

**Consolidated  
Non-Financial Statement  
as of 31 12 2023**

# Contents

## 3 Letter to stakeholders

## 4 Key indicators

---

## 5 1 Interpump Group

- 6 History of Interpump
  - 7 Group profile
  - 8 Interpump Group
  - 11 Business overview
  - 21 Innovation at the heart of Interpump Group
  - 24 Interpump Group's supply chain
- 

## 26 2 Governance

- 27 Organisational structure
  - 28 Board of Directors
  - 34 Remuneration policies
- 

## 37 3 Ethical business management

- 38 Ethics and compliance
  - 43 Internal control and risk management system
  - 49 Management systems
- 

## 51 4 Sustainability

- 52 Material topics
- 59 ESG Plan 2023-2025
- 63 European taxonomy
- 71 Interpump Group's sustainable initiatives
- 72 Climate change and emission reduction

## 73 5 Personnel

- 74 Personnel management
  - 76 Human capital
  - 82 Workforce composition
  - 85 New employee hires and employee turnover
  - 88 Workforce development and enhancement
  - 90 Occupational health and safety
- 

## 96 6 Environment

- 97 Management of environmental topics
  - 99 Use of energy sources
  - 101 Atmospheric emissions
  - 106 Use of water resources
  - 110 Waste management
- 

## 114 7 Socio-economic area

- 115 Management of socio-economic topics
- 117 Customer health and safety
- 118 Economic value generated and distributed
- 119 Fiscal responsibility
- 120 Tax governance, control and risk management
- 121 Stakeholder engagement and management of tax concerns
- 122 Tax reporting in countries where Interpump Group operates

## 126 8 Respect for human rights

- 127 Management of human rights topics
  - 129 Non-discrimination and equal opportunities
  - 129 Investment agreements and significant contracts that include human rights clauses or that have undergone a human rights assessment
- 

## 130 9 Fight against corruption

- 131 Management of anti-corruption topics
  - 132 Prevention of corruption, fair competition and political donations
- 

## 133 10 Annexes

- 134 Methodological note
- 141 Correlation table for material topics and GRI indicators
- 149 External assurance

# Letter to Stakeholders

Dear Stakeholders,

We are pleased to present Interpump Group's 2023 Consolidated Non-Financial Statement.

Sustainability has increasingly become a global priority that influences the Group's various stakeholders, from employees to suppliers, customers and investors. Consistent with the new challenges and opportunities that define the current landscape, in 2022 the Group embarked on a formal process to better develop its sustainable growth strategy with the ESG 2023-2025 plan.

Accordingly, November 2023 saw the approval of the Succession Plan for the Group's top management and the Group's Decarbonisation Strategy 2023-2032. The Strategy represents perhaps the most tangible part of the Group's contribution towards energy transition and emissions reduction. Other actions completed during the year included the pilot project to draft and implement a supplier evaluation model based on environmental and social criteria. Attention to sustainability, in its broadest sense, is also reflected in the first agreement signed by the Group in 2024 to issue bonds, thereby further strengthening its financial structure.

It is important, however, to appreciate that even before the ESG plan, Interpump Group already had some of the hallmarks of sustainability in a general sense: the preservation of the link between the Group's companies and their local area, the awareness of place and actions required, the culture of expertise, and the adoption of consistent strategies across different geographical scales, as well as the desire to create new international networks. All these elements have always shaped the interpretation and application of the concept of sustainability within our Group.

While not directly related to the ESG Plan, a fundamental step in terms of Governance was the separation of the positions of Group Chairman and Chief Executive Officer during

the year, with the appointment of Fulvio Montipò as Executive Chairman and Fabio Marasi as Chief Executive Officer.

Thanks to these steps towards all-round sustainability and the annual financial results, we can look forward to 2024 with satisfaction. In particular, the record margins of 24% and the high cash generation values, against a very challenging global backdrop, are a source of pride, as well as the basis for a renewed commitment to keep these results sustainable. Although the global picture is certainly more complex and constantly evolving, these results propel us from stable foundations towards new challenges.

In summary, today the Group has a clear path of strategic development ahead of it, in which the strength of the financial statements and high cash generation, combined with a more favourable environment for M&A transactions, may offer new growth opportunities in 2024.

The Group's drive for excellence and growth therefore remains unchanged, whereby the generated value has always been primarily reinvested in the company to ensure sound development. With this in mind, the progressive integration of ESG principles into our strategies will be essential to optimise the impacts of the Group's activities and thus ensure sustainable growth over time.

Executive Chairman  
**Fulvio Montipò**

Chief Executive Officer  
**Fabio Marasi**

# Key economic, social and environmental indicators

34

Countries with direct presence

2,240 <sup>MLN</sup> €

Net revenue

24%

EBITDA margin

2,039 <sup>MLN</sup> €

Economic value distributed

11,009

Collaborators

## Environment

Approval of the Decarbonisation Strategy 2023-2032

## Governance

Approval of the Succession Plan and separation of the positions of Chairman and CEO

## Supply chain

Pilot project for supplier evaluation also using ESG parameters completed

-8.8%

reduction in the employee injury rate compared to 2022

4,0 <sup>MWp</sup>

Power of new photovoltaic systems

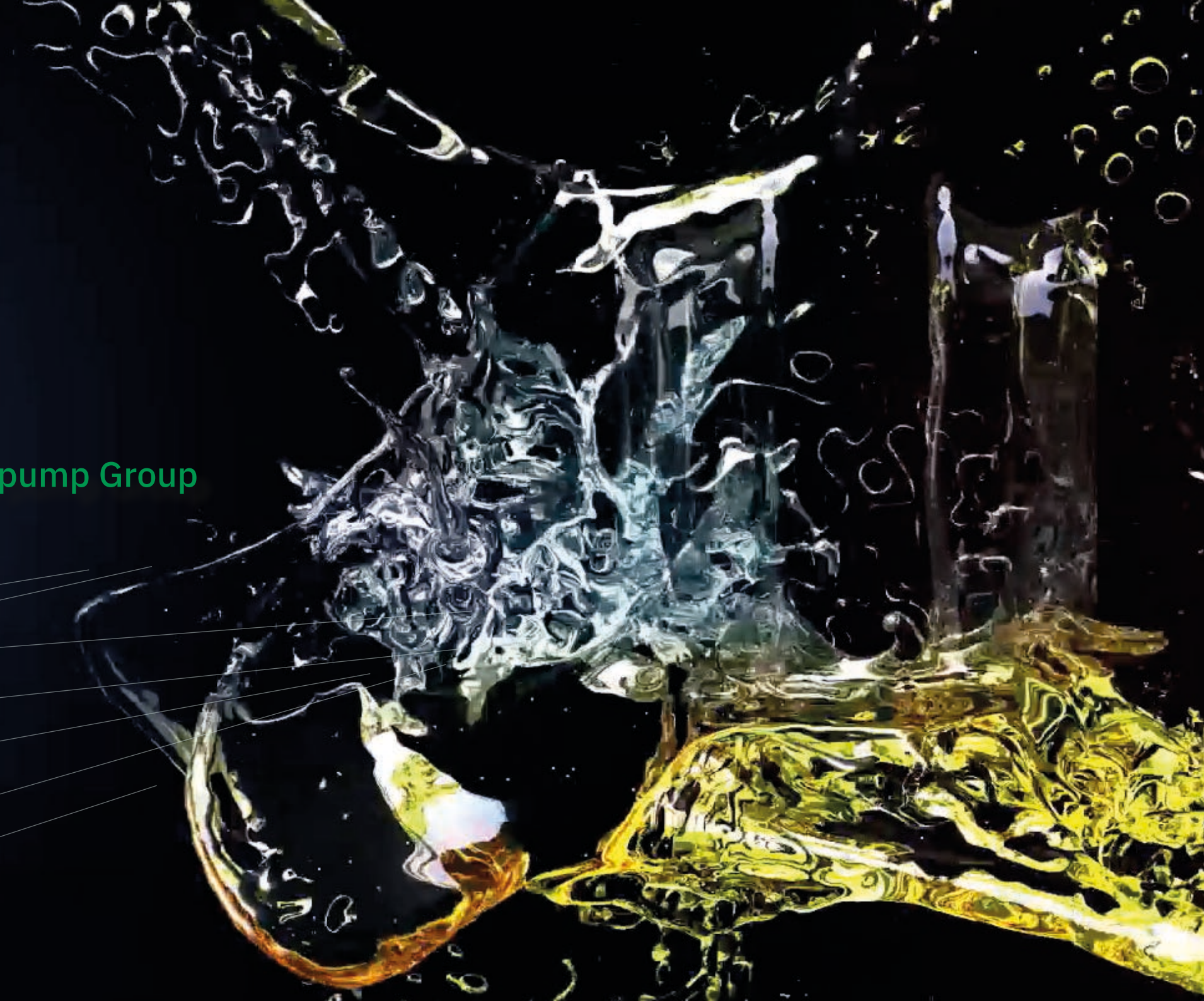
-21%

Scope 2 emissions reduction<sup>1</sup> compared to 2022

<sup>1</sup> Market-based method

1

Interpump Group





# History of Interpump

GRI 2-1; GRI 2-6

Interpump Group was founded by Fulvio Montipò in 1977 in S. Ilario d'Enza (RE), where the Parent Company, Interpump Group S.p.A. (hereinafter also referred to as the Company or Parent Company), still operates and has its headquarters.

In the course of its history, production has expanded from the original niche of high and ultra-high pressure water piston pumps (Water-Jetting Sector), in which Interpump Group (hereafter also Group or Interpump) enjoys world-leading positions, to a wide range of hydraulic components and systems, flexible and rigid rubber and metal tubing, as well as power transmissions, gearmotors, orbital motors and steering systems (Hydraulic Sector). Acquisitions over time have enabled the Group to expand its product portfolio, which now also includes flow control components for the food, cosmetics and pharmaceutical industries.

**Interpump Group's mission is to pursue excellence in its operations through innovation and quality.**



## Innovation

**Innovation** is an imperative goal for Interpump Group employees and is the result of constant, scientific and in-depth research into materials, techniques, and products, conducted with the aid of the most sophisticated and advanced equipment.



## Quality

**Quality** permeates every Interpump Group activity. A prerequisite for quality is the meticulous, methodical and constant checking and inspection of each production step, from the acquisition of raw materials to the final product. The quality assured by Interpump Group stems from the shared culture that permeates the various Group companies.

Products are designed to be efficient, easy and intelligent to use, warranted, capable of satisfying market needs and, where possible, efficient in terms of energy and water consumption, safeguarding both users and the environment. The entire Group draws inspiration from the principles of impartiality, honesty, propriety, confidentiality, fairness, cohesion, collaboration, teamwork, professional ethics and respect for diversity, derived from different cultural and work-related experiences.

Interpump Group's development has always been marked not only by steady organic growth, but also by a strategy of targeted acquisitions to improve quality and diversification in terms of geography, products, and fields of application. Today, this strategy recognizes in sustainability a growth driver essential for value creation, not only for the Group but also for the community and the environment. The Group's commitment to ensuring long-term, sustainable economic growth is reflected in the adoption of the first three-year ESG Strategic Plan 2023-2025 on 5 October 2022. In 2023, work also continued on achieving the objectives of the Group's ESG plan, with the aim of progressively aligning sustainability and profitability. Among the aforementioned objectives, the Board of Directors, in its meeting of 28 April 2023, also established the Sustainability Committee, as an internal body to which the investigative, proposal-making and advisory functions on environmental, social and governance issues, previously entrusted to the Audit, Risk and Sustainability Committee, were assigned. Also in 2023, the Group approved the decarbonisation plan, formalising the commitment to reduce its overall emissions through a number of actions inspired by environmental and economic sustainability.



# Group profile

GRI 2-1; GRI 2-2



Interpump Group is organised in a structure headed by Interpump Group S.p.A., a joint stock company listed on the Milan Stock Exchange since 1996. In 2001, the Group entered the STAR segment of Borsa Italiana’s MTA market upon compliance with requirements concerning liquidity, transparency and corporate governance.

As a result of the continuous growth on the stock exchange in terms of capitalisation and liquidity, the share has been included in the FTSE MIB index since 20 June 2020. The Parent Company owns direct and indirect controlling interests in 117 subsidiaries operating in the two business sectors described in the previous section.

During 2023, the acquisitions that took place were:

- February 2023, Interpump Group S.p.A. acquired 85% of the capital of Indoshell Automotive System India P.L, a company specialising in the casting of ferrous and non-ferrous metals (cast iron and aluminium);
- April 2023, Interpump Group S.p.A. acquired 70% of the capital of I. Mec S.r.l., a company specialising in the manufacture of mechanical screens;
- May 2023, Interpump Group S.p.A. acquired 100% of the capital of the Waikato Group, a leader in the New Zealand and Australian mechanised milking business.

The Group is composed of a large number of companies, including small businesses, which primarily carry out production and/or sales activities under the strategic and operating coordination of the Parent Company. Manufacturing plants and sales offices are mainly concentrated in Brazil, Bulgaria, Canada, China, South Korea, France, Germany, India, Italy, Poland, Romania, Slovakia, Spain and the United States, with a direct presence in 34 countries.

The geographical areas in which the Group operates, both in terms of manufacturing and sales activities, are grouped as follows:

- Italy
- Rest of Europe
- North America
- Far East and Oceania
- Rest of the world.<sup>1</sup>

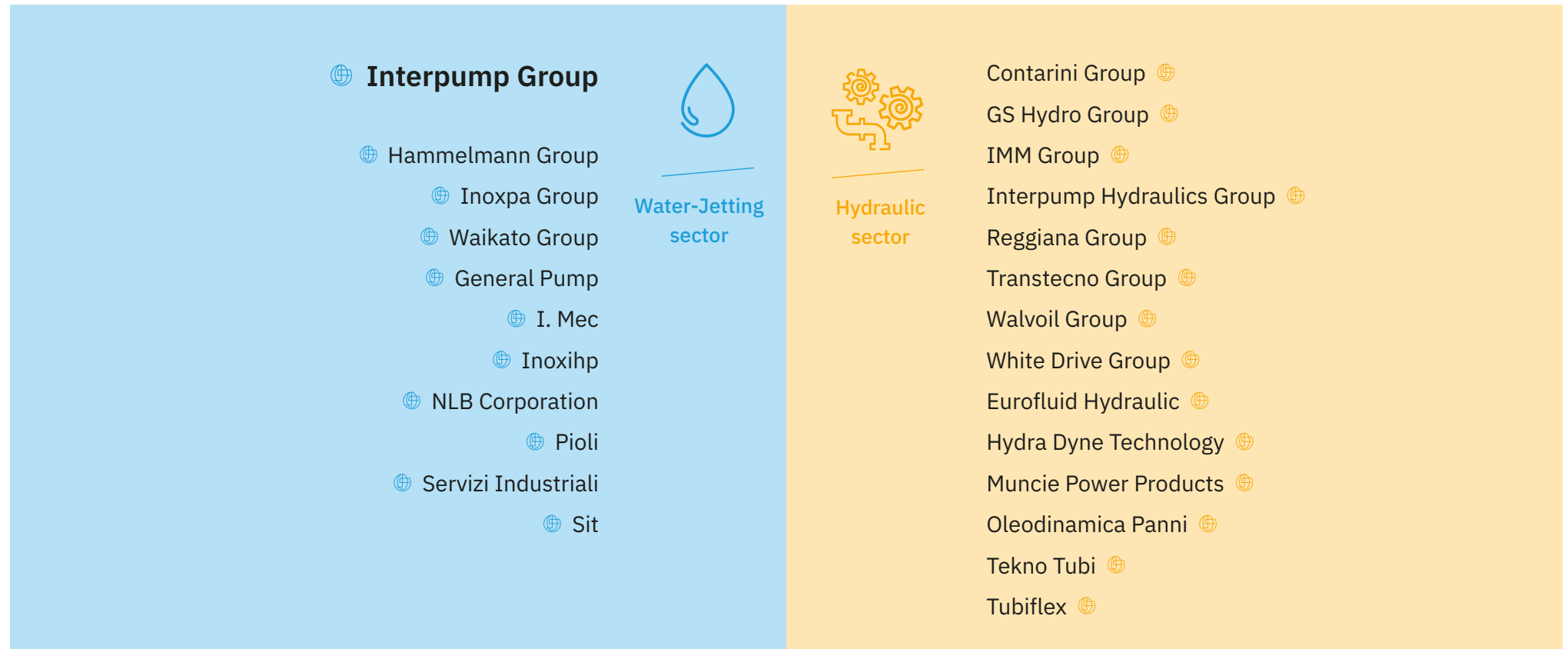
For more information on the geographical distribution of Group companies, please refer to the charts on the following pages.

<sup>1</sup> The countries in the rest of the world where the Group operates are Brazil, Chile, Colombia, United Arab Emirates, India, Mexico and South Africa.



# Interpump Group

The following chart shows a breakdown of the Interpump Group as at 31 December 2023.



For more details



## Countries in which Interpump Group is present

### Key

- Distribution and commercial support
- Production

### Canada

- Hydra Dyne Tech
- Reggiana Riduttori
- Walvoil

### Mexico

- Inoxpa
- Transtecno

### Colombia

- Inoxpa

### Brazil

- Interpump Hydraulics
- GS Hydro

### Chile

- Interpump Hydraulics

### United States

- GS Hydro
- Hammelmann
- Reggiana Riduttori
- Walvoil
- Inoxpa
- Waikato
- American Mobile Power
- General Pump
- Muncie Power
- NLB
- Inoxpa
- White Drive

### Russia

- Inoxpa

### China

- Walvoil
- Interpump Hydraulics
- Transtecno
- GS Hydro
- Hammelmann
- Inoxpa
- Reggiana Riduttori

### South Korea

- GS Hydro
- Walvoil

### Hong Kong

- GS Hydro

### Singapore

- GS Hydro

### AEU

- Interpump Hydraulics

### Australia

- Hammelmann
- Mega Pacific
- Reggiana Riduttori
- Walvoil

### Zambia

- Interpump Hydraulics

### India

- Interpump Hydraulics
- Walvoil
- Inoxpa
- Riduttori

### South Africa

- Interpump Hydraulics
- Inoxpa

### New Zealand

- Waikato
- Mega Pacific

## Countries where Inter-pump Group is present - Europe focus

### Key

- Distribution and commercial support
- Production

### Ireland

- Waikato

### UK

- GS Hydro
- IMM
- Inoxpa
- NLB
- Waikato

### Netherlands

- GS Hydro
- Transtecno
- Reggiana Riduttori

### Switzerland

- Hammelmann

### Spain

- GS Hydro
- Hammelmann
- Transtecno
- Inoxpa

### Portugal

- Inoxpa

### Germany

- Hammelmann
- GS Hydro
- IMM
- Reggiana Riduttori
- White Drive

### Denmark

- GS Hydro
- Inoxpa

### Sweden

- GS Hydro

### Austria

- GS Hydro

### Poland

- GS Hydro
- White Drive

### Slovakia

- Reggiana Riduttori

### Ukraine

- Inoxpa

### Moldova

- Inoxpa

### Romania

- IMM

### Bulgaria

- Contarini Group

### France

- Hammelmann
- IMM
- Interpump Hydraulics
- Reggiana Riduttori
- Contarini Group
- Walvoil
- Inoxpa

### Italy

- Contarini Group
- Hydroven
- IMM
- Inoxhip
- Interpump Group
- Interpump Hydraulics
- Pioli
- Panni
- Reggiana Riduttori
- SIT
- Servizi Industriali
- Tubiflex
- Transtecno
- Walvoil
- Tekno Tubi
- Eurofluid Hydraulic
- I.Mec
- Inoxpa

# Business overview

GRI 2-6

## Sectors of application

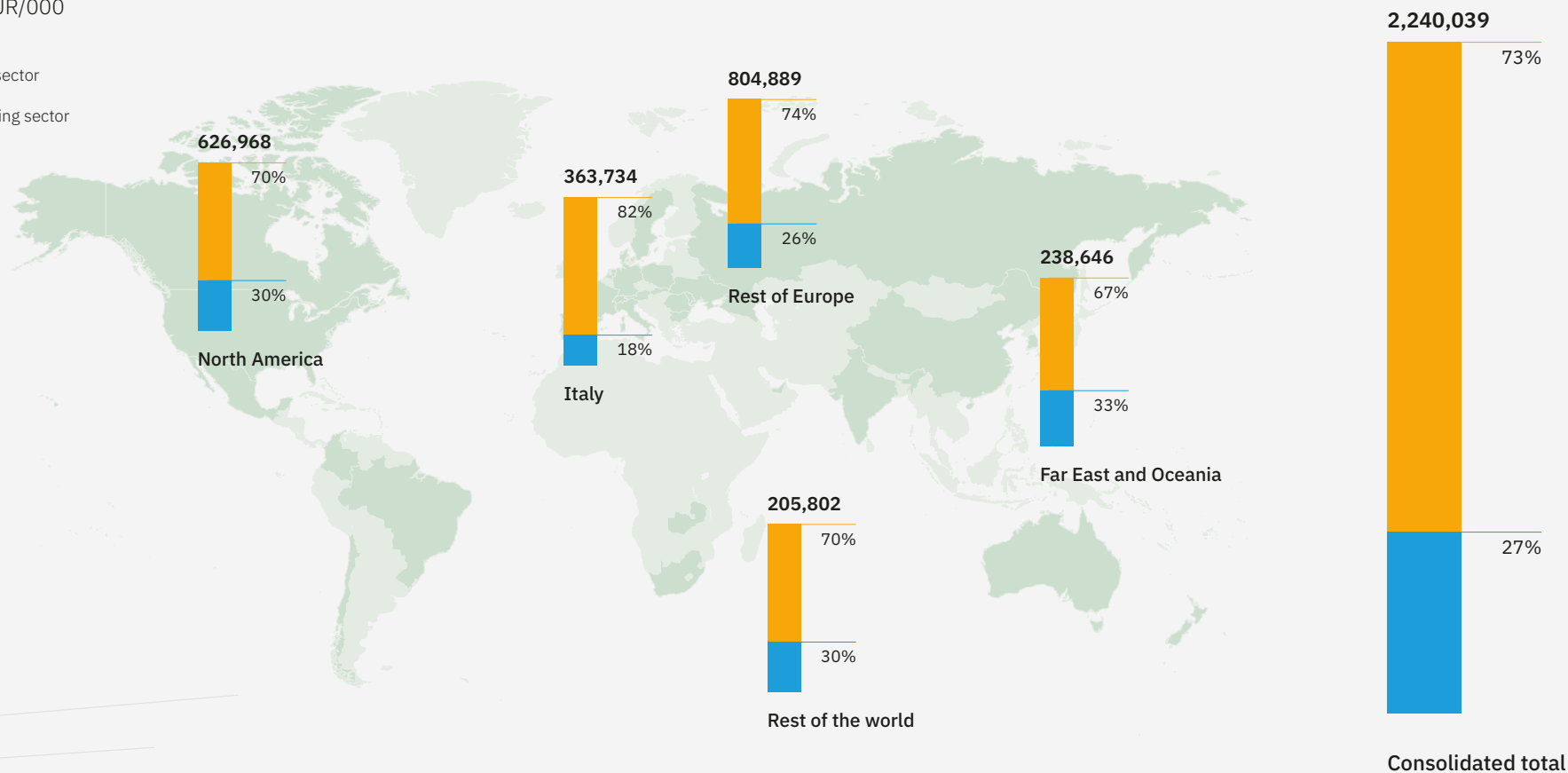
Over the years, Interpump Group has expanded its product portfolio, offering numerous solutions that satisfy market demand.

The products designed and developed by Group companies have multiple applications in different contexts, encompassed within the Water-Jetting and Hydraulic sectors.

### 2023 sales by geographic area and sector

Values in EUR/000

- Hydraulic sector
- Water-Jetting sector



## Water-Jetting sector

The Water-Jetting sector includes the companies active in Interpump Group's historical core business, i.e. the production and marketing of piston pumps for water with power from 1 to 2,000 hp (0.7 to 1,500 kW), and related components and accessories. Smaller models are mainly used in pressure washers; as the power, and therefore the attainable pressure, increases, the range of applications extends to car washing, spraying, road and sewer cleaning, seawater desalination, and steel descaling. Even higher pressures allow the use of fluids (water or other) for drilling, cutting, deburring metal parts and even demolition work. Finally, piston pumps are used in all industrial processes (chemical, food, cosmetics, pharmaceutical, manufacturing) that require very high pressures to homogenise or separate foodstuffs or compounds, enable chemical reactions, and sterilise, as well as countless other types of processing. The higher efficiency of plunger technology, compared to other types of pump, leads to better performance and savings in energy consumption; moreover, in many of the applications mentioned water technology brings benefits related to hygiene, the environment, or processing time with respect to the conventionally employed systems.

The Water-Jetting sector includes companies active in the production of special pumps, mixers, agitators, cleaning systems, valves and tanks for the food, cosmetics and pharmaceutical industries, as well as, from 2023, automated solutions for the milking and dairy industries. These products have inherent commercial synergies and significant technological affinities with plunger pumps, the traditional core business.

