INTERPUMP GROUP

ESG PLAN 2026-2028

22 June, 2026

ESG 2026-28 Plan Highlights

A more integrated R&D activity and focus

Workforce attraction and retention

Definition of a cybersecurity and A.I. policy

Solutions and initiatives to optimize resources use and energy consumption

Decarbonization: improved the 2028 Scope 1 + 2 absolute emissions target to -39% vs. 2022 baseline (-36% prior[1]), despite we included the 2023-25 acquisitions in the Group perimeter

(1) Targets embedded in the *2023 Decarbonization Strategy*, presented on 11-Nov-2023

Interpump – Sustainability Integrated into Group Strategy

Interpump ESG framework

Environment
- Reduced Group CO_2 emissions
- Green energy to mitigate market volatility

Social
- Health and safety / working conditions
- Investment in employees

Governance
- ESG principles embedded into Group strategy

Governance, accountability & steering

- Sustainability Committee in place since 2023
- Clear Executive Board accountability for sustainability; dedicated committee and integrated performance management
- Sustainability KPIs embedded in Top Management remuneration
- Since FY 2017, reporting under NFRD; since 2024, under CSRD

Environmental (E) – Actions and Targets

#	Action	Target Year	Scope[1]	Target
E1	Increase renewable energy production, energy storage, GO certificates, etc.	2028	Group	Scope 1 & 2 emission reduction (-39% vs. 2022)
E2	Mapping of Scope 3 locked-in emission	2026	Group	Laying the groundwork for further future emission reductions (Scope 3)
E3	Mapping / optimization of energy and material flows	2027	Pilot	Resources optimization and overall process improvements
E4	Product life cycle assessment (LCA)	2027	Pilot	Resources optimization and overall process improvements
E5	A) Integration / centralization of technical KPIs and product performance B) Potential extension to other Group entities	2027 2028	Pilot	Resources optimization and overall process improvements
E6	Mapping and reporting system of packaging inflows and outflows	2028	Leader (Italy)	Increase recycling / reduce waste, and overall process improvements

(1) Different perimeter application of the action: i) Group; ii) Pilot (pilot project) on a specific company; iii) Leading company for either Italy or Group

Social (S) – Actions and Targets

#	Action	Target Year	Scope[1]	Target
S1	Corporate welfare	2027	Leader (Italy)	Workforce attraction / retention
S2	Definition of flexible working solutions	2027	Leader (Italy)	Workforce attraction / retention
S3	Employees' training, R&D partnerships and family activities	2027	Leader (Group)	Workforce attraction / retention
S4	Development of an employee communication portal	2028	Pilot	Workforce attraction / retention
S5	Management training	2027	Leader (Italy)	≥85% of attendance
S6	Benchmarking on the strategic workforce salary	2026	Leader (Italy)	Workforce attraction / retention

(1) Different perimeter application of the action: i) Group; ii) Pilot (pilot project) on a specific company; iii) Leader (leader company for either Italy or Group)

