



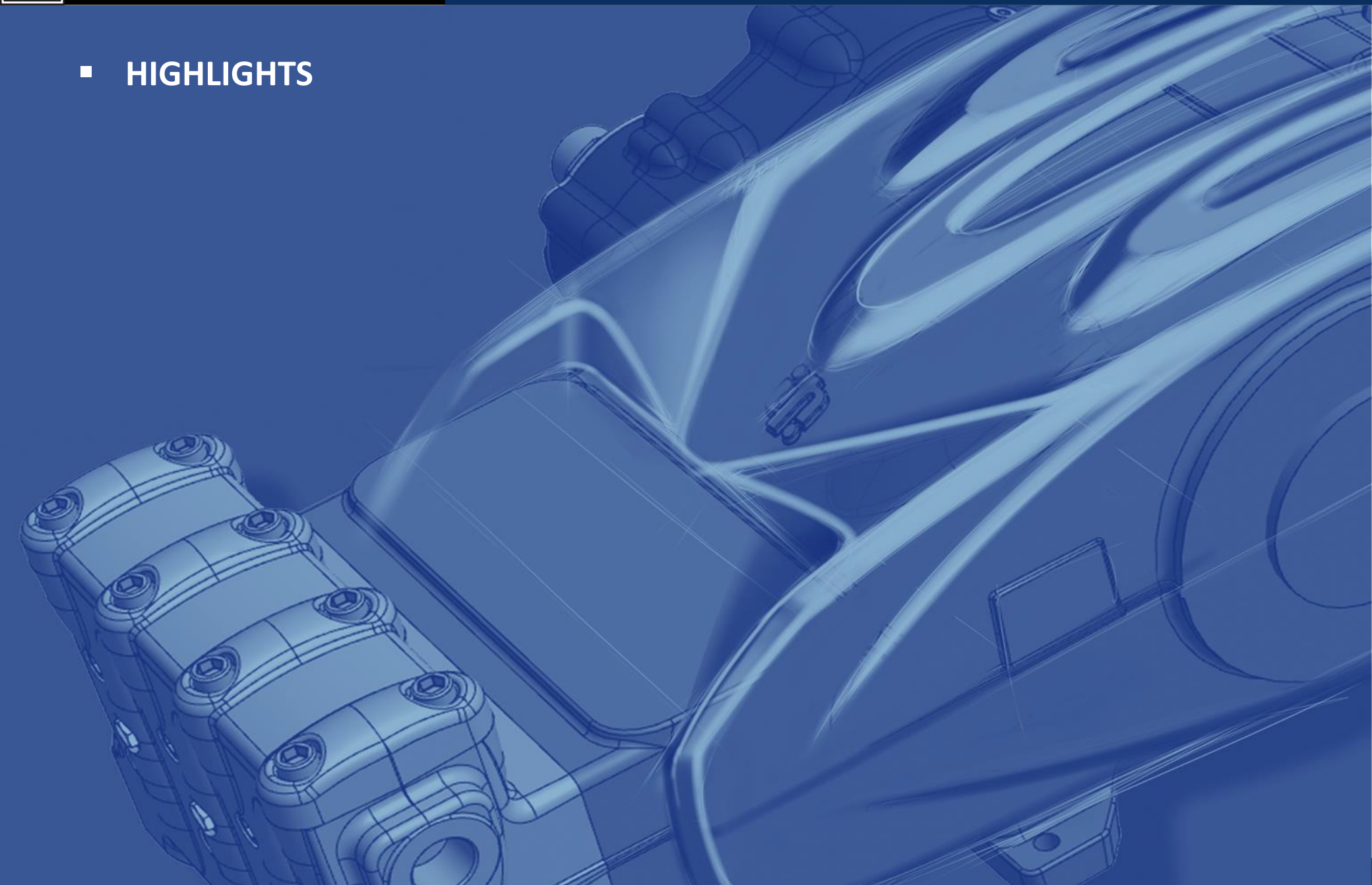
INTERPUMP GROUP

2023-2025 ESG Journey
2023 ESG Activities Overview
12 January 2024

- HIGHLIGHTS
- GROUP ESG APPROACH
- “ENVIROMENTAL” ACTIONS
- “SOCIAL” ACTIONS
- “GOVERNANCE” ACTIONS
- ANNEX

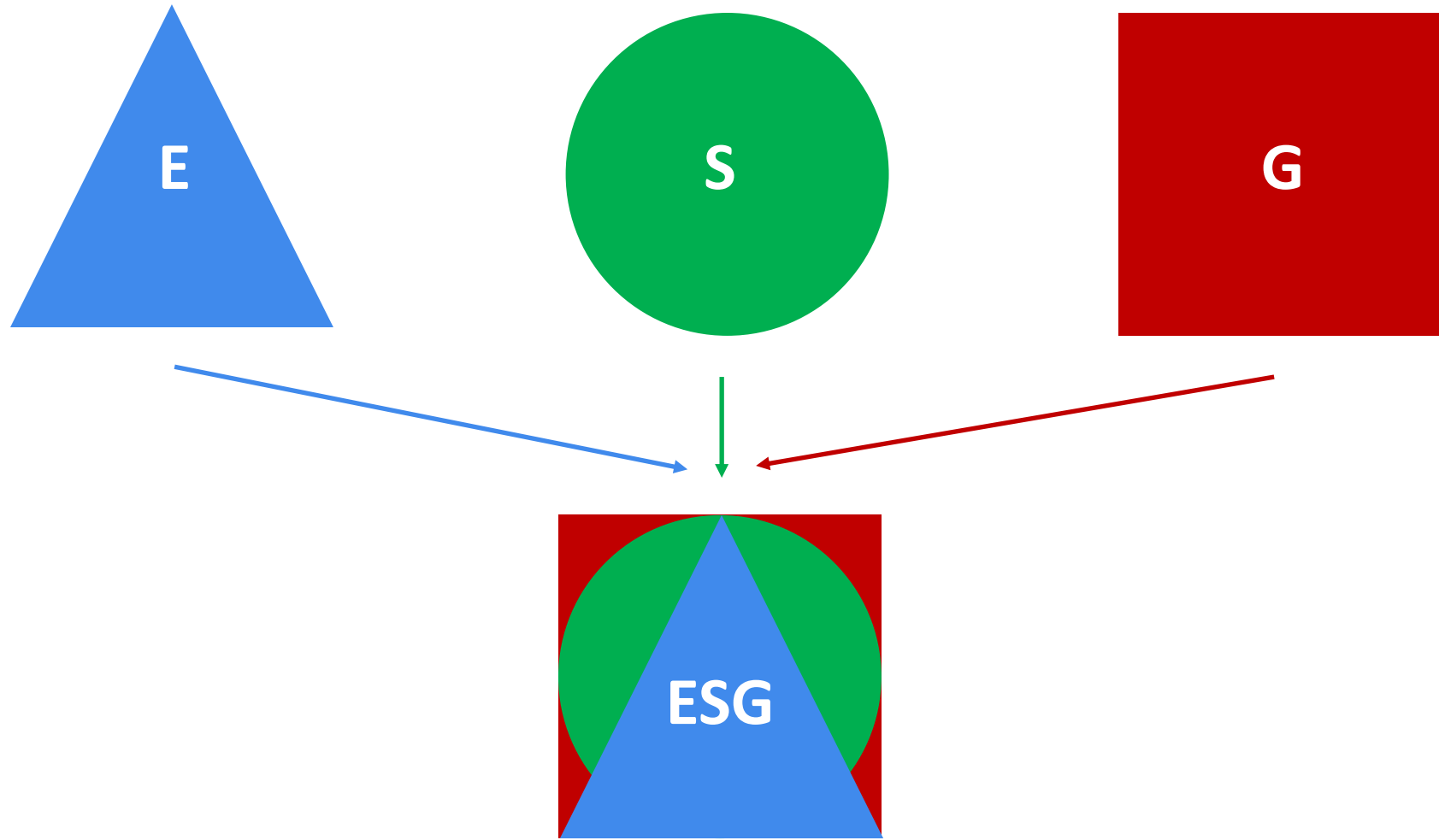


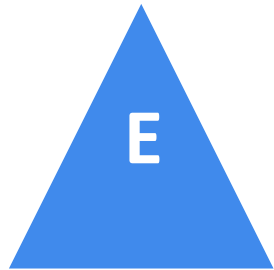
- HIGHLIGHTS



“A falling tree makes more noise than a growing forest”

