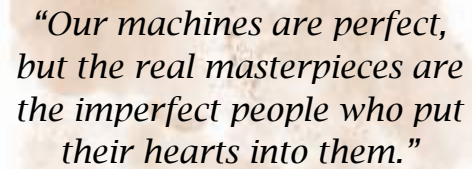


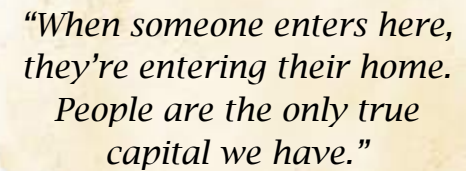


SUSTAINABILITY REPORT 2024

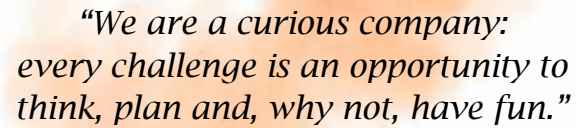




*"Our machines are perfect,
but the real masterpieces are
the imperfect people who put
their hearts into them."*



*"When someone enters here,
they're entering their home.
People are the only true
capital we have."*



*"We are a curious company:
every challenge is an opportunity to
think, plan and, why not, have fun."*



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Letter to Stakeholders



Luca Vici

Dear Stakeholders,

We are proud to present you with the Vici & C S.p.A. Sustainability Report, which represents the continuation of the activities begun in recent years, encapsulated in both the Sustainability Brochure 2022 and the Sustainability Report 2023. This is another important milestone in our sustainability journey, coordinated

by the Sustainability Committee, which, with perseverance, determination and daily commitment, pushes us to continuously improve our company and the environment that surrounds us.

During 2024, there were numerous global challenges, including severe geopolitical turmoil, which affected our main sectors of interest across the board, resulting in a reduction in turnover compared to the previous year. This was predictable given that the market reached saturation, after a phase of strong demand growth in response to the post-Covid shortages of raw materials. This led to a decline in orders and a consequent reduction in demand. Many of our competitors, client companies and in particular companies in the region experienced a decrease in orders as early as 2023. At Vici, the impacts only appeared at the beginning of 2024 and lasted until the end of the year. This reduction in turnover had been included by Vici in its strategic scenarios, and allowed it to invest in new projects and to maintain its commitment to innovation and attention to its people, demonstrating great resilience and adaptability.

Proof of our commitment can be found in the various awards and certifications we have received over the last few years, the many international customers who choose Vici and the level of loyalty of our people, demonstrated by very low levels of absenteeism and employee turnover.

Within this Report you will find the values that guide our company, the actions we take every day in favour of environmental, social and economic sustainability, and the goals we set to continuously improve in the ESG area, which are fundamental to reducing our impact on the planet and to our success and business continuity.

Change does not have a map: it follows intuitions, hunches and choices; it is not urgent, but gains importance only when built together. Thanks to all our people who, every day, walk the road of change with us, with confidence and uniqueness.

Happy reading.

Luca Vici
CEO

Methodological Note

This document represents the annual edition of the Sustainability Report of Vici & C. S.p.A. (hereinafter, also the “Company”, “Organisation” or “Vici”), with the aim of transparently communicating its performance and impact in the field of sustainability, with respect to the environment, social and economic aspects, for financial year 2024 (1 January 2024 to 31 December 2024).

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

The scope of economic and social data and information is the same as that of the Financial Statements of Vici & C. S.p.A. as at 31 December 2024, and in particular includes the three factories in Via Gutenberg, Via dell'Acero and Via del Grano, the showroom and the foreign subsidiaries in China, Korea, Germany and the USA, with the inclusion of Metrios America as from reporting year 2024.

For the sake of comparability of data over time, a year of comparison has been included. In addition, the use of estimates has been limited as much as possible, which, if present, are appropriately reported and based on the best available methodologies to ensure the reliability of the reported information.

Furthermore, it should be noted that there were no significant changes in the supply chain and ownership structure of Vici & C. S.p.A. during financial year 2024.

For further information and suggestions regarding Vici's Sustainability Report, please write to info@vici.it.

This Sustainability Report will be published externally via the website <https://www.vicivision.com/it/etica-e-sostenibilita/>.

1.

THE VICI WORLD

An abstract graphic at the bottom of the slide featuring flowing, wavy lines in various shades of green, creating a sense of movement and depth.

Nevio, Loan
& Franco

1.1 HISTORY

Below is the story of Vici & C. S.p.A., described by CEO Luca Vici:

"A family business established in 1977. The first production department was... the dining room. Our parents used to solder boards before dinner or before lunch. They set aside the boards already soldered and those yet to be soldered. We set the table with an acrid smell of tin in our noses, for those who know what we are talking about."

In 1982 the company acquired additional in-house expertise, in terms of design know-how and technical development, for circuit boards and machine edges, and in 1985 began designing and constructing automatic assembly lines for automotive components.

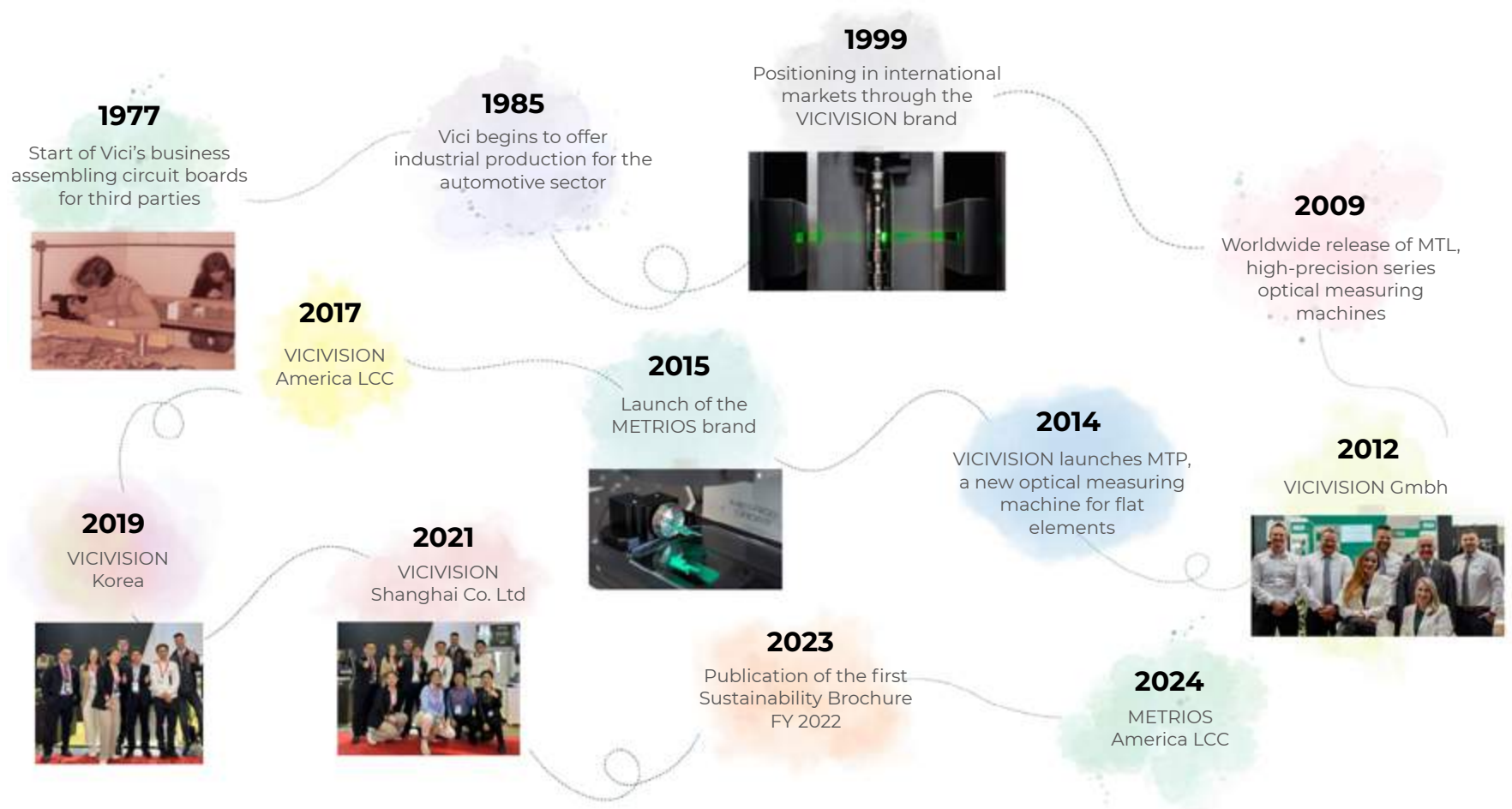
In 1999, as requests to develop vision systems became more and more frequent, Vici entered the international market with the VICIVISION brand, now a leading brand in the world of optical measuring machines for improving efficiency in production.

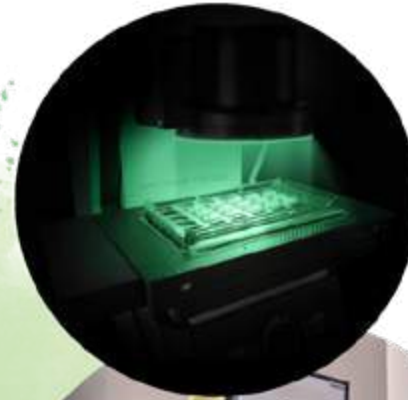
In 2001 **VICIVISION** began creating innovative applications for precision measurement and quality control and, starting in 2008, went on to develop and deploy a series of high-precision optical measuring machines, known as **MTL**.

Seven years later, the **Metrios brand** was launched, also specialising in optical measuring machines. The two brands have made it possible to expand the range of Vici products offered, as well as to export excellence to various countries around the world through sales and distribution.

Beginning as a family business based in Santarcangelo di Romagna, today Vici & C. occupies a prominent position in the industrial automation sector.

History





*“VICI can be seen as **two souls**
living in harmony:
the past keeping us grounded
the future pushing us forward.”*

1.2 VICI'S FOREIGN SUBSIDIARIES

The **five subsidiaries** through which Vici is present abroad, purchase VICIVISION and METRIOS products from the parent company and subsequently handle the sales and distribution of the machines, as well as after-sales service, in Germany, the USA, Korea and China; they contributed € 4.6 million to Vici's value creation for the year 2024.

In 2024, the foreign subsidiaries did not undergo any significant changes in governance compared to the previous year, with the exception of the start-up of the METRIOS America subsidiary, which marked an important step in the international development of the Group.

Details for each subsidiary are provided below:

Germany: located in the city of Heilbronn, in the government district of Stuttgart, it consists of a 280 m2 building whose offices house a staff of 8, including the subsidiary manager in charge of the sales and marketing function for VICIVISION products.

USA: with locations in the cities of Phoenix (Arizona) and Canton (Michigan), it sells and distributes Vici machines through two entities under its control: VICIVISION America for the marketing of VICIVISION products and the METRIOS America entity for the marketing of METRIOS branded optical detection machines. The VICIVISION America subsidiary consists of a warehouse and the marketing, sales and after-sales departments, managed by 5 people; the METRIOS America subsidiary, activated in 2024, is managed by a managerial employee who came from the Italian headquarters.



SOUTH KOREA: Located in the city of Seoul, it is managed by a managerial employee who takes care of the sales function and after-sales support.

CHINA: Located in Shanghai, it is managed by a managerial employee who takes care of the sales function and after-sales service.



1.3 MISSION, VISION AND VALUES



With the aim of continuous improvement, the company encourages all those involved to **present** with a proactive spirit and free from judgement, every **possibility for improvement** in the value chain. The aim is to 'Propose to improve, to be part of the solution, to work and be part of a team that includes subsidiaries, partners and suppliers, towards ever more distant and cutting edge horizons'.

Vici's story is the story of a company made up of **family values transferred into corporate values** that constantly guide our people. **Passion, trust, customer focus and uniqueness** are the elements that ensure the company's credibility, reliability, effectiveness and efficiency, and that make it possible to transform processes into our Corporate Philosophy and Culture.

To pursue the concept of **an ethical and sustainable company**, Vici is inspired by **two principles**:

- ***"To excite the minds of young people and inflame their intellects, to create passion and nurture talent"***: these are the ingredients that Vici believes are able to bring out the talent of young people and enhance their professionalism and values;
- ***"Technological innovation feeds our style"***: as processes evolve, so does the company, which in this way creates synergies aimed to foster the responsibility and knowledge of our people, seeking continuous improvement of skills and processes.

MISSION AND VISION

**WE ANTICIPATE TECHNOLOGICAL SOLUTIONS FOR CUTTING-EDGE COMPANIES.
WE IMPROVE YOUR COMPETITIVENESS, WITH YOU IN THE WORLD, OUT OF PASSION.**

PASSION

Curiosity drives us every day to improve ourselves and our reality, it guides us towards new horizons.

We believe in what we do and face challenges with enthusiasm.

TRUST

We believe in listening to the views of others in order to establish judgement-free and transparent dialogue.

We help everyone to achieve the best results in their areas of competence and responsibility.

CUSTOMER ORIENTATION

Every day we take care of customers, partners and employees.

We take inspiration from them to enable them to turn needs into new opportunities.

UNIQUENESS

The value we place on people distinguishes our style and amplifies the sense of belonging.

We act with humility, respect and ambition.

Vici has always kept sustainability as its main focus, in all aspects, as can be seen from the commitments made in its corporate policy and the choices that guide it every day. Vici's reputation is one of putting passion into everything we do, and the members of the Board of Directors are the main ambassadors of this reputation, built with humility and dedication over time. For several years now, Vici has been implementing a more impactful approach to sustainability policies, through projects and policies aimed at achieving the Sustainable Development Goals defined in the UN 2030 Agenda. In addition, the Board of Directors has always supported, promoted and inspired actions and activities in which sustainability is at the core, with the inclusion of ESG (Environmental, Social and Governance) aspects:

Environment: Every year the Board of Directors establishes top-level environmental indicators to be prioritised and monitored periodically (monthly or quarterly), promoting circular economy practices and evaluating suppliers according to environmental issues. KPIs are monitored by the QHSE function, which is appropriately present in the organisation chart. The Board also approved projects to offset CO2 emissions generated by Vici's economic activity. More detail on these activities is provided in Chapter 5.

People: during 2024, projects were implemented in the areas of diversity and inclusion, skills retraining, career paths, welfare policies and training activities. These projects represent the Social strategies that the Board of Directors has approved, entrusting the achievement of the objectives to the HR function, which takes care of and manages both hard and soft aspects in a structured manner. More detail on these activities is provided in Chapter 4.

Economics and Governance: the company has always monitored its main economic and financial ratios on a monthly basis, in order to guarantee a solid and long-lasting corporate economic structure, capable of generating value for present and future generations. The Administration, Finance and Control function is responsible for these indicators (hereinafter also AFC), headed by a manager and appropriately structured. In 2023, the Sustainability Committee was also established, consisting of three people with management roles (AFC, HR and QHSE), which, together with three members of the Board of Directors, the Diversity & Inclusion Ambassador and the Corporate Representatives Committee (CRC), constitutes Sustainability Governance and has the function of strategic steering and coordination of ESG policies. Following the sustainability training project carried out in 2023, in which 21 hours of training on the topic of sustainability were provided involving approximately half of the company's workforce, in 2024 two of the members of the Sustainability Committee were awarded the **SDG Action Manager certification**, in order to further strengthen their commitment to responsible entrepreneurship and ethical and sustainable operations.

1.4 GOVERNANCE, ETHICS AND ORGANISATIONAL STRUCTURE



The governance system adopted by Vici aims to ensure **responsible and transparent business conduct** with respect to the market, with the objective of **creating long-term sustainable value for the benefit of all stakeholders**.



Vici's governance structure comprises the following bodies: *Shareholders' Meeting, Board of Directors, Board of Auditors and Statutory Auditor*.

The **Board of Directors** of Vici & C. S.p.A. is composed of 5 members and will remain in office until the approval of the Financial Statements as at 31 December 2025; the details of the Board of Directors are shown in the table below. The age distribution is as follows: 20% between the ages of 30-50 and 80% over 50.

Composition of the Board of Directors of Vici & C. S.p.A. as at 31/12/2024

Position	Board member	Sex	Age group
Chairman	Marco Vici	M	30-50
CEO	Luca Vici	M	>50
Director	Nevio Vici	M	>50
Director	Fabio Pula	M	>50
Director	Paolo Maioli	M	>50

The Board of Directors sees to the election of the Chairman, who, due to the nature of the company and the role he holds, performs management functions within the organisation, exercising direct control over the Company.

