
	Permanent	Fixed-term	Total	Permanent	Fixed-term	Total
Italy	176	7	**183**	165	7	**172**
Germany	4	0	**4**	8	0	**8**
United States	9	0	**9**	7	0	**7**
South Korea	1	0	**1**	1	0	**1**
China	1	0	**1**	1	0	**1**
Total	**191**	**7**	**198**	**182**	**7**	**189**

Total Number of Employees by Geographical Area and Employment Type (Full-time and Part-time)

Geographical area	As at 31 December 2025			As at 31 December 2024		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Italy	174	9	**183**	160	12	**172**
Germany	2	2	**4**	6	2	**8**
United States	9	0	**9**	7	0	**7**
South Korea	1	0	**1**	1	0	**1**
China	1	0	**1**	1	0	**1**
Total	**187**	**11**	**198**	**175**	**14**	**189**

GRI 2-8: Workers Who Are Not Employees

Average number of external workers (headcount) by occupational category and gender

Occupational category	As at 31 December 2025			As at 31 December 2024		
	Male	Female	Total	Male	Female	Total
Agency workers	2	3	**5**	3	1	**4**
Apprentices	1	1	**2**	11	6	**17**
Other: External contractors	2	0	**2**	2	0	**2**
Total	**5**	**4**	**9**	**16**	**7**	**23**

GRI 2-30: Collective bargaining agreements

Percentage of the total workforce covered by collective bargaining agreements

Number of employees	2025	2024
Total number of employees	198	189
Number of employees covered by collective bargaining agreements	183	172
Overall percentage[2]	**92%**	**91%**

2- Collective bargaining agreements do not apply to employees of the Company's international subsidiaries, whose employment terms and conditions are governed by the applicable labour legislation and regulatory requirements of the countries in which they operate.

GRI 404-1: Employee training in occupational health and safety[3]

Average hours of occupational health and safety training by employee category and gender

Occupational category	As at 31 December 2025			As at 31 December 2024		
	Male	Female	Total	Male	Female	Total
Executives	10.67	0	**10.67**	0	0	**0**
Middle management	11.00	10.00	**10.50**	0	0	**0**
White-collar employees	3.92	2.08	**3.29**	3.05	2.94	**3.0**
Blue-collar employees	4.02	0	**3.89**	5.38	7.00	**5.5**
Total	**4.21**	**2.36**	**3.78**	**4.09**	**3.36**	**3.9**

3- The reporting boundary for this disclosure includes only employees of the Group's Italian operations.

GRI 403-9: Work-related injuries[4]

Employees

WORK-RELATED INJURIES		
Number of incidents	**2025**	**2024**
Total number of work-related fatalities	0	0
Total number of high-consequence work-related injuries (excluding fatalities)	0	0
Total number of recordable work-related injuries	1	0
HOURS WORKED		
	2025	**2024**
Hours worked	333,194	321,808
Calculation multiplier	200,000	200,000
INJURY RATES		
	2025	**2024**
Fatality rate	0	0
High-consequence injury rate (excluding fatalities)	0	0
Recordable work-related injury rate[5]	0.60	0
MAIN TYPES OF WORK-RELATED INJURIES		
Number of cases	**2025**	**2024**
Cuts / lacerations	1	0
Bruises / crush injuries	0	0
Overexertion injuries (musculoskeletal injuries, hernias, etc.)	0	0
Other injuries	0	0

4- It should be noted that the data relating to the German subsidiary have been estimated by maintaining the previous year's values, due to the organisational restructuring that affected the subsidiary during the reporting period.
5- The recordable work-related injury rate was calculated using a base of 200,000 hours worked.

External Workers

WORK-RELATED INJURIES		
Number of incidents	**2025**	**2024**
Total number of work-related fatalities	0	0
Total number of high-consequence work-related injuries (excluding fatalities)	0	0
Total number of recordable work-related injuries	0	0
HOURS WORKED		
	2025	**2024**
Hours worked	9,384	11,750
Calculation multiplier	200,000	200,000
INJURY RATES		
	2025	**2024**
Fatality rate	0	0
High-consequence injury rate (excluding fatalities)	0	0
Recordable work-related injury rate[6]	0	0
MAIN TYPES OF WORK-RELATED INJURIES		
Number of cases	**2025**	**2024**
Cuts / lacerations	0	0
Bruises / crush injuries	0	0
Overexertion injuries (musculoskeletal injuries, hernias, etc.)	0	0
Other injuries	0	0

6- The recordable work-related injury rate was calculated using a base of 200,000 hours worked.