### High and ultra-high pressure pumps



### Fluid process machines

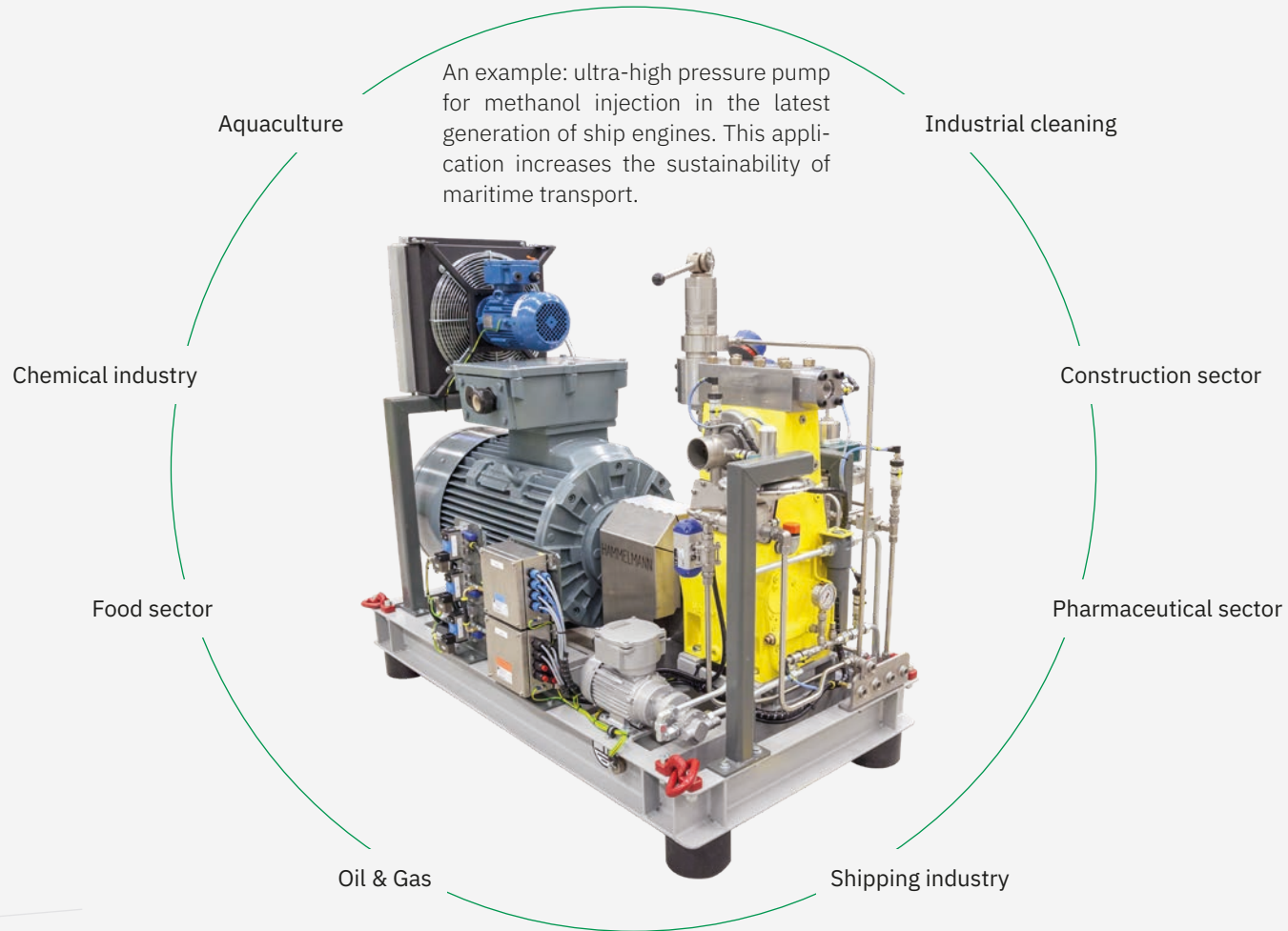


The following pages give some examples of possible applications of the expertise and skills of Water-Jetting companies to provide products, solutions and integrated systems.

In these cases, the various applications often involve the use of high and ultra-high pressure pumps, which, albeit in different contexts and uses, are a characteristic feature of Interpump Group.

## High and ultra-high pressure systems

Same expertise, different industrial applications



A possible example of applying the know-how and expertise of companies in the Water-Jetting sector to provide integrated products, solutions and systems.

## Solutions for fluid handling

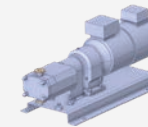
High-pressure homogenizers for Carbon Nano Tubes

**01**

Flow valve  
INOXPA

**02**

Pump  
INOXPA

**03**

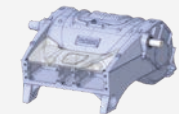
Iron remover filter  
I. MEC

**04**

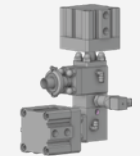
Frame  
SIT

**05**

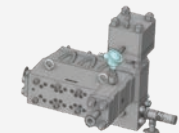
Mechanical transmission  
NLB

**06**

Homogenizing group  
INTERPUMP

**07**

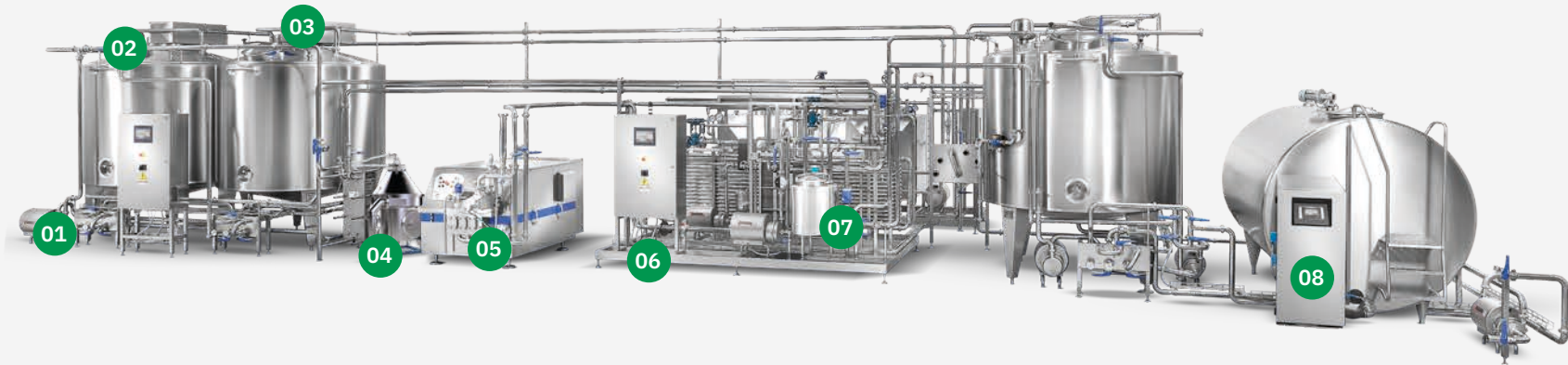
Compression head  
HAMMELMANN



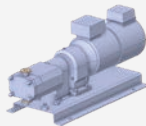
A possible example of applying the know-how and expertise of companies in the Water-Jetting sector to provide integrated products, solutions and systems.

## Solutions for fluid handling

Milk pasteurisation plant

**01**

Pump  
INOXPA

**02**

Tank  
I. MEC

**03**

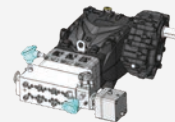
Agitator  
INTERPUMP

**04**

Centrifugal separator  
SERVIZI INDUSTRIALI

**05**

High-pressure  
homogeniser  
INTERPUMP

**06**

Frame  
SIT

**07**

Process valve  
INOXPA

**08**

Switchboard  
and automation  
INTERPUMP



## Hydraulic sector

The Hydraulic sector, developed since 1997, includes companies active in the production and marketing of an ever-expanding range of hydraulic components: power take-offs,<sup>2</sup> gear pumps, cylinders, hydraulic motors, oil tanks, hydraulic valves<sup>3</sup> and related electronic or mechanical control systems, tubing (flexible rubber and/or metal, and rigid) flanges and fittings. Hydraulics is used in almost all mechanised aspects of human activity: in equipped industrial vehicles (e.g. tippers, cranes, refuse collection), agricultural vehicles, earth-moving machinery, forklifts and telescopic platforms, as well as in stationary applications such as cranes, lifts, mining, shipbuilding, industrial automation and even amusement park rides. Tubing and fittings

have an even broader field of application (including many applications in the Water-Jetting sector), and some Group companies offer complete design, construction and maintenance services for even very complex piping systems.

Interpump operates in the field of gearboxes, which are used to operate all kinds of industrial and domestic machines that need to reduce the speed of a motor safely and efficiently, while at the same time increasing torque. As a transmission system, gearboxes are highly complex with very many variants, depending on the needs and specifications for each application. There are numerous applications across multiple business sectors, from logistics to agriculture, from heavy industry to food processing, and from animal husbandry to the mining sector. Interpump's entry into this sector, which took place between 2019 and 2020 with

the acquisition of Reggiana Riduttori and Transtecno, represented a radical expansion in scope of the transmission business at Interpump, already a world leader in the production of power take-offs for mobile hydraulics.

Furthermore, with the acquisition of the White Drive Motors & Steering Group in 2021, Interpump Group has further expanded its product range with orbital motors and steering systems, consolidating its position as a global player in hydraulics.

The principal brands belonging to the Hydraulic Sector are presented by product category below.

### Cylinders



### Valves



### Orbital motors and steering systems



### Power take-offs



### Gearboxes



### Tubing and fittings



### Components



<sup>2</sup> Mechanical device connected to the engine or gearbox of an industrial vehicle, to which a pump is coupled to power the hydraulic circuit.

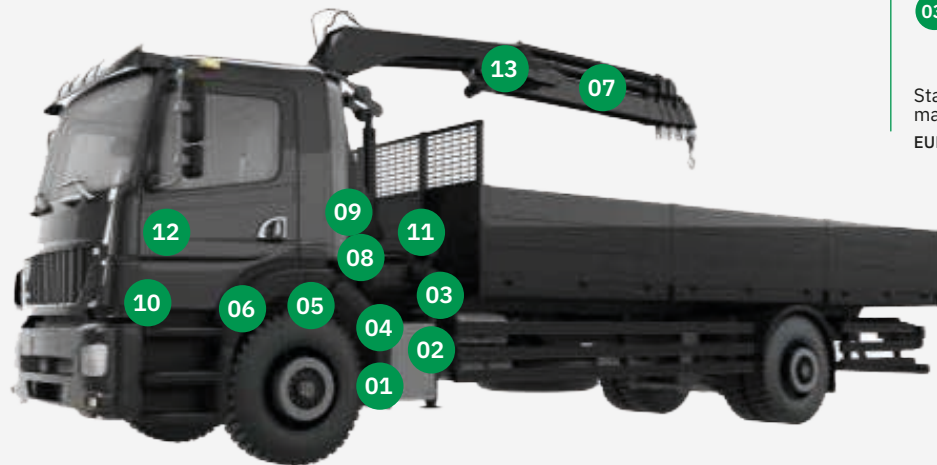
<sup>3</sup> Central component that assures constantly correct distribution of oil among all the segments of a complex hydraulic system.



A possible example of applying the know-how and expertise of companies in the Hydraulic sector to provide integrated products, solutions and systems.

## Solutions for industrial vehicles

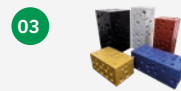
Truck Mounted Crane



01  
Hydraulics Reservoirs  
AMERICAN MOBILE POWER INC.



02  
Hydraulic outrigger system  
CONTARINI LEOPOLDO S.R.L.



03  
Standard and customised manifolds  
EUROFLUID HYDRAULIC S.R.L.



04  
High Flexibility Hose -  
Pump Distributor Connection  
INTERPUMP FLUID SOLUTIONS



05  
Bent Axis Piston Pump  
INTERPUMP HYDRAULICS S.P.A.



06  
Power take-offs  
MUNCIE POWER PRODUCTS INC.



07  
Extension cylinder  
OLEODINAMICA PANNI S.R.L.



08  
Slewing drive  
REGGIANA RIDUTTORI S.R.L.



09  
Hydraulic pipe with  
welding fitting  
TEKNO TUBI S.R.L.



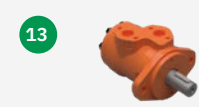
10  
Exhaust Gas Recirculation  
TUBIFLEX S.P.A.



11  
Directional control valves  
WALVOIL S.P.A.



12  
Electronic control units  
WALVOIL S.P.A.

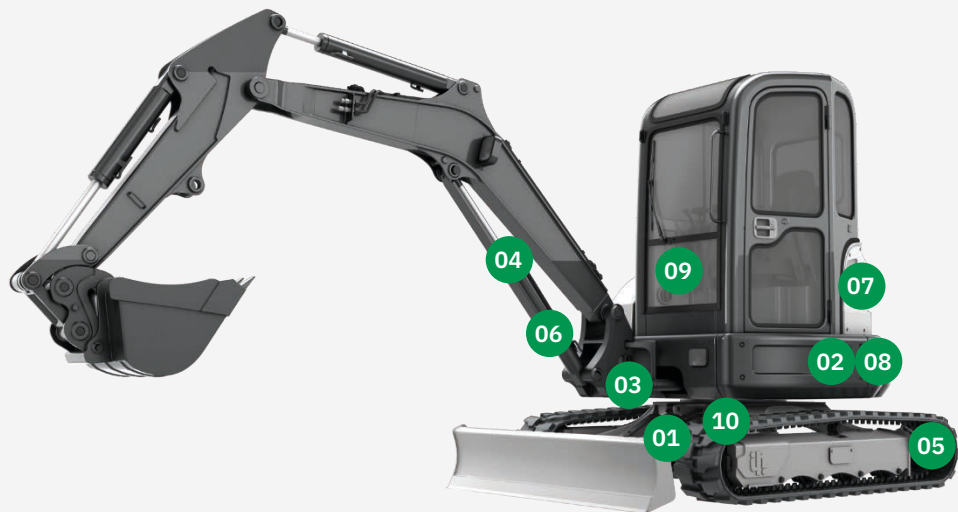


13  
Orbital motor for  
winch drive  
WHITE DRIVE MOTORS  
& STEERING LLC

A possible example of applying the know-how and expertise of companies in the Hydraulic sector to provide integrated products, solutions and systems.

## Construction and earth-moving solutions

Mini-excavators



01



Front blade cylinders  
CONTARINI LEOPOLDO S.R.L.

02



Standard and customised manifolds  
EUROFLUID HYDRAULIC S.R.L.

03



High Performance Hose for Arm Cylinders  
INTERPUMP FLUID SOLUTIONS

04



Boom Cylinder  
OLEODINAMICA PANNI S.R.L.

05



Wheel gear for tracked vehicles  
REGGIANA RIDUTTORI S.R.L.

06



Air conditioning hose  
TEKNO TUBI S.R.L.

07



Exhaust Gas Recirculation  
TUBIFLEX S.P.A.

08



Flow-sharing valves  
WALVOIL S.P.A.

09



Heavy-duty electronic joystick  
WALVOIL S.P.A.

10

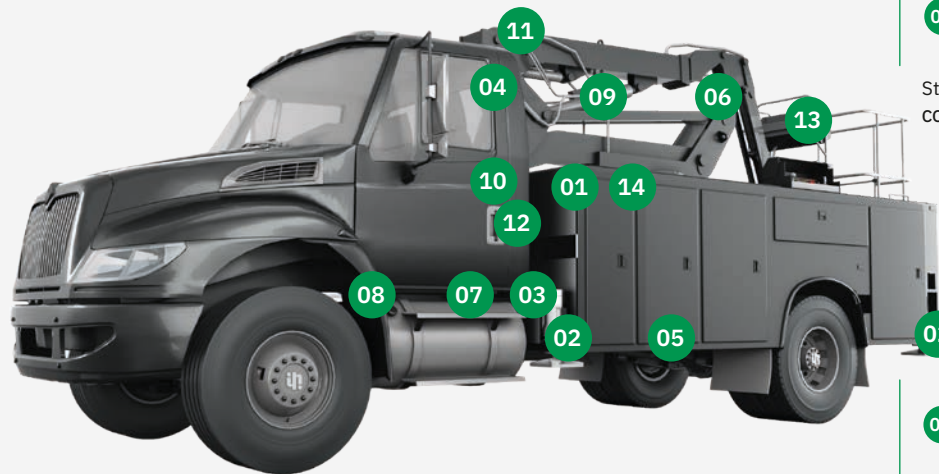


Orbital motor for swing mechanism  
WHITE DRIVE MOTORS & STEERING LLC


A possible example of applying the know-how and expertise of companies in the Hydraulic sector to provide integrated products, solutions and systems.


## Lifting and Transport Solutions

Aerial platform



**01**   
Tanks  
AMERICAN MOBILE POWER INC.

**02**   
Stabilizer Feet  
CONTARINI LEOPOLDO S.R.L.

**03**   
Standard and Custom Manifolds  
EUROFLUID HYDRAULIC S.R.L.


**04**   
Rotary manifolds  
HYDRA DYNE TECHNOLOGY INC.


**05**   
Electric pumps  
HYDROVEN S.R.L.


**06**   
Very Flexible and Compact Hose - Arm Cylinder Connections  
INTERPUMP FLUID SOLUTIONS

**07**   
PTOs for ZF Powerline Gearboxes  
INTERPUMP HYDRAULICS S.P.A.

**08**   
Power take-offs  
MUNCIE POWER PRODUCTS INC.

**09**   
Arm cylinder  
OLEODINAMICA PANNI S.R.L.

**10**   
Gearbox for slewing  
REGGIANA RIDUTTORI S.R.L.

**11**   
Simple hydraulic hoses  
TEKNO TUBI S.R.L.

**12**   
Bankable Solenoid Valves  
WALVOIL S.P.A.

**13**   
Electronic control units  
WALVOIL S.P.A.

**14**   
Orbital motors  
WHITE DRIVE MOTORS & STEERING LLC

A possible example of applying the know-how and expertise of companies in the Hydraulic sector to provide integrated products, solutions and systems.

## Solutions for the agricultural sector

Tractors/Front-End Loaders

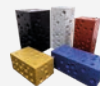


01



Rear/front loader cylinder  
CONTARINI LEOPOLDO S.R.L.

02



Standard and Custom Manifolds  
EUROFLUID HYDRAULIC S.R.L.

03



Hose - Front Loaders Hydraulic Applications  
INTERPUMP FLUID SOLUTIONS

04



Gear pumps  
INTERPUMP HYDRAULICS S.P.A.

05



Bucket cylinder  
OLEODINAMICA PANNI S.R.L.

06



Track Drive for Electric Tractors  
REGGIANA RIDUTTORI S.R.L.

07



Welded hydraulic hoses  
TEKNO TUBI S.R.L.

08



Exhaust system expansion joints  
TUBIFLEX S.P.A.

09



Directional Control Valves  
WALVOIL S.P.A.

10



Electronic joystick  
WALVOIL S.P.A.

11



Compact Steering Unit with Dual Displacement  
WHITE DRIVEMOTORS & STEERING LLC



# Innovation at the heart of Interpump Group

GRI 2-25; GRI 3-3

Interpump Group has always been committed to continuous innovation and the development of cutting-edge technologies. Research and development into innovative products, as well as expansion of its product range to meet new and more complex requirements, are not only the foundation of a resilient business, but above all the basis for the growth and performance that the Group has recorded over the years. Interpump is always looking for innovation solutions that can help to enhance the efficiency and reliability of its products, designed with eco-design and circular economy in mind. All this potentially translates into less impact on the environment, waste production, consumption of natural resources and CO<sub>2</sub> emissions into the atmosphere.

The markets in which the Group operates increasingly seek sustainable solutions that minimize environmental impacts. In this context, Interpump strives to develop products and technologies that can contribute to environmental

sustainability while, at the same time, guaranteeing high standards of quality and performance. The search for better product performance often results in improved profiles for energy and water consumption or for the materials used in production. Alongside the launch of these projects, targeted analyses are performed to identify and manage the risks underlying the production of new solutions, linked to the compliance of products and their safety in use. Possible impacts also include the risk that the investment for the development of the new product will be protracted to the point where the economic resources committed to the project will not be adequately remunerated or that the same solution will also be found by competitors, thereby nullifying the innovative effect of the new product.

Due to Interpump Group's nature and organisation, research and development is not a centralised process, but is located at the various engineering centres in the main subsidiaries, whose engineers, technicians and work teams,

who are closer to the needs represented by customers, can guarantee a better and more effective initiative. At the same time, these engineering centres are able to develop new products and customized versions of standard products in order to meet any specific customer needs.

The Group's research and development activities are applied in partnerships with various customers and are mainly aimed at creating new products and applications or improving their performance. Given the high complexity of the collaborative process with the customer, this approach offers the following advantages:

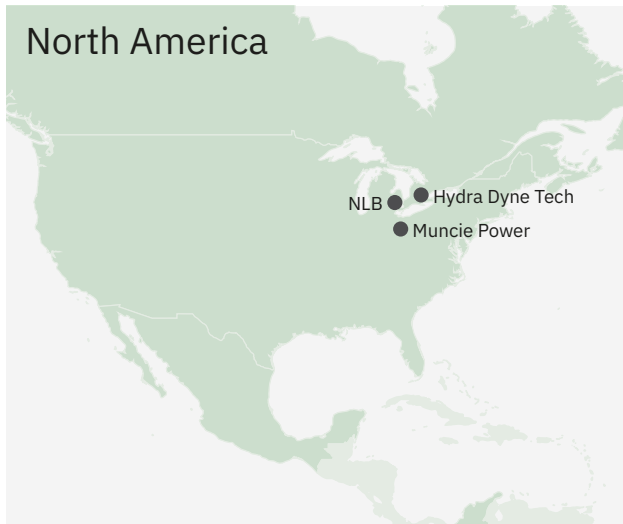
Direct feedback: working closely with customers during the research and development process enables direct and immediate feedback on products and services.

Synergies: involving customers at an early stage of development enables the creation of solutions consistent with their needs and preferences. This approach can lead to the identification of additional products and applications that are more innovative and suitable for the target market.

Risk reduction: working with customers from the outset helps reduce risks by identifying potential issues before they become critical or costly to resolve.

Customer loyalty: involving customers in the development process increases trust in Group companies.






The operational model underlying the R&D process is founded on the strategic guidelines provided by the Parent Company, seeking to evaluate and control the innovations proposed to the market. Through its most important production companies (Interpump Group S.p.A., NLB Corporation Inc., Inoxpa S.A. and Hammelmann GmbH for the Water-Jetting sector; Walvoil S.p.A., Interpump Hydraulics S.p.A., IMM Hydraulics S.p.A., Muncie Inc., White Drive Motors & Steering Sp. Zoo. and Reggiana Riduttori S.r.l. for the Hydraulic Sector), the Group can meet the demands and innovative drives coming from the market, making its expertise a strategic component to compete globally.



The chart summarises the main locations where the most significant R&D activities are carried out.



Among its various and numerous research and development initiatives, Interpump Group continues to develop technologies that can directly aid the transition to a carbon-neutral economy and counteract the effects of climate change. The most significant initiatives pursued in 2023 are shown below:

Brand	Sector	Project	Sustainability goals	Project status
Hammelmann	 Water-Jetting	Rotary heads for steel descaling	Development of a new high-pressure water rotor that optimises energy consumption when removing iron oxides from the hot steel surface. Reducing energy consumption and CO <sub>2</sub> emissions contributes to “green steel”.	Completed in 2023
Inoxpa	 Water-Jetting	High-performance rotary lobe pump	A new type of rotary lobe pump that reduces the consumption of energy, polluting agents and water during the washing process	Still under development in 2023
IMM Hydraulics	 Hydraulic	Lead-free fittings	Research into materials and technologies to eliminate lead from the steel used in the production of fittings	Still under development in 2023
IMM Hydraulics	 Hydraulic	Green hose	Development of a hose with a synthetic rubber cover featuring a chemical formulation specifically designed to optimise plastic recycling.	Still under development in 2023
Walvoil	 Hydraulic	HyDRES – Hydraulic Digital, Reliable, Efficient System	A new generation of integrated hydraulic and electronic components aiming at more energy-efficient vehicles, as well as higher performance, automation and driver assistance.	Under development in 2023

In 2023, Walvoil Spa completed the construction of the new Innovation Centre.

This represents one of the company’s most significant R&D investments in recent years. It is a facility with a surface area of around 3,000 m<sup>2</sup>, where 24 highly specialised technicians will work and where specific tests and analyses will

be carried out to guarantee an advanced technological level for each new R&D activity. The Innovation Centre further enhances the testing capacity and quality that has always been a success factor for Walvoil Spa.