The **Shareholders' Meeting** appoints the members of the Board of Directors, who in turn appoint the Chairman of the Board and the CEO. The Shareholders' Meeting also appoints the members of the Board of Auditors and the Statutory Auditor. Each appointment process is recorded in the minutes of the Shareholders' Meeting and the Board of Directors.

Since its inception, Vici's governance has always maintained a clear and distinctive family imprint, upholding its values and in this way strengthening its reliability with respect to its stakeholders. Therefore, the process of appointment and selection of Board members is based on the principle of belonging to the Vici family and, for appointments outside the family, on principles of trust and technical skills of great impact for the organisation.

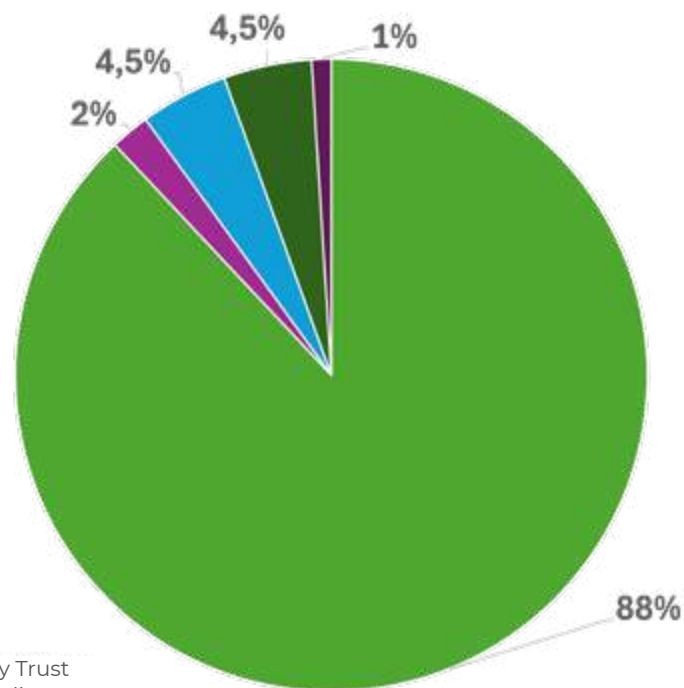
On the other hand, the **Board of Auditors** and the Statutory Auditor are appointed by the Shareholders' Meeting and selected to ensure the basic principle of independence of supervisory bodies, and on the basis of the specific competences required by current regulations.

The Board of Auditors is the control body responsible for monitoring compliance with the law and company regulations, as well as monitoring the adequacy and functioning of the organisational, administrative and accounting structures of the Company.

The composition of the Board of Auditors is as follows:

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

The age distribution is as follows: 67% between the ages of 30-50 and 33% over 50; 67% male and 33% female.



■ Vici Family Trust
■ Paolo Maioli
■ Marco Vici Trust
■ Luca Vici Trust
■ Vici & C. S.p.A.

The composition of the members of the governing bodies ensures diversity in terms of skills, experience and professional fields covered, generating valuable expertise for strategic business decisions.

The CEO, Chairman and one of the three Board members are active participants in the corporate sustainable development process. The Sustainability Committee constantly disseminated and updated the members of the Board through various activities, including workshops, training and internal communications. The approval of the Sustainability Report takes place through a dedicated meeting held by the Sustainability Committee, during which the outcome of the process was presented and shared.

Currently, there are no ESG performance indicators for the highest governing body (BoD). There are also no variable remuneration policies for the highest governing body; the remuneration due to directors is set by the Board of Directors. To date, the only department affected by performance-related variable remuneration policies is the commercial area and the General Manager's performance.

The **composition of Share Capital** can be broken down as follows: Vici S.p.A. 1%, Paolo Maioli 2%, Luca Vici Trust 4.5%, Marco Vici Trust 4.5%, Vici Family Trust 88%.

Together, all Department Heads form the **Management Team**, which meets periodically to share performance indicators with the aim of establishing strategic plans and projects for each department: these meetings are called *Management Meetings*.

In 2023, the company established a new strategic corporate body called the '**Board of Management**', which has decision-making, advisory and coordination functions with respect to major strategic corporate issues.

The Board manages and guides the company, together with the BoD, and holds various responsibilities towards the company and its stakeholders:

- It ensures that the company operates ethically and complies with applicable regulations;
- It ensures the sustainability of the business in making decisions that enable the company to grow in a stable and lasting way;
- It ensures the protection of the interests of shareholders and any other stakeholders.

Each Board member is assigned a specific area of responsibility from among the following: Supply Chain, Circuit Board Business, Product Business, Special Business, Quality Safety Environment, AFC, Research and Development, HR and CSR.

This body consists of eight members, 25% of whom are female and 75% male, 13% are under the age of 50, while 87% are members aged between 30 and 50.

Completing the strategic organisation, three **Strategic Advisors** were introduced in the new organisational chart issued at the end of 2024, supporting General Management, Technical Management and Staff Management, with the task of:

- providing strategic support and solutions for innovation and change management;
- leading efficiency and continuous improvement projects;
- contributing to management training and the strategic positioning of the company.

The new organisational structure is divided into three macro-areas: **General Management**, **Technical Management** and **Staff Management**, flanked by the development of the new **Business Development** area, consisting of three dedicated units: Business Developer Products, Business Developer Strategic Marketing and Project Manager for special projects.

The Board of Directors delegates **responsibility for impact management** to the *Board of Management*, which defines corporate strategies and projects to be introduced, and consequently to the *Sustainability Committee*. The managers of these functions report directly to the Board of Directors on ESG policies to be implemented.

The results of impact management are reported monthly at the *Management Meeting*. On an annual basis, ESG indicators are collected for sustainability reporting. The Sustainability Committee maintains, collects and reviews the information to be reported, subject to supervision and approval by the Board of Directors.

Within Vici's organisational structure, there are also two **technical committees**:

- **Circuit Board BU Management Committee:** provides support to the Board and the General Manager for circuit board business, resolves on proposals relative to business strategies and operational and organisational solutions;
- **Product/Special BU Management Committee:** provides support to the Board and the General Manager for Product Business (MTL - Metrios) and the Special Department. It resolves on proposals with reference to commercial strategies, technical solutions for product development and after-sales service.

During 2024, there were no reports made of confirmed corruption, nor were there any pending or finalised lawsuits concerning anti-competitive behaviour, antitrust violations and related monopolistic practices in which Vici was identified as a participant.



BOARD

The company's Board is responsible for making strategic decisions and directing the company's activities and development.

STRATEGIC ADVISOR

Experienced external consultants who, based on their expertise, support the staff and business area on organisational and business strategies, extending the company network.

SUSTAINABILITY COMMITTEE

The Committee is responsible for developing and supporting all issues concerning Social Responsibility in all its forms: environmental impact, socio-economic impact and governance. These themes were also developed in terms of innovation.

MANAGEMENT COMMITTEE, CIRCUIT BOARD BU

The Committee supports the General Manager and the Board in evaluating and proposing business strategies and operational and organisational solutions for the Circuit Board BUs.

MANAGEMENT COMMITTEE, BUSINESS PRODUCTS

The Committee supports the General Manager and the Board in evaluating and proposing commercial strategies, technical solutions for product development and after-sales support for Product Business (MTL - METRIOS).

TECHNICAL COMMITTEE, PRODUCTS BU

The Committee supports the General Manager and the Board in evaluating and proposing innovations and technical solutions for product development in the Product Businesses (MTL - METRIOS).

MANAGEMENT COMMITTEE, BUSINESS PRODUCTS

The Committee supports the General Manager and the Board in evaluating and proposing innovation, commercial strategies, technical solutions for product development and after-sales service for Special Business.

STAFF FUNCTIONS

Functions that support the CEO and General/Technical Management by providing advice, suggestions and opinions in support of company policies and strategies in the areas of competence.

SUPPORT FOR CIRCUIT BOARD & PRODUCT/SPECIAL BU DEPARTMENTS

Functions that operationally support the Circuit Board and Product/Specialty Businesses.

ORGANISATIONAL POSITIONS

Managers, specialists and employees who support the relevant departments and carry out operational activities to realise the company's products and services.

MEASUREMENT LABORATORY

Calibration and verification of measuring instruments and systems performed at its permanent laboratory located at Via Gutenberg, 5 and/or at the customer's premises where the measuring instruments and systems are installed.

MANAGEMENT TEAM

Monthly information meeting to share performance indicators held by the CEO with the aim of aligning the organisation on strategic plans and projects for each department.

UNIVICI ACADEMY

University of Knowledge, with a threefold purpose: it supports people in the entry phase for technical roles and provides a structured training plan; it provides across the board support for a programme of technical development and growth in terms of skills; it directly maintains relations with universities and technical partners and takes care of the related communication.

A pioneering and unifying element within Vici is the **CRC - Corporate Representatives Committee**, which consists of eight different groups of people from one or more company departments. According to the rules, every two years each of these groups elects a representative to form the committee. The work of the CRC includes several operational elements and enables the development of a culture of sharing and involvement at all company levels. During the monthly meetings, with the help of a coordinator, the relevant elements that have emerged are discussed and the most significant ones are brought to management's attention. Thanks to these meetings, through the CRC a two-way channel of communication is opened between management and Vici's people, to convey and disseminate information, news, events, projects.

Integrated Management System

Vici has implemented an Integrated Management System (IMS) compliant with the reference standards to appropriately manage aspects related to **protecting process and service quality, environmental protection and worker health and safety**, as they are considered strategic elements for the company's development.

When planning the Integrated Management System, Vici takes into account the risks and opportunities of each process activity, environmental aspects and health and safety risks, which are managed respectively through:

- X-Matrix;
- M-QSA-Analysis of Risks and Opportunities;
- M-QSA-Table Aspects-Impacts and Environmental Analysis Report;
- Health and Safety Risk Assessment Document and Specific Risk Assessment Documents.

The planning and implementation of improvement programmes is one of the most important activities of the IMS. In the X-Matrix (lean tools), the objectives that Vici wants to achieve are defined - from continuous improvement of worker health and safety, environmental and process and service quality performance, to risk mitigation and business improvement, including economic and financial development - for which the actions to be developed are planned. Every month, the performance indicators defined in the X Matrix planning are presented at the Management Meeting and, if gaps are found in the processes, an improvement action is established.

The Code of Ethics and Company Policy

The **Code of Ethics** was approved by the Board of Directors on 9 April 2024 and is addressed to all persons acting on behalf of the Company.

It includes:

- **Ethical Principles:** ethics in the conduct of business and corporate activities, labour ethics, protection and enhancement of addressees, sustainable development and social responsibility;
- **Rules of Conduct:** these represent the guidelines and rules which Vici and its collaborators are required to follow in order to respect the principles and prevent the risk of unethical behaviour;
- **Enforcement Rules:** those who work and/or have relations with the Company are required to be familiar with the Code of Ethics.

The Code of Ethics is widely disseminated both within the corporate structure and externally, including through the website, which offers the public the latest news concerning the Company, keeping the various stakeholders constantly updated. Similarly, the company policy can be consulted on the Vici website. These documents are shared with suppliers, employees and new hires, who accept and share the principles that characterise Vici's organisation.

No conflicts of interest were reported during financial year 2024.

Compliance with the rules contained in the Code is assigned to the Internal Control System and to the supervision of each of the addressees, within their respective roles and functions.

The **Code of Ethics** is part of a Corporate Policy that **places great emphasis on the quality and safety of processes and products and on respect for the environment and social ethics**, with the aim of satisfying and creating added value for all stakeholders. The Company Policy for Quality, Environment, and Worker Health and Safety constitutes a formal act issued by Management, in which it declares the commitments it undertakes towards customers, external and internal: it is circulated to all internal functions and made available on the company notice board.

In 2023, the **whistleblowing** model was launched for reporting violations of national or European regulatory provisions in a work context, with the creation of a direct and independent channel for collecting reports from stakeholders, accessible through the whistleblink portal. In accordance with the legislation for internal and/or external web-based reporting, it is also possible to make fully anonymous reports through a voice messaging tool.

The procedure envisages the activation of an expanded table with protected and confidential access, composed of figures appointed by the CEO and a supporting lawyer, to handle cases while respecting privacy. In the absence of the use of the portal, the activation of the table still takes place in the event of a report received through other channels, such as e-mail or on paper.

During 2024, no reports were received through the portal, nor were there any critical issues to report to the highest governing body.

With an eye to continuous improvement, the QHSE and Continuous Improvement Department collects reports in different areas (e.g. safety and environment), which are managed through PDCA (Plan, Do, Check, Act) plans and communicated to the relevant stakeholders. The process is shared and is the subject of awareness-raising initiatives to promote a participatory and responsible culture. The management system also provides for specific KPIs on the number and type of reports and resolution capacity, assessed on targets shared with the Management. The results are discussed at Board meetings, Management Meetings, and departmental meetings and communicated via company notice boards.

The **process for determining remuneration** is delegated in the first instance to the Human Resources function, starting from a fair, market-oriented base salary, taking as support external benchmark analyses of the labour market and the average salary of the department in relation to the function and role to be filled. Subsequently, the salary proposal is shared with the heads of the department, the CEO and the Staff Director.

During the process, support is also received from an employment consultant independent of management, who supports the process by assessing labour market scenarios and the economic situation of the employee. There are currently no financial incentives to achieve social or environmental goals.

1.5 OUR BUSINESS MODEL

Since 1977, Vici has been **designing, manufacturing and distributing industrial automation systems** worldwide. Vici's business model has main business units: one dedicated to circuit boards and on-board machines, and one dedicated to Vici-branded machines: Metrios and VICIVISION.

Circuit Boards

Vici assembles circuit boards in its own factory according to customer specifications. For these product lines, Vici offers its manpower and know-how and is in a prime contractor position. Consequently, the choice of materials needed for production (electromechanical, electronic, carpentry) is not made by Vici but by the client, who decides on the characteristics and types of material to be used, proposing purchasing agreements with strategic suppliers, allowing Vici to be flexible in its purchasing policies. Switch boards play an important part both in terms of the company's work and turnover and are produced for customers of international import, including those in the packaging and logistics sector, which have seen strong growth in recent years with a consequent increase in demand for Vici products.



Vici: METRIOS AND VICIVISION

To produce Vici-branded products, the company mainly relies on subcontractors to manufacture the components and then, once these have been received, handles assembly of the various components.

It should also be noted that since 2019, Vici has held a 10% stake in the capital of the strategic supplier Pecchioli, a partner operating in the precision optics sector that supplies Vici with optical measuring machines. These are the most frequently used components: semi-finished carpentry products, pickled sheet metal that is galvanised or painted, cameras, optical devices and industrial PCs, which meet Vici's technical design requirements.

The distribution of Vici products is mainly entrusted to **multi-brand dealers**, located in the main markets of interest, as well as to Vici's foreign subsidiaries and the Italian head office. In Italy and in countries where subsidiaries are located, there is direct contact with customers, while in other countries distribution and the search for new customers is handled by dealers, coordinated by the Vici Area Manager.

After-sales service, including maintenance, calibration and performance verification of measuring systems, is handled directly by Vici, or by the chain of dealers in the customer's home country.



2.

SUSTAINABILITY FOR VICI

2.1 THE PATH TO SUSTAINABILITY

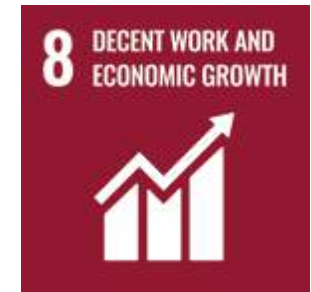
In a rapidly changing world, plagued by the consequences of climate change and wars, every company, be it large or small, has a crucial role to play in trying to eliminate, reduce, mitigate and possibly compensate for its negative environmental, social and economic impacts.

This is also the context for **Vici**, which **has always emphasised sustainability** in all its aspects, as can be seen from the commitments it has made in its Corporate Policy and the choices that guide its day-to-day decisions.

WE CHOOSE TO:



Since 2021, Vici has also linked its goals to the **17 Sustainable Development Goals** (*Sustainable Development Goals - SDGs*) contained in the United Nations 2030 Agenda, identifying **12 SDGs** that it contributes to achieving through its business activities. The SDGs are reported in the relevant chapters of this Report.



**SUSTAINABLE
DEVELOPMENT
GOALS**

In order to coordinate and manage existing and future activities, the Sustainability Committee was established in 2023 and continued to operate in 2024, together with all members of the **Sustainability Governance**.