Lao Tzu





2023-2025 KEY TARGETS

SUPPORTED GRI and SDG

<ul style="list-style-type: none"> ▪ Definition of Group “Carbon neutrality” strategy ▪ Reduction of Group “Carbon intensity” ▪ Increase of renewed electricity consumption 	<p>2023</p> <p>2025</p> <p>2025</p>
<ul style="list-style-type: none"> ▪ Injury rate improvement ▪ ESG supply chain evaluation ▪ ISO 45001 extension 	<p>2024</p> <p>2023</p> <p>2027</p>
<ul style="list-style-type: none"> ▪ Establishment of Board ESG Committee ▪ Succession plan formalisation ▪ Tax compliance consolidation 	<p>2023</p> <p>2023</p> <p>2024</p>



305-1 and 2
302-1



403-9
308-1 / 414-1



207-1, 2 and 3



- All 2023 ESG Plan actions delivered
 - Building Group ESG foundation

- Multi annual actions delivery duly on going
 - Leading to 2023 and 2050 decarbonisation target

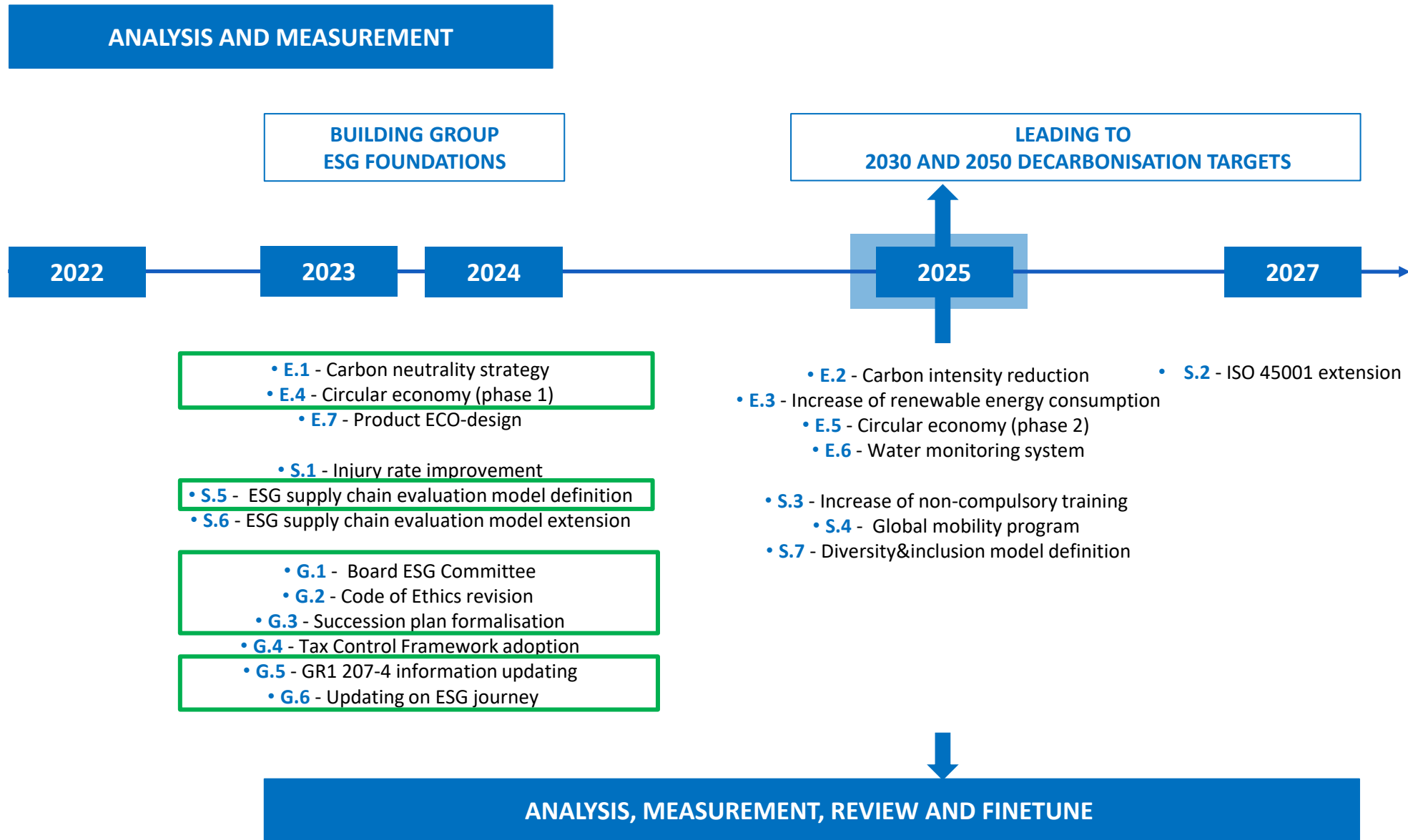
- Group ESG methodological approach improvements
 - Higher number of Group companies included in the sample
 - Scope 3 first data collection and analysis
 - M&A sensitivity exercise to evaluate Group acquisition strategy impact

- Financial resources updating
 - Around € 13m of CAPEX and around € 9m of OpEX until 2032 ⁽¹⁾

⁽¹⁾ 2023-25 ESG Journey and 2023-32 Decarbonisation Strategy

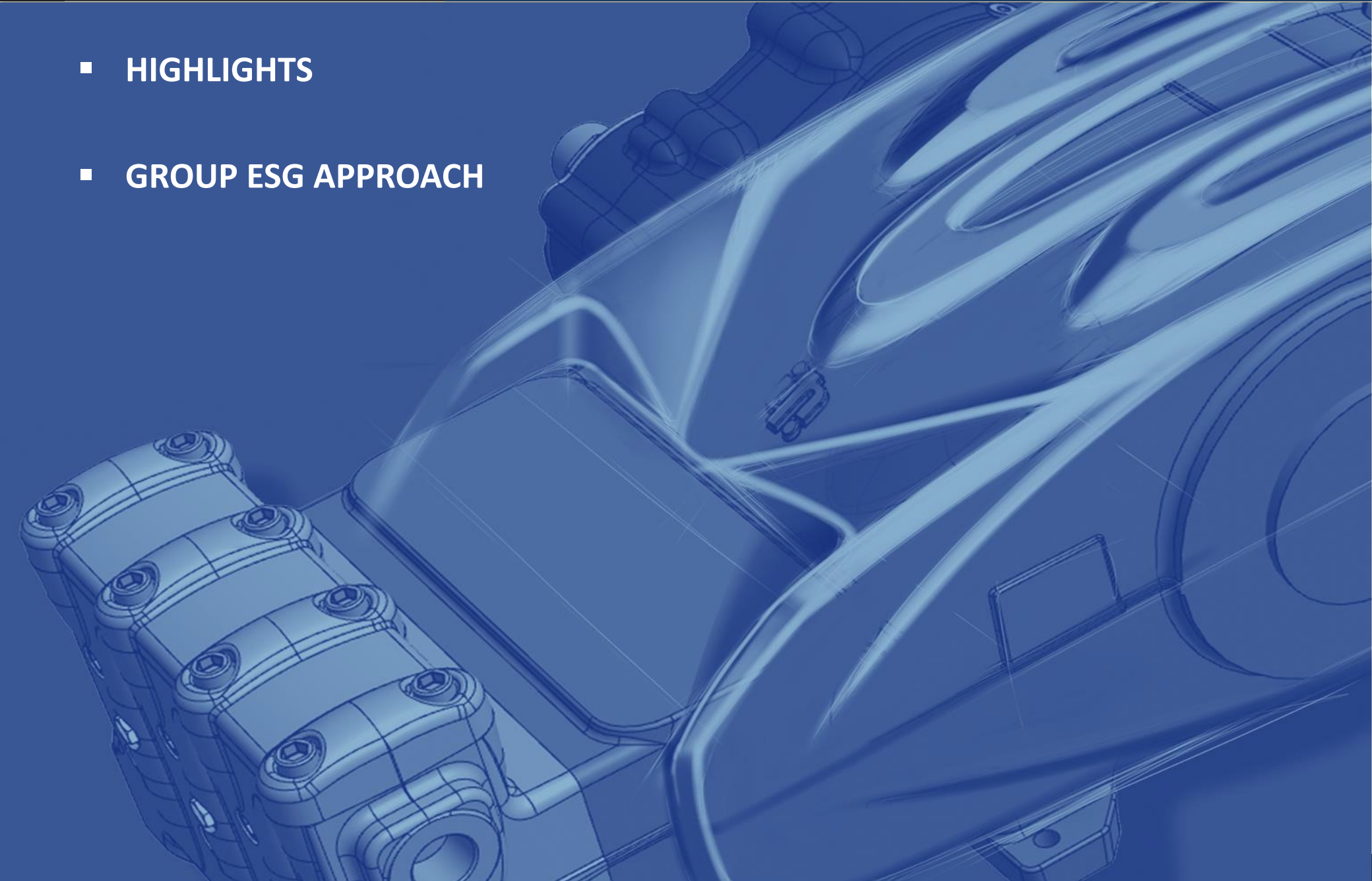
2023-2025 ESG JOURNEY		
2023 ACTIONS		UPDATINGS
E.1	Carbon neutrality strategy definition	Board approval on 10 November 2023
E.4	Circular economy – Phase 1	Completed
S.5	ESG supply chain evaluation model definition	Completed
G.1	Establishment of Board ESG Committee	Appointment by 2023 AGM
G.2	Code of Ethics revision	Board approval on 10 November 2022
G.3	Succession plan formalisation	Board approval on 28 April and 10 November 2023
G.5 ⁽¹⁾	GR1 207-4 information updating	Completed
G.6 ⁽¹⁾	Updating on ESG journey	Completed