GRI 404-1: Average hours of training per employee by gender and employee category[7]

Average training hours by employee category and gender (excluding occupational health and safety training)

Employee category	As at 31 December 2025			As at 31 December 2024		
	Male	Female	Total	Male	Female	Total
Executives	0	0	**0**	15.00	0	**15.00**
Middle management	28.73	53.00	**40.86**	17.00	0	**17.00**
White-collar employees	23.94	42.64	**30.34**	12.22	22.57	**15.95**
Blue-collar employees	17.58	0	**17.04**	13.39	13.25	**13.39**
Total	**20.65**	**41.11**	**25.35**	**12.95**	**21.62**	**14.92**

GRI 404-3: Percentage of employees receiving regular performance and career development reviews, by gender and employee category

Employees who received a regular performance and career development review

Employee category	2025	2024
Executives	33%	50%
Middle management	100%	100%
White-collar employees	100%	100%
Blue-collar employees	98%	100%
Total	**98%**	**99%**

7- The reporting boundary for this disclosure includes only employees of the Group's Italian operations.

Employees who received a regular performance and career development review, by gender

Gender	2025	2024
Male	97%	99%
Female	100%	100%
Total	**98%**	**99%**

GRI 405-1: Diversity of Governance Bodies and Employees

Percentage of employees by employee category and gender

Employee category	As at 31 December 2025			As at 31 December 2024		
	Male	Female	Total	Male	Female	Total
Executives	1.5%	0%	**1.5%**	1.6%	0%	**1.6%**
Middle management	5.1%	1.5%	**6.6%**	4.2%	0.5%	**4.8%**
White-collar employees	37.9%	20.7%	**58.6%**	34.9%	20.1%	**55.0%**
Blue-collar employees	32.3%	1.0%	**33.3%**	36.5%	2.1%	**38.6%**
Total	**76.8%**	**23.2%**	**100%**	**77.2%**	**22.8%**	**100%**

Percentage of employees by employee category and age group

Employee category	As at 31 December 2025				As at 31 December 2024			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Executives	0%	0.5%	1.0%	**1.5%**	0%	1.1%	0.5%	**1.6%**
Middle management	0%	5.6%	1.0%	**6.6%**	0%	3.7%	1.1%	**4.8%**
White-collar employees	11.6%	34.3%	12.6%	**58.6%**	8.5%	34.9%	11.6%	**55%**
Blue-collar employees	6.6%	20.2%	6.6%	**33.3%**	7.4%	24.9%	6.3%	**38.6%**
Total	**18.2%**	**60.6%**	**21.2%**	**100%**	**15.9%**	**64.6%**	**19.6%**	**100%**

Employees belonging to protected categories by employee category and gender

Employee category	As at 31 December 2025			As at 31 December 2024		
	Male	Female	Total	Male	Female	Total
Executives	0	0	**0**	0	0	**0**
Middle management	2	1	**3**	0	0	**0**
White-collar employees	2	4	**6**	3	4	**7**
Blue-collar employees	3	0	**3**	3	1	**4**
Total	**7**	**5**	**12**	**6**	**5**	**11**

GRI 405-2: Ratio of Basic Salary and Remuneration of Women to Men[8]

Ratio of women's basic salary to men's basic salary

Basic salary	2025	2024
	Female-to-male ratio	Female-to-male ratio
Executives	0%	0%
Middle management	67%	0%
White-collar employees	84%	83%
Blue-collar employees	75%	74%

Ratio of women's total remuneration to men's total remuneration

Total remuneration	2025	2024
	Female-to-male ratio	Female-to-male ratio
Executives	0%	0%
Middle management	71%	0%
White-collar employees	81%	81%
Blue-collar employees	74%	59%

8- The reporting boundary for this disclosure includes only employees of the Group's Italian operations.

ENVIRONMENTAL DATA

GRI 301-1: Materials used by weight or volume for the organisation's products and services[10]

Materials used by weight

Material type	Unit	2025		2024	
		Non-renewable	Renewable	Non-renewable	Renewable
Plastic	Kg	165,827	0	311,049	0
Electronic components	Kg	153,008	0	160,349	0
Cables	Kg	44,002	0	54,008	0
Sheet metal[11]	Kg	0	0	337,799	0
Metal parts[11]	Kg	0	0	1,334	0
Fabricated metal components[11]	Kg	265,734	0	0	0
Castings[11]	Kg	81,864	0	0	0
Wood	Kg	0	58,762	0	0
Paper[10]	Kg	0	646	0	45,865
Cardboard	Kg	0	3,856	0	1,758
Total renewable / non-renewable materials	**Kg**	**710,436**	**63,264**	**864,539**	**47,622**
Renewable materials as a percentage of total materials	**%**	**8%**		**5%**	
Total materials used	**Kg**	**773,053**		**912,162**	

10- The reporting boundary for this indicator includes only the Group's Italian operations.
11- Compared with the previous reporting year, the material categories were revised following a further review of the commodity classification system. For further details, see Chapter 5.2 – Circular Economy.