MANAGEMENT



Marco Vici
Chairman BoD



Luca Vici
CEO



Paolo Maioli
BoD Member

SUSTAINABILITY TEAM



Sonia Gabellini
QHSE Manager



Giulia Montanari
AFC Manager



Leonardo Piepoli
HR Manager



Valentina Maioli
HR Business Partner

AMBASSADOR



Eleonora Zavoli
Diversity & Inclusion
Specialist



During 2024, Vici moved further down the path towards increasingly integrated and structured sustainability, which saw the publication of the Sustainability Report as at 31 December 2023. In continuity with the document published in 2023, the present report transparently represents the commitments undertaken, the company's impacts and the objectives set and achieved to date. It is prepared in accordance with the GRI Standards, including the relevant indicators identified through the materiality analysis carried out in 2023, which is discussed in more detail in the following chapter.

In 2024, Vici's commitment to sustainability continued to receive recognition from external bodies. In addition to the prizes reconfirmed in previous years: "Responsible Innovators" awarded by the Emilia-Romagna Region, "Best Managed Company" awarded by Deloitte and "HR Mission" by AIDP, Vici was selected among the "Winning Companies" in the Intesa Sanpaolo programme, and among the "TOP 100 ESG INTEGRATED FINANCE" in the Azimut Group's Sustainability Award, two programmes that reward, together with the "Best Managed Company", the most virtuous entrepreneurial organisations in terms of their commitment to sustainability, social responsibility, innovation and strategic vision.



2.2 STAKEHOLDERS AND MATERIAL ANALYSIS

Stakeholders are considered to be an active part of the value creation process for Vici; therefore, they are involved through activities and methods involving continuous dialogue. For example, for employees there are discussions during CRA and plenary meetings; with universities and research centres there is dialogue aimed at developing innovative ideas and projects. These activities increase the skills and knowledge of Vici's people, allowing them to be strategically applied to the business. Clients are involved through various means, including trade fairs, case history interviews and the website, as well as through continuous dialogue on both operational and strategic management.

The **stakeholders of Vici** are shown in the graph below:



2.2.1 MATERIALITY ANALYSIS

For the preparation of this Report, the **materiality analysis conducted in 2023** was confirmed in accordance with the 'impact materiality' process defined by GRI 3: Material Topic 2021, in compliance with the requirements of the GRI Universal Standards 2021, as no significant changes in the context, organisation or activities of the company were identified.

In the course of the analysis, Vici delved into the current and potential positive and negative impacts that it causes or contributes to, from an '**inside-out**' perspective, with regard to the economy, environment and people, also including impacts related to human rights and business relations.

The process of determining the material topics involved the **direct involvement** of certain categories of **stakeholders** who are fundamental to the activities conducted by Vici; in particular, employees, suppliers, retailers and clients participated in an online questionnaire, voting on the impacts according to their perceptions of the activities conducted by Vici.

The sample of stakeholders involved in the questionnaire included 240 subjects, with a response rate of 34%. Potentially relevant impacts were assessed on the basis of the company's experience and knowledge by assigning a rating on a scale from 1 (no significant impact) to 5 (very significant impact). Following the assessment, it was then possible to rank the impacts from most to least significant.

For top management, a dedicated workshop was organised, during which they were asked to evaluate the same aspects as the stakeholders had.

Assessment of the significance of each impact was made by considering the scale, scope and likelihood of the individual impacts. The scale represents the severity or benefit of the impact, including its reversibility; the magnitude is the extent of the impact (e.g. the number of individuals affected by the impact); the likelihood is the probability of the impact occurring (for potential impacts).

The assessment therefore led to the identification of the **most significant environmental, social and governance impacts** the Group has on society.

Below are the **material topics** for Vici, reflecting the current or potential positive or negative impacts the company has on the environment, people and the economy. This sustainability report was developed on the basis of these topics, which will be discussed in more detail throughout this document.



3.

OUR PRODUCTS



In order to meet market demands in the optical measuring machine sector, Vici founded the two brands VICIVISION and Metrios. The relative machines utilise optical measurement to collect data on the size of parts, allowing the operator to monitor production process trends and implement corrective actions to be sure they remain within tolerance. As a result, the percentage of scrap parts and 'downtime' is greatly reduced, resulting in increased production and reduced costs.

These products are part of a broader company policy related to sustainability, incorporating aspects related to the circular economy into its processes, including product durability, analysis of raw materials and material flows, and eco-design, thus including waste minimisation and material recovery (design for recycling).



VICIVISION's range includes **optical measuring machines** for the external profile of turned and flat worked pieces of various sizes, capable of taking multiple measurements in seconds: static, geometric, thread, form and die. Taking up little space, these machines can be utilised both in temperature-controlled measurement labs and directly in the production environment, measuring parts in seconds directly next to the machining centre. Thanks to these features, clients can immediately identify non-conformities and intervene to modify production in order to reduce waste.

The VICIVISION range includes:

Prima Series: optical measuring machine designed for everyday use on the shop floor, helping to produce more by speeding up processes, tracking quality and reducing scrap and downtime;

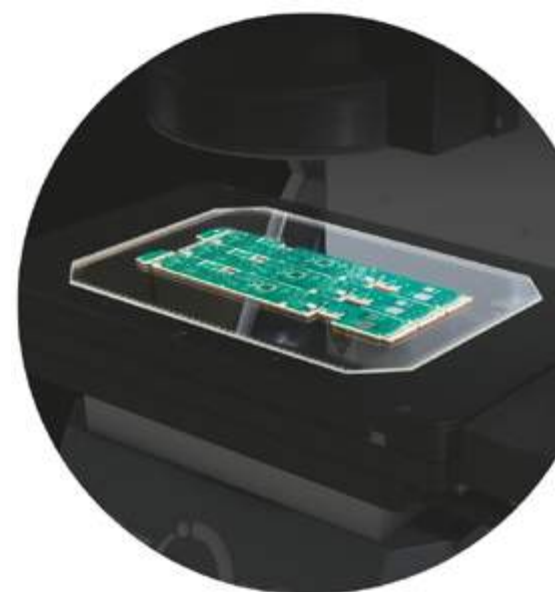
Techno series: maximum performance combined with a modular range: the availability of numerous models allows the user to choose the measuring range that best suits the type of production, guaranteeing very high resolution images to capture details at their best, with the possibility of integration with different machining centres, allowing tool correction to be set before values are out of tolerance;

X-Series: machine designed to measure dental implants, biomedical items, watchmaking components and micromechanical parts in general. The high resolution allows detection of even the smallest details, making it a unique solution in the field of production tools.





metrios

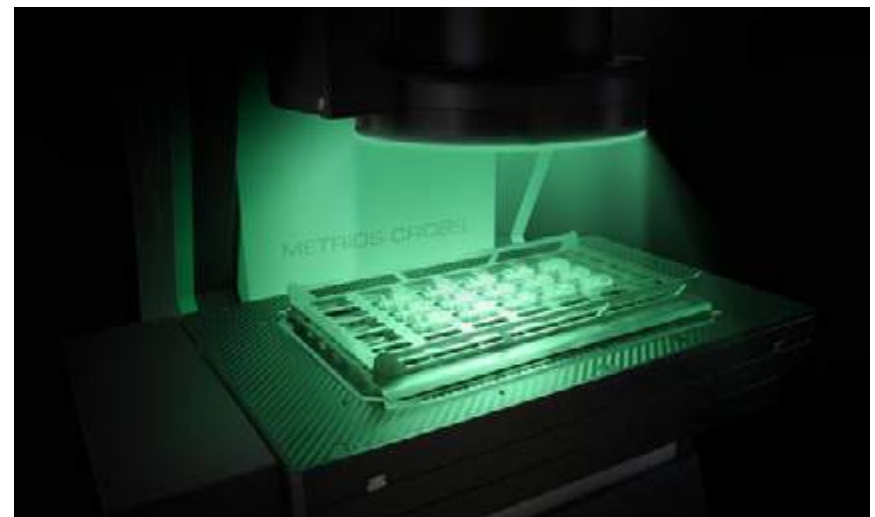
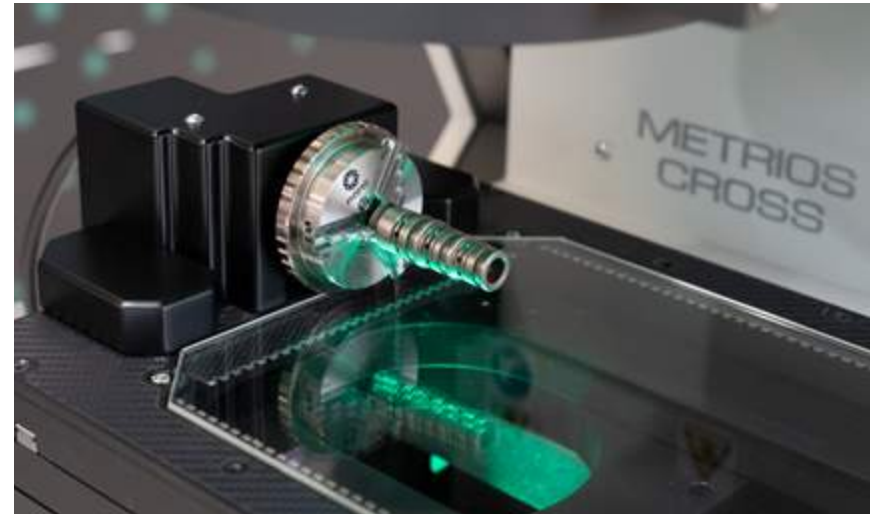


Metrios is a **next-generation automatic and digital optical measuring machine**, which enables prompt and objective quality testing directly during production, at goods acceptance or at final inspection. It is appropriate for many areas of application, to measure different components, including mechanical parts, cut pieces, gears, watchmaking components and gaskets.

In 2024, a new product was developed, **Metrios 332**, a machine with dual optics that allows more precise three-dimensional measurement, expanding the measuring ranges.

The main features of Metrios machines are:

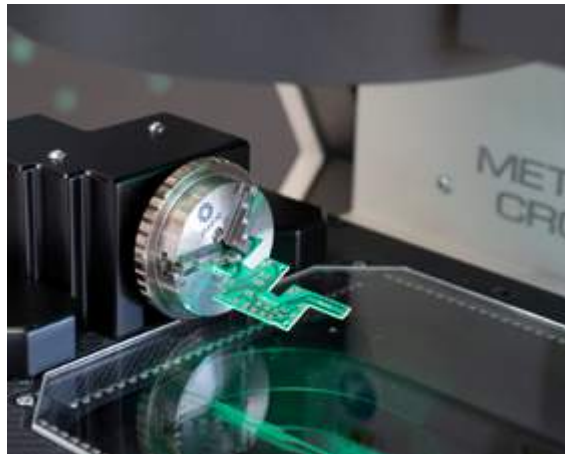
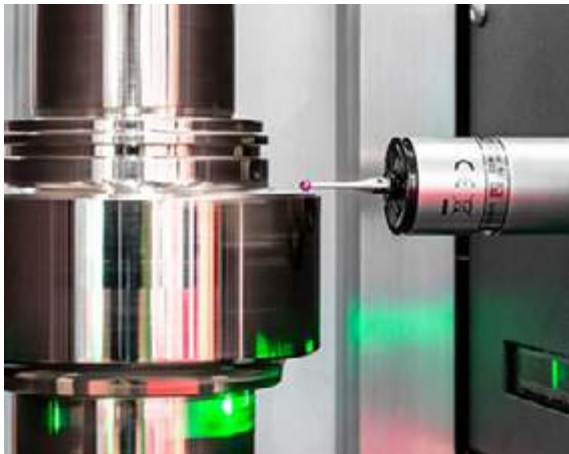
- **Rapidity:** can take the most complex measurements in seconds;
- **Simplicity:** allows the desired measurements to be obtained through a simple click in a clear and intuitive manner;
- **Traceability:** automatic data storage;
- **Customised:** software developed in-house to meet user requirements;
- **Objectivity:** uniform results not affected by the operator. In particular, human error is eliminated, saving time and allowing analytical evaluation of production trends.





3.1 TECHNOLOGICAL INNOVATION IN PRODUCTS AND PROCESSES

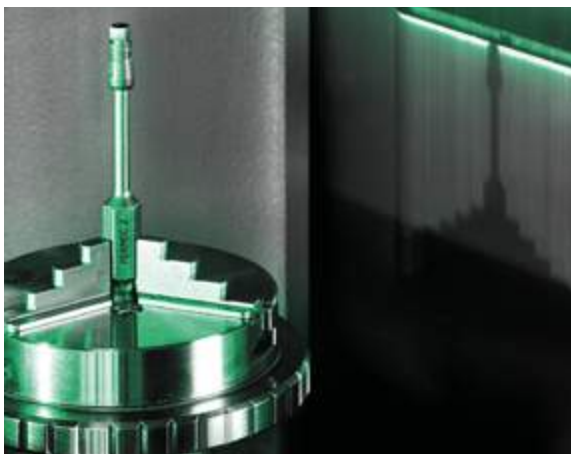
Vici has always paid attention to technological innovation in its production and logistics processes, guaranteeing high standards of quality and safety for its clients and, at the same time, reducing negative environmental impacts. Precisely for these reasons, Vici has a **Research Department**, responsible for identifying innovative technologies to invest in, and a **Product Development Department**, to define quality standards and offer new functions for products to improve their functional, economic and environmental performance, to further improve client satisfaction. In addition, with the support of the **Continuous Improvement Department**, the concepts of **Lean Production** are applied, a business management methodology that aims to increase the value of the organisation's productivity, while minimising waste. The Lean project started in 2018 with dedicated training on Lean principles and tools for all employees, with dedicated sessions for each department and each level, facilitating the dissemination of and transition to this new methodology. This is applied in the '5S sites', where each operator has the opportunity to open cards to indicate critical areas and those for improvement, from which short- to medium-term strategic projects are derived.



Among the **most innovative projects of 2024** was the development of the **new Metrios 3 software**. The software was completely redesigned, with a new architecture and interface, inspired by the model already implemented for VICIVISION machines. The aim is to standardise libraries and software architectures between Metrios and VICIVISION, thus improving software maintainability, flexibility and efficiency on the one hand, and machine usability and brand recognition on the other.

In the course of 2024, innovative, patentable projects were also born within the **Software R&D Department** in collaboration with academia and external start-ups, which aim to use new technologies to increase the accuracy and reliability of products. The aim is to provide clients with software that is increasingly high performance and state of the art.

In line with the quest for maximum process efficiency, **Vici optical measuring machines are able to reduce the environmental impacts** of purchasing companies since utilising the principle of predictive maintenance and zero defects, they enable timely inspection of parts and a reduction in scrap and consequently waste produced, in line with the principles of **Zero Defect Manufacturing (ZDM)**. This approach to production relies on advanced technologies, predictive maintenance and integrated quality control systems with the aim of drastically reducing waste, improving product quality and lowering production costs.



Again with a view to improving environmental performance, Vici applies an **upgrade policy on installed machinery**, retroactively updating the software with the latest version released by the Software R&D Department, implementing a **scheduled maintenance service** for hardware components, managed directly by the Internal Service Department and the Dealer network.

To date, there are no reports of Vici measurement machines being scrapped, an indicator of high product and service reliability.

NEW MEASURING SYSTEM

During the course of the year, Vici developed a new integrated measurement system combining two instruments that were previously only available separately: the Tactometer and the Confocal Sensor. This innovative solution combines the capabilities of both systems into one, allowing accurate measurements of complex components.



As part of the **NEWMAN** project, promoted by the University of Bologna with innovative partners including **CRIT**, **VICI** of Santarcangelo di Romagna (RN) and the **Fiat Research Centre** in Turin, the performance of industrially produced parts was studied with the aim of eliminating nickel from the metal alloys used to produce components for the metal/mechanical sector. In this context, the focus and search for safe and environmentally sustainable raw materials continues, in line with the company's path and policy.



Over the past few years, Vici has activated and expanded its cooperative efforts with local and national organisations, focusing on innovation, technology and training.

These include: the **collaboration with CRIT**, a company specialising in research and development activities, which facilitates dialogue between different companies on technical, managerial and organisational problems and solutions in order to improve performance and strengthen skills; additionally, more locally, Vici plays an active role in the **Innovation Committee of Confindustria Romagna** and within the **CMM Club**, participating as a speaker and in communication/training activities. Networking activities in 2024 saw the company participate in numerous events: on 18 January, a local meeting was held with CRIT; on 13 March, the company presented its approach to innovation during an Innovation Committee meeting; on 8 May, it took part in the CMM CLUB with a technical presentation on 10360-7, the reference standard for optical measuring machine performance.

Moreover, in 2024 Vici strengthened a strategic partnership approach based on '**Open Innovation**', with mainly local partners who can support and accompany the company in a growth phase, drawing on already existing know-how and sharing skills. The collaboration with Unitrento, the Marche Polytechnic and the University of Camerino is important. In particular, with the latter and the Romagna-Tech Research Centre, the I_LUMOS project was concluded, which saw the creation of a prototype of an innovative measuring instrument, compatible with VICIVISION and Metrios measuring machines.

