



ESG PLAN FOR 2023-25: ALL 2023 ACTIONS COMPLETED

Chairman Fulvio Montipò:

“We are pleased to announce the full and timely achievement of all the ESG objectives set for FY2023.

The actions planned for the coming years are now being implemented with the same level of commitment”

UPDATE ON IMPLEMENTATION OF THE ESG PLAN FOR 2023-2025

Sant’Ilario d’Enza (RE), 12 January 2024 – Interpump Group announces completion of the 2023 actions specified in the ESG Plan for 2023-25.

In addition to approval of both the Carbon Neutrality Strategy for 2023-2032 and the Succession Plan by the Board of Directors on 10 November 2023, the following actions have also been taken:

1. E.4 - Launch the circular economy pilot project;
2. S.5 - Complete the pilot project to prepare and implement a vendor rating model that applies environmental and social criteria;
3. G.6 - Communicate the achievement of ESG Plan objectives

The following table summarizes all the 2023 actions specified in the ESG Plan for 2023-25:

ESG PLAN FOR 2023-25		
2023 Actions		Implementation
E.1	Define a carbon neutrality strategy	Approved by the Board of Directors on 10 November 2023
E.4	Launch the circular economy pilot project	Completed
S.5	Pilot project to prepare and implement a vendor rating model that applies environmental and social criteria	Completed
G.1	Establish a Board Sustainability Committee	Shareholders' Meeting resolution adopted on 28 April 2023



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G.2	Revise the Code of Ethics	Approved by the Board of Directors on 10 November 2022
G.3	Formalize the succession plan	Approved by the Board of Directors on 10 November 2023 (following the earlier Board resolution adopted on 28 April to separate the Chairman and CEO roles and appoint a Chief Executive Officer)
G.5 ¹	Annual update of information required by GRI 207-4 on Country-by-Country Reporting	Completed
G.6 ¹	Communicate ESG Plan implementation	Constant updates on ESG initiatives via all financial disclosure tools used by the Group

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¹ This objective is addressed annually during the 2023-25 ESG Plan period.