In addition to the newly introduced equipment, special test chambers and new laboratories, the centre also features a

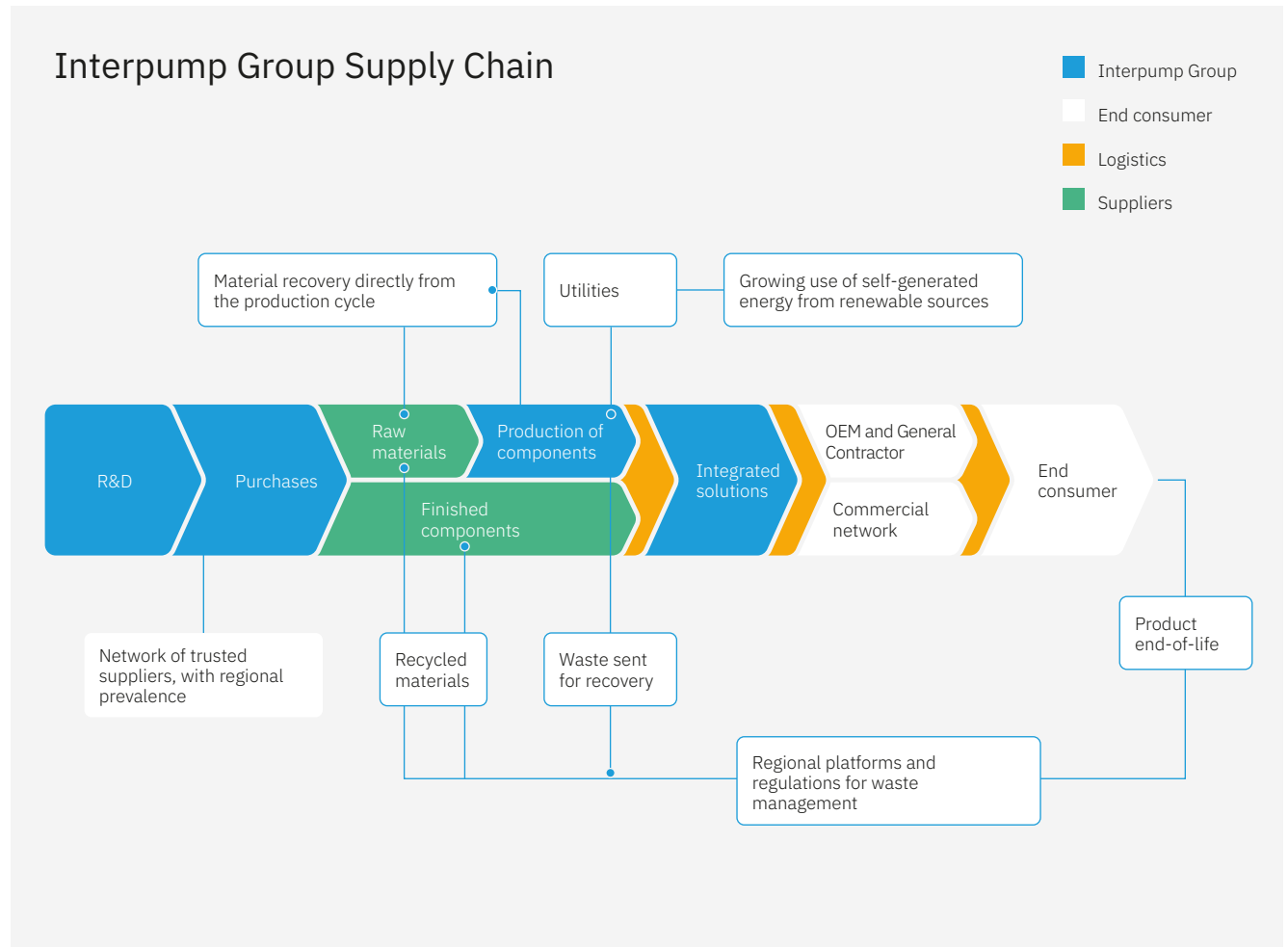
vehicle development area dedicated to the analysis of integrated system solutions.

The shift in focus from single technology components to more systemic solutions will be a distinctive feature of the new R&D centre.

# Interpump Group supply chain

## GRI 2-6

Interpump Group’s activities are carried out with the contribution of countless suppliers of raw materials, products and services located around the world. In view of the complexity and geographic extent of the supply chain, it is of paramount importance for the Group to further implement ways to ensure that supply sources are sustainable, protect the environment and respect workers’ rights. Given the plurality of products and technical solutions sold by the Group in the various geographical areas, the procurement processes followed by companies are often independent of each other, thus ensuring a good degree of diversification and avoiding significant overlaps. As part of the ESG Plan 2023-2025, which was implemented during the reporting period, a supplier evaluation model was developed to include ESG aspects. This model will be adopted by all production companies in Italy in 2024 and then extended to the Group level. A simplified representation of the Interpump Group supply chain is given below:







The products offered on the market by Interpump Group companies are, for the most part, intermediate components that will be used in the assembly cycle of other goods. Accordingly, procurement by the Group principally comprises the supply of:

- raw materials, including metals that combine virgin materials with recycled materials available on the market;
- commercial components, consumables and related ancillary services;
- semi-finished parts;
- consumables and equipment for production and assembly;
- tools.

The ESG Plan 2023-2025 plans to explore the areas relevant to the circular economy from two interrelated perspectives, namely: (i) recovery of waste production materials through collaboration with suppliers of raw materials and semi-finished products; (ii) design of products and solutions to improve material recovery at the end of the product life cycle.

Furthermore, different applications are developed, produced and marketed through processes that may affect the depth of the supply chain in different ways. By way of example, certain Group companies purchase electric motors or finished electromechanical components, while other companies design, manufacture and sell electric motors or finished electromechanical components. In some cases, certain industrial processes, such as heat treatments and painting, may either be outsourced to external suppliers or managed internally.

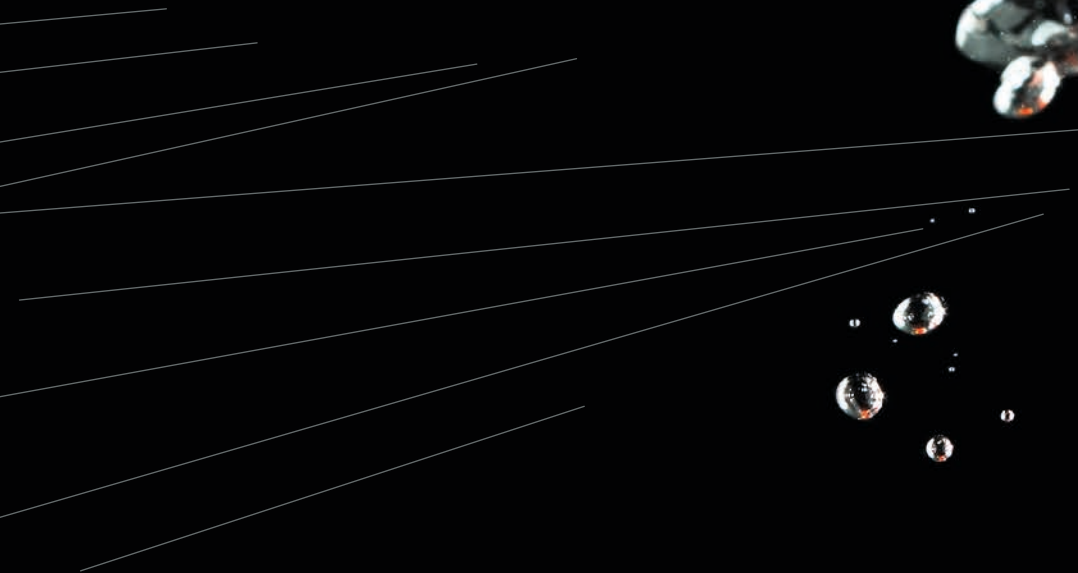
The commercial and distribution companies within the Group purchase products from both the Group's manufacturing companies and external suppliers. Group companies prefer to maintain long-term partnerships with trusted local suppliers, with only marginal recourse to suppliers in other countries. This strategy has ensured that the supply chain and logistics were not significantly impacted by the difficulties experienced in recent years.

Furthermore, Interpump Group combines a process of internal growth with an external growth path, resulting in sometimes significant changes in the product mix with, therefore, a potential impact on the consistency of certain indicators and ways of assessing performance.



2

Governance



# Organisational structure

GRI 2-1; GRI 2-9; GRI 2-10; GRI 2-13; GRI 2-14; GRI 2-15

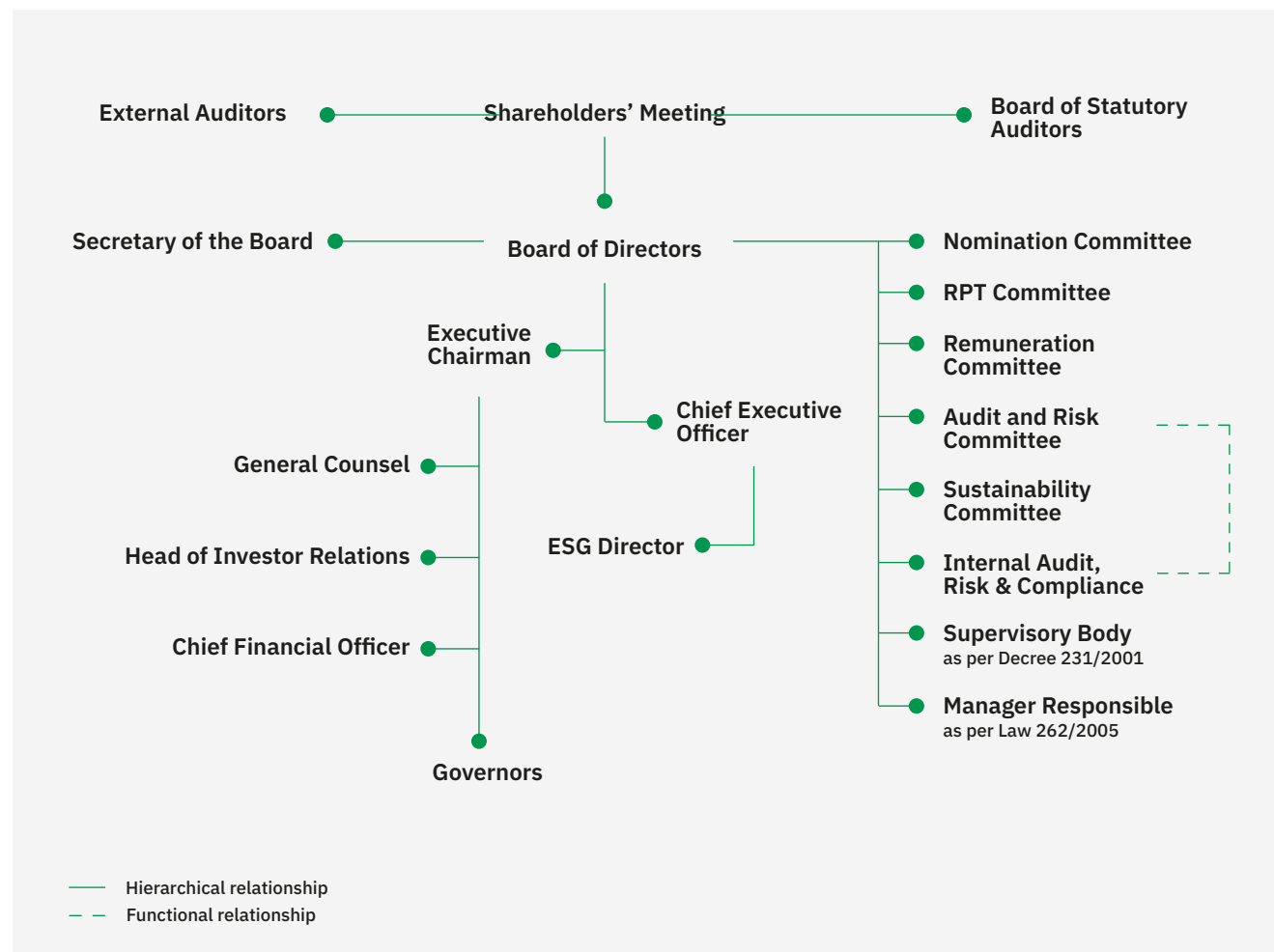
Interpump Group’s corporate governance system is inspired by international best practices in governance with a view to creating long-term value for all stakeholders. The governance structure of Interpump Group S.p.A. is based on the principles and recommendations provided by Corporate Governance Code, promoted by the Corporate Governance Committee of Borsa Italiana, which the company has voluntarily adhered to.

As indicated in the Report on corporate governance and the ownership structure for 2023, available on the website in the “Governance” section and to which we refer for more details (<https://www.interpumpgroup.it/it/governance/relazione-corporate-governance>), Interpump Group S.p.A. has adopted a traditional form of administration and control:

- management of the business is delegated to the Board of Directors (Board);
- supervisory functions are carried out by the Board of Statutory Auditors;
- the statutory audit of the accounts and the accounting checks are performed by the independent auditors appointed by the Shareholders’ Meeting;
- a Supervisory Body performs duties pursuant to Decree 231/2001.

Interpump Group S.p.A. performs management and coordination activities pursuant to art. 2497 of the Italian Civil Code, although they retain their legal independence and apply the principles of proper corporate and business management. The Board of Directors has set up a Nomination

Committee, a Remuneration Committee, an Audit and Risk Committee, a Sustainability Committee and a Related-Party Transactions Committee. Below is the organisational structure of Interpump Group S.p.A. as at 31 December 2023.





# Board of Directors

GRI 2-9; GRI 2-10; GRI 2-11; GRI 2-12; GRI 2-14;  
GRI 2-15; GRI 2-17; GRI 2-18; GRI 405-1

## Composition

The Board of Directors of Interpump Group S.p.A., which was appointed by the Shareholders' Meeting of 28 April 2023, consists of 10 directors, all of whom have professional skills and expertise appropriate to the tasks entrusted to them. The Board consists of executive and non-executive directors, 70% of whom are independent, in office until the date of approval of the financial statements for 2025. The average attendance of the Board members appointed in April 2023 at the meetings held in 2023 was 98%. The Board of Directors met a total of 10 times during the year, (the first 3 meetings were attended by the directors appointed in the previous term).

The current composition and specific skills of the non-executive directors ensure that they have significant weight when Board decisions are made, paying particular attention to monitoring the management of the Company and areas where conflicts of interest may arise. The Company has defined procedures in order to prevent and mitigate potential situations of conflict of interest for the members of the

Board of Directors, concerning the ways in which directors may hold positions as directors in other companies, own shares in Interpump Group S.p.A. or have commercial, financial or professional relations with it. At the date of this report, there are no shareholders with powers of direct control over the Company and/or actual or potential conflicts of interest.

In line with the principles and recommendations of the Corporate Governance Code, according to which each Issuer must be made up of at least one third of the least represented gender, the composition of the Company's Board of Directors, as well as that of the Board of Statutory Auditors, ensures adequate levels of diversity, both in terms of gender and age group. This provision is, moreover, reflected in the Company's Articles of Association, which already include rules for the composition of lists and supplementary voting mechanisms that ensure gender balance on the Board of Directors and the Board of Statutory Auditors, confirming the requirements of the applicable regulations. Furthermore, subsection 1-(3) of art. 147-(3) and subsection 1-(2) of art. 148 TUF provide instructions on gender balance for the administrative and control bodies of listed

company; these were amended in the 2020 Budget Law, which raised the presence of the less represented gender on those bodies to at least two fifths, with rounding up to the nearest integer. Given the aforementioned regulatory requirements, the two-fifths criterion has been applied from the first renewal of the corporate bodies subsequent to the entry into force of the 2020 Budget Law (3 January 2020).

Considering all of the above, 50% of the Directors of Interpump Group S.p.A. are women; 20% fall into the 30-50 age band, while 80% are over 50 years of age.

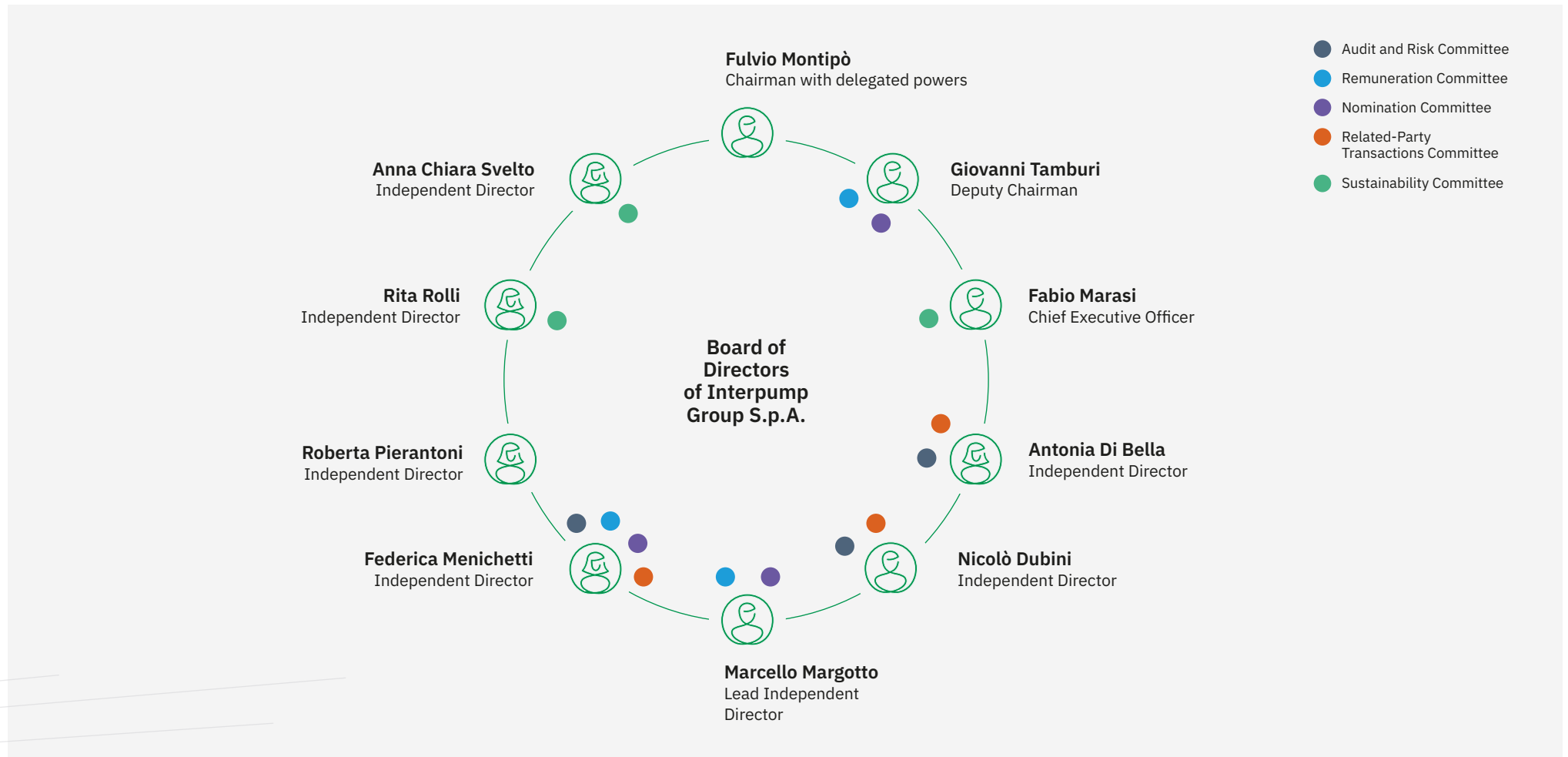
At its meeting of 16 January 2024, the Board of Directors approved the *"Diversity, Equity and Inclusion" Policy* in order to explain more effectively, within it, the principles, objectives and commitments regarding the protection of diversity, equity and inclusion, as well as the protection of workers' rights, identifying them as essential elements in the performance of the activities of Interpump Group S.p.A. and the companies it controls. The aforementioned Policy (<https://www.interpumpgroup.it/it/governance/documenti-societari>), the principles of which were already contained



within the Code of Ethics and the guidelines on Human Rights (Global Compliance Program), is adopted for all Interpump Group companies, albeit in consideration of the

cultural, social, economic and regulatory diversity of the various countries in which Interpump Group operates. It is consequently binding on the conduct of all employees,

directors and, to the extent applicable, consultants, suppliers, customers and other third parties dealing with Interpump Group companies.





Name	Position - Board	Audit and Risk Committee	Sustainability Committee	Remuneration Committee	Nomination Committee	Related-Party Transactions Committee
Fulvio Montipò	Chairman with delegated powers					
Giovanni Tamburi	Deputy Chairman			●	●	
Fabio Marasi	Chief Executive Officer		●			
Antonia Di Bella	Independent Director	●				●
Nicolò Dubini	Independent Director	●				●
Marcello Margotto	Lead Independent Director			● Chairman	● Chairman	
Federica Menichetti	Independent Director	● Chairman		●	●	● Chairman
Roberta Pierantoni	Independent Director					
Rita Rolli	Independent Director		● Chairman			
Anna Chiara Svelto	Independent Director		●			

At the meeting held on 14 February 2024, the Board of Directors of the Issuer determined that the size, composition and functioning of the Board and its Committees during the reference period were adequate.

## Functions and activities

The Board of Directors has been assigned a central role in the corporate governance of Interpump Group S.p.A., with full powers and responsibilities regarding governance and the system of internal control and risk management, as well as for the definition of sustainability policies in pursuit of sustainable success, via the creation of long-term value for shareholders and significant stakeholders. In this context, the Board, assisted by the Risk and Control Committee and the Sustainability Committee, actively contributes to the evaluation and management of the sustainability matters and material topics reported in this Non-Financial Statement (NFS).

The Board of Directors is vested with powers for the ordinary and extraordinary administration of the Company, without any limitations except for the powers reserved by law for the Shareholders' Meeting. The tasks of the Board of Directors include, among others, the examination, approval and periodic monitoring of the implementation of business plans, also based on the analysis of issues relevant to the generation of long-term value, as well as the assessment of the general operating performance, the definition of the nature and level of risk compatible with the strategic objectives, including in its evaluations all elements that may be relevant for sustainable success, the definition of the corporate governance system and structure of the Group, and the assessment of the adequacy of the organisational, administrative and accounting structure, with particular reference to the internal control and risk management system. The Board of Directors, at the meeting held on 14 February 2024, assessed satisfaction of the independence require-

ments by the independent directors, making use not merely of the information provided by the directors concerned, but also of all other information available to the Company. The same meeting also considered Board attendance by the independent directors to have been adequate, both "quantitatively" (number of independent Directors with respect to the size of the Board and the requirements of its internal committees) and "qualitatively" (in terms of professional authoritativeness and skill). This assessment of independence took account of any circumstances that might erode the independence of directors. The assessment, carried out by means of a questionnaire prepared by the Nomination Committee and made available to the Directors, was summarised anonymously in a document distributed in advance to the Board. The assessment process concluded positively on the size, composition and functioning of the Board and its Committees.

Moreover, this assessment took account of the role of the Board in defining the strategic, industrial, financial and sustainability plans of the Company and the Group, as well as in monitoring their performance and the adequacy of their organisational, administrative and accounting structures.

Interpump Group S.p.A. also recognises the fundamental importance of discussions with its shareholders and investors, facilitating constant, ongoing dialogue with a view to creating value over the medium-long term. In particular, at the meeting held on 4 October 2021, the Board of Directors adopted the "Policy for managing dialogue with all shareholders" in order to govern the most appropriate forms of dialogue with the shareholders and significant stakeholders.





## The Sustainability Committee

On 28 April 2023, the Board of Directors of Interpump Group S.p.A. established an internal Sustainability Committee, entrusting it with investigative, advisory and proposal-making functions on ESG issues, previously assigned to the Control, Risks and Sustainability Committee. This separation, included among the goals defined in the ESG Strategic Plan 2023-2025, allows for more effective action in relation to the governance of issues concerning Corporate Social Responsibility. The Sustainability Committee is responsible for overseeing the objectives, processes, initiatives and activities relating to ESG issues in order to monitor the Company's commitment to Interpump Group's sustainable success. The Sustainability Committee consists of two independent directors, with expertise in Environmental, Social and Governance policy issues, and the CEO as an executive member.

The following tasks are assigned to the Sustainability Committee:

- monitor the implementation of the ESG Plan approved by the Board of Directors with reference to all Interpump Group companies, reporting periodically to the Board;
- draw up objectives, strategies and plans, including

multi-year plans in the area of sustainability, for submission to the Board of Directors, and monitor their implementation;

- oversee sustainability issues associated with the operations of the Company and, in general, Interpump Group and its interactions with stakeholders, in order to promote sustainable success;
- monitor the evolution of sustainability issues and the relevant regulatory framework, including in light of international guidelines and principles on the subject, identifying any adjustment actions that may be appropriate and/or necessary;
- monitor international sustainability initiatives and the company's participation in them in order to consolidate the company's international reputation;
- examine, in agreement with the Manager in charge, the content of the periodic non-financial information pursuant to Decree 254/2016 and the sustainability report – which may be summarised in a single document – for submission to the Board of Directors for approval;
- perform such further tasks as may be assigned from time to time by the Board of Directors.

## Chairman of the Board of Directors

The Chairman of the Board of Directors guarantees the balance of the Board's work, acting as a link between the requests of all directors and the decision-making process. The Chairman also promotes an effective and adequate corporate governance structure, the tasks of which are regulated in the Board of Directors Regulation, most recently approved on 15 May 2023.

The Shareholders' Meeting of 28 April 2023 appointed Fulvio Montipò as Chairman of the Board of Directors of Interpump Group S.p.A. On the same date, the Board of Directors vested the Chairman with the powers to oversee the definition of strategies and initiatives aimed at the development of Interpump Group, granting him further specific management powers, understood as functional responsibilities.