At the universities, Vici conducted seminars to demonstrate the industrial and practical application of the academic theory that is learnt daily in classrooms.

In 2023, thanks to local networking, a technology demonstrator was implemented to enable the practical application of certain technologies. To this end, a platform was created to integrate the PC and PLC system, which resulted in space reduction, cost reduction and reduced complexity of the architecture, thanks to embedded system technology, based on an ARM processor of the CorTex family, on which the LINUX operating system is installed.

During 2024, there were no cases of non-compliance concerning labelling and information on products and services and concerning marketing communications.

3.2 RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Dialogue and collaboration with suppliers of materials, services and machining are of fundamental importance to Vici, both for the optical measuring machine business unit and the circuit board business unit, where collaboration with a structured network of subcontractors is strategic.

Vici buys from the Italian subsidiaries of some of the most important multinationals, meaning the origin of products is mapped through Long-Term Declarations at the time of export or sale. In terms of volume, purchased quantities have a higher percentage for the cabinet part than products do, as these are more expensive and bulkier components.

Vici promotes lasting partnerships based on the sharing of corporate ethical principles. In fact, when the contract is signed, the Vici Code of Business Ethics is shared, and by signing the contract, the supplier undertakes to respect the content of the same.

During the year 2023, the **Supplier Qualification Procedure** was finalised, which provides for the collection and evaluation of information about a supplier. A **questionnaire** is sent to all categories of suppliers, except for those associated with a client agreement (circuit board business) and those multinational or generic products classified as 'low impact', for which a periodic quality assessment is carried out, based on how critical they are. In 2024, implementation of the Procedure continued, maintaining the approach shared with departmental managers.

The questionnaire has a portion dedicated to occupational health and safety, environment, information security and privacy and improvement. This last section asks whether any investments or structural or managerial changes are planned in the company with a view to improvement, whether the organisation has implemented any virtuous projects, for example in the social and green spheres, whether it has received any recognitions or awards of various kinds, and finally, whether it has a code of ethics or responsibility report. Once the questionnaire has been completed and returned, a weighted rating is given based on the following evaluation parameters:

- Economic and financial values;
- Quality of supplies/services;
- Punctuality of deliveries;
- Presence of any management systems and policies with regard to safety, environment, information security, ESG criteria.

In 2024, **170 suppliers** were selected for qualification, based on turnover volume and how critical the goods supplied were, as well as any problematic results during periodic monitoring of the established performance indicators.

Once the questionnaire has been completed and returned, based on the score obtained, the head of the **Purchasing Department**, in cooperation with the **Quality Department**, qualifies the supplier and defines any additional actions to be taken, including audits at the supplier. The qualified supplier is then entered into the company's ERP information system, and collaboration begins. Annually, a performance evaluation is carried out and, on the basis of a plan established by the Quality Department and any problems that emerge, **audits at the supplier** are scheduled.

During 2024, out of the 16 new suppliers assessed by Vici, **15** were **assessed according to criteria that included ESG-based assessments**. Environmental non-conformities found during audits of suppliers in 2024 were generally low. Vici's goal in the near future is to make the screening questionnaire more in-depth for certain supplier categories that are more significant and to intensify audits at their critical suppliers, raising their awareness of sustainability issues such as the protection of human rights, moving towards a shared sustainable reality. In line with this objective, the company implemented the **Synesgy Sustainability Rating**, developed by CRIF Ratings, which assesses the ESG (environmental, social and governance) performance of the supply chain, providing a score that certifies its level of sustainability. This rating is based on international standards such as GRI and SDGs and helps Vici in its qualification and periodic evaluation processes. The 2024 data reporting rating will be completed during 2025.

With regard to **CBAM monitoring** (European Carbon Border Adjustment Mechanism), the company has already started monitoring material imported from non-EU countries, but to date, none of the customs codes of the materials purchased fall within the scope of the regulations. However, the monitoring of customs codes and regulatory developments will continue, with a view to registration where necessary.

In 2024, the critical issue that had emerged in 2023 was eliminated. This had involved the socio-economic and geopolitical context of the Red Sea route, with a negative environmental impact on the supply chain, as well as transit times doubling and consequently lead times for component transports from Japan, China and Taiwan, as they were forced to utilise alternative routes.

3.3 QUALITY AND PERFORMANCE OF MANUFACTURED PRODUCTS

Vici pays the utmost attention to product quality and customer service, as satisfying the needs of *stakeholders* is one of the drivers that guides Vici's actions. For this reason, the company has also adopted an **Integrated Management System** that complies with the relevant standards and holds the following certifications.

	2022: TISAX TRUSTED INFORMATION SECURITY ASSESSMENT EXCHANGE
	2015: USUAL EXPORTER
	2014: OHSAS 18001 SAFETY SYSTEM 2018: UNI ISO 45001
	2014: RFI ENDORSEMENT 2010: UNI EN ISO 14001 Environmental Management Systems
	1998: UNI EN ISO 9001 QUALITY SYSTEM
 	2020/2024: ECOVADIS RESPONSIBLE SOURCING AUDIT

In the field of optical measuring machines, a significant change in 2024 was the closure of the 17025 measurement laboratory project, obtaining accreditation for performance verification related to VICIVISION products. In addition to creating a specific BU, the project was intended to increase internal measuring skills across the functions involved, as well as to increase brand reputation and market share.



CALIBRA by VICI&C. is in fact the first laboratory in Italy accredited by ACCREDIA for the calibration of 2D optical measuring machines for symmetrical turned parts. Calibration certificates issued with a declaration of conformity are recognised nationally and internationally, guaranteeing transparency and reliability.

Vici has also distinguished itself in the field of industrial automation, particularly in circuit boards and on-board machines and special customised machines, under the **VICI Automation** brand name. With regard to cabinets and circuit boards, machine edges and systems for industrial automation, Vici designs, manufactures and distributes these products for international companies and groups.





Vici is able to offer quality and customised products, thanks to a series of features and options that it has been pursuing and moving forward with since its establishment, such as:

Cost Reduction - thanks to relationships established with its suppliers, Vici is able to obtain competitive prices and customised products, which are then reflected in advantages for its own clients;

Efficiency for small and large batches - thanks to a modern in-house warehouse and lean production management approaches, Vici guarantees maximum efficiency for small and large batches and single unit production;

Specific know-how - thanks to the presence of qualified personnel in each Business Unit, Vici enhances and develops sector-specific know-how. Additionally, the Product Research and Development departments work every day to find cutting-edge technological solutions to enhance the range of proposed solutions aimed at customer satisfaction. Customer support from design to final delivery - Vici supports the customer both in product development and in the subsequent stages. In particular, it offers prototype and miniature production, price quotes, delivery and after-sales service. The service provided is immediate, from application analysis to problem solving, offering flexible and customised solutions;

World-wide support - 'VICI is close to its customers'. With its network of authorised dealers in the most important countries of the world and its own subsidiaries dedicated to marketing and after-sales service, Vici guarantees worldwide support;

Guaranteed certified quality standards and reliability over time - through its certifications Vici provides its customers with guaranteed process and product quality, safety, and respect for the environment and people's values.

In order to be able to respond promptly to any problems encountered by customers, periodic **alignments and dialogue** are carried out. In particular, during these meetings, non-conformity data identified by the customer is aligned, and then received, recorded and managed within the Vici Management System. Once the analysis process is complete, operators proceed to effectively and efficiently respond to any issues that arise.

In the optical measuring machine area, the company has an indicator structure for customer satisfaction and through the Service Department, responds and supports clients. With a view to customer guidance and satisfaction, since 2023, customised **after-sales packages** have been designed and offered to clients, which include both the replacement of standard components and a defined number of hours of on-site or online service and maintenance.

Overall, the Lean project and the implementation of Management Systems have supported the construction of performance indicators (KPIs) validated by top management and assigned to Managers; the indicators are monitored and presented monthly in the Management Meeting, as a guarantee of the quality of the company's processes.

In particular, for **product quality**, global (first level) monitoring indicators have been established in both the circuit board and optical measuring machine areas. In addition, each quality officer monitors second-level indices related to internal departmental and supplier non-conformities, carries out cause analysis and improvement plans, and produces statistics related to their specific department. Quality activities are performed in synergy with those of continuous improvement, a process that aims to constantly optimise processes, products and services, through small changes that also result from proactive reporting by the departments themselves.

Client audits carried out directly with reference to the quality of the organisational structure and the quality and safety of the machines were successful, and no cases of non-compliance were reported.

In order to facilitate the management and sharing of reports, in 2024 a project to digitise PDCA (Plan Do Check Act) boards from 5s sites was promoted, with the tool also extended to office departments. The tool in question has a smart interface and enables interaction between team participants via a direct messaging and alerting function, as well as constant alignment with relevant stakeholders on the progress of open and closed items; the true effectiveness of continuous improvement lies in **the widespread sharing of the method and improvements**.

The company is also currently testing the new **Kamishibai Board** platform, a tool used in lean manufacturing to manage tasks, audits and routine checks. Therefore, reports closed at 5s sites and, more generally, activities requiring periodic monitoring are included in this tool, thus standardising dynamic and interactive audits. Each activity is assigned to a specific person by e-mail, requiring the mandatory opening of a PDCA in case of a critical issue. There are plans to extend the project to include environmental and occupational safety audits. This approach has proven to be more flexible than the classic check-list approach, favouring continuous and targeted monitoring, also thanks to a gamification approach that increases the involvement of operators.

During 2024, there were no instances of non-compliance with regulations and/or self-regulation codes concerning the health and safety impacts of products and services.



4.

OUR PEOPLE AND COMMUNITY

A large, abstract green graphic at the bottom of the page, consisting of several overlapping, curved, translucent shapes that create a sense of movement and depth.



4.1 OUR PEOPLE

Collaboration and **dialogue** with employees, along with ensuring that their **skills** are fully utilised and that they receive **professional development**, are fundamental elements for Vici and have shaped its company culture since its foundation. Dialogue and collaboration are also closely linked to everyday life at the company, ensuring well-being and the best performance.

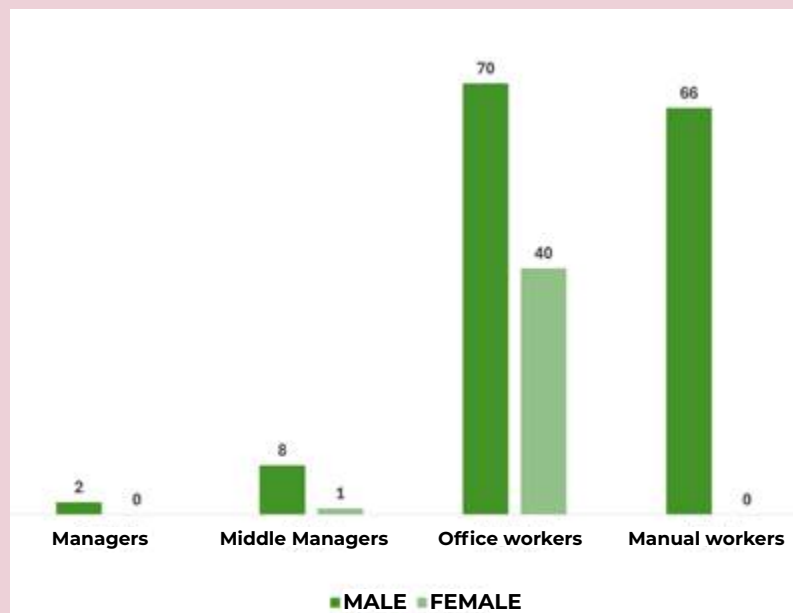


In fact, the motto “**There is no team without a family**” is important to the organisation, suggesting a group of people who, in synergy, with acceptance and collaboration, work to achieve shared goals. With this in mind, Vici is committed to meeting the needs and aspirations of its employees, striving to meet their needs, reach and exceed their expectations.

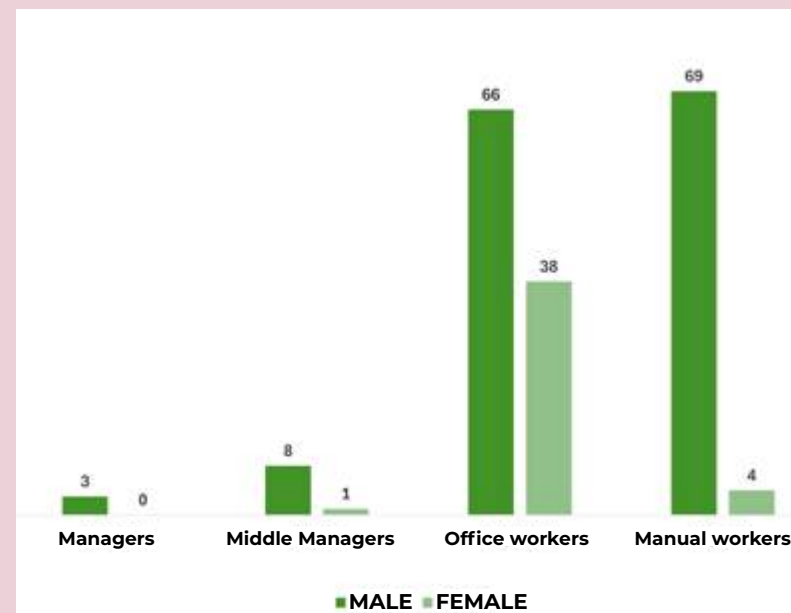
Partly as a result of these characteristics, Vici’s employees, including those of foreign subsidiaries, totalled 189 as at 31 December 2024. Women made up 23% of Vici’s workforce in 2024. The figure shows a slight increase over the previous year, consistent with the increase in the employment of female staff, from 41 in 2023 to 43 in 2024. This demonstrates Vici’s commitment to equity and inclusion, even though, in line with the industry trend, Vici’s workforce is majority male, representing 77% of the company’s population (146).

As regards the breakdown of personnel by age group, almost 65% of employees fall into the 30-50 age bracket (122 employees), about 16% are under 30 years old, up from 11% in 2023, demonstrating Vici's commitment and forward-looking vision towards the future, which focuses on young talent, and 19% of personnel are over 50 years old (37 employees). This last figure should be seen positively because in 2023 Vici joined the Discover project for the hiring of people over 50 years old with difficulty finding work, as explained in more detail in section 4.3 of this Report. All Italian employees are covered by collective labour agreements (Metalmeccanica Industria), about 96% of them are employed on open-ended contracts while the remainder are employed on fixed-term contracts. This underlines the importance of **stable and long-lasting working relationships**, which allow Vici to retain its employees and create a participative environment. There are 11 people in protected categories, of whom 7 are white-collar and 4 blue-collar workers.

Employees (Headcount) by professional category and gender at 31 December 2023



Employees (Headcount) by professional category and gender at 31 December 2024



Finally, Vici relies on the work of 23 **non-employee workers**, including temporary workers, trainees, apprentices and freelance workers.

Vici is **constantly searching for talents** who will bring new skills and added value to the Company, an objective pursued through the recruiting process, which is carried out by selecting figures through active research on the direct market, also in collaboration with employment agency companies, or through social platforms (e.g. LinkedIn), or also through valuable relationships built over time and through the implementation of specific social and local projects. Some of these were carried out in 2024 in collaboration with various schools and universities in the area, which are discussed in more detail in chapter 4.5 on collaborations with the local community. Once new hires have been selected, **On-boarding** is carried out, through which Vici is committed to guiding and engaging its new employees to facilitate their entry into the company. This phase allows the future employee to acclimatise more quickly, to understand what the company's values and objectives are and to strengthen their bond with the organisation.

In addition to developing its internal talent, Vici is also very attentive to their well-being, a fundamental element in promoting an improved climate in the company. For all employees, without regard to seniority or role, Vici has set up various **Company Welfare Initiatives**, with the aim of promoting people's quality of life. In particular, there is a **Welfare Portal** accessible to all employees, through which it is possible to access conventions with local, national and international entities (major name brands, discount opportunities across sectors, always active and accessible to all). Within the welfare portal, each employee can also benefit from the expert advice of an energy manager with respect to their choice of energy supplier, based on their individual consumption and habits.



With the aim of fostering the well-being of its employees, agreements have been made with two local gyms, wellness centres dedicated to personal care, partnerships with the women's motorcycling team **511 Racing Team** and the men's basketball team **Rinascita Basket Rimini**, through which it is possible to take part in activities aimed at well-being and family harmony, to share the joy of sports through social gathering.

In addition, again in 2024 the **wedding bonus** (for a total of € 500 paid to 8 Vici newly-weds) and the **baby bonus** (for a total of € 1,000 paid to 4 new Vici parents) were offered. 2024 also saw the addition of 8 hours per year of paid leave for medical examinations of employees and their children.

