

INTERPUMP APPROVES “ESG 2026-2028 PLAN”

Executive Chairman Fulvio Montipò:

“Coherently with our business model, which time has confirmed as resilient, we have sought to refine our ESG objectives by focusing on the areas where we believe we can have the most positive impact. The Plan sets out clear actions and a precise timeline, which are expected to bring concrete results and further improve our processes.”

17 actions in the ESG Plan;

4 to be completed by 2026, 9 by 2027, and 4 by 2028

**Integrating innovation, people engagement and resource efficiency
within a unified sustainable value creation model**

The ESG Plan includes the adoption of cybersecurity and artificial intelligence policies,
to strengthen business resilience and support the protection of the Group and its stakeholders

Enhanced 2028 target for absolute Scope 1 + 2 emissions reduction: -39% (vs. 2022 baseline)

Alignment between the ESG Plan and Top Management remuneration

Sant’Ilario d’Enza (RE), 22 June, 2026 – The Board of Directors of Interpump Group S.p.A., who met today under the Executive Chairmanship of Fulvio Montipò, approved Interpump “ESG 2026-2028 Plan”.


The ESG 2026-28 Plan builds on nearly three years of progress and learnings since the launch of the 2023-25 journey. The Plan embeds sustainability into the company's core to deliver long-term success. While developing it, we took into account the surrounding business environment and various sustainability topics, analysing risks and opportunities associated with our business and the consequent impact on society.

Interpump Group is characterised by differences across business applications, clients, suppliers and in general across markets. Accordingly, a differentiated approach to the implementation of ESG initiatives is adopted to ensure strategic alignment with Group priorities, while enhancing specific company features and enabling targeted allocation of resources.

KPIs and targets are set for each of the strategic ESG pillars, of which some are incorporated as evaluation indicators for determining short-term or medium- to long-term Top Management compensation during the journey horizon.

17 actions were identified: 6 under the *Environmental* scope, 7 under the *Social* scope and 6 under the *Governance* scope. Details are available below.

Considerations on the environment are embedded not only at the operational level but also within product design and performance, supported by lifecycle assessment and centralized know-how. **Environmental actions** in the Plan will allow for a leaner impact of our processes and products along the value chain.

	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. '22)
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	2027	Pilot	Resources optimization and overall process improvements
	B) Potential extension to other Group entities	2028		
E6	Mapping and reporting system of packaging inflows and outflows	2028	Leader (Italy)	Increase recycling / reduce waste, and overall process improvements

Social actions promote engagement, internal communication, and a culture of collaboration and innovation, positioning Interpump human capital as a key driver of long-term value creation.

	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

The company exhibits a structured and evolving Governance framework characterized by strong policy formalization, growing integration of ESG considerations into strategic decisions, and a proactive approach

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

to emerging technological and operational risks. **Governance actions** increasingly reflect cross-functional alignment and enhanced oversight across both internal operations and external stakeholders.

	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

Ilario d'Enza (RE), 22 June, 2026

On behalf of the Board of Directors
Fulvio Montipò,
Executive Chairman

This document contains forward-looking statements, including, without limitation, statements relating to future events, future financial performance, business strategies, expectations, competitive environment, regulation and supply and demand trends. Forward-looking statements are based on the Company's current expectations, estimates, projections and assumptions as of the date of this document. These forward-looking statements are subject to known and unknown risks and uncertainties, many of which are outside the control of the Company, that may cause actual results, performance or achievements to differ materially from those expressed or implied in any forward-looking statement. Given these uncertainties, readers should not put undue reliance on any forward-looking statements.

All forward-looking statements contained in this document speak only as of the date hereof. Except as required by applicable law or regulation, the Company undertakes no obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise.

This document is provided for information purposes only and does not constitute, nor shall it be construed as, an offer to sell, or a solicitation of an offer to buy, any securities of the Company in any jurisdiction. Nothing contained herein constitutes investment, legal, tax, accounting or other advice, nor should it be relied upon in connection with any investment decision.

The information contained in this document has not been independently verified and is provided as of the date hereof. While the Company believes that the information contained herein is fair and reasonable, no representation or warranty, express or implied, is made as to the accuracy, completeness or correctness of the information, except to the extent required by applicable law.

* * *