In particular, in the performance of his duties, the Executive Chairman, among other things:

- establishes an organisational, administrative and accounting structure appropriate to Interpump Group's nature and size;
- formulates guidelines for the management of all Group companies;
- makes recommendations to the Board of Directors about strategies and guidelines for the Company and the





Group, and implements the related Board resolutions;

d. makes proposals to the Board of Directors in relation to the issue of bonds and/or the advisability of proceeding with a capital increase;

e. makes recommendations to the Board of Directors about the purchase and disposal of investments in companies, businesses or lines of business and joint ventures;

f. performs proposal-making functions in matters of extraordinary finance;

g. chairs and coordinates the work of the Operational Coordination Committee and the Finance Committee;

As recommended in the Corporate Governance Code, the Board of Directors has appointed Director Marcello Margotto as the Lead Independent Director. He acts as a point of reference and coordination for the requests and contributions of the non-executive directors, and offers an additional guarantee for the Board of Directors, having also the right to independently call meetings of the independent directors to discuss matters of significant interest with respect to operation of the Board of Directors or the Company's operating activities.

## Chief Executive Officer

On 28 April 2023, the Board of Directors granted Fabio Marasi the broadest powers to supervise the Company's ordinary management and to establish and maintain an

adequate internal control and risk management system. In addition, the Chief Executive Officer is vested with the broadest powers in the area of sustainability, including initiatives aimed at achieving the goals set out in the ESG Strategic Plan 2023-2025.





# Remuneration policies

GRI 2-19; GRI 2-20; GRI 2-21

The Interpump Group S.p.A. Remuneration Policy is approved by the Board of Directors, which is responsible for its implementation and revision, based on a proposal from the Remuneration Committee, and is consistent with the governance model adopted by the Company, in compliance with the recommendations contained in the Corporate Governance Code. The Policy, which is also submitted to a binding vote at the Shareholders' Meeting, provides detailed information about the policies for the remuneration and incentivisation of:

- Executive and non-executive directors;
- Key management personnel - i.e. individuals with the power and responsibility, either directly or indirectly, for planning, managing and controlling the activities of the Company;
- Serving members of the Board of Statutory Auditors (Serving Statutory Auditors).

The Remuneration Policy contributes to pursuit of the business strategy, since it is designed to attract experienced professionals, motivate them to achieve the objectives of the Company and the Group, and incentivise them to remain within the organisation.

With a view to increasing the long-term value of the Company and the Group in a sustainable manner, the Policy is designed to align the interests of management with the objectives of the shareholders. The Remuneration Policy is founded on the following principles:

- sustainability, in particular via incentive plans that contribute to the sustainable success of the Group;
- proper integration of various remuneration components, guaranteeing a balance between the fixed and variable components, while checking that these are appropriately balanced against strategic and risk management objectives;
- respect for and appreciation of individuals, guaranteeing that such criteria as commitment and professional potential are decisive for salary progression;
- assessment of social and environmental impacts, with a view to sustainable development that combines key business decisions with the principle of social responsibility and assesses the environmental impacts of operations;
- absence of discrimination, guaranteeing that remuneration is not influenced by gender, age, ethnic origin or race, but rather emphasizes inclusion and avoids all forms of discrimination;

- continuous monitoring of market practices and trends, defining competitive levels of remuneration and guaranteeing internal equity and transparency;
- compliance, consistent with the Corporate Governance Code and the requirements of Borsa Italiana for the retention of "STAR" status, drawing on the related best practices.

The Remuneration Policy valid for the three-year period 2023-2025 was reviewed and approved by the Shareholders' Meeting on 28 April 2023<sup>4</sup>.

The Report on Part II of the Remuneration and Compensation Policy was reviewed and approved by the Board of Directors on 18 March 2024 and made available to the public in accordance with the law.

The Remuneration Policy, with particular reference to Executive Directors and Executives with Strategic Responsibilities, includes the identification of a fixed remuneration component, a short-term variable remuneration component ("MBO", Management by Objectives), as well as long-term incentives ("SOP", Stock Options Plan), in order to encourage the achievement of specific objectives in the interest of all shareholders.

<sup>4</sup> Available on the site, under Governance (<https://www.interpumpgroup.it/it/governance/sistema-di-governance>)



The level of fixed remuneration, linked to the professional specialisation, position held and responsibilities assigned to each person, is sufficient to remunerate the Director or Executive even if the variable component is withheld due to failure to achieve the performance objectives.

The MBO plan described in the Policy identifies specific objectives and the related parameters, after taking account of the need to: (i) guarantee precise, clear and objectively measurable targets, indicated and determined in advance; (ii) coordination with the objectives of the Company and the Group; (iii) adequate progression through time of the performance objectives, having regard for the sustainability of remuneration. The MBO plan sets maximum limits on bonuses payable and may allow the Board of Directors to establish specific vesting periods, deferred payment mechanisms and ex-post correction mechanisms (so-called “claw back” and/or “malus” clauses).

With reference to long-term incentives, on 29 April 2022, the Shareholders’ Meeting of Interpump Group S.p.A. approved the “Interpump 2022-2024 Incentive Plan”, which provides for the allocation of a certain number of shares to “beneficiaries”, represented by employees, directors and/or collaborators of the Company and/or Group, identified – at the discretion of the Board of Directors – among the persons who hold or perform functions and/or roles of a strategic nature, with a view to building loyalty and prospective value creation. The objectives underlying stock option remuneration, besides being of an economic-financial nature – i.e. related to the achievement of specific results at Group level – and individual performance, are related to the development and consolidation of ESG issues relevant to the Group, also measured for the purposes of the information provided in this NFS. In particular, consistent with the 2023-2025 ESG Strategic Plan, the stock option plan identifies the following areas of special interest:

— in the Environmental area, the adoption of solutions intended to lower the impact of business activities on the environment (for example, by reducing atmospheric emissions and/or the production of waste, increasing the use of energy derived from renewable sources and lowering water consumption);

— in the Social area, the adoption of policies aimed at improving the social impact of the business (e.g. diversity and inclusion initiatives, reducing the incidence of accidents or establishing a policy to support local communities);

— in the Governance area, the adoption of measures to improve the management and governance of the Company and the Group (for example, by improving the organizational and/or functional structure of the Board of Directors or the training on whistleblowing).

With the goal of ensuring total remuneration that is as competitive as possible and in line with best market practices, the Policy stipulates that the remuneration of those involved may include benefits of a non-monetary nature, such as a company car, and welfare, social security and pension insurance coverage, as well as welfare tools. The Policy sets quantitative limits in the event that the Company may agree on ad hoc arrangements relating to the termination of office or employment of its Directors and Key Management Personnel, where this is deemed appropriate in order to attract suitable professional resources or in the context of agreements entered into in the exercise of its core business.

The Policy also stipulates that, following the termination of a director’s office or employment relationship, the right to the assignment or retention of monetary benefits shall

cease; the Board of Directors, subject to the non-binding opinion of the Remuneration Committee, has the power to enter into consultancy agreements for a period following the termination of the director’s office and/or employment relationship, exclusively in the event that this transaction is in the interest of the Company and contributes to the pursuit of the objectives.

On termination of an appointment and/or employment relationship, ad hoc details – identified following internal analyses and assessments – will be provided in a communication to the market that gives:

— adequate information on indemnity and/or other benefits, including the amount, timing of payment (with particular reference to end-of-office indemnities, benefits granted after termination of office and any other remuneration awarded in any form and for any reason);

— information about the consistency of the indemnities paid with the Remuneration Policy;

— information about any clauses requiring the correction and/or repayment of remuneration already paid;

— Approval by the Board of Directors on 10 November 2023 (anticipated by the Board of Directors’ resolution of 28 April to separate the positions of Chairman and Chief Executive Officer).

The remuneration of non-executive Directors is determined by the Board of Directors, acting on a proposal from the Remuneration Committee, and is not linked to the Group’s economic results.



Interpump Group operates in more than 30 countries around the world, each of which has its own specific characteristics with regard to remuneration profiles. The remuneration policy of the Group's top management is geared towards a medium-long term horizon, in order to focus the attention of beneficiaries on factors of strategic interest, foster loyalty, align remuneration to value creation in the medium-long term and ensure an overall competitive level of remuneration. In order to calculate the ratio between the highest annual total remuneration within the organisation and the median employee salary, both fixed and variable components of gross remuneration were taken into account and the values were normalised to make them uniform and comparable. In 2023, the ratio of the aforementioned values, if the remuneration components of long-term incentives (the Company's share-based incentive plans) are not taken into account, is approximately 79. The latter value, when the stock-option plans as better specified within the Report on the Remuneration and Compensation Policy are also considered, is 204. In terms of percentage change between 2022 and 2023, the ratio of maximum to median remuneration decreased by 2.5%. Lastly, the ratio of the percentage decrease in the highest total annual remuneration within the organisation to the percentage increase in the median remuneration of all other employees was -78%.

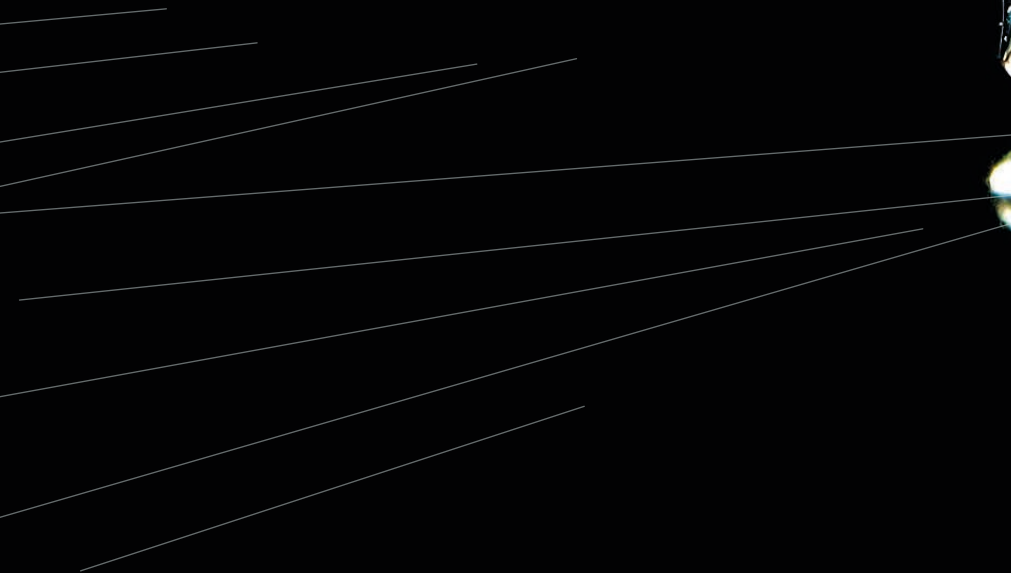
The remuneration of the Statutory Auditors is determined, in accordance with the provisions of the Civil Code, Article 2402, at the time of their appointment by the Shareholders' Meeting. The remuneration of these members is paid in

a single fixed component, deemed adequate in relation to the activity performed during the financial year and taking into account the time actually dedicated by each member to the performance of their duties, including in relation to participation in meetings of the Board of Directors and of the internal committees.

With a view to increasing attention and awareness of ESG policies, as of 2022, the Company supplemented its Remuneration Policy with additional KPIs of a non-financial nature, related to the pursuit and achievement of the objectives outlined in the ESG Plan 2023-2025.

3

Ethical business management





# Ethics and compliance

## Group values and the Code of Ethics

GRI 2-16; GRI 2-23; GRI 2-25; GRI 2-26

### Code of Ethics

Impartiality, honesty, propriety, confidentiality, transparency, fairness, cohesion, collaboration, teamwork, professional ethics and respect for diversity are the values that guide the commitments made and responsibilities accepted by Interpump Group in the conduct of business and its activities in general. The Code of Ethics is the document that collects and summarises the principles of conduct and ethical values adopted by all collaborators, whether directors or employees or those who may perform, even de facto, the management and control of Group companies or act in their name and/or on their behalf. In pursuit of these objectives, the Code of Ethics has been updated with the aim of implementing, within it, the principles and commitments on sustainability that Interpump Group adopted with the approval of the ESG Plan 2023-2025. In particular, the updated version of the Code of Ethics, adopted by all Group companies, places greater emphasis on sustainable development, attention to the protection of human and workers' rights, energy saving, reducing environmental impacts, and

employee training, as well as on transparency and corporate responsibility through dialogue with and involvement of its stakeholders.

In addition, the Board of Directors of 4 August 2023, approved the updated version of the Code of Ethics, in order to implement the provisions of Decree 24/2023 *"on the protection of persons who report breaches of European Union law and on the protection of persons who report breaches of national laws"*, the Confindustria Guidelines, the ANAC Guidelines and the Internal Procedure on *"Management of Whistleblowing"*. In particular, Decree 24/2023 brings together in a single legal text the rules on the protection of whistleblowers, i.e. persons who report breaches of national or European Union law that harm the public interest or the integrity of the public administration or private entity, of which they have become aware in a public or private employment context. The updated version of the Code of Ethics has also been adopted by all subsidiaries within Interpump Group, and the principles embodied therein have been disseminated to and agreed with all employees and the principal business partners.

Interpump Group top management recognises, as an indispensable principle, compliance with the laws and regula-

tions in force in the countries in which the Group companies operate, with no exceptions. In particular, Interpump Group has adopted the OECD Guidelines for multinational enterprises and the United Nations Guiding principles for business and human rights, committing to recognize and promote human rights, with respect for the dignity, private lives and rights of individuals.

The safeguarding of individuals is foundational for Interpump Group, whose objective is to protect, especially via preventive actions, the health and safety of all collaborators and those who work on our premises. To this end, Interpump Group conducts its activities in compliance with the conventions of the International Labour Organization (ILO) on occupational health and safety, freedom of association and collective bargaining, the abolition of forced labour and child labour, as well as on combating discrimination. The Code of Ethics, in its updated version, is published on the Interpump Group S.p.A. website, under the governance section (<https://www.interpumpgroup.it/it/governance/documenti-societari>) and on the institutional pages of each subsidiary's website, translated into the different languages of the countries in which the Group operates.



## Guidelines (Global Compliance Programme)

Interpump Group has set up a preventive global compliance system (Global Compliance Program or GCP) with the aim of disseminating within the Group a culture based on ethics and corporate social responsibility in business conduct. This system is made up of a series of tools such as the Code of Ethics, the management and organisation model and the guidelines on anti-corruption, safety in the workplace, environmental protection and human rights, the purpose of which is to promote among employees and all those who have relations, including discontinuous or temporary, with the Group, respect for the rules of conduct and values recognised by Interpump, as well as respect for the principle of legality in business. These guidelines are published on the website <https://www.interpumpgroup.it/it/governance/documenti-societari>.

## Anti-Corruption Guidelines

The Anti-Corruption Guidelines were approved by the Board of Directors of Interpump Group S.p.A. in March 2019 and constitute a set of rules and procedures aimed at preventing the risk of corrupt conduct being committed by all employees and collaborators of Group companies, as well as by all persons who, for any reason and regardless of their contractual status, work in the name of or on behalf of Group companies.

The Anti-corruption Guidelines promote the principle of zero tolerance for all forms of corruption, and support full and unconditional compliance with the domestic and international laws and standards on combating corruption. Special attention is dedicated to the selection of commercial partners, including the management of contracts and verification of the satisfaction of ethical requirements, the

offer and acceptance of gifts, hospitality and presents, public relations, political contributions and donations to charities.

Adoption and implementation of the Anti-Corruption Guidelines is mandatory for all Group companies and is consequently binding on the conduct of all employees, collaborators and, to the extent applicable, consultants, suppliers and other third parties, including customers, who deal with Interpump Group companies. The Group's Internal Audit, Risk & Compliance function is responsible for monitoring proper application of the Anti-Corruption Guidelines, organising and encouraging suitable training initiatives on this topic for collaborators including, in particular, those who – given the nature of their work – are most exposed to the risk of committing crimes of corruption.

## Policy on health, occupational safety and the environment

Interpump Group strives to disseminate a strong culture of workplace safety and respect for the environment, promoting responsible behaviour and making available the organisational and economic resources needed, not only to prevent accidents and professional diseases, but also to improve health and safety conditions in the workplace and safeguard the environment. For this reason, on 14 February 2023, the Board of Directors of Interpump Group S.p.A. approved the updated version of the Policy on health, occupational safety and the environment, with a view to incorporating within it the principles and commitments on sustainability that Interpump Group has assumed with the adoption of the ESG Plan, placing greater emphasis on sustainable development, energy saving, use of resources, reduction of environmental impacts and employee training.

The Policy provides all Group companies with a set of rules and minimum measures aimed at protecting workers and minimising the impacts that the Group's activities may generate on the environment and the landscape. The adoption and implementation of the aforementioned Policy is mandatory for all Interpump Group companies and is consequently binding for the conduct of all employees and all workers belonging to external firms who, for whatever reason and regardless of the type of contractual relationship, operate in the workplace or carry out their activities under the supervision of a Group company.

## Guidelines on Human Rights

Respect for human and workers' rights is an essential element in the conduct of business and other activities by Interpump Group. This commitment is embodied in the Code of Ethics, which promotes the protection of human and workers' rights in strict compliance with the related international conventions and other current regulations in force locally. In February 2020, the Board of Directors of Interpump Group S.p.A. adopted Guidelines on Human Rights as a set of provisions and rules of conduct designed to prevent all forms of discrimination, including those linked to the personal circumstances of individuals, and combat exploitation of labour and child labour. These Guidelines strongly support the principles of dignity, freedom and equality, and the protection of working conditions, union rights and occupational health and safety.

The adoption and implementation of these provisions and rules of conduct is mandatory for all Interpump Group companies and, therefore, employees and all those who act in the name and/or on behalf of Interpump Group companies, as well as advisers, vendors and other third parties, including customers, are requested to make every effort to



respect the Guidelines and the principles contained therein. Each Group company is responsible for checking compliance with the Guidelines by their business partners, via evaluation processes and/or due diligence work.

### Diversity, Equity and Inclusion Policy

Interpump Group promotes the moral integrity of its employees, guaranteeing the right to working conditions that respect individual dignity and are free from any act of violence, attitude or behaviour that is discriminatory or harmful to the individual, their beliefs and preferences. To this end, the Board of Directors of Interpump Group S.p.A., in its meeting of 14 February 2024, approved the Diversity, Equity and Inclusion Policy, as a set of principles, objectives and commitments that Interpump Group intends to assume to promote diversity, ensure equity and foster inclusion both within its organisational structure and externally, supporting the growth of an inclusive society. Furthermore, the aforementioned Policy aims to promote a corporate culture based on inclusion and mutual respect, in the belief that diversity, fairness and inclusion, as well as the protection of workers' rights, are essential elements in the performance of Interpump Group's activities, supporting the growth of an inclusive society. The adoption and implementation of this Policy is compulsory for all Interpump Group companies, albeit in consideration of the cultural, social, economic and regulatory diversity of the various countries in which the Group operates, and is binding on the conduct of all employees, directors and, to the extent applicable, consultants, suppliers, customers and other third parties who deal with Interpump Group companies.





The full document can be found at the following link: [https://www.interpumpgroup.it/sites/default/files/documents/gruppo\\_interpump\\_diversity\\_inclusion\\_policy\\_31\\_gen-naio\\_2024.pdf](https://www.interpumpgroup.it/sites/default/files/documents/gruppo_interpump_diversity_inclusion_policy_31_gen-naio_2024.pdf)

## Organisation and Management Model (Model 231) of the S.p.A. and Italian companies

GRI 2-16; GRI 2-25; GRI 2-26; GRI 2-27

Interpump Group S.p.A. adopted the Organisation, Management and Control Model pursuant to Decree 231/2001 (“Model 231”) on 22 January 2004 and subsequently updated to incorporate new legislation. The 231 Model comprises:

- a General Section, which illustrates the Company profile, the Governance Model, the system of delegated and proxy powers, the regulations contained in Decree 231/2001, the Model 231 adopted by the Company (objectives, methods of drafting, amending and updating,...), the predicate offences relevant to the Company, the recipients of the Model 231, the operating principles of the Supervisory Board, the system of sanctions for violations of the Model 231, and an indication of the obligations to inform and train personnel;

- The Special Sections concerning specific types of offences, the commission of which, as a result of the Risk Self Assessment, is considered theoretically possible due to the Company’s profile and activities. This section also includes the procedures and control activities aimed at preventing and guarding against the risk of commission of the offences covered by the Decree;

- the internal Disciplinary System suitable for sanctioning violations of the principles, rules and measures provided for in the 231 Model, in compliance with the applicable C.C.N.L. (National Collective Labour Agreement) and applicable laws and regulations;

- the Code of Ethics, presented in full in an Annex since it is an integral part of the Model, that expresses the general principles, rules of conduct and values guiding the activities of all those who, for whatever reason, work for and with Interpump Group S.p.A.

- the Whistleblowing Management Procedure, which governs the procedures for making and managing whistleblowing reports from persons identified by current legislation, concerning alleged irregularities, offences and/or omissive conduct detrimental to the public interest or the integrity of the Company, which may have come to their knowledge as a result of or in connection with their employment, as specified below. The Whistleblowing Management Procedure, in accordance with the current legal provisions, guarantees the confidentiality of the whistleblower and the confidentiality of information, as well as the acceptance of reports, including anonymous reports, provided they are substantiated and factual.

With regard to this last point, emphasis is placed on the importance of Decree 24/2023, in “*implementation of EU Directive 2019/1937 of the European Parliament and of the Council of 23 October 2019 on the protection of persons who report breaches of European Union law and on the protection of persons who report breaches of national laws*”. The Decree brings together in a single regulatory text the rules on the protection of whistleblowers, i.e. persons who report violations of national or European Union law that

harm the public interest or the integrity of the public administration or private entity, of which they have become aware in a public or private employment context. As a result of the entry into force of the aforementioned legislation and in compliance with the same, the Company promptly updated its Whistleblowing Procedure and set up internal reporting channels to ensure the confidentiality of whistleblowers’ identity and proper handling of related reports (even if anonymous), including the Whistleblowing Management Portal accessible from the Company’s website.

The current Supervisory Body was appointed by the Board of Directors of Interpump Group S.p.A. and comprises one external member, who is Chair of the Body, and the Manager of the Internal Audit, Risk & Compliance function, whose role guarantees coordination among the various parties involved in Interpump Group’s internal control and risk management system. Each member satisfies the requirements of autonomy, independence, integrity, professionalism and skill envisaged in the Regulation of the Supervisory Body and required by the Decree.

The 231 Model has been adopted by the Italian subsidiaries of strategic importance, considering their size or their organizational complexity.

In the course of 2023, there were no violations of the Model or of the rules leading to the application of the sanctions provided for in Decree 231/2001. In addition, there were no cases of non-compliance with laws and regulations for the three-year reporting period<sup>1</sup>.

<sup>1</sup> Penalties in excess of €200,000 are considered significant.



## Management of reports and complaints

Interpump Group is committed to ensuring that all stakeholders are able to express their concerns, suggestions or complaints regarding any potential or actual negative consequences arising from the Group's activities, including with regard to the protection of human rights. This commitment is made explicit in the Code of Ethics and stated in the Global Compliance Program with reference to each material topic reported in this NFS.

In particular, Interpump Group recognises the right of employees to form or take part in organisations and associations that defend and promote the rights of workers and their interests. Discriminatory practices aimed at penalising workers on the basis of their membership of or participation in trade union organisations and associations are not allowed. Additionally, the Group recognises the right of its employees to collective bargaining and to be represented by unions or other forms of representation, whether elected or formed in compliance with the regulations or practices prevailing in the countries in which it operates.

Interpump Group does not allow the exploitation of child labour. Group companies are obliged to ensure that the conduct of their own activities and the activities conducted by third parties, with particular reference to the supply chain, is free from any practice of exploitative child labour in accordance with

the limits defined in International Labour Organisation (ILO) Convention No. 138.

Events with a negative impact arising directly or indirectly from the Group's activities may be reported by the persons concerned to the individual contact persons of the companies involved, who are obliged to initiate all appropriate corrective actions to prevent, mitigate and remedy the negative consequences. In addition, the corporate and supervisory bodies of the Group companies involved in the event shall be promptly informed by the individual contact persons about developments and corrective measures taken. Depending on the gravity of the impacts, the responsible bodies within the Parent Company must be involved, as well as the Board of Directors.

During the reference period for this NFS, no complaints were received about actual or potential events deriving from Group activities that might have generated negative impacts.

## Whistleblowing

Interpump Group's Whistleblowing Policy governs the procedures for submitting and administering reports about alleged concerns, irregularities or unlawful business conduct observed by an individual.

The objective of this Policy is to describe and regulate the reporting process by giving the reporter (whistleblower) clear operational instructions about the subject, content

and recipients of reports, as well as on how to submit them, guaranteeing to keep confidential the identity of the reporter from the moment in which the report is received, and forbidding any direct or indirect reprisals or discrimination against the whistleblower, in accordance with the applicable current regulations. The procedure governs how reports are ascertained to be valid and well-founded, with a view to taking timely corrective and disciplinary action. Reports are addressed to the Head of Internal Audit, Risk & Compliance or to the Supervisory Board, where present for the Group's Italian companies that have adopted an Organisation and Management Model pursuant to Legislative Decree 231/2001, using three preferred channels (web platform, e-mail to the Supervisory Board or by ordinary mail), in addition to verbal communication. The Head of the Internal Audit, Risk & Compliance function is responsible for administering all reports received, assessing their justification and determining whether or not additional checks are needed. Notwithstanding the obligation to promptly report the occurrence of certain events, the Head of Internal Audit, Risk & Compliance and/or the Supervisory Board of Interpump Group S.p.A. must ensure a summary report at least once a year on the reports received and handled by the highest governing bodies, including the Board of Directors.