GRI 306-3: Waste generated[12]

Total Weight of Non-hazardous Waste Generated

Waste type (EWC code)	Unit	2025	2024
EWC 15 01 03	tonnes	9.32	12.39
EWC 17 04 05	tonnes	0.00	0.22
EWC 17 04 05	tonnes	1.40	4.90
EWC 17 04 02	tonnes	0.05	0.46
EWC 17 04 11	tonnes	1.50	1.75
EWC 17 04 01	tonnes	0.00	0.04
EWC 16 02 14	tonnes	0.52	2.00
EWC 15 01 06	tonnes	3.28	4.01
EWC 16 06 04	tonnes	0.00	0.04
EWC 16 06 05	tonnes	0.00	0.01
EWC 16 06 05	tonnes	0.00	0.02
Total	**tonnes**	**16.07**	**25.84**

Total Weight of Hazardous Waste Generated

Waste type (EWC code)	Unit	2025	2024
EWC 15 02 02	tonnes	0.02	0.02
EWC 16 02 11	tonnes	0.09	0.35
EWC 15 01 11	tonnes	0.00	0.01
EWC 15 01 10	tonnes	0.00	0.01
EWC 16 02 13	tonnes	0.06	0.45
EWC 16 06 01	tonnes	0.00	0.10
Total	**tonnes**	**0.18**	**0.93**

12- The reporting boundary for this indicator includes only the Via del Grano facility, as the quantities of waste generated at the Group's other Italian and international sites are not considered material.

GRI CONTENT INDEX

Statement of use Vici has prepared this report in accordance with the gri standards for the reporting period from 1 january 2025 to 31 december 2025.

GRI 1 used GRI 1: foundation 2021

GRI Standard	Disclosure	Numero di pagina/ note	Omitted requirements	Reason	Explanation
GRI 2: General Disclosures (2021)					
Organisation and reporting practices					
2-1	Organisational details	5, 10-11			
2-2	Entities included in the organisation's sustainability reporting	5			
2-3	Reporting period, frequency and contact point	5			
2-4	Restatements of information	5			
2-5	External assurance	5			
Activities and workers					
2-6	Activities, value chain and other business relationships	8-11			
2-7	Employees	112-113			
2-8	Workers who are not employees	114			
Governance					
2-9	Governance structure and composition	18			
2-10	Nomination and selection of the highest governance body	18-23			
2-11	Chair of the highest governance body	18			
2-12	Role of the highest governance body in overseeing the management of impacts	22			
2-13	Delegation of responsibility for managing impacts	22			
2-14	Role of the highest governance body in sustainability reporting	20			
2-15	Conflicts of interest	18; 23			
2-16	Communication of critical concerns	27			
2-17	Collective knowledge of the highest governance body	20			
2-18	Evaluation of the performance of the highest governance body	20			
2-19	Remuneration policies	21			
2-20	Process to determine remuneration	27			
2-21	Annual total compensation ratio		a); b); c).	Confidentiality constraints	
Strategy, policies and practices					
2-22	Statement on sustainable development strategy	4			
2-23	Policy commitments	15; 36-37; 96			
2-24	Embedding policy commitments	36-37; 96			
2-25	Processes to remediate negative impacts	41			
2-26	Mechanisms for seeking advice and raising concerns	27			
2-27	Compliance with laws and regulations	During the 2024-2025 reporting period, no significant instances of non-compliance with laws or regulations resulting in monetary or non-monetary sanctions were recorded.			
2-28	Membership associations	Vici is not a member of any trade or industry associations.			