Smart working has and continues to support the balancing of work, personal and family life (thus moving in the direction of work life balance). After the end of the pandemic emergency, agile working mode, which was already in place before Covid began, has remained an active part of everyday working life. The conventions available on the BenefitHub portal also continued, dedicated to all employees and their families and allowing them to benefit from exclusive discounts on major name brands as well as local discounts through collaboration and partnerships in the region.

Among other initiatives to **support its employees** and continue to nurture and inspire young talent, activities and projects to support orientation have been implemented since the Covid-19 period: the Boomerang project, i.e. two days of personalised orientation and coaching - with one-and-a-half-hour sessions - targeted at employee children, to enable them to discover their own inclinations and aptitudes.

The continuation of the project gave birth to the **Orientamento project**, an initiative that allows young people to gain self-awareness, working specifically on issues they face on a daily basis (e.g. awareness of social networks, nutrition, awareness of moods). The project was initially planned for individual meetings, and was later expanded to groups of young people to increase their harmony, effectiveness and reach.

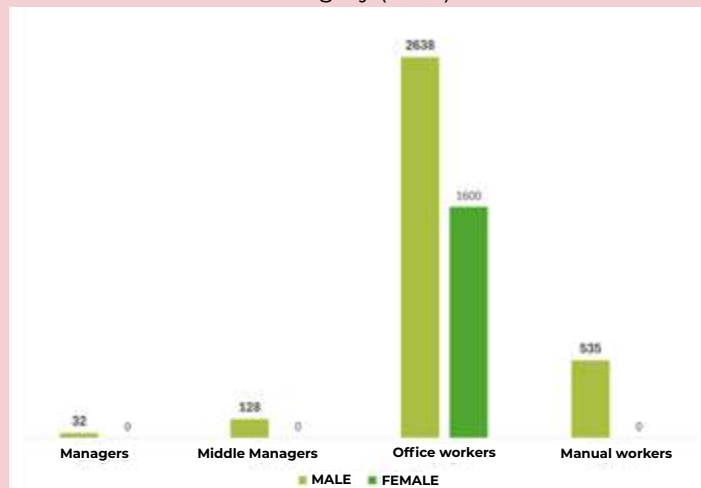


4.2 TRAINING AND TALENT DEVELOPMENT

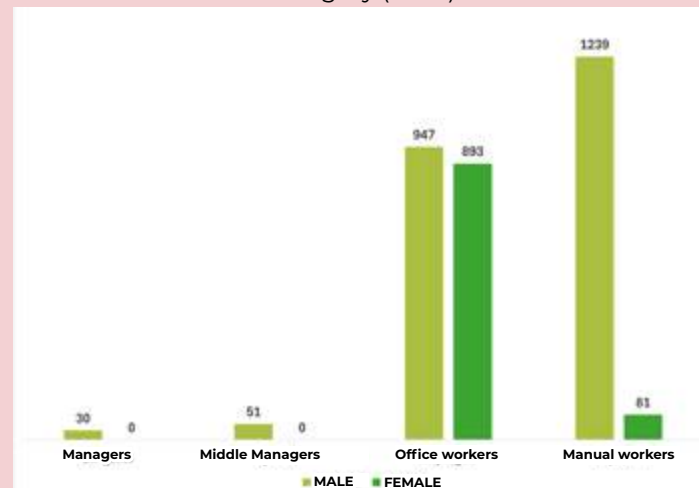
Vici has, among other objectives, those of **supporting the growth of its employees** and **developing and strengthening their skills and abilities**, for which it provides and delivers various training courses for hard and soft skills and promotes Talent Retaining policies and projects.

As can be seen from the chart below, during 2024, Vici provided a total of 3,241 training hours, of which 974 were provided to women and 2,267 to men. The average is 17 hours of training per employee per year. The training delivery mode has evolved towards a hybrid approach, with both face-to-face training and e-learning. The company also uses individual coaching, both internal and external. In addition, it continues to provide **on-the-job training**, delivered by in-house workers, allowing employees to learn by doing and get constant feedback from their supervisor. In addition to this, compulsory courses on occupational safety were delivered. More detail is provided on the following pages.

Hours of training provided by gender and professional category (2023)



Hours of training provided by gender and professional category (2024)



For the year 2023-2024, the training plan provided for:

- Planning of specific training aimed at managers to develop resource management skills;
- Training aimed at the production department and warehouse to improve product management processes: this helped to further cement the Lean Production Continuous Improvement project involving all departments of the company;
- Coaching courses aimed at managerial development involving first and second lines of the organisation;
- Master courses aimed at the personal and professional growth of individuals.



An important new feature in 2024 was the establishment within the organisational chart of **UNIVICI**, Vici's corporate academy. Although the structure is still being implemented and will become fully operational in 2025, UNIVICI aspires to go beyond the traditional academy model by offering curricula for entry-level skills, basic skills and continuous training for existing staff (service and product departments), with the aim of issuing certifications in cooperation with universities. In preparation for UNIVICI, technical courses were organised in 2024, focussing on electrical and mechanical aspects (wiring, circuit boards, software) and involving workers, internal staff, the service department and production.

Vici's business requires **vertical skills** in the production area that are difficult to find on the market these days, which is why, in 2024, it was decided to continue applying **Job rotation** within the departments, with the aim of fostering personal growth, broadening skills and increasing awareness of others' work.

A particularly significant example of this technique is the project '**Twims**' (Try Working In My Shoes), which originated in 2024 based on an idea developed by the CRA. This project offered employees the opportunity to directly experience the work carried out by other departments, by exchanging roles for two days. This initiative, which generated around fifty exchanges in 2024, is still active and continues to be an integral part of our development practices, and is also structurally embedded within the On-boarding process. This method does not only support the Company's personnel needs, but also enriches professional development, further develops skills and increases employee motivation. For these reasons, too, job rotation requests often come directly from internal resources. If there are no resources available for job rotation, external recruitment is carried out.

In order to understand how to organise **skill enhancement activities for its employees**, Vici first developed a map of positions and roles, identifying specific and common knowledge for each role. Based on this information, the department heads adopted a qualitative **performance assessment scheme** to understand how different activities are performed and to cover any gaps with corrective and/or improvement actions and specific training. In the event that a **career progression** is envisaged after the assessment, department heads share this decision with HR, management and the front lines, following the company's organisational strategy. Furthermore, growth and remuneration policies are set with the future development of the organisation in mind.

Project ORIENTAmente





4.3 DIVERSITY, INCLUSION AND EQUAL OPPORTUNITY

Diversity and **inclusion** for Vici are **intrinsic conditions of the business environment** and fundamental elements for a healthy future. For some time Vici has been carrying out **awareness-raising actions** on these issues, working to develop greater awareness among its own people.

In this context, since 2022 there has been a **Diversity & Inclusion Specialist** at the company, acting as an internal consultant on these subjects, organising various activities throughout the year, including providing training courses on diversity and inclusion and attending various conferences and disseminating suggestions within the company, thus helping to create and reinforce new awareness on these issues.

Since the opening of the company, from 1977 to the present day, there have been no cases of discrimination within the company organisation.

During 2024, the company's commitment to social responsibility and inclusion was further strengthened. Among other initiatives, a breast cancer and papilloma virus prevention day was organised on 8 March, involving a gynaecologist, a breast specialist and a nutritionist biologist. This initiative, which was very well received by the employees, was developed through a partnership with the association Crisalide (an organisation that offers support to women in the province affected by breast cancer). Following this event, the partners Gi Group and the Rimini AUSL were also involved in order to provide even more support for these sensitive issues, jointly carrying out a project to create innovative synergy with strong social value. This is how '**More Unique than Before**' was born, which aims at a public-private partnership in favour of women affected by breast cancer, with the objective of supporting them in their reintegration into the world of work by accompanying them on the path to recovery and 'rebirth', serving as a 'pillar' for social reintegration. The project began with meeting, guiding and assessing 7 women from the Chrysalis group who decided to participate in the initiative, with the aim of strengthening their motivation to return to the workforce.

Subsequently, the training programme started, which enabled them to acquire knowledge on fundamental aspects to develop their occupational and career paths, through transversal and soft skills: by developing motivation, resilience, change management and personal rebirth, the project helped strengthen their awareness of still being an active part of the social system and being 'more unique than before'.

More Unique than Before



The innovative element of this project is also notable in terms of the significant scientific value contributed by the partner AUSL della Romagna which, together with Vici, administered a psychological stress test to the participants, before the project and at the end, investigating five areas through a questionnaire: practical problems, relational problems, emotional problems, spiritual problems and physical problems. The data that the test returned is a small scientific sample to be used to analyse the effectiveness of motivation for returning to work after an illness, as well as the need to feel part of an inclusive system that can give them another chance.

The effectiveness of this inclusive initiative was **tangible**: two women were hired by Vici & C. S.p.A., while the remaining five were taken on by our partner Gi Group, which will actively support them in their return to work. By developing soft skills in particular, Vici also wanted to give back to the local area and focus on the community's assets to give the women supported by Gi Group the opportunity to have transversal training that can be used in several areas and work sectors.



Vici promotes several projects and initiatives in the area of Diversity & Inclusion, with the aim of addressing important social issues and targeting the most 'fragile' categories of talented individuals who may be 'frightened' to step forward. Hence the desire to implement 'projects against fear'.

This included the **Moms@Work** project carried out in 2022, which offered six mothers who had lost their jobs a structured work opportunity as part of a pathway that included group coaching training, addressing issues of inclusion, work life balance, organisational management of family processes, empowerment and effective communication. The second step, prior to joining the company as female workers, involved the development of hard skills (electrical wiring and testing) provided by the VICI Trade Academy. In addition to the ultimate goal of a stable position in the company, the project also helped to add women to the production departments (which before the project were exclusively male-dominated) who contributed soft skills, as well as significant reskilling.

In 2023, the project **DiscOver** was implemented, aimed at reintegrating workers over 50 into the labour market. The aim of the project, in cooperation with Caritas Rimini and the employment agency Gi Group, is to retrain workers with new skills to get back into the world of work with motivation, commitment and curiosity. The protagonists of the project thus embarked on a path of soft skills renewal through coaching on issues of work-life balance, motivation, change and failure enhancement, supported by the Human Resources department and a specialised coach from Gi Group. The course continued with specific training on wiring and testing by Vici's specialists, and then, at the end of the training, these individuals became members of production departments. The project allowed five workers to regain their dignity through work and to join the Vici family with an open-ended contract, demonstrating the company's commitment to providing steady employment for its people.

In September 2023, on the occasion of the UN EqualPayDay for gender pay equality, the **W@W - Women@Work** event took place. The initiative started with an up to date examination of the gender gap, illustrated through the participation of observers, academics and entrepreneurs, so as to provide an integrated plurality of views and experiences on the topic. The main actors involved in the current cross-section of working life were present, from high schools to universities and local companies. The event included three thematic workshops (Gender Pay Gap, Maternity & Co., Orientation & STEM), each with an ad hoc discussion table and the presence of exceptional speakers, who brought their experience and stories from the field of human resources. At the end of the discussions, best practices and activities to be implemented to decrease the gender gap were shared. The reflections and best practices that emerged continue to guide Vici's actions in 2024.

w@w - Women@Work





Also with a view to improvement, since 2023 Vici has calculated the wage gap between male and female employees in the Italian offices. Analysing the data for the 'white-collar' occupational category, the ratio of women's wages to men's wages is 83%, while the ratio of women's total remuneration to men's total remuneration, again considering the white-collar category, is 81%. For the category 'Workers', which has included women since 2024, the ratio of women's basic salary to men's basic salary stands at 74%, and that of total remuneration at 59%. This progress, although limited to a specific geographical context, indicates a positive trend and underlines the effectiveness of Vici's efforts to bring these numbers closer to 100. As part of its commitment to **gender equality**, the company conducted its first preliminary assessment with a view to obtaining Gender Equality Certification. While recognising that full compliance with the certification requirements requires further development, this internal evaluation was of crucial importance, allowing areas for improvement to be systematically identified and future actions needed to progress towards greater gender equity to be defined.



4.4 WORKPLACE HEALTH AND SAFETY

Vici wants to guarantee and promote the protection of the health and safety of its people in the workplace. To this end, the company has obtained **ISO 45001:2018 certification**, which ensures compliance with specific occupational health and safety requirements. The aim of the standard is to achieve a high level of prevention and protection from dangerous situations for employees and to create safe and reliable working conditions.

In particular, Vici carries out a periodic risk assessment and is committed to preparing the **Risk Assessment Document (DVR)**, a document mapping health and safety risks present in a company. The risk assessment covers the choice of work tools, chemical substances or preparations used, the layout of workplaces and all risks, which include both those concerning groups of workers exposed to particular risks - work-related stress and pregnant workers - and risks related to gender differences, age, and origin from other countries.

The risk assessment sets out the prevention and protection measures used to manage and reduce the risk itself, including information (supported by the informational welcome book provided to all staff), education, training, delivery and replacement of Personal Protective Equipment, and shared procedures and instructions to manage particular activities or risks.

During 2024, there were no work-related injuries that occurred during the various activities, the year ended at **3,389 days elapsed since the last injury**, corresponding to more than 9 years.

Telemedicine



Workers are periodically provided with compulsory training courses on health and safety: there is a file to monitor deadlines, training needs are collected and, on the basis of these, courses are provided to keep workers constantly up to date on the behaviour they need to adopt within the company in order to carry out their work in total safety. In particular, 675 hours of health and safety training were provided during 2024.

Through the identification of specific figures belonging to the safety organisation chart, including the RLS, Company Doctor, Managers and Supervisors, Vici aims to increase the culture of safety, involving and raising awareness of its people on the risks and related prevention and protection measures adopted and to be adopted.

To this end, **complaints/reports** are collected in the field of workplace health and safety, including improvement activities and near misses, verifying monthly trends and the percentage of closed activities out of those opened in the month, an indicator of the capacity of the structure to respond to the issues raised; the constant presence of the Quality, Safety and Environment Department allows for the direct or indirect collection of reports, which are promptly managed and shared with the stakeholders concerned. In 2023-2024, the target on near misses was set at 95, having received 100 reports, of which 87 were closed by 31 December 2024.

Thanks to Vici's focus on this issue, several projects have been implemented to spread well-being within the company: for example, the **Telemedicine** service continues, with the aim of putting employees in contact with doctors specialising in all areas with medical services available 24 hours a day, 7 days a week, which also covers all employee families. The service was further enhanced with the inclusion of paediatricians who provide important support to employees with children.

In 2022, Vici had provided, with the support of a specialised osteopath, a **course on ergonomics, critical muscular districts and workstation analysis**, involving all the company functions concerned, finding shared improvement solutions. In 2023, with the last training session held in 2024, Vici delivered specific training days for selected groups of workers on **manual handling of loads**. The training included assistance from a specialised physiotherapist, who provided practical guidance on the correct execution of movements. The main objective of the course was in fact to minimise physical exertion by teaching appropriate lifting techniques and promoting ergonomic ways of working.

An important initiative undertaken by Vici in 2023, and still active today, is the establishment of the **psychological help desk service** allowing Vici staff to directly speak with a professional, also remotely. The initiative has received positive feedback from participating employees, leading Vici to continue to offer the service in 2024.

Remaining on the subject of medical and health support, after the **type 2 diabetes prevention day** promoted in 2023, with free screening for employees, this was followed by breast cancer prevention day in 2024, emphasising the importance of early diagnosis and regular check-ups. The event, in partnership with the Crisalide Cooperative, saw the participation of all Vici female staff in a morning dedicated to listening and self-discovery.

In 2024, a package of paid leave was established for **medical examinations**. The project falls within the welfare and well-being area and is dedicated to individuals and their families. In fact, it is targeted at anyone who presents a medical certificate to the HR office, indicating their need to be absent for personal, children's and/or parents' medical examinations.

Since 2024, the company insurance policy also offered the **Chubb app** for travel management, which provides useful information related to safety and health in destination countries, including recommended vaccines, emergency numbers, real-time health alerts, and personalised safety instructions, using geolocation. The app automatically updates emergency contacts according to the country in which the employee is located.

Psychological Helpdesk



Prevention Day



*“They may cut all the flowers,
but they cannot stop the spring.”*

Pablo Neruda



4.5 COLLABORATION WITH LOCAL COMMUNITIES

Vici has strong roots in the areas in which it operates, as can be seen from the many initiatives and collaborations promoted in favour of the local community and the launch of several **projects with schools and universities**.

The cooperation with the University of Camerino is important, with the objective of researching new products to offer the market, and since March 2023 it has been possible for employee-students to attend classes, register for exams and obtain university credits. In 2024, there was a **cooperative effort between those working on their theses and company software programmers** to develop cutting edge technological solutions. This project offered a concrete opportunity for young creative talents in the field of software development to integrate themselves into the corporate environment, working alongside in-house professionals. The approach adopted valued individual contributions, inviting each trainee to reflect on and present their uniqueness as a starting point for innovation.