During the reference period for this NFS, no reports were received via official channels about alleged irregularities or unlawful activities.



# Internal control system and risk management

The Board of Directors of Interpump Group S.p.A. has defined the guidelines of the internal control and risk management system consistent with the characteristics of the company and the Group's strategic objectives and with a view to pursuing, in the medium to long term, its sustainable growth objectives. The definition of Interpump Group's internal control and risk management system (hereinafter referred to as the "System") is developed in accordance with the principles and recommendations contained in the Corporate Governance Code and is aligned with international best practices in corporate governance.

The System consists of the set of provisions, rules, procedures and organisational structures aimed at enabling the identification, measurement, management and monitoring of the main risks.

## Organisation of the internal control and risk management system

In terms of individual responsibilities and duties, the System is organized as follows:

- **the Board of Directors (Board)**, whose responsibil-

ities are to: (i) define guidelines for the System, consistent with the characteristics and risk profile of the Group; (ii) assess, based on an opinion from the Audit and Risk Committee, the adequacy of the System and its effective functioning; (iii) define, when preparing the ESG Plan, the nature and level of acceptable risk over the medium/long term, in relation to the strategic sustainability objectives of the Group; (iv) examine the periodic financial reports and the consolidated non-financial statement; (v) approve the Audit Plan prepared by the Head of Internal Audit, Risk & Compliance function, based on opinions from the Audit and Risk Committee and the Board of Statutory Auditors;

- **The Chief Executive Officer (executive director with authority to oversee the System)**, who ensures that the principal risks are identified and checks periodically on the adequacy of the related process, implementing the guidelines issued by the Board;

- **The Audit and Risk Committee (hereinafter referred to as the CCR)**, which is responsible for supporting, with adequate preliminary activities, the decisions and assessments of the Board of Directors on issues related to internal audit and risk management, including risks related to sus-

tainability issues, consistent with the provisions of Recommendation 35 of the Corporate Governance Code;

- **The Sustainability Committee**, which is responsible for supporting the Board of Directors with investigative, proposal-making and advisory functions in sustainability assessments and decisions.

This includes objectives, processes, initiatives and activities aimed at monitoring the Group's commitment to ESG issues and, more generally, the pursuit of sustainable success.

- **the Internal Audit, Risk & Compliance function**, entrusted with third-level audit activities, which reports hierarchically to the Board of Directors, in the person of the Chief Executive Officer, and which relates functionally to the CCR, tasked with monitoring the operation and suitability of the System.

Note that the Internal Audit, Risk & Compliance function is also responsible for, among other matters, the control of non-compliance risks.



## Risk management

The risk assessment process followed by Interpump Group S.p.A. is based on a risk assessment coordinated by the Internal Audit, Risk & Compliance function and carried out by the risk owners, which is then approved by the Director responsible for the System in order to consolidate the risk assessments made at Group level. This process is updated annually and, if deemed necessary, is reviewed during the year.

The analysis starts from a catalogue of risks developed specifically for the Group, based on the typical business areas and the common operating and compliance issues. The risks examined, i.e. all risks that may become significant in terms of the medium/long-term sustainability of the activities of the Issuer, are classified as strategic, financial, compliance or operational and include specific risks linked to pursuit of the sustainable success of the business.

Lastly, the results of the risk assessment are reported periodically to the Audit, Risks and Sustainability Committee, the Board of Statutory Auditors and the Board of Directors, in order to identify any specific actions needed to mitigate the underlying risks and their timing.

The risk assessment also takes account of sustainability-related matters, also in view of the regulatory reporting requirements on non-financial information, pursuant to Decree 254/2016. In particular, the main categories of risk identified for the five significant topics indicated by the legislator – anti-corruption, human rights, environment, social, employees – that may be important in pursuit of the medium/long-term strategy of Interpump Group are:

### Cross-cutting risks

i.e., the reputational risks arising from the risks outlined for each area and the risks associated with any critical issues – be they environmental, social, product quality, corruption-related, etc. – inherent in the supply chain.

### Environmental risks

related to the control of energy consumption, the use of water resources and the management of water discharges (operational risks) and non-compliance risks related to non-compliance with national or local regulatory requirements concerning the environment (compliance risks), which could lead to fines, criminal proceedings (e.g.: offences included in Decree 231/2001), as well as possible reputational damage.

Risk type	Risk management
Operational	<p><b>Policies</b></p> <p>Monitoring of energy consumption, the use of water resources and management of waste water (periodic work in progress)</p>
Compliance	<p>— <b>Code of Ethics</b> - with particular reference to the commitment to safeguard the environment and the adoption of the most suitable measures to preserve the environment, with a view to progressively reducing the direct and indirect impacts of its activities, both locally (soil, air and water quality in the area in which it operates) and with reference to global challenges (biodiversity and climate change).</p> <p>— <b>Environmental policies</b> – for companies/plants where environmental management systems are implemented.</p>
	<p><b>Model</b></p> <p><b>Environmental management systems certified according to the international standard UNI EN ISO 14001:2004</b> - with reference to certain companies/plants (in some cases, the process of updating the system to meet the new requirements of 14001:2015 has been initiated)</p> <p>— <b>Special Part of the Organisation and Management Model</b> – concerning Italian companies for which this is deemed appropriate in view of the activities performed and the level of risk.</p> <p>— <b>Global Compliance Programme</b> (<i>see: for more details, please refer to the section on Ethics and Compliance</i>) – concerning all group companies that do not have an Organisation and Management Model</p> <p>— <b>Environmental management systems certified according to the international standard UNI EN ISO 14001:2004</b> – with reference to certain companies/plants (in some cases, the process of updating the system to meet the new requirements of 14001:2015 has been initiated)</p> <p>— <b>Insurance cover</b> for accidental cases of air or subsoil pollution. The scope of application covers the entire Group.</p>



“Socio-economic” risks

i.e. risks related to product quality and safety, including the information accompanying the products describing their characteristics, risks related to market policies (e.g. unfair and incorrect behaviour towards competitors), the Group’s economic performance, and the health and safety of customers.

Socio-economic risks also include compliance risks linked to the infringement of regulations, as well as the risk of damage to property or personal injury attributable to products sold by Group companies and their safe use.

Risk type	Risk management
Operational	<p><b>Policies</b></p> <p><b>Code of Ethics</b> – with particular reference, in addition to the above, to the commitment to guarantee adequate quality standards of services/products offered on the basis of predefined levels and to the periodic monitoring of perceived quality.</p> <p><b>Technical training programmes</b> – Training is provided that is relevant to the specific areas and topics related to the tasks that employees are expected to perform.</p>
Compliance	<p><b>Code of Ethics</b> – with particular reference to full and scrupulous compliance with antitrust rules and the provisions of the market regulatory authorities.</p> <p>Relations with competitors are characterised by loyalty and fairness and the Group disapproves of any behaviour that could constitute an impediment or disturbance.</p> <p>The Group ensures that its activities are carried out in such a way as not to violate, under any circumstances, the international embargo and export control laws in force in the countries in which it operates.</p>
	<p><b>Model</b></p> <p><b>Quality management systems certified according to international standard ISO 9001</b> – with reference to certain companies/plants (Monitoring of non-conformities reported by customers)</p> <ul style="list-style-type: none"> <li>— <b>Special Part of the Organisation and Management Model</b> - concerning Italian companies for which this is deemed appropriate in view of the activities performed and the level of risk.</li> <li>— <b>Global Compliance Programme</b> (see: for more details, please refer to the section on Ethics and Compliance) – concerning all group companies that do not have an Organisation and Management Model.</li> <li>— <b>Insurance</b> cover – product liability insurance.</li> </ul>



### Personnel-related risks

related to the management of change (e.g. risks related to the inability/difficulty of finding new qualified/specialised resources), the protection of minorities (gender – given the Group’s core business, linguistic, etc.) and in general the management of human capital, non-discrimination and equal opportunities, employee health and safety and workforce management (employees and external workers)

in different countries around the world. Compliance risks include events relating to non-compliance with regulatory requirements with reference to employment and occupational safety regulations, which could expose the Group to sanctions and proceedings, including criminal proceedings (e.g. offences included in Decree 231/01), as well as possible complaints, e.g. from employees (e.g. shortcomings in OSH, employment and wages, etc.).

Risk type	Risk management
Operational	<p><b>Policies</b></p> <p><b>Training programmes</b> on occupational health and safety</p> <p><b>Succession policies</b></p>
Compliance	<p><b>Code of Ethics</b> – protecting equal opportunities and inspiring conduct based on principles aimed at recognising the value of human resources, with particular reference to the physical and moral integrity of its collaborators and the proper management of personnel, providing that each manager is obliged to make the most of their collaborators' working time by requesting performance consistent with the performance of their duties and work organisation plans.</p> <p>In addition, the Group undertakes to disseminate and consolidate a culture of safety, performing actions of a technical and organisational nature aimed at preventing risks and avoiding all potentially hazardous situations.</p> <p><b>Workplace health and safety policies</b> – for companies/plants where safety management systems are implemented.</p> <p><b>Diversity, Equity and Inclusion Policy.</b></p>

**Model**

**Occupational health and safety management systems certified according to the international standard ISO 45001:2018** – with reference to certain companies/plants

- **Special Part of the Organisation and Management Model** - concerning Italian companies for which this is deemed appropriate in view of the activities performed and the level of risk.
- **Global Compliance Programme** (*see: for more details, please refer to the section on Ethics and Compliance*) - concerning all group companies that do not have an Organisation and Management Model
- **Occupational health and safety management systems certified to international standard ISO 45001:2018** – with reference to certain companies/plants
- **Insurance cover** –workers' liability insurance.



### Risks related to Human Rights

or linked to ineffective management of any critical issues concerning the abuse of human rights, real or presumed, and compliance and legal risks, in the event of conduct in violation of the principles contained in the Code of Ethics, company procedures or in breach of human rights regulations, by directors, employees of Group companies or anyone acting in the name and/or on behalf of the same, with possible sanctions, reputational damage, even significant, and impacts on business.



Risk type	Risk management
Compliance and Legal Operational	<p><b>Policies</b></p> <p><b>Code of Ethics</b> - the assurance of equal employment opportunities in the selection of personnel (avoiding discrimination with regard to race, colour, sex, religion, nationality and age), the commitment to protect employees' moral integrity by guaranteeing the right to working conditions that respect individual dignity and non-tolerance of any form of irregular work.. Moreover, the Group guarantees respect of equal opportunities also in management of the employment relationship and in the maintenance of discrimination-free workplaces.</p> <p><b>Model</b></p> <ul style="list-style-type: none"> <li>— <b>Special Part of the Organisation and Management Model</b> - concerning Italian companies for which this is deemed appropriate in view of the activities performed and the level of risk.</li> <li>— <b>Global Compliance Programme</b> (<i>see: for more details, please refer to the section on Ethics and Compliance</i>) - concerning all group companies that do not have an Organisation and Management Model</li> </ul>

As of December 2023, a process was started to define a risk management model, in accordance with the principles of the Enterprise Risk Management (ERM) framework, in order to more effectively enhance the risk management system inherent in the Group's individual strategic, operational, compliance and sustainability processes. This three-year project is divided into the following phases: (i) definition of

the ERM framework and the related governance model; (ii) definition of a Group ERM Policy; (iii) updating of the risk catalogue based on priorities related to the impacts and likelihood of occurrence of the underlying risk event; (iv) performance of risk assessment activities based on the ERM model; (v) definition of the risk reporting and monitoring system.



## IT & Cybersecurity

Interpump Group S.p.A. approved cyber security guidelines, disseminating them to all Group companies, with a view to defining the minimum IT security measures that each company must adopt in order to prevent the risk of cyber attacks. In addition, with support from an expert firm of advisers, an assessment of IT security at the principal Group companies was carried out in 2020, using methodology consistent with best practices and sector standards, in order to define improvement plans for the overall management of IT security. Adoption of the above guidelines is mandatory for all Group companies and their proper implementation is checked by the Internal Audit, Risk & Compliance function, which carries out the related pre-planned audit work.

On 31 October 2023, an internal functional committee (IT

Security Committee) was established with the aim of defining a governance structure in Interpump Group's management of *cyber security* and IT security in general. The main objectives of the internal functional committee are outlined below:

- evaluate and support Group companies on the status of their IT systems, with a focus on IT security risks;
- provide support to Group companies on issues related to *cyber* incident prevention and response plans including *escalation* protocols to promptly report incidents, as appropriate, to the *top management*, the Audit & Risk Committee and the Board of Directors of Interpump Group S.p.A.;
- assist the Board of Directors of Interpump Group S.p.A. in dealing with possible emergencies related to *cyber security* and information security;

- examine and discuss with the Group's *Senior Management* the *best practices* in the field of *cyber security* in order to assess whether IT systems, processes, *policies* and controls meet the relevant standards;

- assess the need for and adequacy of any insurance coverage on damage caused by *cyber security* events;

- suggest to the Group's *Senior Management* the optimal allocation of *cyber security* resources.

The composition of the *IT Security Committee* provides for the participation of the CEO of Interpump Group S.p.A., as Chairman of the Committee, the Head of the Internal Audit, Risk & Compliance Function, the General Counsel & ESG Director and the Group CFO, and six IT and IT security representatives from the Group's main subsidiaries as experts on the subject.



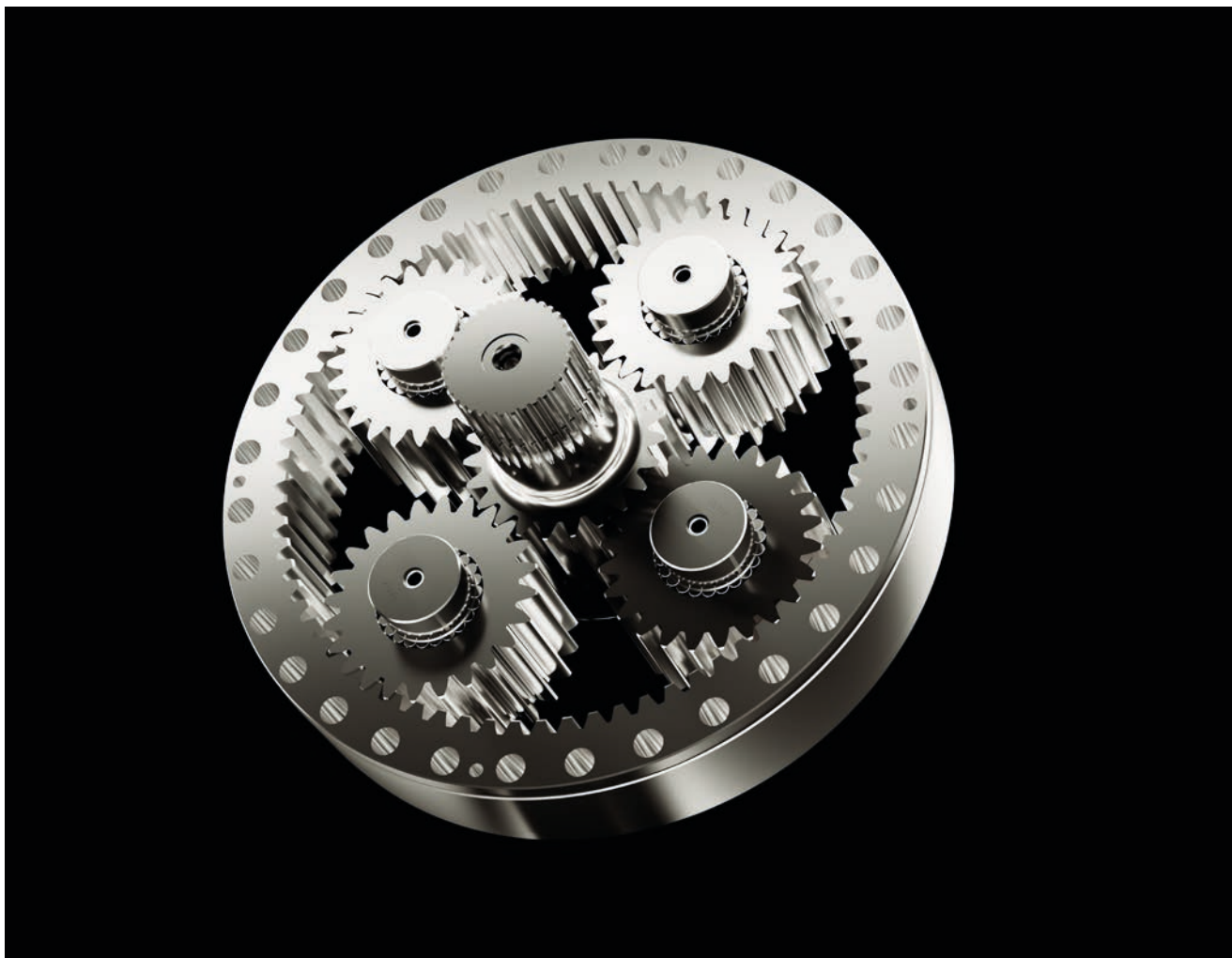
## Management systems

In order to guarantee enhanced monitoring and control of risks, certain companies have adopted internal management systems certified by international bodies. In particular, with reference to quality, it should be noted that some Group companies have adopted and implemented quality management systems certified according to the international standard UNI EN ISO 9001 – Quality Management Systems, while some plants are UNI ISO/TS 16949:2009 certified<sup>2</sup>.

Furthermore, certain Group companies have adopted and implemented environmental management systems certified according to the UNI EN ISO 14001:2004 international standard and, in some cases, the process of upgrading the system to meet the new requirements of UNI EN ISO 14001:2015 has begun. As shown in the charts presented, the safety management systems of Group companies have been certified pursuant to UNI EN ISO 45001:2018. See the specific section on environmental and personnel-related matters for further details.

The graphs below show the incidence of certifications based on the turnover of Group companies; this representation offers a more realistic indication than the incidence of certifications expressed as a percentage of the total number of companies considered, which, on the other hand, may be misleading. The reported data exclude companies that do not have production/assembly/storage sites from the analysis.

<sup>2</sup> Special requirements for the application of ISO 9001:2008 for series production and spare parts in the automotive industry.



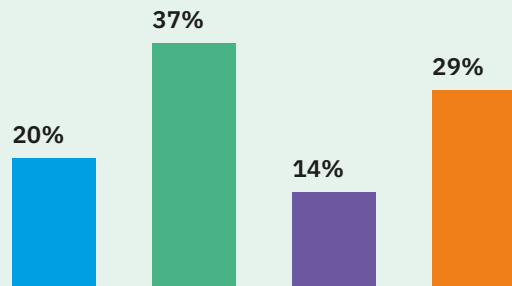


## Main certifications of the Group in 2023

### Occupation Health and Safety Management System

ISO 45001

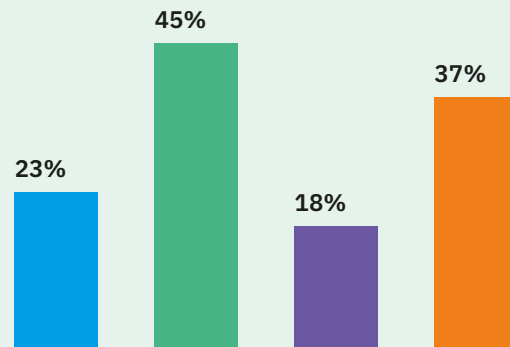
- Compliant companies
- Turnover from compliant companies
- Compliant and certified companies
- Turnover from certified companies



### Environmental Management System

ISO 14001

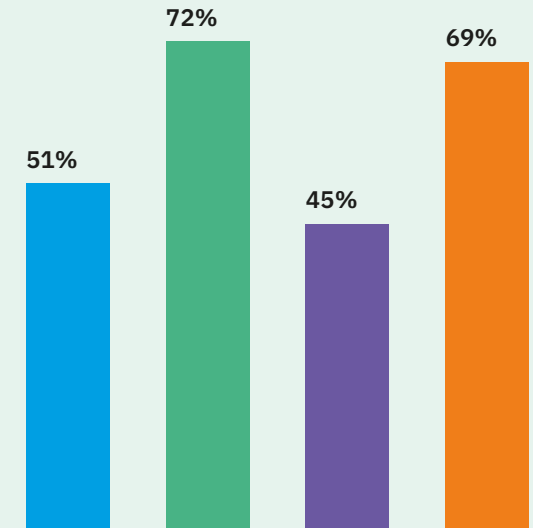
- Compliant companies
- Turnover from compliant companies
- Compliant and certified companies
- Turnover from certified companies



### Quality Management System

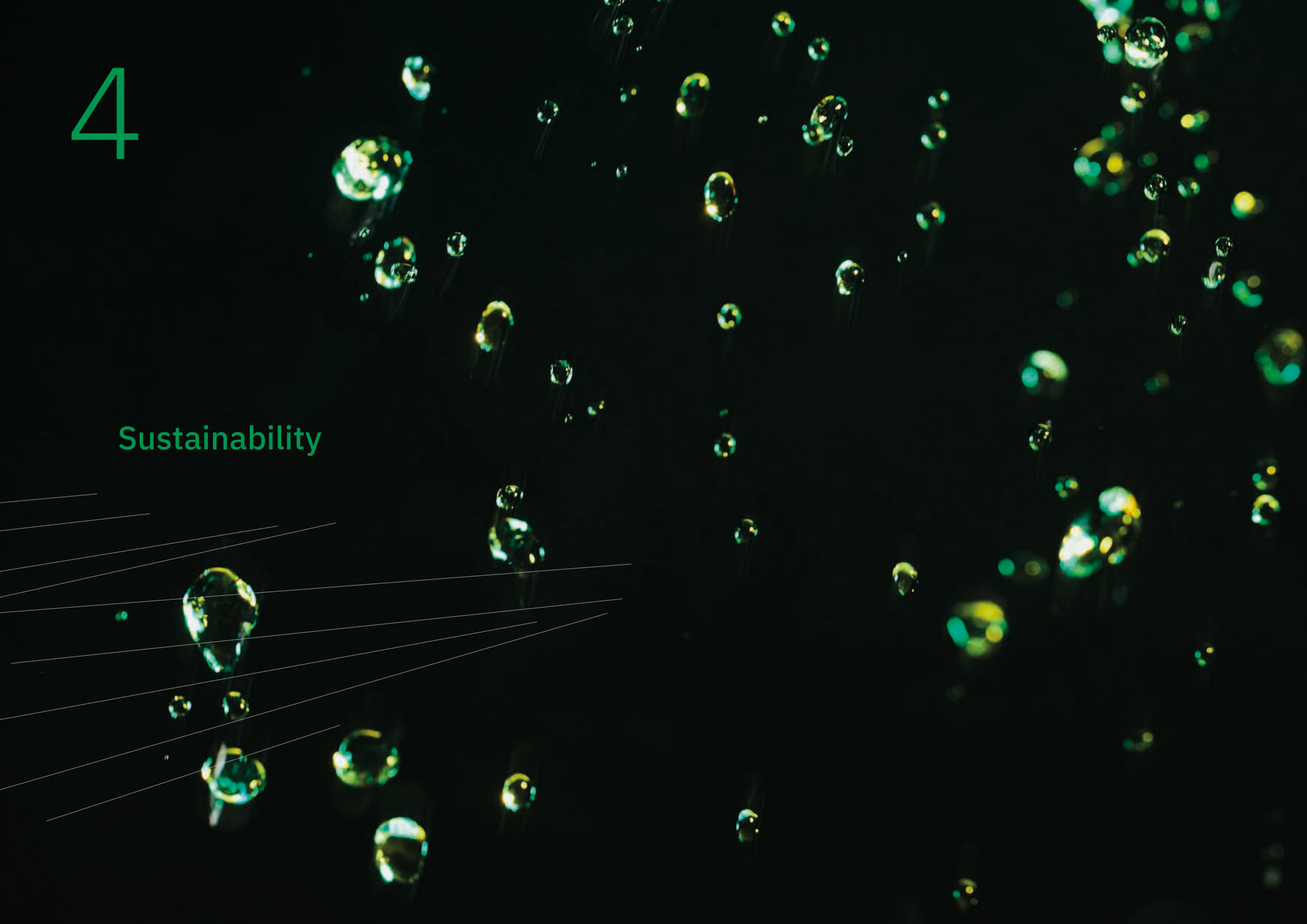
ISO 9001

- Compliant companies
- Turnover from compliant companies
- Compliant and certified companies
- Turnover from certified companies



4

Sustainability





# Material topics

GRI 2-12; GRI 2-14; GRI 2-28; GRI 2-29; GRI 3-1; GRI 3-2

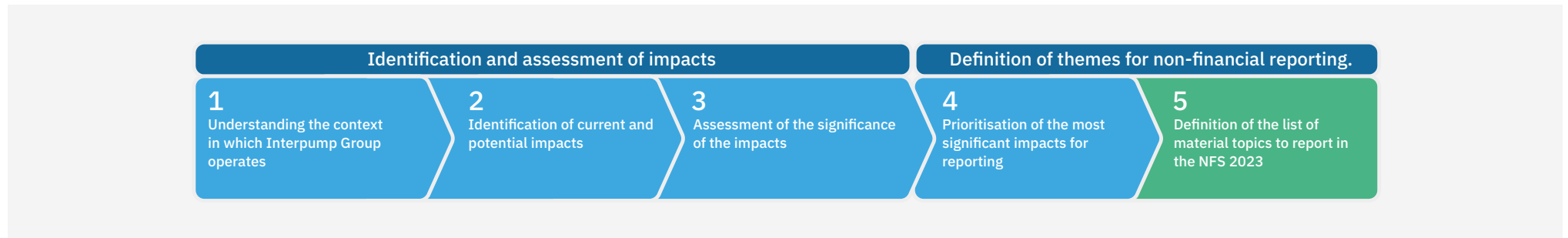
Interpump Group always pays close attention to sustainability and is committed to the periodic reporting of performance, pursuant to arts. 3 and 4 of Decree 254/2016, describing how sustainability is managed (e.g. policies, risks, governance) and the results achieved over the years. Interpump Group S.p.A. has established a process for determining the material topics to be reported in this consolidated Non-Financial Statement, in order to identify the

most significant impacts of Group activities on the economy, the environment and individuals, as well as on the respect for human rights. This activity also played a key role in identifying the areas and activities of the Group's ESG Plan.