GRI Standard	Disclosure	Numero di pagina/ note	Omitted requirements	Reason	Explanation
Stakeholder Engagement					
2-29	Approach to stakeholder engagement	38			
2-30	Collective bargaining agreements	39			
MATERIAL TOPICS					
GRI 3: Material Topics (2021)					
3-1	Process to determine material topics	40-41			
3-2	List of material topics	40-41			
MATERIAL TOPIC: ECONOMIC PERFORMANCE					
GRI 201: Economic Performance (2016)					
3-3	Management of material topics	40-41; 104			
201-1	Direct economic value generated and distributed	105			
MATERIAL TOPIC: ETHICS, INTEGRITY AND COMPLIANCE					
GRI 205: Anti-corruption (2016)					
3-3	Management of material topics	40-41; 22			
205-3	Confirmed incidents of corruption and actions taken	22			
GRI 206: Anti-competitive Behaviour (2016)					
206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	22			
MATERIAL TOPIC: ENERGY CONSUMPTION AND EMISSIONS					
GRI 302: Energy (2016)					
3-3	Management of material topics	40-41; 88-96			
302-1	Energy consumption within the organisation	89			
302-3	Energy intensity	90			
302-4	Reduction of energy consumption	90			

GRI Standard	Disclosure	Numero di pagina/ note	Omitted requirements	Reason	Explanation
GRI 305: Emissions (2016)					
305-1	Direct (Scope 1) GHG emissions	91			
305-2	Energy indirect (Scope 2) GHG emissions	91			
305-3	Other indirect (Scope 3) GHG emissions	92-96			
305-4	GHG emissions intensity	96			
MATERIAL TOPIC: ADOPTION OF CIRCULAR ECONOMY PRACTICES					
GRI 306: Waste (2020)					
3-3	Management of material topics	40-41; 100-101			
306-3	Waste generated	123			
MATERIAL TOPIC: MATERIALS MANAGEMENT					
GRI 301: Materials (2016)					
3-3	Management of material topics	40-41; 98-101			
301-1	Materials used by weight or volume	100; 122			
MATERIAL TOPIC: EMPLOYEE SATISFACTION AND WELL-BEING					
GRI 401: Employment (2016)					
3-3	Management of material topics	40-41; 68-69			
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	68-69			
MATERIAL TOPIC: EMPLOYEE TRAINING AND DEVELOPMENT					
GRI 404: Training and Education (2016)					
3-3	Management of material topics	40-41; 70-74			
404-1	Average hours of training per employee per year	118			
404-3	Percentage of employees receiving regular performance and career development reviews	118			

GRI Standard	Disclosure	Numero di pagina/ note	Omitted requirements	Reason	Explanation
MATERIAL TOPIC: DIVERSITY, INCLUSION AND EQUAL OPPORTUNITIES					
GRI 405: Diversity and Equal Opportunity (2016)					
3-3	Management of material topics	40-41; 75-77			
405-1	Diversity of governance bodies and employees	18; 20; 119-120			
405-2	Ratio of basic salary and remuneration of women to men	121			
GRI 406: Non-discrimination (2016)					
406-1	Incidents of discrimination and corrective actions taken	75			
MATERIAL TOPIC: OCCUPATIONAL HEALTH AND SAFETY					
GRI 403: Occupational Health and Safety (2018)					
3-3	Management of material topics	40-41; 78-81			
403-1	Occupational health and safety management system	78			
403-2	Hazard identification, risk assessment and incident investigation	78			
403-3	Occupational health services	80			
403-4	Worker participation, consultation and communication on occupational health and safety	80			
403-5	Worker training on occupational health and safety	80			
403-6	Promotion of worker health	80			
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	78-79			
403-8	Workers covered by an occupational health and safety management system	78			
403-9	Work-related injuries	116-117			

GRI Standard	Disclosure	Numero di pagina/ note	Omitted requirements	Reason	Explanation
MATERIAL TOPIC: CYBERSECURITY AND DATA PROTECTION					
GRI 418: Customer Privacy (2016)					
3-3	Management of material topics	40-41; 106-109			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	106			
MATERIAL TOPIC: PRODUCT QUALITY AND PERFORMANCE					
GRI 416: Customer Health and Safety (2016)					
3-3	Management of material topics	40-41; 80-81			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	81			
GRI 417: Marketing and Labelling (2016)					
3-3	Management of material topics	40-41; 54			
417-2	Incidents of non-compliance concerning product and service information and labelling	54			
417-3	Incidents of non-compliance concerning marketing communications	54			
MATERIAL TOPIC: RESPONSIBLE SUPPLY CHAIN					
GRI 308: Supplier Environmental Assessment (2016)					
3-3	Management of material topics	40-41; 55-57			
308-1	New suppliers screened using environmental criteria	56			
GRI 414: Supplier Social Assessment (2016)					
414-1	New suppliers screened using social criteria	56			
OTHER MATERIAL TOPICS					
MATERIAL TOPIC: PRODUCT AND PROCESS INNOVATION					
3-3	Management of material topics	40-41; 58-63			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