A testament to its commitment to promoting the growth of its people and, in particular, young people, Vici continues to support the **'There is no team without family'** project, which arose after Covid with the aim of being available to young people so they can identify their talents. The name 'There is no team without family' represents the values with which Vici has grown. For the third year running, the company worked with a local school, the Zavatta vocational centre in Rimini, with the aim of offering professional opportunities to young people with difficulties entering the world of work. To this end, a class of students from the course 'Machine and system operation and maintenance technician' was involved, to whom the company's electrical and software department managers gave theoretical and practical training lessons. The project aims to create laboratories of creativity and innovation, and to provide jobs for young and talented people. Thanks to this initiative, over the years, Vici has had the opportunity to meet many motivated and talented young people who, by putting themselves on the line, have become part of the Vici team and, in other cases, have rekindled their motivation and resumed their studies. Vici also utilises this program to combat the phenomenon known as **NEET** or **"Not in Education, Employment or Training"**. It refers to all those young people who are not studying, not working and not involved in a training process. Vici also has a long-standing collaboration with ITS Maker, i.e. technology schools created through a Ministry of Education campaign in 2008, with the aim of creating highly professionalised training courses for young graduates.

With a view to collaboration in the area and partnerships with institutes, in 2023 Vici implemented the project **Contaminiamoci di Colore**, with the aim of bringing together the worlds of education and work, involving two local art institutes (Liceo Artistico Serpieri in Rimini and Istituto Artistico Canova in Forlì). The project was created as an expression of the values that distinguish the company, with a twofold aim: to bring schools and the company together, identifying an innovative way of enhancing the company as place for learning, offering concrete opportunities and giving space to skills and talent; to experience the company in terms of social responsibility to the local area, guided by the word “INFLUENCE”: engaging in different painting styles, making connections and orienting each other, linking art and the company, thinking, imagining and creating paintings or artistic representations in line with the VICI corporate values and climate. At the end of the project, the works of the young talents were hung on the walls of the offices, from Administration to Research and Development, from IT to Sales and Service.

During 2024, the company promoted and supported two important initiatives to raise awareness of relevant social issues such as motivation, commitment and overcoming prejudice. **A first event, called ‘Knock Knock Future!’**, was held at the University of Camerino and was attended by Alessandro Del Bianco, a professional pilot, and Gloria Peritore, an Italian boxing champion. The aim was to tell the students how motivation, commitment and the ability to exceed the expectations imposed by society can be decisive in achieving any goal.



The **second event**, “**Allies in Change**” again saw the participation of Gloria and the partner 511 Racing Team, an all-female motorcycling team that Vici has been supporting for some years now and with which it collaborates on valuable partnerships linking work and sport based on the shared value of talent. The event generated strong interest, involving a wide audience that included the Santarcangelo Institute, several universities and leading Italian companies. The morning was devoted to discussion and debate sessions on the various forms of prejudice in all its senses, also involving local schools and young people, who brought their own important points of view on the delicate topic that already has consequences in the first years at school. The afternoon transformed the company into a dynamic and engaging environment, where participants were able to engage in hands-on activities, including kickboxing demonstrations by Gloria and an interesting behind-the-scenes boxing simulation with Alessandra Mancini of the 511 Racing Team, making the experience interactive and memorable. As both of them are women in a usually male-dominated field, they were able to tell how support and lack of prejudice from the team and their coaches were crucial in their success.

In addition, the company actively promoted sustainability and community engagement through the project “**City with a Positive Impact**”, in collaboration with the Municipality of Santarcangelo and local stakeholders. This initiative is aimed at urban regeneration and raising awareness of environmental issues within schools. The company contributed to the purchase of a vehicle for people with disabilities: a Fiat Doblò XL with an electric ramp, which will make it easier to accompany people with reduced mobility.

The company also participated in training events in schools: students from ISS Einaudi Molari, for example, took part in a training session on Agenda 2030 issues. The students were asked to come up with some projects that could improve the quality of life in Santarcangelo di Romagna, taking into account the 17 objectives of the Agenda.

Finally, through the well-established path promoted with **Orientamento**, career guidance meetings and summer internships were organised for the children of employees.

Also underlining Vici's efforts to support its communities are its **sponsorships** of various local sports entities, including:



Basketball: Rimini Basket



Basketball: Insegnare Basket Rimini



Football: S.S.D. Bellariva Virtus



Football: Dinamo Santarcangelo Calcio



Football: A.S.D. Verucchio



Moto 3: 511 Racing Team
An all-female team

Motorbike G.FOUR CORSE S.R.L.



Cycling: ASD Freccerosse Cycling



Culture: Santarcangelo dei teatri

5.

ENVIRONMENTAL IMPACT MANAGEMENT

A large, abstract green graphic occupies the bottom half of the slide. It consists of several overlapping, curved, translucent green shapes that create a sense of depth and movement, resembling a stylized landscape or a series of flowing waves.



5.1 ENERGY CONSUMPTION AND EMISSIONS

Managing and reducing impacts on the environment and protecting the planet are essential topics nowadays, which every individual must take into account in their choices and actions. Climate change is a global phenomenon, which is why it is necessary for each one of us, in our own small way, to take action to counteract its negative consequences.

Vici is constantly striving for effective solutions with the aim of progressively reducing its impact on the environment. In particular, since 2010 Vici has been certified **ISO 14001**, having established an Environmental Management System to manage environmental aspects, meet legislative compliance obligations and assess risks and opportunities. The scope of the system covers Vici's head office and the factory in Via del Grano.

In addition, Vici has a dashboard for monthly monitoring of electricity, gas and water consumption. This makes it possible to obtain consumption data trends for all locations and check for anomalies.

Starting from the 2023 financial statements, the energy consumption of foreign subsidiaries and their emissions have also been reported, with a view to improving and increasing transparency.

From 1 January 2024 to 31 December 2024, **energy consumption** by Vici and its foreign subsidiaries came to **6,665 GJ**, an increase of **12%** compared to 2023, when consumption came to **5,953 GJ**. This change is due to the activation of the Metrios America subsidiary and refinements in the calculation method.

The main type of energy consumption derives from **non-renewable fuels** (78% of total energy), in particular fossil fuels for automotive use such as diesel, petrol and methane. The remaining 22% of energy consumption is from **electricity** acquired from the grid. Of this, 100% of that consumed in Italy and Germany has certificates of origin and comes entirely from **renewable sources**.

In 2024, as part of the **Relamping** project, focussed on energy efficiency for the via Gutenberg 5 location, replacement of lights in the office areas was completed (ground floor and first floor) and in the production areas. The newly installed devices are energy-saving and **integrate advanced technological solutions**, including state-of-the-art systems that automatically adjust the intensity of artificial light according to ambient brightness. The primary objective of this project is to achieve an overall improvement in energy efficiency, contributing to the company's overall energy savings and bringing tangible environmental benefits in the long term.

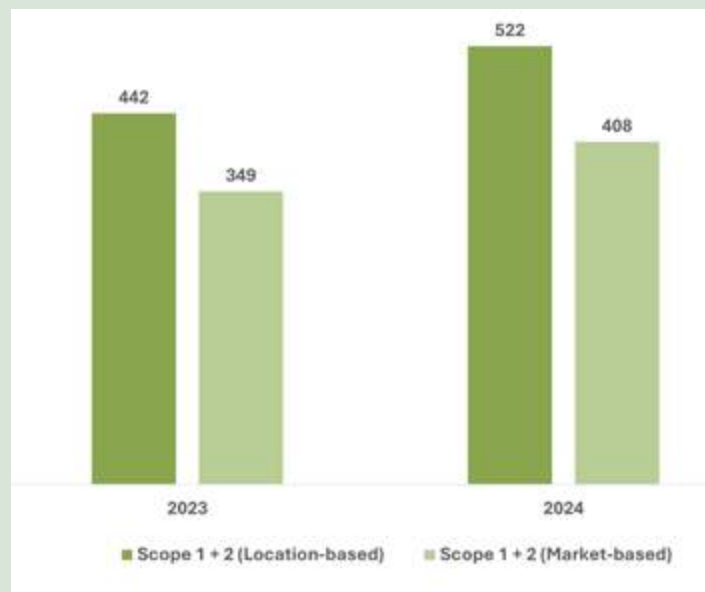
As a result of the relamping project, there was a 152,260 kWh decrease in electricity consumption in 2024, down 30,370 kWh from the 182,630 kWh consumed in 2023 -- almost 20%. This reduction, which corresponds to 1109.332 GJ, is a direct result of the implementation of this energy efficiency and conservation initiative. The reference year used to calculate the decrease is 2023, chosen for the availability of complete and representative data on energy consumption prior to the intervention. The calculation methodology was based on direct measurements taken on electricity meters at the site, comparing consumption in 2024 (post-intervention) with consumption in 2023 (pre-intervention).

Energy intensity for Vici in 2024, calculated as energy consumption in GJ per million sales, stands at 127, slightly up from the 2023 value (82.3).

Climate-changing emissions generated by Vici's operations in 2024 increased with respect to 2023, consistent with the expansion of the scope of reporting. Total direct **Scope 1** emissions in 2024 came to **394 tCO₂eq**, a change of 20% with respect to 2023 (327 tCO₂eq). These were predominantly generated by diesel and natural gas. With regard to indirect **Scope 2** emissions, related to electricity consumption, in 2024 these came to approximately **128 tCO₂eq** (115 tCO₂eq in 2023) if calculated using the Location Based method and to **14 tCO₂eq** (22 tCO₂eq in 2023) if calculated using the Market Based method, which takes into account the guarantees of origin acquired by the company.

In 2024, total Scope 1 and Scope 2 emissions calculated with the Location based method were approximately **522 tCO₂eq** (442 tCO₂eq in 2023), while with the Market Based method the number is **408 tCO₂eq** (349 tCO₂eq in 2023), a slight increase from the previous year.

Scope 1 and Scope 2 emissions



Emission intensity for Vici, calculated as the sum of Scope 1 and 2 emissions - Location based per million of turnover, came to **10**, a slight increase with respect to the intensity figure the previous year (6.12).

Vici has made a significant commitment to combat the negative consequences of climate change through the 'Treedom & Vici' offsetting project, whereby trees are planted in different countries around the world and their growth is monitored. The advantages are twofold:

Environmental benefits:

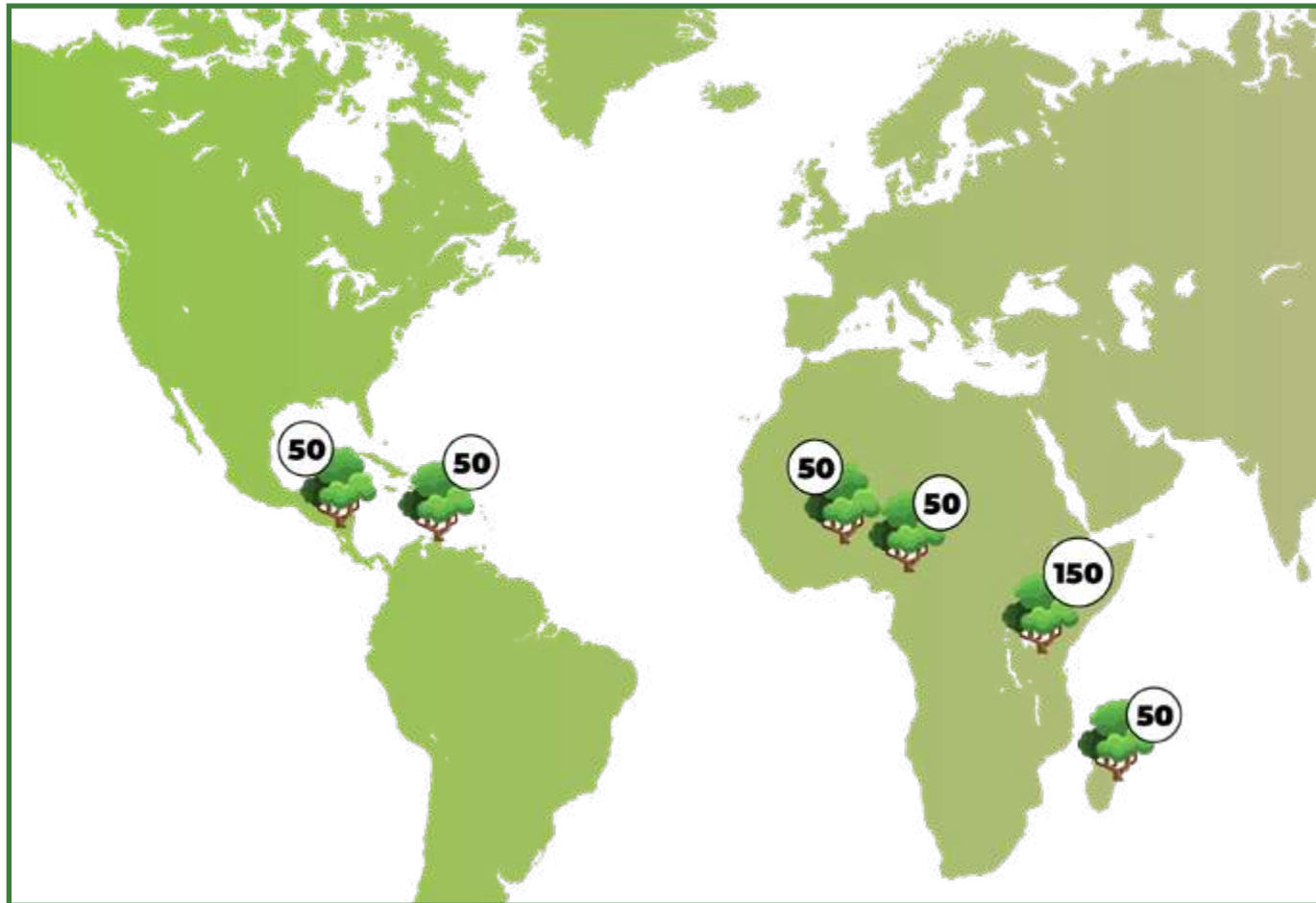
- Long-term carbon uptake;
- Enrichment of soil fertility and its maintenance in the long term;
- Conservation of biodiversity;
- Improvements in air and water quality;
- Reducing destructive pressure on primary forests.

Social and economic benefits:

- Supporting and growing communities in the area;
- Funding, community building, training and technical assistance.

As part of this project, Vici created 'The Forest of Talent' containing 400 trees with the aim of creating an ambitious combination of environment and talent. Growth, development and care for the forest are combined with the passion and determination with which Vici strives daily to generate value and growth through its people. Thanks to this initiative, Vici is able to achieve a reduction in its environmental impact: in particular, the trees in this forest absorb 129.38 t of CO₂. Vici also focussed on young people as a sign of hope and a forward-looking vision of the future, donating some trees from the 'Forest of Talent' to children attending local schools, the Istituto Serpieri in Rimini and the Istituto Canova in Forlì.

THE FOREST OF TALENT



Indirect impacts generated throughout the value chain

Vici recognises that a large part of its climate impact derives from **Scope 3 emissions**, i.e. those generated along the entire value chain, both upstream and downstream of its operations. Although a complete quantification is not yet available, the company has started the qualitative mapping process for the most relevant emission sources to raise internal awareness and lay the groundwork for future, more precise measurements.

Based on the company's value chain structure and core activities, the expectation is that the most relevant categories in terms of Scope 3 emissions are associated with purchased goods and services (**category 1**) upstream and downstream transport and distribution (**categories 4 and 9**) the use of products sold (**category 11**) and the mobility of employees (**categories 6 and 7**).

In particular, with regards to **purchased goods and services** (Category 1 of the GHG Protocol - Corporate Value Chain Scope 3 Standard), Vici has data for 93% of its main raw materials and packaging materials. In addition, the company has implemented an evaluation criterion that favours the purchase of materials with high recycled content, as detailed in Chapter 5.2. In addition, Vici has the economic value of the main categories of services purchased during the year. Finally, considering the prevalence of metallic materials and electrical components in supplies, it is estimated that this category accounts for a significant share of total Scope 3 emissions, in line with what is observed in the manufacturing sector.

Also for capex assets (Category 2), information is available by macro-category, with relevant purchases referring to a building and land in the province of Rimini, as well as various equipment, furniture and office machines, software licences and hard disks.

In relation to **upstream transport and distribution** (Category 4), most materials and components are transported by road. Although Vici does not have precise data on distances travelled at the moment, it has estimated that about 75% of its suppliers are located in Italy, with the remaining 25% in the European Union. This configuration suggests a non-negligible impact from transport, particularly for international shipments and those made with heavy vehicles.