⁽¹⁾ Annual target





- HIGHLIGHTS
- GROUP ESG APPROACH



- Four Group key success factors to incorporate and balance
 - Diversification by product, geography and application sector
 - Business models heterogeneity
 - Growth strategy based on both organic and M&A
 - “Soft integration policy” for acquired companies
 - Powerful and consistent focus on Operations and execution

- Three guidelines to follow
 - “Dynamic materiality” approach
 - Focus on production activities
 - Leverage on subsidiaries “best practices”

- Two phases to implement
 - 2023-2024: building Group ESG foundations
 - 2025: leading to 2030-2050 decarbonisation targets

- One mantra to apply
 - Concreteness

- Levers to implement “2023-2025 ESG Journey”
 - Know-how and best practices spread across the Group
 - Speed up of ongoing projects
 - External support activation

- Know-how and best practices, especially for “S” and “G” actions
 - IMM and Reggiana Riduttori for circular economy
 - Walvoil for ESG supply chain evaluation model definition
 - Muncie for diversity & inclusion

“Pilot project” will be way to consolidate and afterwards spread internal knowledge

- Speed up of going project and external support activation, especially for “E” actions
 - Photovoltaic plants
 - Corporate Power Purchase Agreement

- The preparation of “2023-32 Decarbonisation Strategy” allowed important improvements in Group ESG approach and methodology
- Higher number of Group companies included in the sample
 - From 25 to 29: almost 90% of turnover and of Scope 1&2 emissions ⁽¹⁾
- Scope 3 data collection and analysis
 - Cat. 11, Cat. 1, Cat. 9 and Cat. 4 are the most important Scope 3 categories
- M&A sensitivity exercise to evaluate Group acquisition strategy impact
 - ESG parameters will start to be consider in the due diligence process of material manufacturer targets

⁽¹⁾ See please 2022 Non-Financial Statements

- Both “2023-25 ESG Journey” and “2023-32 Decarbonisation Strategy” are applied to the entire Group
- For “2023-25 ESG Journey” 25 manufacturing companies were identified as calculation sample, consistently with both Interpump business model and geographical presence and relevance of the single entity
- For “2023-32 Decarbonisation Strategy” calculation sample was enlarged to 29 companies
 - To fulfil Group commitment to improve ESG approach
 - To reflect M&A strategy in Group ESG Journey

2023-2025 ESG JOURNEY 5 October 2022 ⁽¹⁾

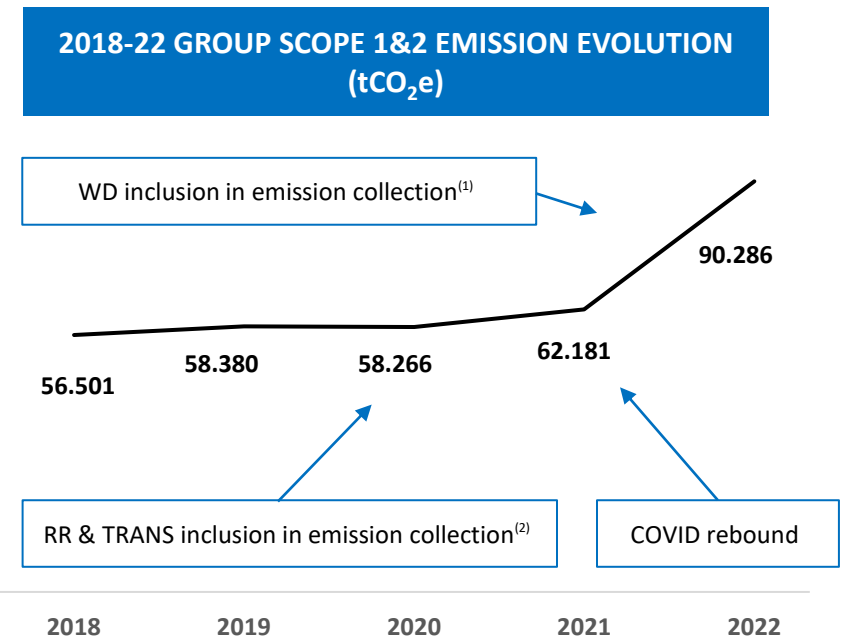
- 25 companies included in the calculation sample
 - 16 and 9 in the Hydraulic and Water-Jetting division respectively
- Almost 65% of 2021 sales covered
- Around 50% of top Group productive sites ⁽²⁾ and around 70% of Group employees
- Close to 80% of Group total Scope 1&2 emissions

2023-32 DECARBONISATION STRATEGY 10 November 2023 ⁽³⁾

- 29 companies included in the calculation sample
 - 17 and 12 in the Hydraulic and Water-Jetting division respectively
- Almost 80% of 2022 sales covered
- Around 65% of top Group productive sites ⁽²⁾ and around 80% of Group employees
- Close to 90% of Group total Scope 1&2 emissions

⁽¹⁾ See please 2021 Non-Financial Statements - ⁽²⁾ Perimeter: factories above 1.000sq - ⁽³⁾ See please 2022 Non-Financial Statements

- Main novelties of the new calculation sample
 - Increase of the Water Jetting companies
 - Enlargement of North American and Asian coverage
 - Inclusion of White Drive
- Motor & steering producers' business model is different Group production business models, therefore White Drive had a material impact on Group emission at Scope 1&2 level
 - Higher integration in production processes
 - E.g. heat treatment line, painting line and manganese phosphating line



⁽¹⁾ WD = White Drive Group

⁽²⁾ RR = Reggiana Riduttori – TRANS = Transtecno

- Scope 1 and 2 emissions have been tracked since 2017
- Scope 3 emissions were tracked for the first time in 2023
 - First indications point out from one side relevance of Scope 3 different categories and to the other different required effort levels
 - Cat. 11, Cat. 1, Cat. 9 and Cat. 4 are the most important Scope 3 categories
 - For Cat. 1, Cat. 9 and Cat. 4 Group is already assuming possible steps to implement while Cat. 11 deserves deeper and additional analysis
- Collection on 2023 data will strength Group Scope 3 data base and could eventually allow to update 2023-32 Decarbonisation Strategy

SCOPE 3 EMISSION CATEGORIES	EXPECTED IMPACT
CAT.1 - PURCHASED GOOD PURCHASED SERVICE	MATERIAL NOT MATERIAL
CAT.2 – CAPITAL GOODS	NOT MATERIAL
CAT.3 – FUEL- & ENERGY-RELATED ACTIVITIES	NOT MATERIAL
CAT.4 – UPSTREAM TRANSPORTATION & DISTRIBUTION	MATERIAL
CAT.5 – WASTED GENERATED IN OPERATIONS	NOT MATERIAL
CAT.9 – DOWNSTREAM TRANSPORTATION & DISTRIBUTION	MATERIAL
CAT. 11 – USE OF SOLD PRODUCT ⁽¹⁾	RELEVANT

⁽¹⁾ In which application, in which countries and for how long are used final products where Group products are installed

- M&A is a crucial lever of Interpump growth strategy
 - 2012-2022 C.A.G.R. growth rate: +14.7% on total basis and +8.5% organically

- Definition of “2023-32 Decarbonisation Strategy” drove to a M&A sensitivity exercise

- As target samples, sensitivity takes 3 previous material acquisitions performed by the Group
 - Criteria: emission impact and representativeness of Group production processes
 - Water Jetting: one example for each segment
 - Hydraulics: the example of a company with a higher-than-Group-average emission level
 - Acquisitions are assumed to be performed random between 2023 and 2032

- Targets assumed for sensitivity exercise could increase Group carbonisation footprint up to almost 60% in 2032 ⁽¹⁾

- Mitigation actions foreseen would narrow the increase to around 30%
 - Levers consistent with 2023-32 Decarbonisation Strategy and to be applied directly on acquired companies
 - Related costs could be up to € 1m in OpEX, not included in “2023-32 Decarbonisation Strategy” costs

⁽¹⁾ Compared to 2032 emission level calculated excluding M&A activities in the period 2023-32 – 2022 emission data as starting poi (tCO₂e 90.286)
M&A sensitivity methodological note: 60% emission increase is neither a direct nor an indirect indication of the possible financial impact of the 3 acquisitions