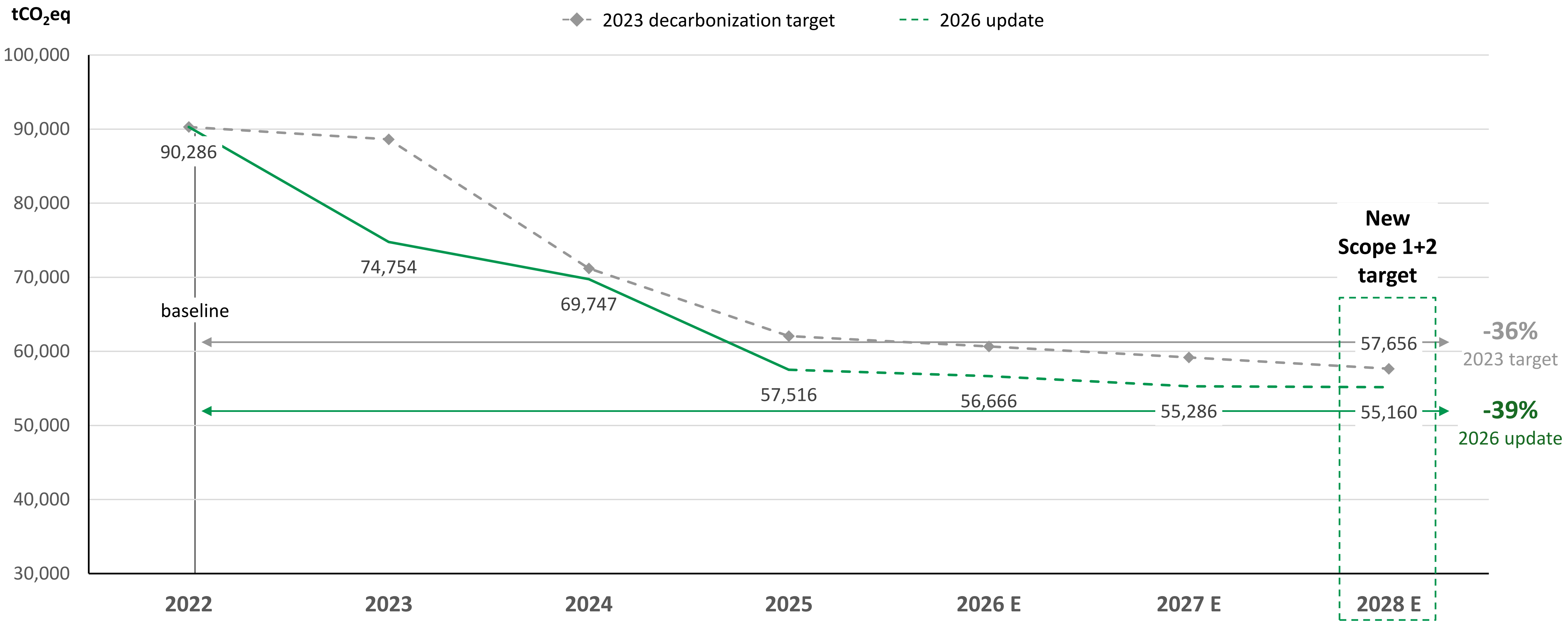
Governance (G) – Actions and Targets

#	Action	Target Year	Scope[1]	Target
G1	Suppliers' standard of conduct definition	2026	Group	Risk reduction
G2	Cybersecurity: policy adoption to strengthen processes for prevention and risk management	2027	Group	Risk reduction
G3	Integration of the M&A activities within the ESG risk analysis	2026	Group	Risk reduction
G4	R&D annual inter-functional workshops	2027	Leader (Group)	≥2 annual workshops
G5	Adoption of a policy on the A.I. use	2027	Group	Risk reduction

(1) Different perimeter application of the action: i) Group; ii) Pilot (pilot project) on a specific company; iii) Leader (leader company for either Italy or Group)

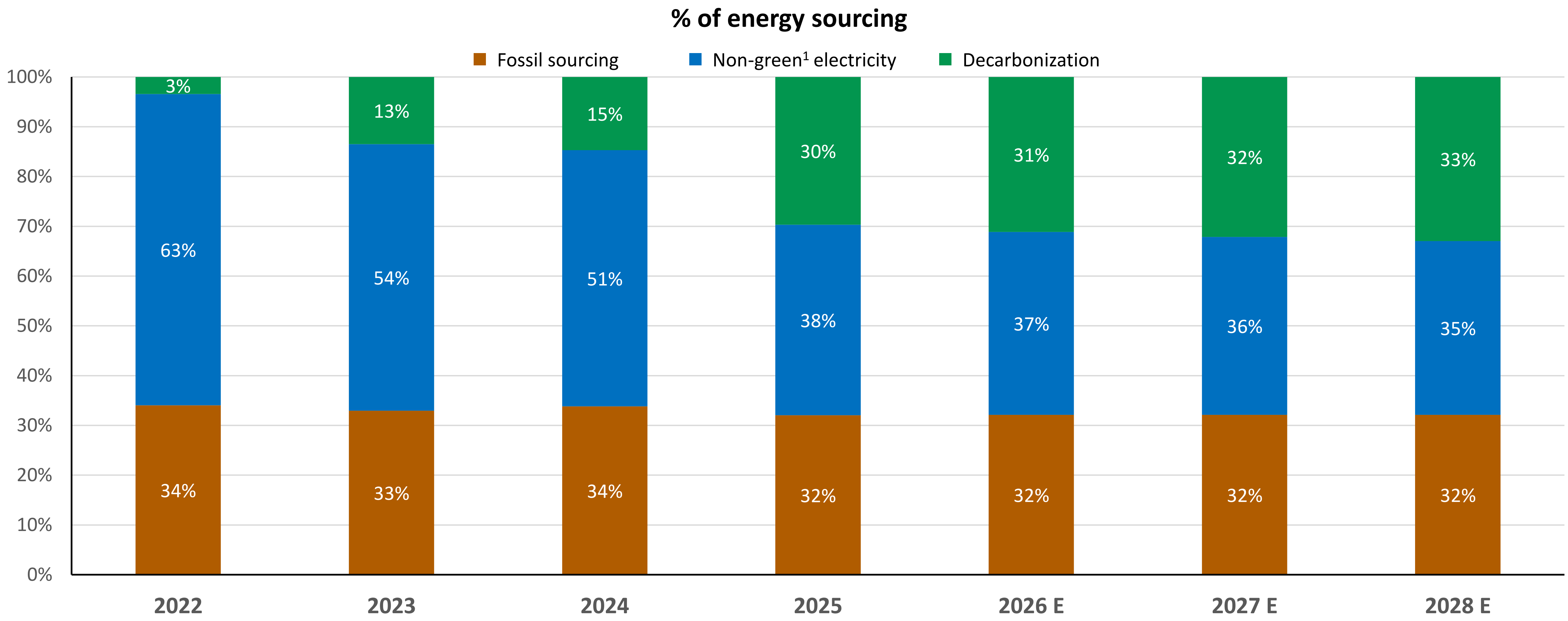
Interpump Group's Emission Reduction Targets