Among the emission sources related to personnel activities, it should be noted that **work travel** (Category 6) is mainly carried out by car and train, for business reasons (trade fairs, events, customer visits). Data on mileage is not yet available, but aggregated accounting records are available.

Home-work mobility (Category 7) was the subject of an analysis that showed:

- 93.5% use of private cars
- 2% have mixed use (private car or carpool)
- 4.5% utilise car sharing with one or more colleagues

The almost exclusive use of the car as a means of transport is mainly due to the geographic location of the employees, who, as can be seen from the graph below, mainly live at a distance of more than 3 km from the Vici location.



The study also estimated the overall impact of employee travel in terms of CO₂ emissions at around 35 car journeys around the world, for which it would take around 6,000 trees to absorb the relevant emissions. Looking ahead, employee mobility could be one of the most immediately manageable areas for improvement, through mobility management initiatives and incentives to use sustainable means.

Vici leases only one property that does not fall under Scope 1 or 2. In line with the GHG Protocol, this property falls under Scope 3 - Category 8 emissions ("**Use of leased assets upstream**"), as it is not managed directly by the company according to operational criteria. Currently, the emissions associated with this property have not yet been quantified, but will be considered in future detailed analyses. However, the impact is expected to be limited, as only part of the building is utilised, for low-energy processing.

Transportation and downstream distribution (Category 9), which primarily comprises the **distribution of products** to customers, takes place predominantly via couriers (50%) and forwarding agents (45%) and a smaller proportion (5%) is handled by own means. In 2023, the company participated in GLS's 'Climate Protect' programme, an initiative to offset CO₂ emissions related to shipments entrusted to the courier company. Offsetting took place through the support of several certified climate protection projects. In addition, in 2024, the company joined the DHL GoGreen Plus project, which promotes the use of sustainable aviation fuel (SAF) for air transport services. With regard to the distribution of circuit boards attributable to Vici, an initial estimate was made of the kilometres travelled by couriers to deliver products to and from Vici. Although offset emissions represent a concrete action, outbound transport - especially over long distances or by aircraft - is a potential emission hotspot on which future detailed analyses should focus.

Vici has detailed information available on average energy **consumption for its products during use** (Category 11), which it provides to clients in the User Manuals. The use of products by customers is a relevant category for Scope 3 emissions, especially when considered over the entire life cycle. In this sense, the availability of energy data is a solid starting point for future quantifications.

Finally, in relation to the **end-of-life** (Category 12) of the products sold, Vici has information on the numbers of machines sold and their composition, as well as the associated packaging, and is aware that a predominant proportion of its products are made of easily recyclable materials. This focus on the recyclability of materials may help mitigate end-of-life emissions. Although at present Vici is not aware of any decommissioned machines at end-of-life, it will be important to acquire more precise data on actual decommissioning practices by customers.

Some Scope 3 categories are not applicable, such as the processing of the products sold (**Category 10**), since Vici sells finished products, which do not undergo further processing by customers.

This initial qualitative mapping represents a fundamental step towards the complete quantification of the range of Scope 3 emissions, essential to increase **internal awareness** and **identify priorities for improvement for future years**. The objective for the coming years will be to progressively develop a Scope 3 inventory in accordance with international standards (e.g. GHG Protocol), with a focus on priority categories in terms of climate materiality and data availability.

Vici is aware of the importance of continuing on this path gradually and consistently, also through dialogue with suppliers and logistics partners.

Additionally, in 2024 Vici continued to actively participate in the **Rivending project** and, through proper disposal of the coffee cups used at the via Gutenberg location, was available to avoid additional Co2eq emissions.



5.2 CIRCULAR ECONOMY

When we talk about the circular economy, we refer to two interconnected issues: **materials** and waste. The circular economy is defined as a production and consumption model based on sharing, lending, reusing, repairing, reconditioning and recycling existing materials and products for as long as possible. This process involves increasing the life cycle of products, thus contributing to the reduction of waste. Once a product reaches the end of its life, its materials are reused within the production cycle, generating further value.

Vici uses different types of materials, both renewable and non-renewable, to carry out its activities. The latter mainly include plastic, electronic equipment, cables and sheet metal, which constitute essentially all materials used in the production process (99.6%), given that it opts for **long-lasting and durable materials** for its machines. In terms of renewable materials, Vici utilises wood and cardboard, mainly for shipping and logistics.

In a perspective of continuous improvement, in 2024 Vici continued **monitoring the weight of materials utilised**, consolidating the inclusion of unit weights in the database, details of which are provided in the attached table. The weights shown below account for 93% of input quantities for the entire reporting year, demonstrating the efforts made by Vici to structure the collection of this data. Assignment of the commodity class in the registry was also improved, permitting better identification of incoming materials.



In 2024, the company **reduced its overall material use by 20.38%**, from 1,145,554 kg to 912,162 kg. In particular, the use of plastics dropped by 11.62%, electronic equipment by 27.53%, cables by 48.53% and sheet metal by 26.73%. An exception was wood, which saw an increase due to the adjustment of the database to include the weight of wood packaging used for optical measuring machines, which came to 41180 kg (89.8% of the total), and was not included in 2023. Overall, **non-renewable materials fell from 1,141,200 kg to 864,539 kg, while renewable materials increased by 4,374 kg to 47,622 kg**. This increase can be traced to the adjustment of the database with reference to wood.

The company's **commitment to reducing its environmental impact** remains active, with the adoption of more sustainable practices and more responsible management of resources, which is why Vici has initiated a project to search for recycled and easily recyclable materials and places great emphasis on replacing non-renewable materials with renewable ones when blocking parts/components in place during production and subsequent shipment. The search for recycled and easily recyclable materials is part of the evaluation established in the materials procurement policy.

During 2024, the supplier Storopack was chosen for purchases of 100% percent recycled packaging material and fully recyclable paper, which is also FSC certified. The added value of the project with Storopack is the elimination of plastics used for packaging (bubble wrap, crisps, bubbles), thus significantly reducing the consumption of plastic packaging material, and improving the efficiency of blocking parts in place, thanks to packaging techniques learned from the supplier in question.

Among the actions implemented at Vici are the purchase of casting articles for optical measuring machines, which consist of an average of 47% recycled aluminium, and the use of Skid-mate, a plastic protective element made of up to 50% recycled resin.

Additionally, **internal initiatives** have been launched to reduce utilisation of single-use plastics, promoting the purchase and usage of recycled plastic, and to reduce the use of printed paper through digitalisation. In fact, both the health documentation for each employee and the documentation given to new recruits during the on-boarding phase have been digitalised, raising the organisation's awareness of conscious printing.

We also promote **logistics optimisation projects**, analysing triangulation routes and promoting direct deliveries, reducing costs and environmental impact.

With regard to waste, Vici selectively collects by EWC code and produces **mostly non-hazardous waste** (about 96.38% of the waste generated), such as wood from broken pallets, metals, pure and hollow copper and mixed packaging. In 2024, Vici generated a total of **26.77 tonnes** of waste, compared to 31.49 in 2023, a **reduction of around 15%** in total waste production, compared to the previous year. Hazardous waste, only 3.47% of the total, includes end-of-life equipment that may contain hazardous components, canisters, empty packaging containing residues of hazardous substances, rags and used and potentially contaminated clothing (e.g. by oil). For better waste management, Vici has developed partnerships with specialised waste disposal companies, performs permit checks of the suppliers themselves and has a verification system, a form and waste tracking files to obtain an overview of what is being produced by the head office and the plants. Chemicals are processed only in very small quantities and with a low degree of hazardousness: the only exception is the use of nitro diluent for *Second Hand* cabinet cleaning activities. In any case, this product is only handled by appropriately authorised, trained and trained personnel.



Respecting Vici's commitment to promoting the 3R approach: "**Reduce, Recycle and Reuse**", to date the installed fleet of measuring machines is active overall: every machine that is sold to a customer is registered and uploaded to CRM (Customer Relationship Management - software that allows the company to manage and analyse interactions with customers) and its evolution is tracked from delivery to subsequent annual maintenance. Any waste that may result from the replacement of components during maintenance activities is handled directly by the customer, with the exception of warranty claims. In these cases, Vici directly handles the return for in-house or supplier evaluations and tests; only in the case of an obvious malfunction does it handle scrapping of the component in the form of waste.

Furthermore, as a confirmation of the durability of optical measuring machines and repair and remanufacturing activities, Vici has a percentage of 100% both in terms of *machines returned for malfunctions on total machines repaired*, and in terms of *products returned for refurbishment for refurbished products*, with "product" meaning the entire returned optical measuring machine. Refurbishment follows a reprocessing procedure, with the machine going through production for checks on all components and replacement of worn/broken ones. In addition, Vici offers customers the possibility of upgrading the software of machines up to ten years old to the latest available version, avoiding obsolescence.

Vici also positions itself as a subcontractor in a value chain, refurbishing cabinets and, with the collaboration of a specialised company, air conditioners.



6.

ECONOMIC AND DIGITAL RESPONSIBILITY

A large, abstract green graphic at the bottom of the slide, consisting of several overlapping, curved, translucent shapes that create a sense of depth and movement, resembling a stylized landscape or a series of flowing lines.

6.1 ECONOMIC VALUE GENERATED AND DISTRIBUTED

From the reclassification of the statutory financial statements, it is possible to obtain a schedule of the **economic value generated and distributed**, the purpose of which is to illustrate the value created by Vici and to allow an assessment of the company's objectives and consequent results.

Economic value directly generated by Vici in 2024 was € 53,079,077, a decrease (-26.97%) compared to the previous year, due to a reduction in turnover that Vici had in any case included in its strategic scenarios. The economic value distributed, amounting to € 51,386,063, is mostly represented by reclassified operating costs and includes costs incurred for the purchase of raw materials, consumables and goods, costs for services, costs for the use of third-party assets, changes in inventories of raw materials, consumables and goods, and miscellaneous operating expenses. Finally, € 143,223 was allocated to lenders (up from 2023 due to a higher share of interest on capital), while no dividends were distributed to shareholders. € 303,211 was donated to the local community through charitable donations, sponsorships and collaborations, an increase of about 8% compared to 2023. See the table below for further details.

	2023	2024
Economic value generated	€ 72,693,141	€ 53,079,077
Economic value distributed	€ 69,638,049	€ 51,386,063
<i>of which reclassified Operating costs</i>	€ 59,329,625	€ 40,818,893
<i>of which Staff Remuneration</i>	€ 8,645,898	€ 9,398,870
<i>of which Public Administration Remuneration</i>	€ 1,251,215	€ 721,866
<i>of which Lender Remuneration</i>	€ 129,952	€ 143,223
<i>of which Shareholder Remuneration</i>	€ 0	€ 0
<i>of which Community Remuneration</i>	€ 281,359	€ 303,211
Economic value retained	€ 3,055,092	€ 1,693,014



6.2 CYBERSECURITY AND DATA PROTECTION

Cybersecurity represents the set of technologies, processes and protection measures implemented with the aim of reducing the risk of cyber attacks. The key element in mitigating and reducing risks related to cyber threats is a solid cyber security structure. During 2024, no complaints were registered concerning breaches of customer privacy and/or loss of their data.

Knowing that secure information management is a crucial element for business growth, in 2024 Vici updated and approved the **Corporate Information Security Policy**. The policy is the result of a series of IT-related assessments, including the identification of threats and possible system vulnerabilities and the implementation of prevention and protection measures.

In addition to its strategic role, information security has impacts on the company's assets, which must be protected. With this in mind, an **Information Security Management System (ISMS)** has been implemented, with the intention of protecting data, so as to:

- Ensure management continuity;
- Minimise possible operational damage;
- Maximise competitive advantages.

Information security management includes a **periodic update of the evaluation of risks and safeguards**, which is carried out whenever deemed necessary.

There are three **key figures for information security at Vici**: the CISO (Chief Information Security Officer), who is responsible for managing the Information Security System, the CIO (Chief Information Officer), in charge of managing the IT structure, and the CTO (Chief Technology Officer), who supports the CIO in managing the company's IT Area and its assets. These three figures, together with the CEO and the representatives of the corporate functions, form the **Crisis Management Team**, responsible for managing information security crisis events.

In 2022, after a request from a major automotive customer, Vici obtained **TISAX certification - Trusted Information Security Assessment eXchange** - which is an assessment mechanism for information security within the automotive industry. This is a verification system that, taking its cue from ISO 27001, is used to **guarantee a secure and reliable exchange of information** between automotive manufacturers and suppliers. TISAX utilises about 90% of the controls of ISO 27001 and adds others related to 27017 (Security Controls for Cloud Services). The standard is accredited by the ENX Consortium - an organisation founded in 2000 that brings together car manufacturers, supply chain suppliers and four national automotive industry associations - and has been promoted by its members since 2018. In 2024, the company demonstrated a continued focus on maintaining and improving its security standards by completing the TISAX certification upgrade, incorporating new requirements, including YPT control and slider information management. In 2025, the upgrade process and the audit for the renewal of the TISAX certification is scheduled to be completed.

In 2023, through the e-learning platform V.E.L.A., a 21-hour training course was activated, involving all front-line and clerical staff, aimed at strengthening general knowledge on **aspects of Cybersecurity and information security**, within the **Digital Skills** module.



TISAX
ENX ASSOCIATION

In 2024, in continuity with the previous year, the process of staff awareness and training continued, both through dedicated training meetings, through mini-trainings sent periodically to the entire workforce, and through phishing campaigns to test the degree of attention achieved by staff: users who mistakenly reply to the phishing email are offered a short video or text, with a final mini-quiz; the outcome of the **phishing campaign** is then shared.

At the end of the training meetings and as part of the on-boarding process for new personnel, a **questionnaire** of Information Security Survey is given **to evaluate the grade of learning** of the staff on these issues, with the aim of understanding and subsequently bridging any information gaps.

In addition, the company makes the Company Information Security Policy available to staff in a shared area, as well as the Regulations for the use of IT equipment, the Information Security Management System procedures and instructions, and the educational material used in information and training sessions, promoting greater awareness and knowledge.

In order to better protect confidential data, Vici has implemented **two-factor authentication** for personnel who need to access such data from outside for work purposes.

Among other initiatives promoted by Vici in the area of cybersecurity, a collaboration was set up with a company specialising in the development of antivirus and encryption solutions, in order to implement the **endpoint and server security**: thanks to this, data protection from external cyber threats can be achieved. During 2024, this collaboration was further enhanced with the implementation of an XDR (Extended Detection and Response) system managed through a centralised portal, extending protection to corporate PCs.





There are also backup systems used to restore an original version of the data in the event of data loss or damage. Vici has implemented **backup systems**, both offline and connected to the network, as well as a **Disaster Recovery system** at another location, with backups sent every two hours.

Information security, as mentioned, is a key asset in the value creation process at Vici; with this in mind, the organisation, in continuity with the previous year, implemented the following **projects and objectives**:

- **Continuous updating** of operating systems;
- **Investigation and scouting of threats on the DarkWeb**, with a specific search aimed at detecting the presence of VICI or data about key VICI personnel;
- **Maintaining the XDR System**, an open cybersecurity architecture that integrates security tools and unifies protection operations across all layers: users, endpoints, email, applications, networks, cloud workloads and data;
- **Check on USB keys** leaving the premises for the purpose of preventing potential voluntary or involuntary leakage of sensitive corporate data;
- **Shared folders with contractors** through synchronised areas with exclusive and certified VPN access to share information and documents.

On the active protection side, in addition to surveillance via XDR and the integration of antivirus systems, a file history control programme was introduced in 2024, which can keep track of all changes made by users and report any suspicious activity. In addition, the network system was configured to isolate external users connecting to the corporate LAN in a separate network, reducing internal vulnerabilities. Finally, the company has dedicated cybersecurity insurance to further protect against possible cyber risks.

7.