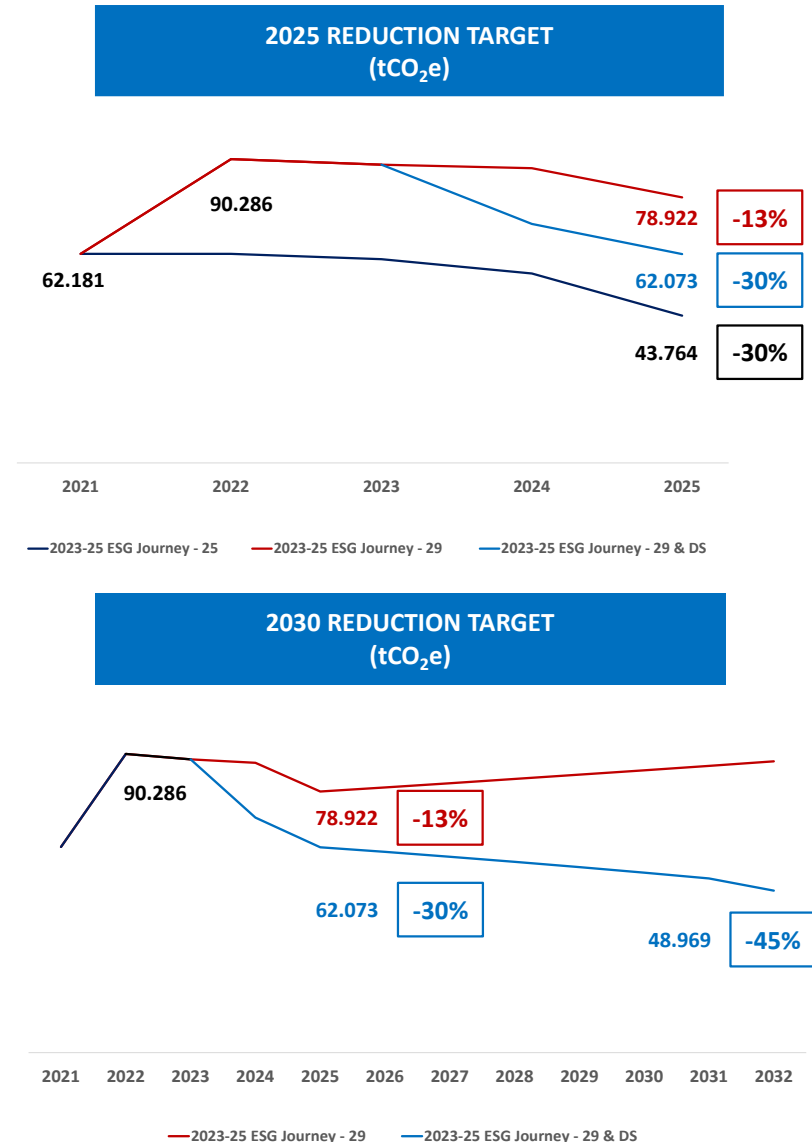
- HIGHLIGHTS
- GROUP ESG APPROACH
- “ENVIROMENTAL” ACTIONS



- “2023-32 Decarbonisation Strategy” targets 2 goals
 - Achievement of Group 2025 Emission reduction target
 - Enhancement of “2030 Emission reduction target”⁽¹⁾ road map

- Levers
 - Broader use of levers already foreseen for 2023-25 ESG Journey
 - Photovoltaic plants: more focus on Europe
 - CPPA: other countries beyond Italy
 - Additional levers: renewable energy certificates

Levers would be modulated according to both Group strategic developments and availability of reducing-carbon-emissions tools in the different regions where Group is present



⁽¹⁾ 2015 Paris agreement

25 = Calculation sample composed by 25 companies - 29 = Calculation sample composed by 29 companies - DC = 2023-32 Decarbonisation Strategy
 Please refers to Group web site for specific documentation on the topic (“2023-32 Decarbonisation Strategy”, 10 November 2023)

- Circular Economy, phase 1
 - Activities: waste assessment, potential by-products analysis and network with partners at regional level
 - Levers: pilot projects

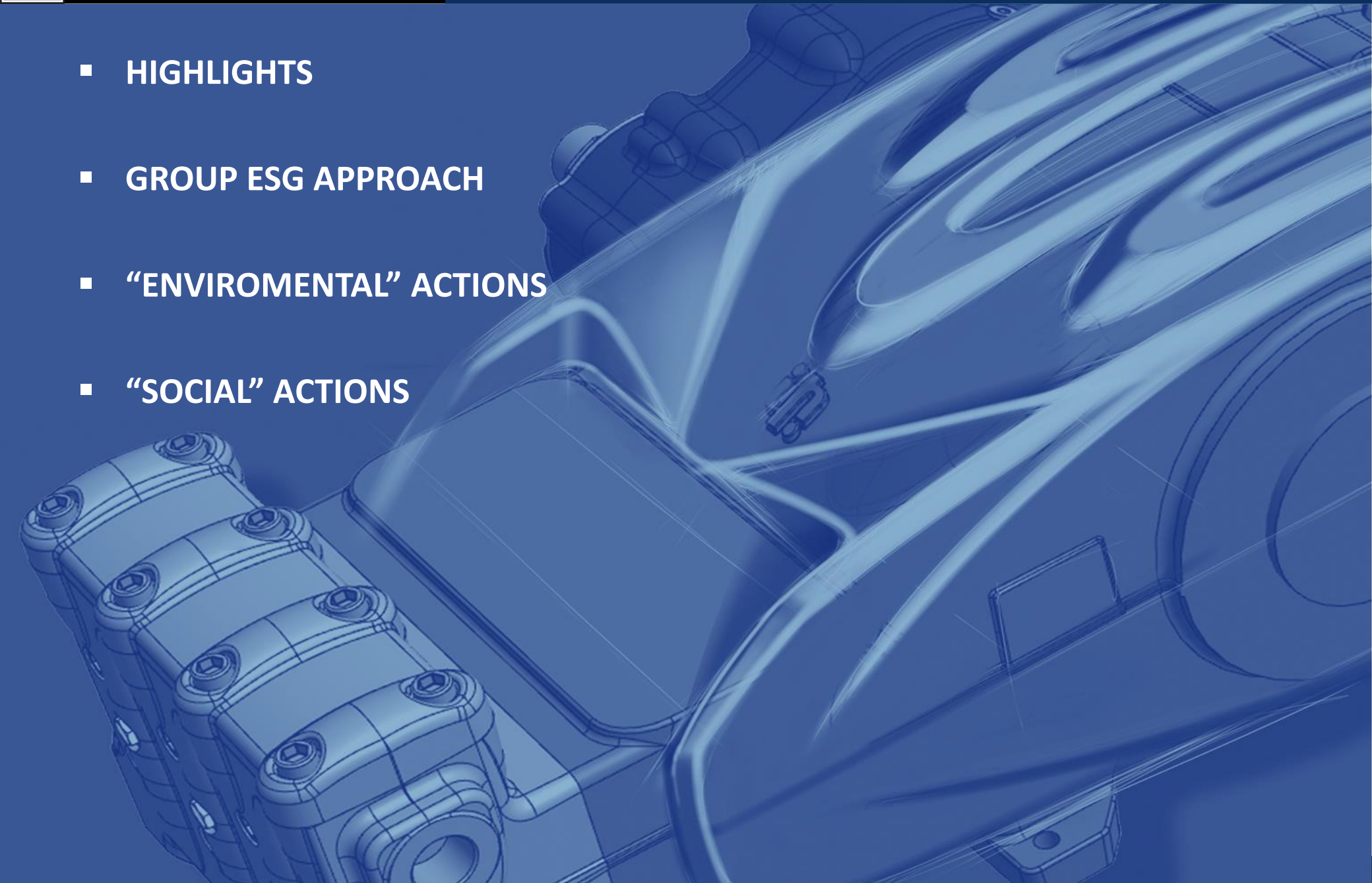
- Waste assessment activities performed in 2023 allowed to finetune Group companies involved in pilot projects
 - Reggiana Riduttori instead of Interpump Group
 - IMM “rubber covering” qualified as “by product” already in 2023