Updated ESG plan improves the decarbonization targets, with a -39% reduction by 2028 E



Interpump Energy Sourcing

Non-green[1] electricity about halving: from 63% to 35%



Note: decarbonization includes all sources (e.g. Guarantees of Origin, Power Purchase Agreement and internal solar panel production), which does not lead to Scope 2 CO_2 emissions.

(1) Electricity not certified as “green”, i.e. not coming from certified renewable sources.

Increased Focus on Cybersecurity and A.I.

Enhanced effort on cybersecurity and A.I. to protect the business and our stakeholders

- **Technical security baseline**
- **Cyber defence (detection, response)**
- **Usability, culture & awareness**
- **Future focus / security by design**

Organization	• Progressive strengthening of the Group cybersecurity model, with clear roles, responsibilities and local points of contact.
Governance	• Integration of cyber risk into the Group's risk management, reporting and internal control framework, also considering applicable regulatory developments, including NIS2 where relevant.
Supply chain	• Gradual introduction of cybersecurity requirements in relationships with IT suppliers, technology partners and third parties accessing Group systems, data or infrastructure.

Artificial Intelligence

- Definition of A.I. guidelines, setting common principles for the responsible, secure and controlled use of A.I. tools across the Group
- Focus on data protection, confidentiality and cyber risk awareness, supporting Group companies in adopting A.I. solutions consistently with security, governance and business integrity requirements

APPENDIX

Interpump Sustainability Journey / Milestones

<2016

ESG “not structured”;
approach already present in
- industrial efficiencies
- product quality
- tech investments

2016-21

First ESG tools and reporting;
publication of first DNF reporting and adoption of
- social/environmental KPIs
- GRI reporting

2022

First ESG Plan (‘23-’25) approval
20 ESG structured actions, integrated with company strategy and management remuneration

2023

Creation of the ESG Plan committee within the BoD

2024

First CSRD
Best Performer of the Year SDA Bocconi award
Subscription of the PPA

2025

Second CSRD
Development of DMA analysis
IP Group in the MIB ESG index

2026

2026-28 ESG Plan
Policy adoption and benchmarking to layer Plan fundamentals

2027

Attraction & retention initiatives deployment
Completion of main env. analysis and fostering R&D activities

2028

Further development of R&D cooperation & green energy sourcing
Full deployment of 2026-28 Plan targets

Remuneration Recap – Short-Term Incentive

Target value

Annual target achievement

Financial[1] [70%], o/w

35%	35%
Net Sales[4]	EBITDA[4]

\+

Sustainability[2] [15%]

- E2: mapping of Scope 3 locked-in emission
- S6: benchmarking on the strategic workforce salary
- G1: suppliers' standard of conduct definition

\+

Individual[3] [15%]

Individual performance and contribution to the external growth of the Group

=

Payout

Rationale

- Net Sales and EBITDA are the key performance indicators of Interpump Group
- Individual targets enable precise, clear, objectively measurable performance

(1) Four different outcomes: i) 0% below the threshold; ii) 50% entry point; iii) 75% intermediate; iv) 100% target

(2) Achievement of targets in the 2026-2028 ESG Plan

(3) Assessment of the individual contribution, taking into account the commitment and skills demonstrated during the financial year, including with regard to M&A activities

(4) Only from organic growth

Remuneration Recap – Long-Term Incentive

Target value → Annual target achievement

Financial[1] [85%], o/w

35%	35%	15%
Net Sales[3]	EBITDA[3]	TSR[4]

\+

Sustainability[2] [15%]

- E1: Scope 1 & 2 emission reduction
- G2: cybersecurity policy adoption
- G5: Adoption of a high-level policy on the A.I. use

= **Payout**

Rationale

- Net Sales, EBITDA and TSR are the key performance indicators of Interpump Group
- Targets enable precise, clear, objectively measurable performance

(1) Three different outcomes: i) 80% entry point; ii) 100% target; iii) 110% maximum

(2) Achievement of targets in the 2026-2028 ESG Plan

(3) Including also M&A contribution

(4) Total Shareholder Return; The aforementioned economic/financial targets will take into account the value resulting from the M&A transactions

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