Material topics are mainly based on an understanding of the demands coming from stakeholders, a process that allows Interpump Group to

assess, within the scope of its business activities and relationships, the evolution of current and future impacts and the definition of material topics for non-financial reporting purposes.

The principal phases in the process of determining the material topics reported in the NFS 2023 are described below:





# 1. Understanding the context in which Interpump Group operates

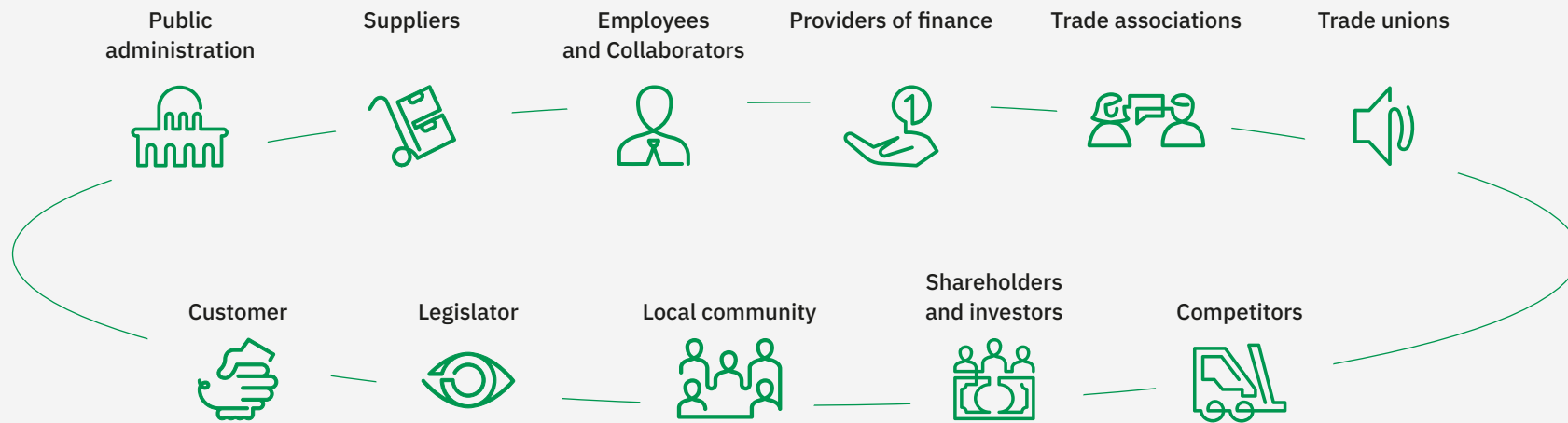
Through a detailed analysis of the value chain, the principal activities of the Group were analysed together with

its relations with business partners and, more generally, all stakeholders. Specifically, five relevant process phases were identified, through which the Group produces actual and potential impacts on its stakeholders (procurement - logistics - R&D, production, assembly and storage - logis-

tics - final product assembly, product use and end-of-life).

The 2023 analysis confirmed the stakeholder categories identified in previous years, whose interests are and/or could be affected by the Group's activities.

## Group Stakeholders





## Methods of interaction, listening and involvement of stakeholders

GRI 2-28, GRI 2-29

The Group considers dialogue with all stakeholders to be fundamental, in order to take into consideration their individual needs and ideas for improvement. For each category of stakeholder identified, Interpump Group has developed specific communications channels via which to listen periodically and understand points of view and needs. Moreover, in view of the close relations maintained with shareholders, Interpump has adopted a Policy for managing dialogue with all shareholders.

Stakeholder category	Frequency of involvement	Method
Employees and collaborators	<i>Continuous</i>	Periodic evaluations of performance and results Specific training programmes Communications from top management Collective bargaining Questionnaire to identify relevant issues to feed the materiality matrix
Shareholders	<i>Continuous</i>	Institutional website Periodic meetings Shareholders' Meeting Press releases
Local community	<i>Continuous</i>	Institutional website Donations Meetings for student orientation Training/internships
Competitors	<i>Periodic</i>	Institutional website Participation in initiatives and events
Trade unions	<i>Periodic/ad hoc</i>	Institutional meetings
Trade associations	<i>Continuous</i>	Institutional meetings Participation at conferences and information sessions
Providers of finance	<i>Periodic</i>	Institutional website Periodic meetings with financial analysts Press releases



Stakeholder category	Frequency of involvement	Method
Suppliers	<i>Continuous</i>	Institutional website Constant relations with the relevant business functions Participation in initiatives and events
Public administrations and control bodies	<i>Continuous</i>	Institutional relations
Customers	<i>Continuous</i>	Institutional website Management of complaints Catalogues After-sales service Trade fairs
Legislator	<i>Continuous</i>	Institutional website Information on request Reports and financial statements Press releases Shareholders' Meetings

The Group also strives to participate in trade associations and other significant initiatives at local and international level. The main organisations Interpump Group S.p.A. joined are:

- Unindustria – territorial association of the Confindustria system;
- Afidamp – association of players in the professional cleaning value chain in Italy;
- Ecoped – national consortium for waste management.



## 2. Identification of current and potential impacts

The identification of the actual and potential impacts of the Group’s activities on the economy, environment and people, including those associated with human rights, is the result of a careful assessment process carried out through a documentary analysis and a more general reflection on the overall context in which the Group operates.

Consideration was given to both the negative and positive effects that Group has, or might have, on the economy, the environment and individuals, including human rights. Impacts were also assessed in terms of time, i.e. whether they create short-term or long-term effects, whether they are intentional or unintentional, reversible or irreversible. In addition, the organisation’s role with respect to these impacts was also considered: i.e. whether Interpump Group causes, contributes to or is directly connected to the occurrence of these impacts.

Specifically, the documentary analysis was based on:

— **External documentation:** among the various analyses carried out, the sector analysis involved a review of the main regulatory changes, reporting standards and sustainability ratings at global level. These included the main non-financial aspects highlighted by the most important stock exchanges, which have published sustainability reporting guidelines, sustainability ratings (e.g. DJSI<sup>1</sup>), by international organisations (GRI<sup>2</sup>, World Economic Forum, Sustainable Stock Exchange Initiative etc.) and by supranational bodies (EU<sup>3</sup>, UN<sup>4</sup>etc.). With regard to sector trends,

i.e. non-financial aspects that emerged as relevant for Interpump Group’s sector of reference, the publications of a number of international organisations (RobecoSam, SASB<sup>5</sup>, EFFAS<sup>6</sup>etc.) were analysed. Benchmarking of information reported by “comparable” companies in the same industry as Interpump Group was also carried out. In addition, the main issues concerning the Group and covered in the national and international press were included in the analysis.

— **Internal documentation:** with regard to internal analysis, the main corporate documents relevant to sustainability issues were analysed, such as the ESG Plan 2023-2025, the decarbonisation strategy, the NFSs for previous years, the Global Compliance Programmes and the Code of Ethics. Based on this analysis of the above internal and external sources, the Group identified the principal actual and potential impacts that characterise the business.

## 3. Assessment of the significance of the impacts

After identifying the impacts deemed to be distinctive, it was necessary to proceed with an assessment of their **extent**, classifying them as actual or potential impacts. The former are determined by the severity with which they occur and, therefore, take into account the scale of *severity*, scope and the irremediable character; by contrast, the latter combine the same assessments of *severity* with the *likelihood of occurrence*.<sup>7</sup>

The attribution of the extent of the impact takes into ac-

count the results of the analyses performed, the opinions of the stakeholders involved in the assessment process (including top management, the ESG function and the Internal Audit function), and the safeguards already implemented by the Group to reduce and mitigate any negative impacts.

## 4. Prioritisation of impacts

After determining their extent, each impact was compared with the others in order to classify them from most to least important, establishing a threshold of significance. This threshold was identified on the basis of the analyses carried out with respect to internal and external documentation, knowledge of the company and its internal processes, and safeguards already in place (e.g. policies, procedures, etc.), as well as the assessment of possible external factors that are beyond the organisation’s control. After determining which impacts are significant for Interpump Group, those considered significant and moderately significant have been grouped into material topics for the purpose of defining the contents of this document; on the other hand, impacts below the threshold have been considered negligible and, therefore, not reported, with the exception of the topics indicated on the next page.

This analysis was also supported not only by the company’s top management, but also by the contribution of the Board of Directors, the Sustainability Committee and the Board of Statutory Auditors of Interpump Group S.p.A., who were asked to share their views on the relevance of the material topics.

1 Dow Jones Sustainability Index

2 Global Reporting Initiative

3 European Union

4 United Nations Organisation

5 Sustainability Accounting Standards Board




6 European Federation of Financial Analysts Societies

7 For more on the concept of materiality, please refer to the new materiality topic definition process introduced by GRI Standard 2021.





Following this process by Interpump Group, the analyses led to the identification of the following relevant impacts for the three areas:

Environment 	Personnel 	Business 
Energy consumption and greenhouse gas (GHG) emissions	Worker health and safety	Adoption of unfair practices related to unfair competition, antitrust and monopolistic practices
Waste production and disposal	Violation of human and labour rights	Economic impacts
Water consumption in water-stressed areas	Failure to develop employees' skills	Adoption of corruption-risk practices
Pollutant emissions	Critical issues in human capital management	Damage to customer health and safety
Procurement of materials		
Spillage of polluting waste water		

## 5. Definition of the list of material topics to be reported

The process outlined above led to the identification of Interpump Group's material topics and the prioritisation of these topics within the 2023 NFS

ESG	Material topics	Reference sections
Environment	Energy and climate change Pollutant emissions Waste management Water resource management	Management of environmental topics (pages 59-60, 97-98)
Social	Employee health and safety Human capital management Training Protection of human rights, non-discrimination and equal opportunities Customer health and safety	Management of socio-economic topics (pp. 60-61, 115) Management of human rights topics (pp. 60-61, 127)
Governance	Economic performance Research, development and innovation Fight against corruption Taxes	Innovation at the heart of Interpump Group (p. 21, 60) Management of socio-economic topics (pp. 60-61, 115) Management of anti-corruption topics (pp. 61-62, 131)

The results of the process relating to the identification of material topics to be reported in the 2023 Consolidated Non-financial Statement were shared and examined by the Sustainability Committee at its meeting of 16 January 2024 (for more information on the activities carried out by the Sustainability Committee and delegated by the Board of Directors of Interpump Group, please refer to the in-depth section in the chapter *Group Governance*).

Environmental and socio-economic compliance, as well as the protection of human rights, are a fundamental prerequisite for Interpump Group; therefore, reporting of information on these impacts is cross-cutting with the issues identified as material. With respect to the material topic of protection of human rights, non-discrimination and equal opportunities, it should be noted that the Group approved the “Diversity, Equity and Inclusion” policy on 22 January 2024. Interpump, also with this document, is committed to promoting diversity, ensuring equity and fostering inclusion both within its organisational structure and externally, thus supporting the growth of an inclusive society.

As in past years, once again Interpump Group has considered it appropriate to monitor and report on unfair competition, a non-material topic, in order to ensure greater transparency for all stakeholders. The analyses carried out show that the significance of the impacts attributable to these issues is negligible both for the Group’s type of business and for the existing safeguards, which are considered adequate for the proper management of any negative impacts.



# ESG Plan 2023-2025

GRI 2-12; GRI 2-13; GRI 2-22; GRI 2-24











Interpump Group’s commitment to sustainable growth involves the adoption of an integrated strategy that combines the success of its business with the principles of sustainability and the creation of long-term value for its *stakeholders*. In October 2022, the Board of Directors approved Interpump Group’s first ESG Plan 2023 - 2025, which defines the strategic vision regarding the combination of sustainability and business development. The Plan, which involved the Group’s ESG Function, under the responsibility of the *General Counsel and ESG Director*, was prepared starting from

a *benchmark* analysis and analysis of Interpump Group’s positioning in relation to the sector in which it operates, as well as the main *macro-trends* in the field of sustainability.

All 20 actions in the ESG plan will be implemented in the three-year period 2023-2025, except for the action concerning the extension of ISO45001 certification, for which the deadline foreseen by 2027. The plan’s objectives also included the definition of the 2030-2050 decarbonisation strategy, which was analysed and approved by the Board of Directors at its meeting on 10 November 2023.

In the latter case, too, the pursuit of environmental sustainability is accompanied by balanced business development due to greater control by corporate management over energy sources and related costs.

The ESG 2023 - 2025 plan and related targets were prepared based on the scope of NFS 2021 and therefore do not include companies integrated later.

Environmental					
Objective	KPI	Time frame	Target	Reference SDG	
E.1 Carbon neutrality strategy	-	2023	 Strategy definition	  	
E.2 Group carbon intensity reduction	tCO <sub>2eq</sub> /€ <sup>8</sup>	2025	-30% From 0.040 <sup>9</sup> in 2021 to 0.028 in 2025	  	
E.3 Increased use of renewable energy sources	% of the Group’s total energy requirements (GJ)	2025	From 3% to 25% of energy requirements	  	

<sup>8</sup> tCO<sub>2eq</sub> / Consolidated Group turnover It should be noted that Carbon Intensity is calculated by taking into account Scope 1 and Scope 2 emissions, the latter calculated using the market-based method.

<sup>9</sup> Baseline 2021: tCO<sub>2eq</sub> amounting to 62,181 and consolidated sales of €1,551M (please refer to the Consolidated Non-Financial Statement as of 31 December 2021 for details)



Environmental				
Objective	KPI	Time frame	Target	Reference SDG
E.4-5	Circular economy pilot project	-	2023	
	Subsequent applicability analysis	-	2025	
E.6	Implementation of continuous water withdrawal/discharge monitoring system in Group plants	-	2025	
E.7	Definition of Group Guidelines for eco-design of products.	-	2024	











Social				
Objective	KPI	Time frame	Target	Reference SDG
S.1	Maintenance of 2022-24 average employee injury rate below average for last 3 years	Injury rate <sup>10</sup>	2024	
S.2	Extension ISO 45001 Group production companies	% Group turnover	2027	
S.3	Increase in average hours of non-mandatory training per capita at Group level	Non-mandatory training hours per capita	2025	

<sup>10</sup> (Total no. of employee injuries > 1 day / Total no. of hours worked) x 200,000




<sup>11</sup> Please refer to the Consolidated Non-Financial Statements as at 31 December 2019, 2020 and 2021 for details.



**Social**

Objective	KPI	Time frame	Target	Reference SDG
S.4 Development of a Group global mobility program	-	2025	Program launch	 
S.5-6 Drafting of supplier assessment model according to environmental and social criteria (pilot project)	-	2023	 Pilot project conclusion	  
S.5-6 Model extension at Group level	-	2024	Extension to 100% of Italian manufacturing companies	  
S.7 Working environment assessment to promote diversity & inclusion principles (pilot project)	-	2025	Pilot project conclusion	

**Governance**

Objective	KPI	Time frame	Target	Reference SDG
G.1 Establishment of Sustainability Committee and adoption of relevant regulations	-	First half of 2023	 Establishment of Sustainability Committee	 



Governance					
Objective	KPI	Time frame	Target	Reference SDG	
G.2	Code of Ethics revision to adopt ESG principles	-	First half of 2023	Code of Ethics revision	
G.3	Succession plan formalisation	-	2023	Succession plan formalisation	
G.4	Consolidation of tax compliance in line with tax best practices	-	2024	Consolidation and model alignment to best practices	
G.5	Annual update of GRI 207-4 Country-by-Country Reporting requirements	-	Annual	Country-by-Country Reporting	
G.6	ESG Plan implementation communication	-	Annual	Communication plan	



# European taxonomy

## Introduction

The European Union, in order to achieve its climate and energy targets for 2030 and 2050, defined within the European Green Deal, has deemed it essential to direct private sector investments towards sustainable projects and initiatives. In response to this need, the European Taxonomy was introduced with the intention of creating a solid transparency tool, based on objective criteria, for companies and investors, that introduces clear performance criteria to establish which economic activities make a substantial contribution to the objectives of the European Green Deal. European Regulation 2020/852 (EU Taxonomy), which came into force on 12 July 2020, defines the criteria according to which a given economic activity can be considered environmentally sustainable.

According to Article 3 of the Regulation, an activity is considered “environmentally sustainable” if it:

- complies with the **Technical Screening Criteria** defined, on a scientific basis, for each taxonomy activity. Consistency with technical screening criteria ensures that an activity:
  - **substantially contributes** to the achievement of at least one or more of the six environmental objectives defined in Article 9 of the Regulation, listed below:

- Climate change mitigation;
- Adaptation to climate change;
- Sustainable use and protection of water and marine resources;
- Transition to a circular economy;
- Pollution prevention and reduction;
- Protection and restoration of biodiversity and ecosystems.
- **does not significantly harm** any of the remaining five environmental objectives;

— is carried out in compliance with the so-called **minimum safeguards** – as defined in Article 18 of the Regulation – in line with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.

As of January 2022, companies already subject to the requirements of the EU Non-Financial Reporting Directive 2014/95 are obliged to include within their Consolidated Non-Financial Statement (“NFS”) a related disclosure under the Taxonomy.

For non-financial companies, the application of the Regulation has been gradual:

- For the first year of application of the regulations,

referring to the financial year 2021, companies had to report the shares of revenues (Turnover), operating costs (OpEx) and capital costs (CapEx) of the activities *eligible* for the Taxonomy for Climate Change Objectives – *Climate Change Mitigation and Adaptation* – without having to verify compliance with the technical screening criteria set out in the “Climate Delegated Act”<sup>12</sup> (EU Delegated Regulation 2021/2139) and the minimum safeguards.

— Beginning in the financial year 2022, companies were also required to report on the share of revenues, operating costs and capital costs related to activities *aligned* to the Taxonomy, i.e. eligible activities that also meet the technical screening criteria set by the “Climate Delegated Act” and are in line with minimum safeguards.

— In June 2023, the “Environmental Delegated Act” (EU Delegated Regulation 2023/2486) was published, which defines the eligible activities with respect to the four non-climate objectives of the Taxonomy, and the related technical screening criteria. For this first year of the “Environmental Delegated Act” taking effect, non-financial companies are only required to report the portion of Turnover, CapEx and OpEx *eligible* to the four non-climate targets contained in the Regulation. As of 1 January 2025, taxonomy KPIs referring to aligned economic activities will also have to be reported. EU Delegated Regulation 2023/2846 also stipulates the obligation for non-financial companies to disclose the level of eligibility and alignment to environ-

<sup>12</sup> Taxonomy activities related to Climate Change Mitigation and Adaptation objectives are included in Annexes I and II to the “Climate Delegated Act”. Delegated Act 2139/202.



mental objectives, including the specific alignment to each environmental objective of activities that substantially contribute to the different objectives.

## Assessment of compliance with the Regulation

### Eligibility analysis

In line with the analyses performed in the financial year 2022, Interpump Group also identified in 2023 the share of Turnover, CapEx and OpEx attributable to “Taxonomy-eligible” activities reported in the “Climate Delegated Act” related to the objectives of *Mitigation* and *Adaptation to Climate Change* (CCA/CCM).

Furthermore, in line with the Regulator’s requirements, Interpump Group identified the share of Turnover, CapEx and OpEx attributable to “Taxonomy-eligible” activities reported in the “Environmental Delegated Act”, without verifying compliance with all technical screening criteria, the “Do No Significant Harm” criterion and the minimum safeguards. In particular, Interpump Group has mapped its economic activities that can be associated with taxonomy activities listed in the Environmental Delegated Act, assessing the correspondence between the classification codes of the Group companies carrying out these activities and the NACE codes listed in the descriptions of related taxonomy activities.

At the end of its analysis, the Group’s activities were associated with the following taxonomy activities listed in the “Climate Delegated Act” and the “Environmental Delegated Act” - Annex II on *Transition to a circular economy* (EC):

- **7.6 - Installation, maintenance and repair of renewable energy technologies (CCA/CCM):** this activity includes the Group’s investments for the purchase and installation of photovoltaic panels on the roofs of its company sites. For 2023, the share of capital expenditure (CapEx) allocated to this activity in total consolidated capital expenditure in 2023 was 2.3%.

- **1.2 - Manufacture of electrical and electronic equipment (EC):** for the reporting year 2023, the Group opted for a more restrictive interpretation of the Regulation, considering *eligible* only electronic components used in the Group’s production processes and/or sold separately to third parties; while rejecting a broader interpretation related to electrical and electronic equipment. According to this approach, the incidence of the values of revenues, OpEx and CapEx allocated to this activity on the respective consolidated values in 2023 was equal to

- Revenues 0.4%,
- OpEx 0.1%,
- CapEx 0.3%,

- **5.1 - Repair, redevelopment and remanufacturing (CE):** for the reporting year 2023, the Group considered *eligible* the revenues of the Group’s companies with a NACE code in line with the Taxonomy and carrying out repair activities. For 2023, the proportion of revenue allocated to this activity on total consolidated revenue for 2023 was 0.0%.

Generally speaking, in light of the diversity of the Group’s activities, more in-depth analyses are being carried out to assess the correspondence between the variety of the Group’s businesses and the requirements of the Regula-

tion. Should it be possible, even after any regulatory and interpretative clarifications, to abandon the more conservative approaches adopted in 2023, the number of eligible activities could increase.

In particular, the Group’s economic activity could be in line with some further taxonomy activities eligible for the *transition to a circular economy*. Analyses are currently underway for a more precise assessment of the eligibility quota and possible alignment with it.

### Alignment analysis

For taxonomy activities that contribute to climate objectives (*7.6 - Installation, Maintenance and Repair of Renewable Energy Technologies*) compliance with the Technical Screening Criteria was also verified.

At the end of the analysis, no activities were found to be aligned. At present, Interpump Group has not implemented a timely assessment of the physical climate risks and vulnerability of its operations in line with the Appendix A requirements of the “Climate Delegated Act”, which are necessary for passing the Technical Screening Criteria. This analysis was conducted at a high level, but not on a site-by-site basis as the Taxonomy would require in order to qualify photovoltaic installations as an aligned activity.

### Minimum safeguards

In order to verify the alignment of its activities with the Taxonomy, the IPG Group analysed the compliance of its responsible business management tools with the interna-





tional standards on human and labour rights referred to in Article 18 of the Regulation on the so-called *Minimum Safeguards*, i.e.:

- the OECD Guidelines for Multinational Enterprises;
- the United Nations Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight core conventions identified in the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work;
- the International Bill of Human Rights.

The recommendations of the Platform on Sustainable Finance (PSF) in its *Final Report on Minimum Safeguards* published in October 2022, were also taken into account.

Interpump Group assessed compliance with the minimum safeguards by considering nine criteria relating to **human rights** including workers’ rights; **bribery**; **taxation**; **unfair competition**.

Below is a summary of the safeguards implemented by Interpump Group in relation to the topic areas of minimum safeguards (for more details, please refer to the chapter *Ethical business management* of this NFS):

Topic	IPG safeguards	Description
Human rights	<ul style="list-style-type: none"> <li>— Code of Ethics</li> <li>— Guidelines on respect for human rights</li> </ul>	Interpump Group has a <b>Code of Ethics</b> in which it states its commitment to respect <b>human and labour rights</b> , in compliance with the relevant international conventions. Furthermore, in February 2020, the Board of Directors of Interpump Group S.p.A. adopted its own <b>Human Rights Guidelines</b> aimed at preventing discriminatory practices and combating the exploitation of labour and child labour. The adoption of these provisions is mandatory for all Group companies, which are responsible for verifying the compliance of business partners with the Guidelines through evaluation and/or due diligence processes.
Corruption	<ul style="list-style-type: none"> <li>— Anti-corruption Guidelines</li> </ul>	In March 2019, the Board of Directors of Interpump Group S.p.A. approved the <b>Anti-Corruption Guidelines</b> , which are mandatory for all Group companies and addressed to all those working on their behalf. The Guidelines are aligned with national and international laws and standards on the subject. Their correct application is monitored by the Group Internal Audit, Risk & Compliance function.
Taxation	<ul style="list-style-type: none"> <li>— Code of Ethics</li> </ul>	Within its <b>Code of Ethics</b> , Interpump Group defines the principles underlying its tax approach. Furthermore, the Group acts in compliance with the national tax regulations of the countries in which it operates and international tax regulations.
Competition	<ul style="list-style-type: none"> <li>— Code of Ethics</li> </ul>	Within its <b>Code of Ethics</b> , Interpump Group defines the principles underlying its approach to relations with competitors.