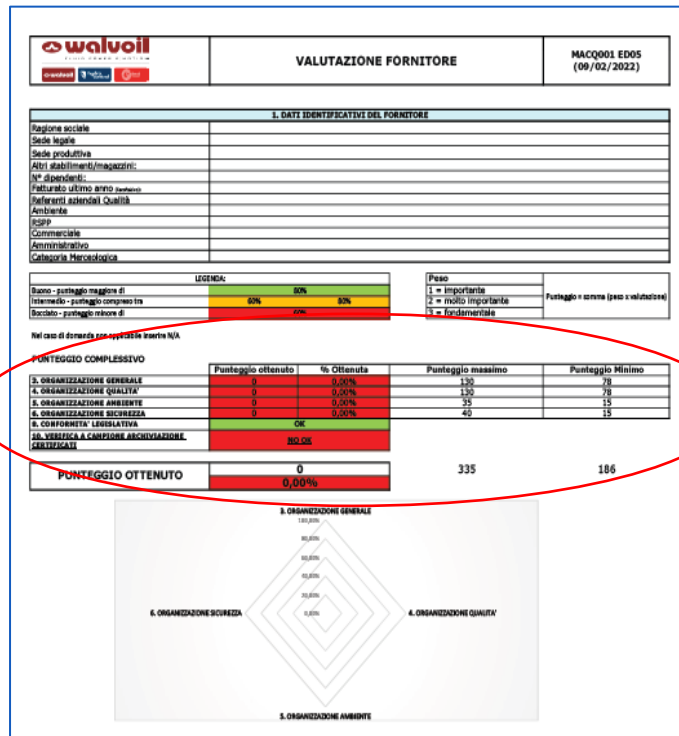
From “rubber waste” to “rubber covering” to be reinserted in Group production activities

Metal scraps samples of Reggiana Riduttori pilot project

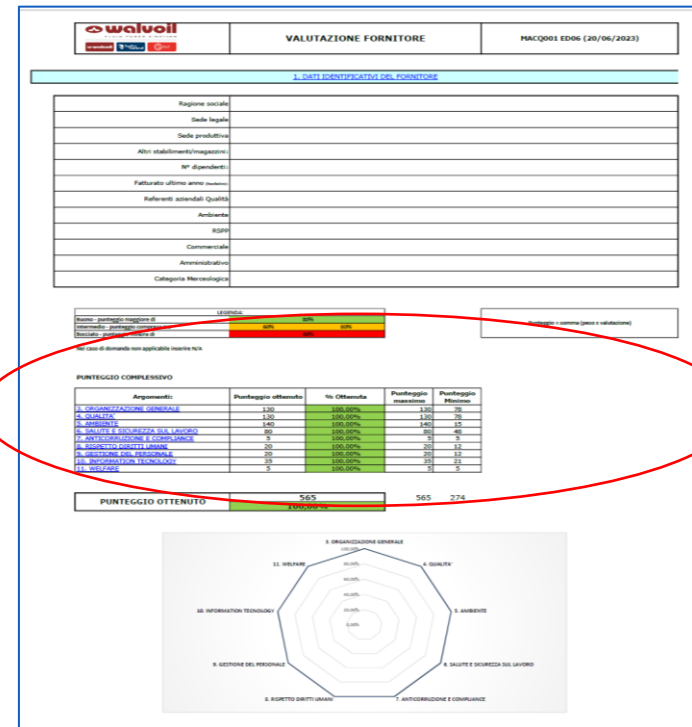
- HIGHLIGHTS
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- “SOCIAL” ACTIONS



- Another action to be delivered through pilot project
 - Walvoil the Group company involved
 - 2 steps
 - Updated suppliers' evaluation model with environmental and social criteria
 - Initial focus on “material” suppliers



2022 Walvoil suppliers' evaluation model



2023 Walvoil suppliers' evaluation model

- HIGHLIGHTS
- GROUP ESG APPROACH
- “ENVIROMENTAL” ACTIONS
- “SOCIAL” ACTIONS
- “GOVERNANCE” ACTIONS

- April 2023, new Group Board
 - Sustainability Committee appointment, with Group CEO as a member
 - Separation between Chairman and CEO role

INTERPUMP GROUP BOARD

Chairperson: F. Montipò
 Deputy Chairperson: G. Tamburi
Chief Executive Officer: F. Marasi
 A. Di Bella ⁽¹⁾
 N. Dubini ⁽¹⁾
 M. Margotto ⁽¹⁻²⁾
 F. Menichetti ⁽¹⁾
 R. Pierantoni ⁽¹⁾
 R. Rolli ⁽¹⁾
 A. Svelto ⁽¹⁾

APPOINTMENT COMMITTEE

Chairperson: M. Margotto
 Member: F. Menichetti
 Member: G. Tamburi

RELATED PARTIES TRANSACTIONS COMMITTEE

Chairperson: F. Menichetti
 Member: A. Di Bella
 Member: N. Dubini

REMUNERATION COMMITTEE

Chairperson: M. Margotto
 Member: F. Menichetti
 Member: G. Tamburi

RISK & CONTROL COMMITTEE

Chairperson: F. Menichetti
 Member: A. Di Bella
 Member: N. Dubini

SUSTAINABILITY COMMITTEE

Chairperson: R. Rolli
Member: F. Marasi
 Member: A. Svelto

⁽¹⁾Independent Director ⁽²⁾Lead Independent Director

- New Code of Ethics
 - To reflect Group Sustainability commitments undertaken with 2023-25 ESG Journey

- Sustainability commitments
 - E: sustainable growth and reduction of environmental impacts
 - S: human & labor rights protection and skills & knowledge development
 - G: confidential information management and whistleblowing

PREVIOUS CODE OF ETHICS



UPDATED CODE OF ETHICS

2. SUSTAINABILITY AND CORPORATE SOCIAL RESPONSIBILITY

[New Paragraph]

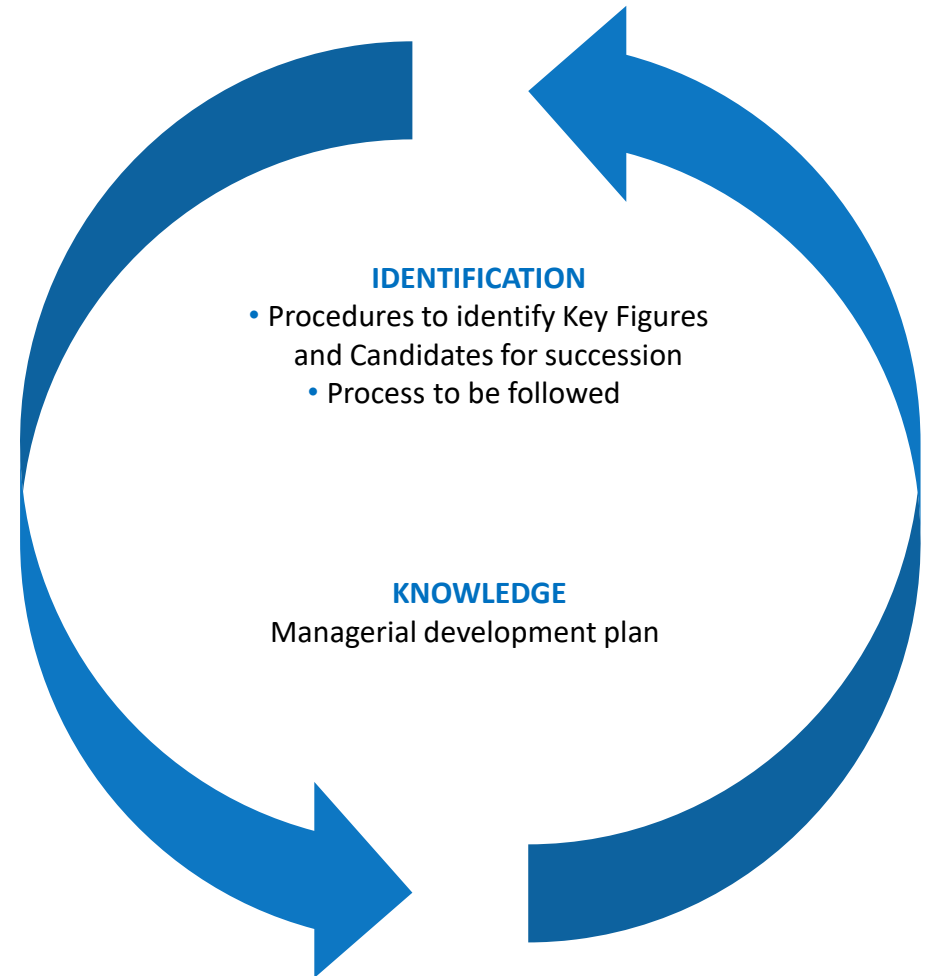
Interpump Group S.p.A. and its subsidiaries are inspired by principles of impartiality, honesty, fairness, confidentiality, transparency, equity, cohesion, collaboration, teamwork, professional ethics and respect for diversity.