OUR SUSTAINABILITY PERFORMANCE

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Human Resources Data

DISCLOSURE 2-7: EMPLOYEES

Total number of employees by contract type (fixed-term and permanent) and by gender						
Type of contract	At 31 December 2023			At 31 December 2024		
	Male	Female	Total	Male	Female	Total
Permanent	142	39	181	142	40	182
Temporary	4	2	6	4	3	7
Total	146	41	187	146	43	189

Total number of employees by contract type (fixed-term and permanent) and by gender						
Type of employment	At 31 December 2023			At 31 December 2024		
	Male	Female	Total	Male	Female	Total
Full-time	145	31	135	146	29	175
Part-time	1	10	0	-	14	14
Non-guaranteed hours employees	0	0	0	0	0	0
Part time (%)	1 %	24 %	6 %	0 %	33 %	7 %
Total	146	41	187	146	43	189

DISCLOSURE 2-8: NON-EMPLOYEES

Average number of external workforce (HEADCOUNT) by professional category and gender						
Professional category	At 31 December 2023			At 31 December 2024		
	Male	Female	Total	Male	Female	Total
Temporary Work Agency	9	11	20	3	1	4
Interns/Trainees	0	0	8	-	-	0
Apprentices	5	3	26	11	6	17
Other: freelance worker	17	-	2	2	-	2
Total	33	23	56	16	7	23

DISCLOSURE 2-30: COLLECTIVE BARGAINING AGREEMENTS

Previous total number of employees covered by collective bargaining agreements		
Number of employees	2023	2024
Total employees	187	189
Number of employees with collective bargaining agreements	187	189
Total Percentage	100 %	100 %

DISCLOSURE 404-1: WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

Average hours of health and safety training by occupational category and gender						
Professional category	At 31 December 2023			At 31 December 2024		
	Average hours Men	Average hours Women	Average hours Total	Average hours Men	Average hours Women	Average hours Total
Managers	0	0	0	0	0	0
Middle Managers	0	0	0	0	0	0
Office Workers	3.4	0.4	2.3	7.6	8.6	7.9
Manual Workers	2.7	0	2.7	5.6	5.6	5.6
Total	2.9	0.4	2.3	6.2	8	6



DISCLOSURE 403-9: ACCIDENTS AT WORK

Employees

Accidents at work		
Number of accidents	2023	2024
Total number of deaths due to work accidents	0	0
Total number of serious work accidents (excluding fatalities)	0	0
Total number of recordable work accidents	0	0

Time data		
Hours	2023	2024
Hours worked	329,151 ¹	321,808
Multipliers for calculation	200,000	200,000

Accident rates		
Rate	2023	2024
Death rate due to work accidents	0	0
Rate of serious accidents at work (excluding deaths)	0	0
Recordable work accident rate	0	0

Main types of accidents		
Number of accidents	2023	2024
Wound/Cut	0	0
Bruising/Crushing	0	0
Stress injury: muscle injuries, hernias, etc.	0	0
Other injuries	0	0

DISCLOSURE 403-9: ACCIDENTS AT WORK

External workers

Accidents at work		
Number of accidents	2023	2024
Total number of deaths due to work accidents	0	0
Total number of serious work accidents (excluding fatalities)	0	0
Total number of recordable work accidents	0	0

Time data		
Hours	2023	2024
Hours worked	22,431	11,750
Multipliers for calculation	200,000	200,000

Accident rates		
Rate	2023	2024
Death rate due to work accidents	0	0
Rate of serious accidents at work (excluding deaths)	0	0
Recordable work accident rate	0	0

Main types of accidents		
Number of accidents	2023	2024
Wound/Cut	0	0
Bruising/Crushing	0	0
Stress injury: muscle injuries, hernias, etc.	0	0
Other injuries	0	0

¹ In 2023, only the hours worked by the company's employees in Italy were considered. Following a methodological revision, the hours worked by employees of the Group's foreign companies were also included.

² The rate of recordable work accidents was calculated on the basis of 200,000 hours worked.

DISCLOSURE 404-1: AVERAGE HOURS OF TRAINING PER EMPLOYEE PER YEAR BY GENDER AND JOB CLASSIFICATION

Average hours of health and safety training by occupational category and gender						
Professional category	At 31 December 2023			At 31 December 2024		
	Average hours Men	Average hours Women	Average hours Total	Average hours Men	Average hours Women	Average hours Total
Managers	16	0	16	15	0	15
Middle Managers	16	0	14.2	17	0	17
Office Workers	37.7	40	38.5	13.9	21.8	16.8
Manual Workers	8.1	0	8.1	175	20.3	17.6
Total	22.8	39	26.4	15.7	21.6	17



DISCLOSURE 405-1: DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

Percentage of employees by professional category and gender						
Professional category	At 31 December 2023			At 31 December 2024		
	Male	Female	Total	Male	Female	Total
Managers	1.1 %	0.0 %	1.1 %	1.6 %	0.0 %	1.6 %
Middle Managers	4.3 %	0.5 %	4.8 %	4.2 %	0.5 %	4.8 %
Office Workers	37.4 %	21.4 %	58.8 %	34.9 %	20.1 %	55.0 %
Manual Workers	35.3 %	0.0 %	35.3 %	36.5 %	2.1 %	38.6 %
Total	78.0 %	22.0 %	100.0 %	77.0 %	23.0 %	100.0 %

Percentage of employees by professional category and age group						
Professional category	At 31 December 2023			At 31 December 2024		
	Male	Female	Total	Male	Female	Total
Managers	1.10 %	0.00 %	1.10 %	1.60 %	0 %	1.60 %
Middle Managers	4.30 %	0.50 %	4.80 %	4.20 %	0.50 %	4.80 %
Office Workers	37.40 %	21.40 %	58.80 %	34.90 %	20.10 %	55 %
Manual Workers	35.30 %	0.00 %	35.30 %	36.50 %	2.10 %	38.60 %
Total	78.00 %	22.00 %	100.00 %	77 %	23 %	100 %

Employees belonging to protected categories by professional category and gender						
Professional category	At 31 December 2023			At 31 December 2024		
	Average hours Men	Average hours Women	Average hours Total	Average hours Men	Average hours Women	Average hours Total
Managers	0	0	0	0	0	0
Middle Managers	0	0	0	0	0	0
Office Workers	2	3	5	3	4	7
Manual Workers	2	0	2	3	1	4
Total	4	3	7	6	5	11

³ The rate of recordable work accidents was calculated on the basis of 200,000 hours worked.

Environmental Data

DISCLOSURE 302-1: ENERGY CONSUMED WITHIN THE ORGANISATION

Energy consumption within the organisation					
Type of consumption	Unit of measurement	2023		2024	
		Total	Total GJ	Total	Total GJ
Non-renewable fuels		133,175	4,717	155,905	6,602
Natural gas	Sm ³	41,028	1,455	43,814	1,559
Diesel (company fleet)	l	84,413	3,004	101,416	3,611
Petrol (company-owned fleet)	L	5,182	167	11,994	387
Methane (company-owned fleet)	Kg	2,552	91	675	24
Purchased electricity		343,248⁴	1,236	300,933	1,083
<i>Of which from non-renewable sources</i>	kWh	52,015	187	32,919	119
<i>Of which from renewable sources</i>	kWh	291,233	1.48	268,014	965
TOTAL	GJ		5,953		6,665

DISCLOSURE 305-1: DIRECT GHG EMISSIONS (SCOPE 1)

Type of emissions	Unit of measurement	2023	2024
Natural gas	Tco ₂ eq	83.6	89.6
Diesel	Tco ₂ eq	232.6	279.4
Petrol	Tco ₂ eq	10.9	25
Methane	Tco ₂ eq	-	-
Total	Tco₂eq	327	394

⁴ The 2023 figure for electricity consumption has been restated following an improvement in the measurement process, which allowed for a more precise figure.

DISCLOSURE 305-2: INDIRECT GHG EMISSIONS (SCOPE 2)

Type of emissions	Unit of measurement	2023	2024
Location-Based	Tco ₂ eq	115	128
Market-Based	Tco ₂ eq	22	14
Scope 1 + Scope 2 (Location-Based)	Tco₂eq	442	522
Scope 1 + Scope 2 (Market-Based)	Tco₂eq	349	408

Conversion factors used

Energy consumption within the organisation					
	Conversion unit	2023	Source 2023	2024	Source 2024
Electricity	GJ/kWh	0.0036	Constant	0.0036	Constant
Natural Gas	GJ/Sm ³	0.034288	Ministry of the Environment - Table of standard parameters 2023	0.035584	Minister of the Environment - Table of standard parameters 2024
Diesel	GJ/t	42.85	DEFRA 2023	42.72	DEFRA 2024
Petrol	GJ/t	43.13	DEFRA 2023	43.04	DEFRA 2024
Methane (automotive)	GJ/t	50.43	DEFRA 2023	50	DEFRA 2024

⁵ For greater accuracy in 2023 reporting, the Location-Based Emission Factors for Italy and Germany were updated from Terna 2019 values to AIB 2022 values.

Conversion factors used

Energy consumption within the organisation					
	Conversion unit	2023	Source 2023	2024	Source 2024
Electricity (Location based)	tCO ₂ /Kwh	0.000315 (Italy); 0.000374 (USA); 0.000609 (China and Korea); 0.000393 (Germany)	TERNA_2019 (international comparisons), AIB 2022 for Germany and Italy	0.000431 (Italy); 0.000374 (USA); 0.000609 (China and Korea); 0.000096 (Germany)	TERNA_2019 (international comparisons), AIB 2023 for Germany and Italy
Electricity (Market based)	tCO ₂ /Kwh	0.000457 (for Italy, USA, China and Korea used Location Based factors); 0.000684 (Germany)	TERNA_2019 (international comparisons), AIB- European Residual Mixes 2022 (Germany and Italy)	0.000500 (Italy); 0.000374 (USA); 0.000609 (China and Korea); 0.0007199 (Germany)	TERNA_2019 (international comparisons) for USA, China and Korea. AIB 2023 for Italy and Germany
Natural Gas	Kg CO ₂ eq / m ³	2.03839	DEFRA 2022	2.04542	DEFRA 2024
Diesel for automation	Kg CO ₂ eq / l	2.75541	DEFRA 2023	2.75541	DEFRA 2024
Petrol	Kg CO ₂ eq / l	2.097	DEFRA 2023	2.0844	DEFRA 2024
Methane for motor vehicles	Kg CO ₂ eq / sm ³	0.002004	Ministry of the Environment Table of national standard parameters for greenhouse gas monitoring and reporting - 2023	0.002019	Ministry of the Environment Table of national standard parameters for greenhouse gas monitoring and reporting - 2024

⁵ For greater accuracy in 2023 reporting, the Location-Based Emission Factors for Italy and Germany were updated from Terna 2019 values to AIB 2022 values.

DISCLOSURE 301-1: MATERIALS USED FOR PRODUCTS AND SERVICES

Materials used by weight and volume							
Type of Material	Unit of measurement	2023			2024		
		Non-renewable	Renewable	Total	Non-renewable	Renewable	Total
Plastic	Kg	351,939.90		351,939.90	311,049.50		311,049.50
Electronic equipment	Kg	221,261.80		221,261.80	160,348.90		160,348.90
Cables	Kg	104,930.50		104,930.50	54,008.40		54,008.40
Sheet metal	Kg	461,044.80		461,044.80	337,798.90		337,798.90
Metal parts	Kg	2,022.40		2,022.40	1,333.50		1,333.50
Wood	Kg		2,721	2,721		45,864.80	45,864.80
Paper	Kg			0			0
Cardboard	Kg		1,653	1,653.10		1,757.60	1,757.60
Total	Kg	1,141,200	4,375	1,145,573.70	864,539.20	47,622.40	912,161.60



DISCLOSURE 306-3: WASTE GENERATED

Total weight of waste generated NON-HAZARDOUS			
Type of waste	Unit of measurement	2023	2024
CER 150103	tonne	11.5	12.4
CER 170405	tonne	1	0.2
CER 170405	tonne	9.4	4.9
CER 170402	tonne	0.3	0.5
CER 170411	tonne	2	1.8
CER 170401	tonne	0	0
CER 160214	tonne	3.4	2
CER 150106	tonne	3.3	4
CER 160604	tonne	0	0
CER 160605	tonne	0	0
CER 160605	tonne	0	0
Total	tonne	30.9	25.8

Total weight of waste generated HAZARDOUS			
Type of waste	Unit of measurement	2023	2024
CER 150202	tonne	0	0
CER 160211	tonne	0.6	0.3
CER 150111	tonne	0	0
CER 150110	tonne	0	0
CER 160213	tonne	0	0.4
CER 160601	tonne	0	0.1
Total	tonne	0.6	0.9



8. GRI CONTENT INDEX

Statement of use			Vici submitted a report in accordance with GRI Standards for the period from 01.01.2024 to 31.12.2024.		
GRI 1 used			GRI 1: Foundation 2021		
GRI Standard	Disclosure	Page number/notes	Omissions		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Information (2021)					
Organisation and Reporting Practices					
2-1	Organisation details	5-7			
2-2	Entities included in the organization's sustainability reporting	5			
2-3	Reporting period, frequency and contact point	5			
2-4	Restatements of information	75; 95-101			
2-5	External assurance	The report is not subject to assurance			
Activities and workers					
2-6	Activities, value chain and other business relationships	7; 25-26; 46-47			
2-7	Employees	51; 95-97			
2-8	Non-employees	98			

Governance					
2-9	Governance structure and composition	15			
2-10	Nomination and selection of the highest governance body	15			
2-11	Chair of the highest governance body	15			
2-12	Role of the highest governing body in the supervision of impact management	15-16			
2-13	Delegation of responsibility for the management of impacts	18-19			
2-14	Role of the highest governing body in sustainability reporting	18-21			
2-15	Conflicts of interest	23			
2-16	Communication of problems	23-24			
2-17	Collective knowledge of the highest governing body	17			
2-18	Evaluation of the performance of the highest governance body	17-19			
2-19	Rules concerning remuneration	15-21			
2-20	Procedure for determining remuneration	24			
2-21	Total pay ratio Annual		a); b); c).	confidentiality constraint	

Strategy, policies and practices					
2-22	Statement on the sustainable development strategy	4			
2-23	Policy commitment	27-31			
2-24	Embedding policy commitments	27-31			
2-25	Processes to remedy negative impacts	32			
2-26	Mechanisms for requesting clarification and raising concerns	23			
2-27	Compliance with laws and regulations	24			
2-28	Membership in associations	Vici does not belong to associations			
Stakeholder engagement					
2-29	Approach to stakeholder engagement	28			
2-30	Collective bargaining agreements	94			
Material Aspects					
GRI 3: Management of material topics (2021)					
3-1	Process to determine material topics	33			
3-2	List of material topics	34			
MATERIAL TOPIC: Economic performance					
GRI 201 Economic Performance (2016)					
3-3	Management of material topics	87-88			
201-1	Direct economic value generated and distributed	88			

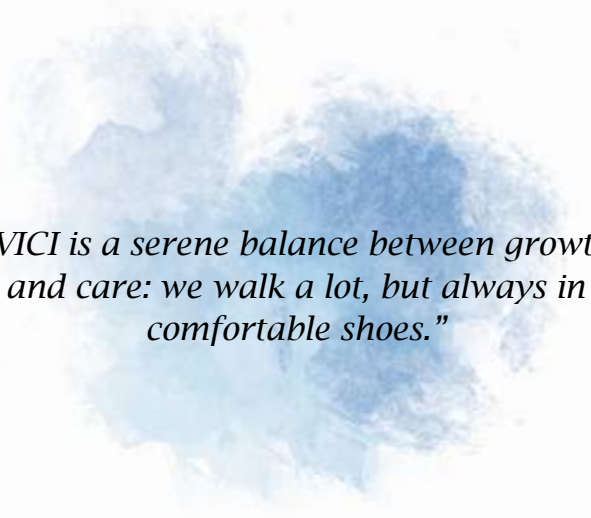
MATERIAL TOPIC: Ethics, Integrity and Compliance					
GRI 205 Anti-corruption (2016)					
3-3	Management of material topics	17-18			
205-3	Confirmed incidents of corruption and measures taken	18			
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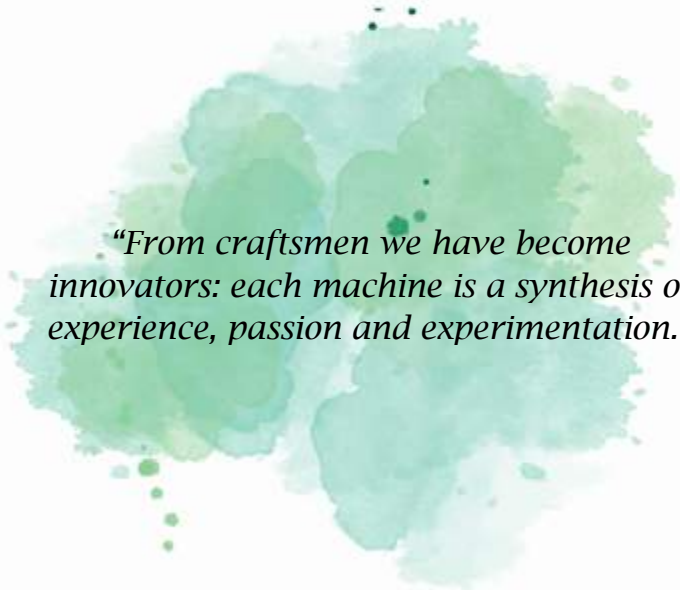
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VICI & C S.P.A.

Via J. Gutenberg 5, 47822

Santarcangelo di Romagna (RN), Italy

+39 0541 350411 | info@vici.it | vicivision.com

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