In addition to the safeguards to ensure ethical management mentioned in the table, Interpump Group has a **Whistleblowing Procedure** in place that governs the process of reporting and handling alleged wrongdoing and irregularities on matters falling within the minimum safeguards.

In line with a conservative and prudent approach, the Group believes that the current minimum safeguards, while adequate and consistent with corporate and market expectations, are not sufficient to ensure that assets identified as eligible are also aligned.



## Accounting policy

Annex I of Delegated Act 2021/2178 (hereinafter referred to as the “Disclosure Delegated Act”) sets out the procedures to follow to determine the Turnover, CapEx and OpEx indicators associated with the eligible assets identified by Interpump Group.

The methodology used by the Group to calculate the indicators is detailed below.

## Turnover

In order to determine the share of turnover, the numerator was the net revenue obtained from products or services, including intangible services, associated with economic activities deemed eligible for the Taxonomy, while the denominator was the total net revenue.

Net revenue must include revenue recognised in accordance with international accounting standards, specifically IAS 1, item 82 (a).

From the numerator of the KPI, the portion of net revenues obtained from products and services associated with climate change-adapted economic activities online must be excluded, unless such activities are considered enabling activities that are themselves aligned with the Taxonomy. Intercompany revenues and the value of parts used internally in the production process of the individual Group company are excluded from the calculation.

## CapEx

The share of capital expenditure should be calculated by considering as the numerator the expenditure recorded on

the assets side of the Group’s financial statements that is associated with eligible assets and meets the criteria set out in Section 1.1.2.2 of Annex I to the “Disclosure Delegated Act”.

In the denominator, on the other hand, total capital expenditure calculated according to the criteria in Section 1.1.2.1 of Annex I to the Disclosure Delegated Act must be considered. Specifically, in calculating this item, the Group considers all additions to tangible and intangible assets during the year, including with reference to the provisions of IFRS 16 - Leasing, and all additions to tangible and intangible assets arising from business combinations.

## OpEx

For the calculation of the share of operating expenses, the operating expenses associated with the eligible activities and defined according to the criteria set out in Section 1.1.3.2. of Annex I to the “Disclosure Delegated Act” are taken into account in the numerator. Specifically, the Group considers operating expenses related to direct non-capitalised R&D costs, maintenance and repair costs, and other expenses related to asset preservation. In the denominator, total operating expenses falling under the criteria described in Section 1.1.3.1. of Annex I to the “Disclosure Delegated Act” should be considered. The following cost items are specifically included: non-capitalised direct costs related to research and development, building renovation measures, short-term rental, maintenance and repair, as well as any other direct expenditure related to the day-to-day maintenance of property, plant and equipment by the company or by third parties to whom such tasks are outsourced, necessary to ensure the continuous and effective operation of such assets.

## Summary of values 2023

Based on the above, in 2023, the overall values considered eligible for the European taxonomy are:

European Taxonomy - Eligible Portion	KPI 2023
Revenues	0.4%
OpEx	0.1%
CapEx	2.6%

Whereas the share of overall values considered aligned is

European Taxonomy - Aligned Portion	KPI 2023
Revenues	0.0%
OpEx	0.0%
CapEx	0.0%



Share of turnover deriving from products and services associated with taxonomy-aligned economic activities - Information for 2023

Share of turnover	Aligned to taxonomy by objective	Eligible for taxonomy by objective
CCM	0.0%	0.0%
CCA	0.0%	0.0%
WTR	0.0%	0.0%
CE	0.0%	0.4%
PPC	0.0%	0.0%
BIO	0.0%	0.0%

2023 financial year	Year		Criteria for substantial contribution							DNSH (“do no significant harm”) criteria					Share of turnover aligned or eligible for taxonomy, 2022	Enabling activity category	Transitional activity category
	Code	“Turnover (EUR mln)”	“Share of turnover, 2023”	Climate change mitigation	Adaptation to climate change	Water-Jetting	Pollution	Circular economy	Biodiversity	Climate change mitigation	Adaptation to climate change	Water-Jetting	Pollution	Circular economy			
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																	
<b>A.1 Environmentally sustainable activities (aligned to taxonomy)</b>																	
Turnover of environmentally sustainable activities (aligned with taxonomy) (A.1)	-	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						0.0%		
of which enabling	-	-														E	
of which transitional	-	-														T	
<b>A.2 Activities eligible for the taxonomy but not environmentally sustainable (activities not aligned to taxonomy)</b>																	
Manufacture of electrical and electronic equipment	CE 1.2	9.8	0.4%	N/EL	N/EL	N/EL	N/EL	EL	N/EL						0.0%		
Repair, upgrading and refurbishment	CE 5.1	0.1	0.0%	N/EL	N/EL	N/EL	N/EL	EL	N/EL						0.0%		
Turnover from activities eligible for the taxonomy but not environmentally sustainable (activities not aligned to taxonomy) (A.2)	9.9	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%						0.0%		
<b>A. Turnover of activities eligible for the taxonomy (A.1+A.2)</b>	<b>9.9</b>	<b>0.4%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.4%</b>	<b>0.0%</b>						<b>0.0%</b>		
<b>B. TAXONOMY NON-ELIGIBLE ACTIVITIES</b>																	
Turnover of taxonomy non-eligible activities	2,230.1	99.6%															
<b>Total (A+B)</b>	<b>2,240.0</b>	<b>100.0%</b>															



Share of turnover deriving from products and services associated with taxonomy-aligned economic activities - Information for 2023

Share of CaPex	Aligned to taxonomy by objective	Eligible for taxonomy by objective
CCM	0.0%	2.3%
CCA	0.0%	0.0%
WTR	0.0%	0.0%
CE	0.0%	0.3%
PPC	0.0%	0.0%
BIO	0.0%	0.0%

2023 financial year	Year			Criteria for substantial contribution						DNSH ("do no significant harm") criteria									
	Code	"CapEx (EUR mln)"	"Share of CapEx, 2023"	Climate change mitigation	Adaptation to climate change	Water-Jetting	Pollution	Circular economy	Biodiversity	Climate change mitigation	Adaptation to climate change	Water-Jetting	Pollution	Circular economy	Biodiversity	Minimum safeguards	Share of CapEx aligned to or eligible for taxonomy, 2022	Enabling activity category	Transitional activity category
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																			
<b>A.1 Environmentally sustainable activities (aligned to taxonomy)</b>																			
CapEx of environmentally sustainable activities (aligned to taxonomy) (A.1)		-	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%			
of which enabling		-	-															E	
of which transitional		-	-																T
<b>A.2 Activities eligible for the taxonomy but not environmentally sustainable (activities not aligned to taxonomy)</b>																			
Manufacture of electrical and electronic equipment		CE 1.2	0.6	0.3%	N/EL	N/EL	N/EL	N/EL	EL	N/EL							0.0%		
Installation, maintenance and repair of renewable energy technologies		CCM 7.6	5.0	2.3%	EL	N/EL	N/EL	N/EL	N/EL	N/EL							0.7%		
<b>CapEx of activities eligible for the taxonomy but not environmentally sustainable (activities not aligned to taxonomy) (A.2)</b>			<b>5.6</b>	<b>2.6%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>2.3%</b>	<b>0.3%</b>	<b>0.0%</b>							<b>0.7%</b>		
<b>A. CapEx of taxonomy-eligible activities (A.1+A.2)</b>			<b>5.6</b>	<b>2.6%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>2.3%</b>	<b>0.3%</b>	<b>0.0%</b>							<b>0.7%</b>		
<b>B. TAXONOMY NON-ELIGIBLE ACTIVITIES</b>																			
CapEx of taxonomy non-eligible activities			213.4	97.4%															
<b>Total (A+B)</b>			<b>219.0</b>	<b>100.0%</b>															



Share of operating expenses deriving from products and services associated with taxonomy-aligned economic activities - Information for 2023

OPEX	Aligned to taxonomy by objective	Eligible for taxonomy by objective
CCM	0.0%	0.0%
CCA	0.0%	0.0%
WTR	0.0%	0.0%
CE	0.0%	0.1%
PPC	0.0%	0.0%
BIO	0.0%	0.0%

2023 financial year	Year			Criteria for substantial contribution						DNSH ("do no significant harm") criteria									
	Code	"OpEx (EUR mln)"	"Share of OpEx, 2023"	Climate change mitigation	Adaptation to climate change	Water-Jetting	Pollution	Circular economy	Biodiversity	Climate change mitigation	Adaptation to climate change	Water-Jetting	Pollution	Circular economy	Biodiversity	Minimum safeguards	Share of OpEx aligned or eligible for taxonomy, 2022	Enabling activity category	Transitional activity category
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																			
<b>A.1 Environmentally sustainable activities (aligned to taxonomy)</b>																			
OpEx of environmentally sustainable activities (taxonomy-aligned) (A.1)		-	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%			
of which enabling		-	-															E	
of which transitional		-	-																T
<b>A.2 Activities eligible for the taxonomy but not environmentally sustainable (activities not aligned to taxonomy)</b>																			
Manufacture of electrical and electronic equipment		CE 1.2	0.1	0.1%	N/EL	N/EL	N/EL	N/EL	EL	N/EL							0.0%		
OpEx of activities eligible for the taxonomy but not environmentally sustainable (activities not aligned to taxonomy) (A.2)			0.1	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%							0.0%		
<b>A. OpEx of activities eligible for taxonomy (A.1+A.2)</b>			<b>0.1</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.1%</b>	<b>0.0%</b>							<b>0.0%</b>		
<b>B. TAXONOMY NON-ELIGIBLE ACTIVITIES</b>																			
OpEx of taxonomy non-eligible activities			58.9	99.9%															
<b>Total (A+B)</b>			<b>59.0</b>	<b>100.0%</b>															



**Model 1 - Activities related to nuclear and fossil gas**

Activities related to nuclear energy

1	The company carries out, finances or has exposure to research, development, demonstration and implementation of innovative power generation plants that produce energy from nuclear processes with a minimum amount of fuel cycle waste.	No
2	The company carries out, finances or has exposure to the construction and safe operation of new nuclear power plants for the generation of electricity or process heat, including for district heating purposes or for industrial processes such as hydrogen production, and improvements in their safety using the best available technology.	No
3	The company carries out, finances or has exposure to the safe operation of existing nuclear power plants that generate electricity or process heat, including for district heating or industrial processes such as the production of hydrogen from nuclear energy, and improvements to their safety.	No

Fossil gas activities

1	The company carries out, finances or has exposure to the construction or operation of power generation plants using gaseous fossil fuels.	No
2	The company carries out, finances or has exposure to the construction, upgrading and operation of combined heat/cool and power generation plants using gaseous fossil fuels.	No
3	The company carries out, finances or has exposure to the construction, upgrading and operation of heat generation plants that produce heat/cooling using gaseous fossil fuels.	No



# Interpump Group's sustainable initiatives

## Sustainable energy

Interpump Group has recognised sustainability as an all-round process involving all areas of the company and business sectors.

In this first phase, much attention was paid to the installation of new photovoltaic systems, thereby participating in the ongoing energy transition. The decision to install the panels always and only on the roofs of the company's plants avoids land consumption and qualifies, including visually, the Group's commitment in this field.

A total of more than 4.0 MWp of photovoltaic systems were installed in 2023, including, for example, the initiatives of Inoxpa S.A.U., Interpump Group Spa, Interpump Hydraulics Spa, Teknotubi Srl and Walvoil Spa.

These investments, in addition to ensuring at least partial internalisation and stabilisation of energy costs, will contribute to the reduction of the Group's Scope 2 emissions and to the achievement of the emission targets of the decarbonisation strategy.

## New resources from waste

Metallic waste is the main category of materials from the Group's manufacturing activities. This waste can also vary

greatly in composition and classification between plants. Already today, most of these flows are channelled into the recycling and recovery chain, thereby helping to contain the consumption of raw materials and reduce polluting emissions into the atmosphere.

The ESG plan also highlights the Group's ambition to further improve the reusability of industrial waste into secondary raw materials. In particular, a number of by-product-related initiatives are being studied in Italy, not only with a view to reducing the Group's waste, but also to strengthen collaboration with suppliers of raw materials and semi-finished products (including, for example, steel mills and foundries).

Again, it is believed that an industrial approach to the circular economy allows for new collaborations with suppliers, at least partially reducing production costs and environmental impacts.

## Eco-design policies

In line with the European Union's guidelines on environmentally friendly design, Interpump Group is investigating the opportunities and risks associated with an economic model that involves the entire process of conception, design, sale on the market and disposal of an environmentally friendly product.

With this in mind, also based on the objectives of the ESG plan, a Group policy is being defined to inspire the creation of new products and solutions with the lowest environmental impact throughout their life cycle. Again, the themes of sustainability and the circular economy will represent new opportunities for collaboration with strategic partners along the entire production and business chain.

## Other initiatives

Other initiatives conducted by the Group include energy efficiency and emission reduction activities. Examples include: non-gas-fired heat pump air-conditioning systems; replacement of lighting systems with LED lamps; intelligent temperature and lighting control systems; more efficient auxiliary production systems; auxiliary heat recovery systems that have resulted in savings on methane gas consumption; replacement of office heating systems with more energy-efficient solutions; adiabatic cooling systems for production sites, which are more energy-efficient than traditional air-conditioning systems.



# Climate change and the reduction of emissions

Climate change represents a threat and a challenge for all of humanity. Rising global temperatures, due in particular to rising levels of CO<sub>2</sub> and greenhouse gases in the atmosphere, are inexorably altering ecosystem balances with devastating social and economic effects.

This scenario inherently creates an element of uncertainty about the sustainable success of Interpump Group. Indeed, climate change exposes the Group to two principal types of risk:

— physical risks: i.e. linked to extreme natural events that might cause physical injury to persons and material damage to plants, or even shut down their operations. We must consider not only events such as floods or fires, but also possible pandemics due to the alteration of natural ecosystems;

— transition risks: i.e. compliance risks related to sudden changes and tightening of standards or regulations aimed at reducing pollutant emissions, and market or innovation risks resulting from the need to develop the use of emerging technologies, affecting competitiveness, production and distribution costs, and the demand for products and services by end users.

With regard to physical risks, prevention systems and monitoring controls for potentially catastrophic natural events have been implemented to enable Group companies to mitigate the impacts these events may have on operations as far as possible, and recovery strategies are in place to restore operations in a short time frame.

With regard to transition risks, Interpump Group is committed, in its own small way, to making its own contribution to the global fight against climate change, with the aim of strengthening the resilience of its business model, gradually decreasing its dependence on fossil fuel-based energy sources and offering its customers innovative technological solutions that require ever lower energy use and CO<sub>2</sub> emissions.

Analytical work is in progress to identify the physical climate risks and related vulnerabilities that might influence the Group's economic activities, in relation to the expected duration of their life cycles. This analysis of risks and vulnerabilities is being carried out using methodology consistent with the requirements of the European Taxonomy.

On approval of the ESG Plan 2023-2025, Interpump embarked on a path of sustainable growth with a view to generating further value for its stakeholders, especially by reducing the impacts of its activities on the environment. In order to implement this path, Interpump Group is strongly committed to transforming its business model, favouring a gradual transition towards a carbon-neutral model. The Group's strategy is to reduce emissions by making greater use of certified green electricity sources, installing new renewable energy plants and optimising its energy consumption.

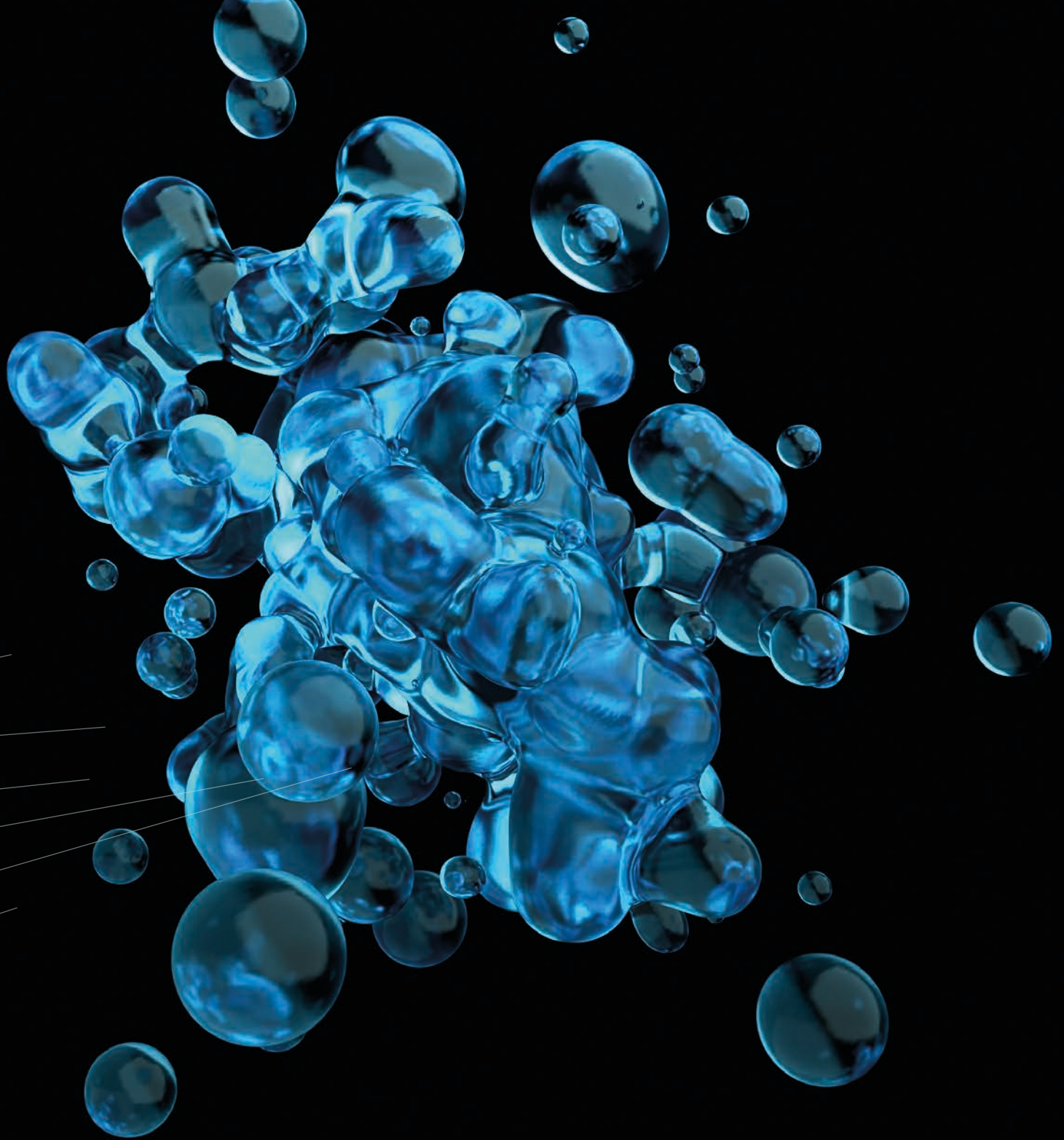
The ESG plan's goal of covering 25% of its energy needs through renewable sources and reducing carbon intensity by 30% by 2025 remains unchanged, but this is supplemented by a commitment to reduce its Scope 1 and 2 emissions by around 45% by 2032.

Interpump Group's pursuit of sustainable growth and environmental protection is also reflected in the design of processes that support the circular economy of products, more efficient management of water use, and in-depth exploration of technical product solutions in eco-design.



5

Personnel





# Personnel management

GRI 2-25; GRI 3-3

Interpump Group views its employees and collaborators as a key element of the company's development strategy. The ESG plan also formalised the commitment to promote the value of human resources and increase the wealth of knowledge and skills possessed by each individual. The guiding principle of this action is respect for human rights, individual freedom and dignity, and the principles of justice, fairness and solidarity. The Group also guarantees the physical and moral integrity of its employees and collaborators, providing working conditions that respect their personal dignity and working environments that are safe and healthy.

In its strategy of diversification through acquisitions, the Group has always sought to protect the link between acquired companies and their local area and supplier network. In doing so, in addition to preserving the company's integrity, the area's social fabric and sources of local employment have also been protected.

Interpump Group is committed to tackling the current challenges that the socio-economic environment and jobs market pose to the majority of organisations around the world. These sometimes include, for example, the difficulty of finding and retaining skilled labour and new talent or the

complexity of defining long-term strategies due to the uncertainty in the current labour market. In addition to these complexities, there is also an imperative need to ensure that all workers, whether employees or not, are provided with suitable and healthy working conditions that are as hazard-free as possible.

The main policies adopted by Interpump Group to oversee issues relating to personnel management and health and safety in the workplace are set out in the Code of Ethics, the Occupational Health and Safety Guidelines and the Human Rights Guidelines. It should also be noted that at the first Board meeting in 2024, Interpump approved the Group Policy in support of diversity, equity and inclusion. Its objective is to promote a corporate culture based on inclusion and mutual respect, in the belief that diversity, fairness and inclusion, as well as the protection of workers' rights, are indispensable elements in the performance of Interpump Group's activities.

At the same meeting, Interpump's Board of Directors also approved the renewed health, safety and environment policy.

Consistent with the objectives of the ESG plan, Interpump

Group confirms its commitment to spreading a culture of safety and respect for the environment. Here again, the promotion of responsible and risk-aware behaviour also involves organisational and economic resources that the Group invests to prevent accidents, occupational illnesses and to continuously improve health and safety conditions in the workplace. Investments in the new company sites therefore aim not only to improve all-round working conditions, but also to reduce environmental impacts and renew ties with the communities in which the Group operates. In particular, via these policies, Interpump Group strives to:

- safeguard working conditions and trade union freedoms;
- prevent incidents, injuries and occupational diseases;
- guarantee respect for the occupational health and safety regulations in all countries in which the Group operates, spreading a culture founded on responsible behaviour by all workers;
- support the adoption of procedures and protocols designed to guarantee the control of emergency situations;



- develop the professional and managerial skills of its employees and collaborators;
- attract new talents and retain the best resources.

In this regard, within the ESG Plan, Interpump Group has defined among its short and medium-term objectives, actions to (i) contain the frequency of accidents, (ii) extend the implementation of certified health and safety management systems as far as possible, (iii) increase training hours, and (iv) develop a Global Mobility programme (for more details, please refer to the section *The ESG Plan 2023-2025*).

Consistent with the strategies adopted over the years, the Group continues to invest in its collaborators, increasing the focus on non-compulsory training and professional skills.

For this purpose, Interpump Group plans and organises training courses designed to develop the abilities needed to perform the duties assigned and grow managerial skills. Adequate preparation and training also increase knowledge of operational processes, improve quality standards and simultaneously prevent accident risks. Group companies manage and monitor the business processes relating to their own employees, drawing on advice from external experts where necessary. In this regard, the Group is now working internally to improve the monitoring of personnel-related indicators and analyse their trends.

The Group maintains constant, transparent dialogue with trade unions, including through direct involvement of employees in order to listen to their requests and concerns.



# Human capital

GRI 2-7; GRI 2-8; GRI 2-30

Interpump Group regards human capital as a strategic resource that underpins its success and business continuity. People’s skills and ambitions enable the Group to overcome the challenges of innovation and rapidly changing scenarios.

As at 31 December 2023, there were a total of 9,375 employees working in Interpump Group companies, or 6.4% more than in the previous year<sup>1</sup> and an overall increase over the three-year period 2021-2023 of 1,828 employees (+24.2%).

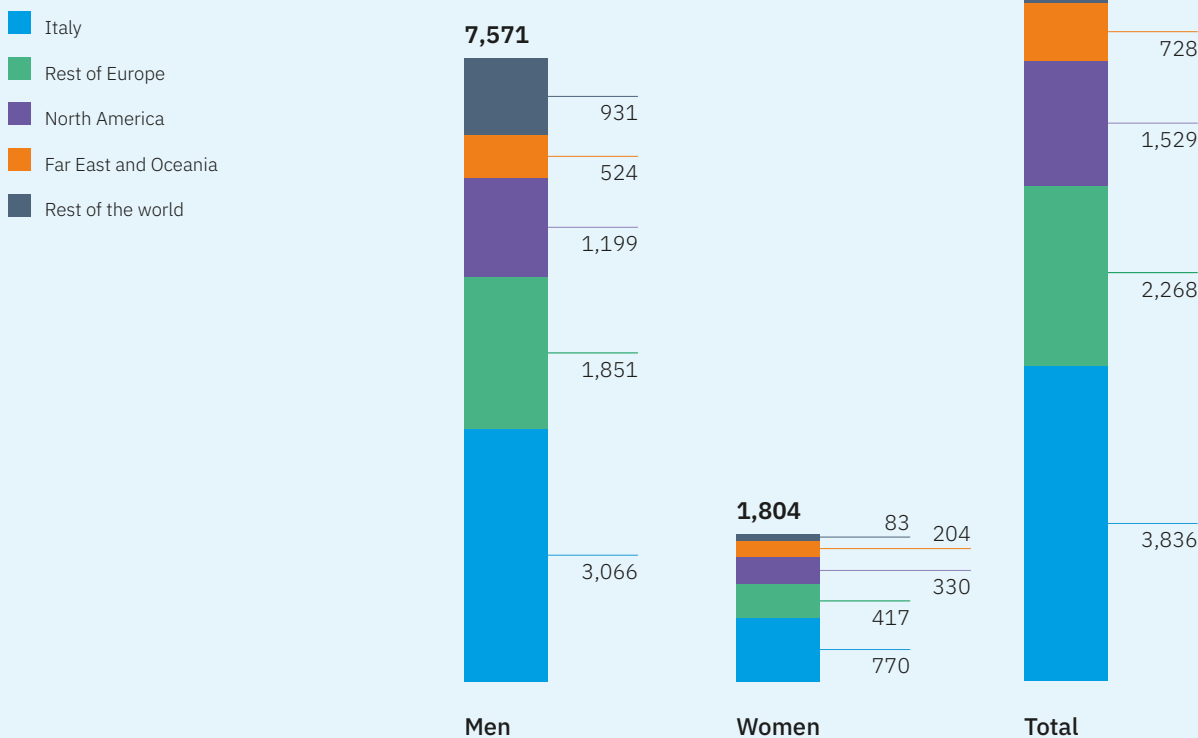
As at 31 December 2023, the Group’s employees were distributed geographically in Italy (40.9%), other European countries (24.2%), North America (16.3%), the Far East and Oceania (7.8%) and the Rest of the World (10.8%). Employment is mostly concentrated in Italy, with 3,836 persons, followed by the United States, India, Poland and Germany. In fact, despite its international vocation, the Group, which is now present in more than 30 countries, has always valued the link between the companies and their local area, thereby recognising the importance of the pool of skills and collaborators typical of each location.