The Parent Company, Interpump Group S.p.A., adopts a corporate governance system aligned with international best practices in corporate governance and ensures maximum transparency, in terms of sustainability and corporate social responsibility, through dialogue with and involvement of its

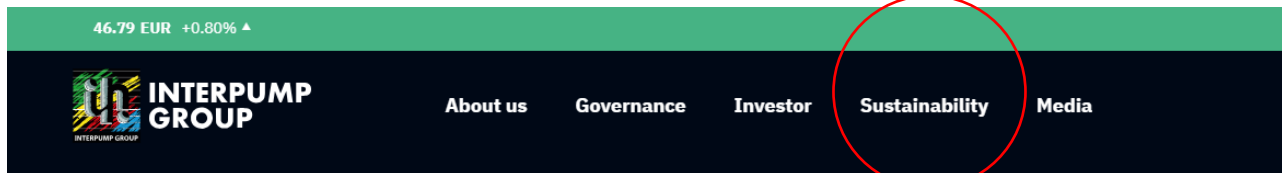
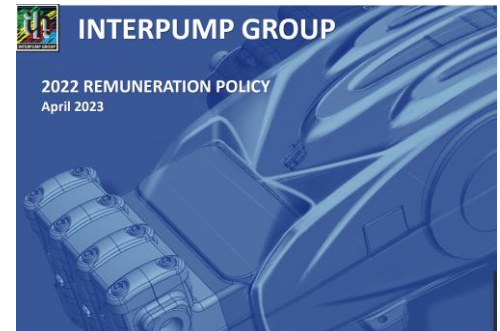
Please refers to Group web site for specific documentation on the topic ("Code of Ethic updating", March 2023)

- Interpump Succession Plan
 - Protect Group organizational stability and continuity in case of temporary or lasting inability of “key managerial figures”

- Two interconnected processes
 - Identification
 - Procedures to identify both key managerial figures and candidates ready for succession
 - Process to be followed in case of inability
 - Knowledge
 - Elaborate a managerial development plan to enhance Group managerial resources



- Improvement of communication transparency
 - 360° approach, not only ESG topics
- 2023-25 ESG Journey
 - Quarterly updating
 - Ad hoc presentations
 - Code of Ethics Updating, March 2023
 - 2023-32 Decarbonisation Strategy, November 2023
 - ESG section in Group new web site
- Governance topics
 - 2022 Remuneration Policy

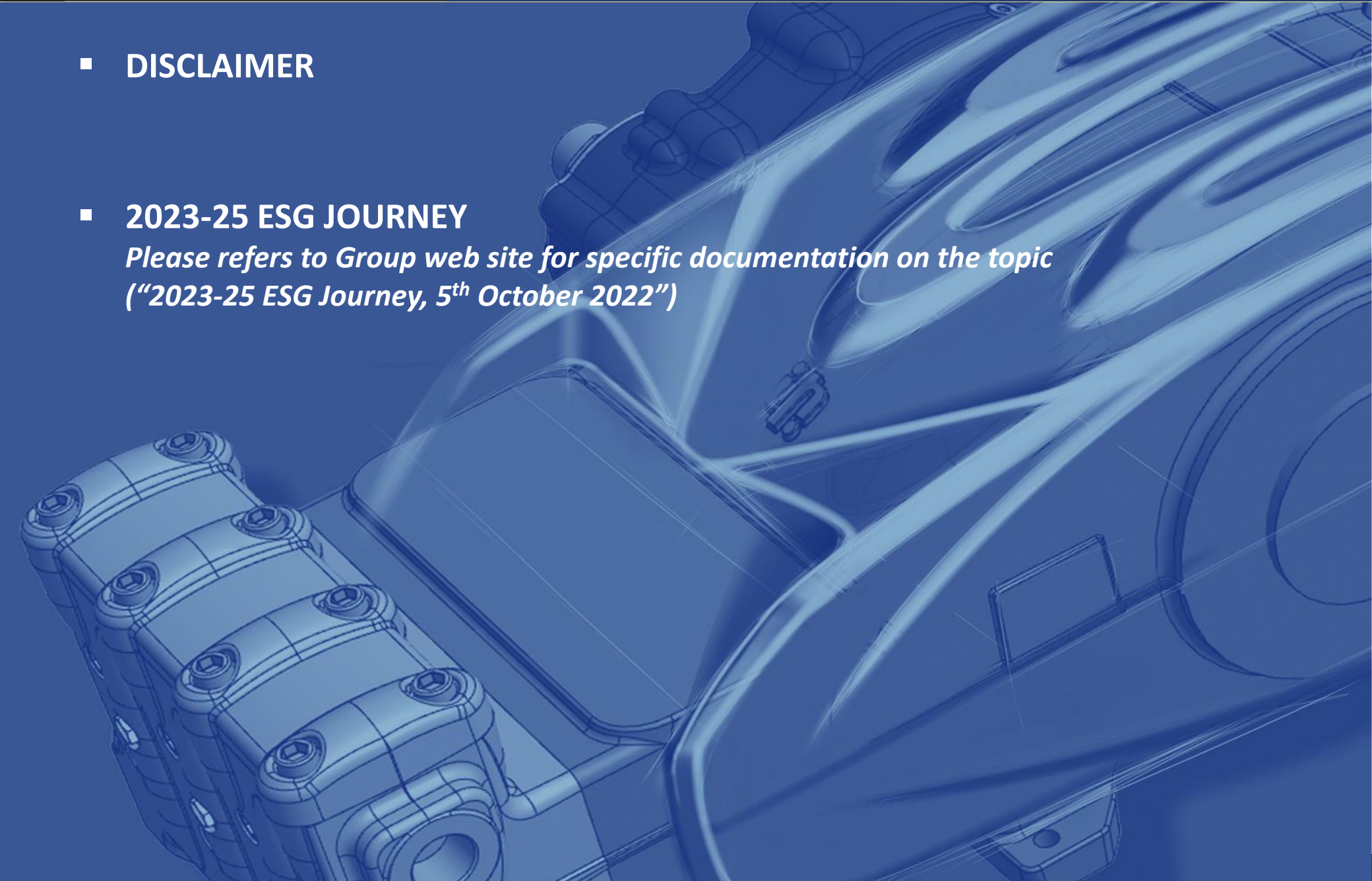


Index of Group new web site

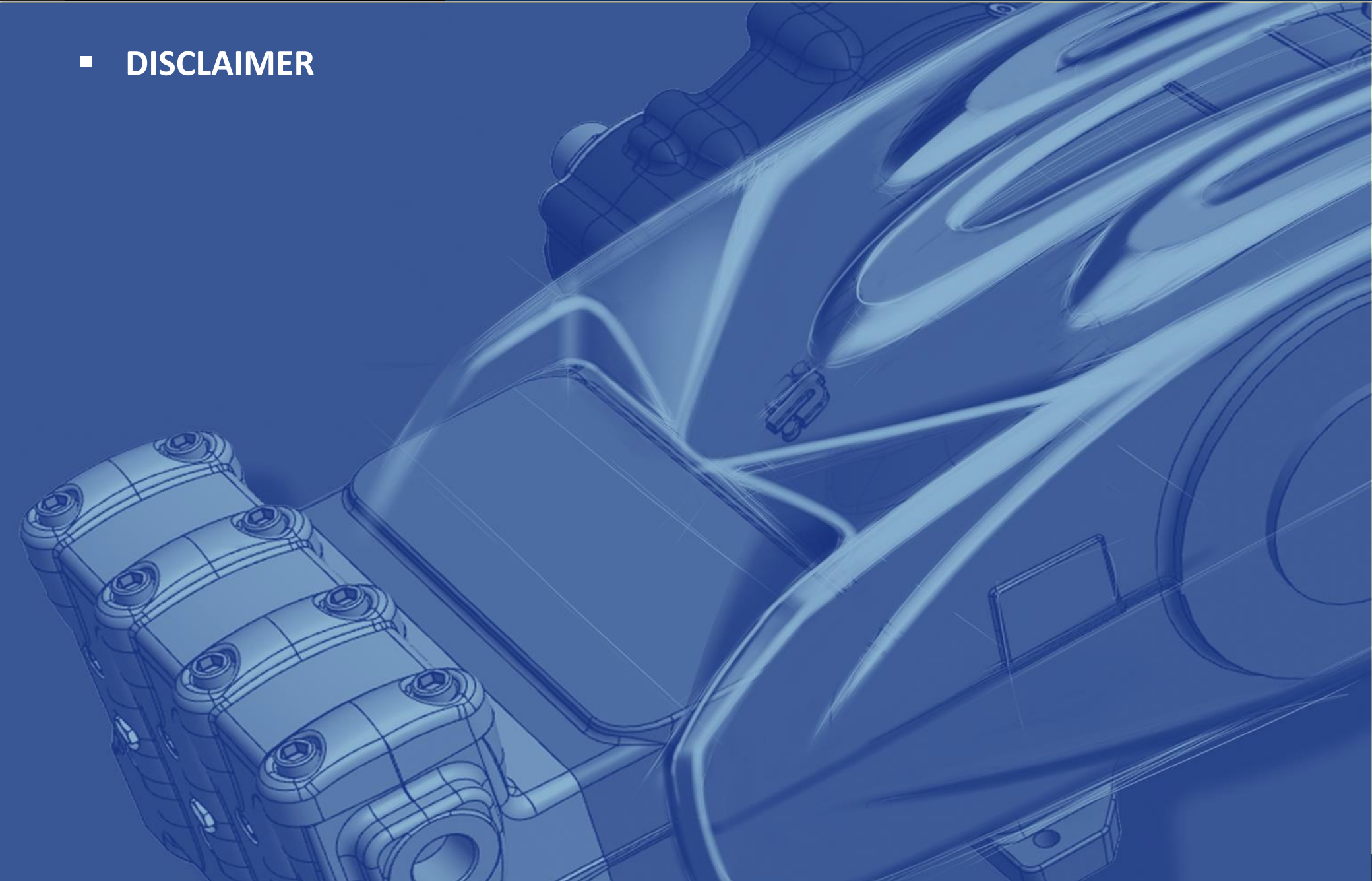
- **DISCLAIMER**

- **2023-25 ESG JOURNEY**

*Please refers to Group web site for specific documentation on the topic
("2023-25 ESG Journey, 5th October 2022")*



- **DISCLAIMER**



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The Group uses several alternative measures that are not identified as accounting parameters in the framework of IFRS standards, to allow better evaluation of the trend of economic operations and the Group's financial position. Such indicators are also tools that assist the directors in identifying operating trends and in making decisions on investments, resource allocation and other business matters. Therefore, the measurement criterion applied by the Group may differ from the criteria adopted by other groups and hence may not be comparable with them. Such alternative performance indicators are constituted exclusively starting from the Group's historical data and measured in compliance with the matters established by the Guidelines on Alternative Performance Measures issued by ESMA/2015/1415 and adopted by Consob with communication no. 92543 of 3 December 2015. These indicators refer only to performance in the period illustrated in this Interim Board of Directors' Report and the comparative periods and not to expected performance and must not be taken to replace the indicators required by the reference accounting standards (IFRS). Finally, the alternative indicators are processed with continuity and using uniform definition and representation for all the periods for which financial information is included in this Interim Board of Directors' Report.

The performance indicators used by the Group are defined as follows:

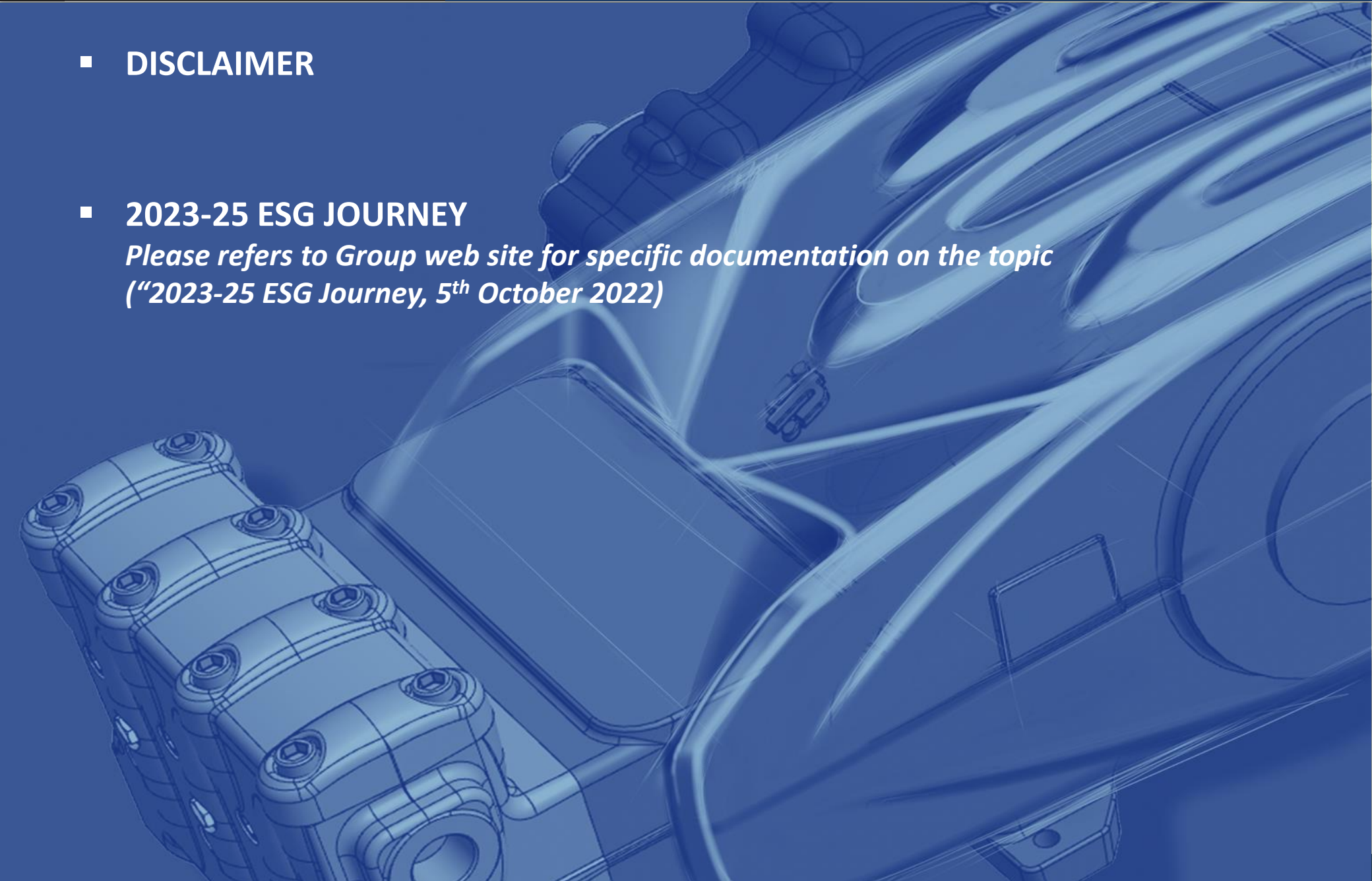
- **Earnings/(Losses) before interest and tax (EBIT):** Net sales plus Other operating income less Operating costs (Cost of sales, Distribution costs, General and administrative expenses, and Other operating costs)
- **Earnings/(Losses) before interest, tax, depreciation and amortization (EBITDA):** EBIT plus depreciation, amortization, writedowns and provisions;
- **Net indebtedness (Net financial position):** calculated as the sum of Loans obtained and Bank borrowing less Cash and cash equivalents;
- **Capital expenditure (CAPEX):** the sum of investment in property, plant and equipment and intangible assets, net of divestments;
- **Free Cash Flow:** the cash flow available for the Group, defined as the difference between the cash flow of operating activities and the cash flow for investments in tangible and intangible fixed assets;
- **Capital employed:** calculated as the sum of shareholders' equity and net financial position, including debts for the acquisition of equity investments;
- **Return on capital employed (ROCE):** $EBIT / \text{Capital employed}$;
- **Return on equity (ROE):** $\text{Net profit} / \text{Shareholders' equity}$.

The Group's income statement is prepared by functional area (also called the "cost of sales" method). This form is deemed to be more representative than its "type of expense" counterpart, which is nevertheless included in the notes to the Annual Financial Report. The chosen form, in fact, complies with the internal reporting and business management methods. The cash flow statement was prepared using the indirect method.

- **DISCLAIMER**

- **2023-25 ESG JOURNEY**




*Please refers to Group web site for specific documentation on the topic
("2023-25 ESG Journey, 5th October 2022)*



- 3 main streams
 - Climate change
 - Product life cycle
 - Water efficiency

- Formalisation of Group “E” strategy and policies is the cornerstone

- Approximately € 10m of CAPEX and not material impact on Group G&A in the plan horizon
 - CAPEX: around 40% already included in 2022 projects
 - G&A: most activities will be performed internally

ACTION ID	DESCRIPTION	GRI and SDG	KPI	TIMING
<div style="writing-mode: vertical-rl; transform: rotate(180deg); background-color: #0056b3; color: white; padding: 5px; font-weight: bold;">CLIMATE CHANGE</div> <div style="text-align: center; padding: 20px;">E.1</div>	<p style="color: #0056b3; font-weight: bold;">Carbon neutrality strategy definition</p> <ul style="list-style-type: none"> ■ To be applied to the entire Group perimeter and to all carbon emission categories (Scope 1, 2 and 3) ■ Fundamental support to reach timely 2030 and 2050 EU target 	  	N.A.	Base year: 2022 Target year: 2023

	ACTION ID	DESCRIPTION	GRI and SDG	KPI	TIMING
CLIMATE CHANGE	E.2	<p>Carbon intensity reduction</p> <ul style="list-style-type: none"> Focus on Scope 1 and 2 Main leverages: photovoltaic plants installation and renewable purchase energy agreement Italian manufacturing site as PPA starting point 	 305-1 and 2	<p>K.P.I. tCO₂eq/€ ⁽¹⁾</p> <p>Target: -30% (from 0.040 ⁽²⁾ to 0.028)</p>	<p>Base year: 2021 Target year: 2025</p>
	E.3	<p>Increase of renewable energy consumption</p> <ul style="list-style-type: none"> Main leverages: photovoltaic plants installation and renewable purchase energy agreement Italian manufacturing site as PPA starting point 	 302-1	<p>K.P.I. Total renewable EE (GJ)/Total energy</p> <p>Base: 3% Target: 25%</p>	<p>Base year: 2021 Target year: 2025</p>
PRODUCT LIFE CYCLE	E.4	<p>Circular economy – Phase 1</p> <ul style="list-style-type: none"> Waste assessment and potential by-products analysis Network with partner entities at regional level Pilot project in IPG and IMM subsidiaries 	 6 CLEAN WATER AND SANITATION, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION	N.A.	<p>Base year: 2022 Target year: 2023</p>
	E.5	<p>Circular economy – Phase 2</p> <ul style="list-style-type: none"> Feasibility study on Phase 1 project extension Italian manufacturing site as possible perimeter 	 6 CLEAN WATER AND SANITATION, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION	N.A.	<p>Base year: 2023 Target year: 2025</p>




⁽¹⁾ tCO₂eq/Total consolidated revenues - ⁽²⁾ Baseline 2021: tCO₂eq of 62.181 and total consolidated revenues of € 1.551m (see please 2021 NFS)

	ACTION ID	DESCRIPTION	GRI and SDG	KPI	TIMING
WATER EFFICIENCY	E.6	<p>Water monitoring system</p> <ul style="list-style-type: none"> Phase 1: mapping of the installed water monitoring systems across the Group Phase 2: implementation of a continuous water monitoring system in all Group factories 	<p>GRI 303-3 and 4</p>	N.A.	<p>Base year: 2022 Target year: 2025</p>
PRODUCT LIFE CYCLE	E.7	<p>Product ECO-design</p> <ul style="list-style-type: none"> Phase 1: definition of a Group ECO-design policy Phase 2: implementation of Group policy through procedures reflecting business model heterogeneities 		N.A.	<p>Base year: 2022 Target year: 2024</p>

- 4 main streams
 - Health & safety
 - People development
 - Responsible supply chain
 - Diversity & inclusion

- “Pilot projects” will be crucial to capitalise on already existing best practices at subsidiaries level
 - Walvoil for “ESG supply chain evaluation model definition” and Muncie for “diversity & inclusion”

- Not material financial impacts in the implementation horizon
 - Around € 3m of incremental costs for both ISO 45001 extension and non-compulsory training

ACTION ID	DESCRIPTION	GRI and SDG	KPI	TIMING
<div style="writing-mode: vertical-rl; transform: rotate(180deg); background-color: #0056b3; color: white; padding: 5px; font-weight: bold;">HEALTH & SAFETY</div> <p style="text-align: center; font-weight: bold; color: #0056b3;">S.1</p>	<p style="text-align: center; font-weight: bold; color: #0056b3;">Injury rate improvement</p> <ul style="list-style-type: none"> ■ Keep injury frequency below 2019-21 average 	<div style="display: flex; align-items: center; justify-content: center;">  <div style="margin-left: 10px;">   </div> </div> <p style="text-align: center;">403-9</p>	<p style="text-align: center; font-weight: bold;">K.P.I.</p> <p style="text-align: center;">Injury rate ⁽¹⁾</p> <p style="text-align: center;">Average 2019-21: 2,2 ⁽²⁾</p>	<p style="text-align: center;">Base year: 2021</p> <p style="text-align: center; font-weight: bold;">Target year: 2024</p>

⁽¹⁾(Total n° of employees injuries above 1 day / Total n° of hours worked) x 200.000 - ⁽²⁾Please refer to Non-financial statements as of 31 December 2019, 2020 and 2021 for details

	ACTION ID	DESCRIPTION	GRI and SDG	KPI	TIMING
HEALTH & SAFETY	S.2	<p>ISO 45001 extension</p> <ul style="list-style-type: none"> Focus on subsidiaries with manufacturing sites 	 	<p>K.P.I.</p> <p>% Group turnover</p> <p>Base: 22% Target: 45%</p>	<p>Base year: 2021 Target year: 2027</p>
PEOPLE DEVELOPMENT	S.3	<p>Increase of non-compulsory training</p> <ul style="list-style-type: none"> Focus on “below - in line” target subsidiaries Definition of Group guidelines and identification of training areas 	 	<p>K.P.I.</p> <p>About 35% increase average training hours x employee⁽¹⁾</p>	<p>Base year: 2021 Target year: 2025</p>
	S.4	<p>Global mobility program</p> <ul style="list-style-type: none"> Define and implement a worldwide mobility program across Group subsidiaries 	 	<p>N.A.</p>	<p>Base year: 2022 Target year: 2025</p>
RESPONSIBLE SUPPLY CHAIN	S.5	<p>ESG supply chain evaluation model definition</p> <ul style="list-style-type: none"> Updated suppliers’ evaluation model with environmental and social criteria Initial focus on “material” suppliers Execution of a pilot project in Walvoil Group 	 	<p>N.A.</p>	<p>Base year: 2022 Target year: 2023</p>

⁽¹⁾(Total n° of «non-compulsory» training hours / Total N° of employees)

	ACTION ID	DESCRIPTION	GRI and SDG	KPI	TIMING
RESPONSIBLE SUPPLY CHAIN	S.6	<p>ESG supply chain evaluation model extension</p> <ul style="list-style-type: none"> First focus on Italy (100% of manufacturing subsidiaries) Feasibility study for a worldwide application 		N.A.	<p>Base year: 2023 Target year: 2024</p>
DIVERSITY & INCLUSION	S.7	<p>Diversity & inclusion model definition</p> <ul style="list-style-type: none"> Systematic and consistent mapping of HR evolution and development from a diversity & inclusion point of view Execution of a pilot project in Muncie 		N.A.	<p>Base year: 2023 Target year: 2025</p>

- 3 main streams
 - ESG as governance cornerstone
 - Spread of ESG principles, actions and results inside and outside the Group
 - Tax compliance consolidation in line with best practices





- “G” actions will follow the natural path of Group governance activities
 - Mostly be addressed by 2023 annual shareholders meeting

- Almost all activities will be performed internally
 - Possible support on certain areas from specialised external consultants




	ACTION ID	DESCRIPTION	GRI and SDG	KPI	TIMING
ESG CORNESTONE	G.1	<p>Establishment of Board ESG Committee</p> <ul style="list-style-type: none"> ■ Separation between “Control & Risk” and “Sustainability” committees ■ Inclusion of executive directors 	 	N.A.	<p>Base year: 2022</p> <p>Target year:</p> <p>1H2023</p>

ESG PRINCIPLES-ACTIONS-RESULTS SPREAD

ALIGNMENT TO TAX BEST PRACTICES

ACTION ID	DESCRIPTION	GRI and SDG	KPI	TIMING
G.2	<p style="text-align: center;">Code of Ethics revision</p> <ul style="list-style-type: none"> To reflect ESG principles in Code of Ethics 		N.A.	Base year: 2022 Target year: 1H2023
G.3	<p style="text-align: center;">Succession plan formalization</p> <ul style="list-style-type: none"> Succession plan formalization (starting from Interpump Group S.p.A.) 		N.A.	Base year: 2022 Target year: 2023
G.4	<p style="text-align: center;">Tax compliance consolidation in line with best practices</p> <ul style="list-style-type: none"> Tax strategy formalization Tax governance and tax risk management and control enhancement Internal compliance review for OECD Pillar II 		N.A.	Base year: 2022 Target year: 2024
G.5	<p style="text-align: center;">GR1 207-4 information updating</p> <ul style="list-style-type: none"> Country-by-country report refresh and annual updating 		N.A.	Base year: 2022 Target year: annual

ESG PRINCIPLES-ACTIONS-RESULTS SPREAD

ACTION ID	DESCRIPTION	GRI and SDG	KPI	TIMING
<p style="text-align: center; font-weight: bold;">G.6</p>	<p style="text-align: center; font-weight: bold; color: #0070C0;">Updating on ESG journey</p> <ul style="list-style-type: none"> ▪ Periodic updating on actions implementation 	  	<p style="text-align: center;">N.A.</p>	<p style="text-align: center;">Base year: 2022 Target year: annual</p>