Due to the nature of the sector in which the Group operates, the composition of the workforce is predominantly male (80.8%), while the female component, although increasing compared to previous years, remains at 19.2%.

<sup>1</sup> It should be noted that the employees of the newly-acquired companies, included for the first time in this document’s reporting scope, are included in Interpump Group’s workforce as at 31/12/2023 and, consequently, have not been counted in the inbound and outbound turnover figures. Specifically: 105 employees of Waikato Group, 113 of IPG Mouldtech Invia Pvt Ltd. (India), 53 of I. Mec S.r.l. (Italy).

## Employee breakdown

by gender and geographical area 2023



## Employees 2023 by geographical area



40.9%	Italy
24.2%	Rest of Europe
16.3%	North America
7.8%	Far East and Oceania
10.8%	Rest of the world

The Group seeks to promote and consolidate long-term employment relationships, preferring permanent contracts (96.2%). Although the incidence of this type of contract is always above 90% in all areas in which the Group operates, it is more widespread in Italy (97.1%), North America (99.7%) and the rest of the world (99.8%). By contrast, there are 358 employees on temporary contracts, down from 463 in the prior year.





**GRI 2-7 Permanent/temporary contracts by gender and geographical area**

	Total			Italy			Rest of Europe			North America			Far East and Oceania			Rest of the world		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
<b>Permanent</b>	<b>7,242</b>	<b>8,349</b>	<b>9,017</b>	<b>3,311</b>	<b>3,393</b>	<b>3,726</b>	<b>1,492</b>	<b>2,078</b>	<b>2,070</b>	<b>1,077</b>	<b>1,446</b>	<b>1,524</b>	<b>573</b>	<b>600</b>	<b>685</b>	<b>789</b>	<b>832</b>	<b>1,012</b>
Men	5,921	6,747	7,291	2,660	2,722	2,978	1,245	1,705	1,692	875	1,124	1,194	420	438	497	721	758	930
Women	1,321	1,602	1,726	651	671	748	247	373	378	202	322	330	153	162	188	68	74	82
<b>Temporary</b>	<b>305</b>	<b>463</b>	<b>358</b>	<b>57</b>	<b>126</b>	<b>110</b>	<b>81</b>	<b>220</b>	<b>198</b>	<b>5</b>	<b>24</b>	<b>5</b>	<b>44</b>	<b>40</b>	<b>43</b>	<b>118</b>	<b>53</b>	<b>2</b>
Men	256	368	280	39	96	88	66	176	159	5	20	5	28	25	27	118	51	1
Women	49	95	78	18	30	22	15	44	39	-	4	0	16	15	16	-	2	1
<b>Total employees</b>	<b>7,547</b>	<b>8,812</b>	<b>9,375</b>	<b>3,368</b>	<b>3,519</b>	<b>3,836</b>	<b>1,573</b>	<b>2,298</b>	<b>2,268</b>	<b>1,082</b>	<b>1,470</b>	<b>1,529</b>	<b>617</b>	<b>640</b>	<b>728</b>	<b>907</b>	<b>885</b>	<b>1,014</b>
Men	6,177	7,115	7,571	2,699	2,818	3,066	1,311	1,881	1,851	880	1,144	1,199	448	463	524	839	809	931
Women	1,370	1,697	1,804	669	701	770	262	417	417	202	326	330	169	177	204	68	76	83



There were 9,078 employees with a full-time employment contract (96.8%) as at 31 December 2023, while those with a part-time employment contract remained residual (297 workers, or 3.2% of the total number of employees). The incidence of this latter type of contract is in line with the 2022 values, as

is the proportion of women in this category of workers (75.6%). The Group did not employ any persons on zero-hours contracts during the three-year reporting period.

**GRI 2-7 Full-time/part-time contracts by gender and geographical area**

	Total			Italy			Rest of Europe			North America			Far East and Oceania			Rest of the world		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
<b>Full-time</b>	<b>7,293</b>	<b>8,532</b>	<b>9,078</b>	<b>3,194</b>	<b>3,341</b>	<b>3,654</b>	<b>1,511</b>	<b>2,225</b>	<b>2,204</b>	<b>1,069</b>	<b>1,451</b>	<b>1,495</b>	<b>612</b>	<b>632</b>	<b>712</b>	<b>907</b>	<b>883</b>	<b>1,013</b>
Men	6,123	7,053	7,499	2,667	2,792	3,038	1,300	1,858	1,835	870	1,132	1,175	447	463	520	839	808	931
Women	1,170	1,479	1,579	527	549	616	211	367	369	199	319	320	165	169	192	68	75	82
<b>Part-time</b>	<b>254</b>	<b>280</b>	<b>297</b>	<b>174</b>	<b>178</b>	<b>182</b>	<b>62</b>	<b>73</b>	<b>64</b>	<b>13</b>	<b>19</b>	<b>34</b>	<b>5</b>	<b>8</b>	<b>16</b>	<b>-</b>	<b>2</b>	<b>1</b>
Men	54	62	72	32	26	28	11	23	16	10	12	24	1	-	4	-	1	0
Women	200	218	225	142	152	154	51	50	48	3	7	10	4	8	12	-	1	1
<b>Total employees</b>	<b>7,547</b>	<b>8,812</b>	<b>9,375</b>	<b>3,368</b>	<b>3,519</b>	<b>3,836</b>	<b>1,573</b>	<b>2,298</b>	<b>2,268</b>	<b>1,082</b>	<b>1,470</b>	<b>1,529</b>	<b>617</b>	<b>640</b>	<b>728</b>	<b>907</b>	<b>885</b>	<b>1,014</b>
Men	6,177	7,115	7,571	2,699	2,818	3,066	1,311	1,881	1,851	880	1,144	1,199	448	463	524	839	809	931
Women	1,370	1,697	1,804	669	701	770	262	417	417	202	326	330	169	177	204	68	76	83



Interpump Group strives to develop a constructive dialogue with trade unions, in compliance with the regulations in force in each country of operations. At 31 December 2023, 6,021 Group employees, representing 64.2% of the total, are covered by collective bargaining agreements.

The number of employees not covered by a collective bargaining agreement is 3,354, of which 98.2% have employment contracts that are not influenced by or based on other types of collective bargaining agreements and the remainder (1.8%) are based on other organisations' collective agreements.

### GRI 2-7 Employees covered by collective bargaining

Geographical area	Total employees	Employees covered by collective bargaining agreements	in %
North America	1,529	-	-
Italy	3,836	3,836	100.0%
Rest of Europe	2,268	1,343	59.2%
Far East and Oceania	728	423	58.1%
Rest of the world	1,014	419	41.3%
<b>Total</b>	<b>9,375</b>	<b>6,021</b>	<b>64.2%</b>

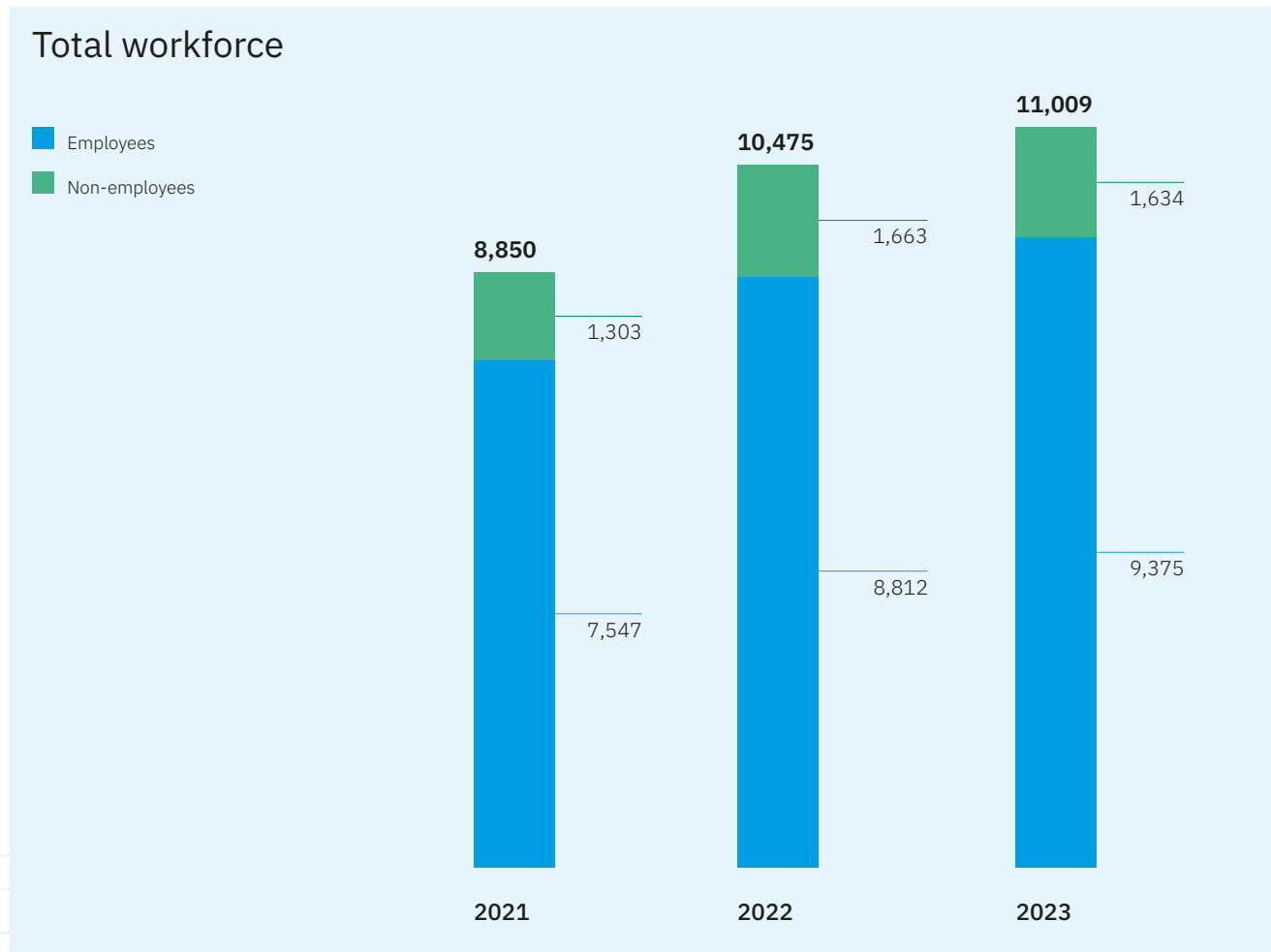




In addition to its 9,375 employees, Interpump Group also relies on a further 1,634 non-employees, including temporary staff, external companies and interns. The total workforce in 2023 was 11,009 people, up 5.1% (+534 people) from the previous year.

Specifically, as at 31 December 2023, non-employee workers include 1,586 agency workers and 48 workers falling under other types of contracts, including contractors, subcontractors, self-employed workers and interns. Interpump Group uses these workers for various duties, including production

activities, logistics and reception services. All such collaborators, whose duties are coordinated by Interpump Group, are deemed to have a full-time contract.



# Workforce composition

## GRI 405-1

As regards the breakdown of employees within professional categories, the three-year period 2021-2023 shows a rather constant trend. Specifically, as at 31 December 2023, 62.0% of employees were blue-collar workers, 35.7% white-collar workers and managers, and the remainder were executives (2.2%). The female component is concentrated in the “white collars and managers” category, but is also increasing in the blue collar sector, which has historically had a male majority.

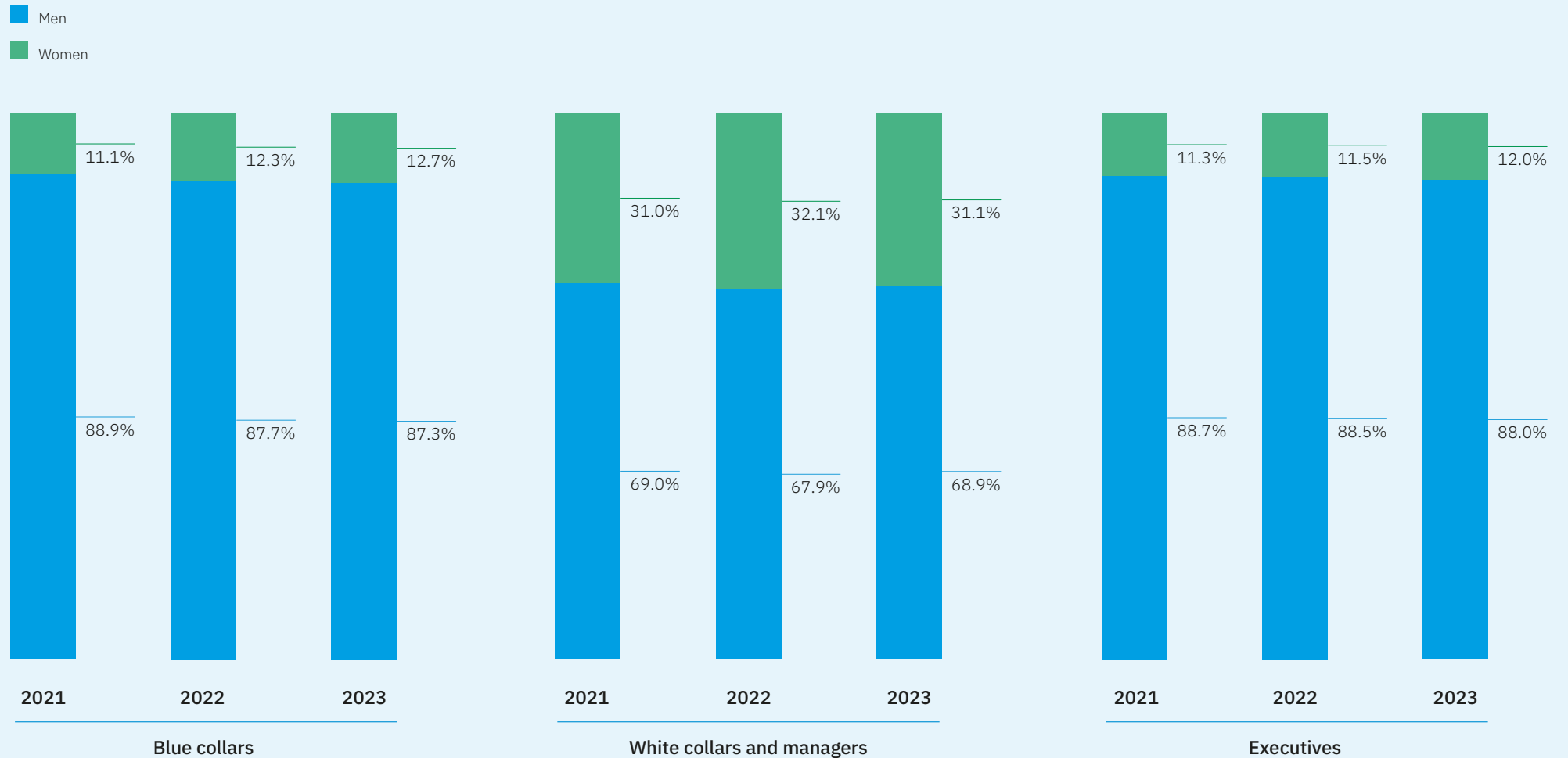
### GRI 405-1 Employees by category and gender

	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Blue collars	4,143	519	4,662	4,822	676	5,498	5,080	736	5,816
White collars and managers	1,845	827	2,672	2,109	997	3,106	2,307	1,043	3,350
Executives	189	24	213	184	24	208	184	25	209
<b>Total</b>	<b>6,177</b>	<b>1,370</b>	<b>7,547</b>	<b>7,115</b>	<b>1,697</b>	<b>8,812</b>	<b>7,571</b>	<b>1,804</b>	<b>9,375</b>





### Composition of professional categories by gender at Interpump Group<sup>2</sup>



<sup>2</sup> Please note that the % was not calculated on the total number of employees, but with respect to the individual job category.



Interpump Group employees continue to be concentrated in the 30-50 age group (53.7%), followed by the over-50 age group (30.1%), with only the remainder in the under-30 age group (16.2%). The distribution of employees in the different age groups appears to be fairly constant over the last three years, although an increase in the under-30 age group was observed in 2023.

### GRI 405-1 Employees by category and age group <sup>3</sup>

	2021				2022				2023			
	< 30	30 - 50	> 50	Total	< 30	30 - 50	> 50	Total	< 30	30 - 50	> 50	Total
Blue collars	854	2,474	1,334	4,662	957	2,869	1,672	5,498	1,067	2,989	1,760	5,816
White collars and managers	321	1,614	737	2,672	392	1,850	864	3,106	451	1,960	939	3,350
Executives	-	104	109	213	-	84	124	208	1	87	121	209
<b>Total</b>	<b>1,175</b>	<b>4,192</b>	<b>2,180</b>	<b>7,547</b>	<b>1,349</b>	<b>4,803</b>	<b>2,660</b>	<b>8,812</b>	<b>1,519</b>	<b>5,036</b>	<b>2,820</b>	<b>9,375</b>

	2021				2022				2023			
	< 30	30 - 50	> 50	Total	< 30	30 - 50	> 50	Total	< 30	30 - 50	> 50	Total
Blue collars	18.3%	53.1%	28.6%	100.0%	17.4%	52.2%	30.4%	100.0%	18.3%	51.4%	30.3%	100.0%
White collars and managers	12.0%	60.4%	27.6%	100.0%	12.6%	59.6%	27.8%	100.0%	13.5%	58.5%	28.0%	100.0%
Executives	0.0%	48.8%	51.2%	100.0%	0.0%	40.4%	59.6%	100.0%	0.5%	41.6%	57.9%	100.0%
<b>Total</b>	<b>15.6%</b>	<b>55.5%</b>	<b>28.9%</b>	<b>100.0%</b>	<b>15.3%</b>	<b>54.5%</b>	<b>30.2%</b>	<b>100.0%</b>	<b>16.2%</b>	<b>53.7%</b>	<b>30.1%</b>	<b>100.0%</b>

<sup>3</sup> Please note that the % was not calculated on the total number of employees, but with respect to the individual job category.

# New employee hires and employee turnover

## GRI 401-1

The number of new hires in 2023 totalled 1,821 people, up by 5.5% with respect to the prior year and by 27.5% compared with 2021, which was still affected by the pandemic. In 2023, terminations amounted to 1,640, also up from the previous year (+13.9%). With reference to new hires and terminations in 2022, it should be noted that they are mainly concentrated in Italy and North America, which has a rather dynamic labour market.

New hires are concentrated in the under-30 age group and in the 30-50 age group; conversely, with regard to terminations, there is a fairly even distribution among the different age groups.

Below are details of new hires and terminations for the reporting period and turnover rates, broken down by geographical area.<sup>4</sup>



<sup>4</sup> The inbound turnover rate is calculated as follows: (number of new hires/total number of employees) x 100; Outbound turnover rate calculated as: (number of terminations/total number of employees) x 100.



**GRI 401-1 New hires**

	Total			Italy			Rest of Europe			North America			Far East and Oceania			Rest of the world		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
<b>Total new hires</b>	<b>1,428</b>	<b>1,726</b>	<b>1,821</b>	<b>293</b>	<b>351</b>	<b>459</b>	<b>286</b>	<b>417</b>	<b>383</b>	<b>350</b>	<b>520</b>	<b>587</b>	<b>202</b>	<b>185</b>	<b>104</b>	<b>297</b>	<b>253</b>	<b>288</b>
Men	1,216	1,376	1,456	233	276	365	245	334	314	297	389	439	163	145	78	278	232	260
Women	212	350	365	60	75	94	41	83	69	53	131	148	39	40	26	19	21	28
<b>Total new hires</b>	<b>1,428</b>	<b>1,726</b>	<b>1,821</b>	<b>293</b>	<b>351</b>	<b>459</b>	<b>286</b>	<b>417</b>	<b>383</b>	<b>350</b>	<b>520</b>	<b>587</b>	<b>202</b>	<b>185</b>	<b>104</b>	<b>297</b>	<b>253</b>	<b>288</b>
<30	652	757	793	98	131	199	85	166	123	139	212	222	104	75	35	226	173	214
30 - 50	596	749	802	165	180	218	130	183	189	147	211	265	86	98	63	68	77	67
>50	180	220	226	30	40	42	71	68	71	64	97	100	12	12	6	3	3	7
<b>Inbound turnover</b>	<b>18.90%</b>	<b>19.6%</b>	<b>19.4%</b>	<b>8.7%</b>	<b>10.0%</b>	<b>12.0%</b>	<b>18.2%</b>	<b>18.1%</b>	<b>16.9%</b>	<b>32.3%</b>	<b>35.4%</b>	<b>38.4%</b>	<b>32.7%</b>	<b>28.9%</b>	<b>14.3%</b>	<b>32.7%</b>	<b>28.6%</b>	<b>28.4%</b>
Men	19.70%	19.3%	19.2%	8.6%	9.8%	11.9%	18.7%	17.8%	17.0%	33.8%	34.0%	36.6%	36.4%	31.3%	14.9%	33.1%	28.7%	27.9%
Women	15.50%	20.6%	20.2%	9.0%	10.7%	12.2%	15.6%	19.9%	16.5%	26.2%	40.2%	44.8%	23.1%	22.6%	12.7%	27.9%	27.6%	33.7%
<b>Inbound turnover</b>	<b>18.90%</b>	<b>19.6%</b>	<b>19.4%</b>	<b>8.7%</b>	<b>10.0%</b>	<b>12.0%</b>	<b>18.2%</b>	<b>18.1%</b>	<b>16.9%</b>	<b>32.3%</b>	<b>35.4%</b>	<b>38.4%</b>	<b>32.7%</b>	<b>28.9%</b>	<b>14.3%</b>	<b>32.7%</b>	<b>28.6%</b>	<b>28.4%</b>
<30	55.50%	56.1%	52.2%	26.0%	31.8%	38.6%	36.2%	44.1%	32.0%	74.3%	81.9%	77.9%	80.6%	63.0%	30.2%	91.5%	94.5%	97.7%
30 - 50	14.20%	15.6%	15.9%	8.7%	9.3%	10.7%	16.4%	15.9%	16.8%	29.8%	32.2%	39.1%	20.8%	22.5%	12.9%	11.3%	12.2%	9.4%
>50	8.30%	8.3%	8.0%	2.7%	3.4%	3.3%	13.0%	8.8%	9.4%	16.0%	17.5%	17.7%	16.0%	14.1%	4.8%	5.0%	4.3%	8.2%



**GRI 401-1 Terminations**

	Total			Italy			Rest of Europe			North America			Far East and Oceania			Rest of the world		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
<b>Total terminations</b>	<b>1,246</b>	<b>1,440</b>	<b>1,640</b>	<b>247</b>	<b>239</b>	<b>266</b>	<b>271</b>	<b>359</b>	<b>424</b>	<b>304</b>	<b>405</b>	<b>564</b>	<b>183</b>	<b>162</b>	<b>119</b>	<b>241</b>	<b>275</b>	<b>267</b>
Men	1,067	1,219	1,308	199	192	222	235	309	346	264	326	407	146	130	89	223	262	244
Women	179	221	332	48	47	44	36	50	78	40	79	157	37	32	30	18	13	23
<b>Total terminations</b>	<b>1,246</b>	<b>1,440</b>	<b>1,640</b>	<b>247</b>	<b>239</b>	<b>266</b>	<b>271</b>	<b>359</b>	<b>424</b>	<b>304</b>	<b>405</b>	<b>564</b>	<b>183</b>	<b>162</b>	<b>119</b>	<b>241</b>	<b>275</b>	<b>267</b>
<30	423	548	543	47	49	68	55	85	97	89	151	185	82	59	38	150	204	155
30 - 50	551	614	695	100	108	110	133	174	183	145	175	246	89	92	64	84	65	92
>50	272	278	402	100	82	88	83	100	144	70	79	133	12	11	17	7	6	20
<b>Outbound turnover</b>	<b>16.5%</b>	<b>16.3%</b>	<b>17.5%</b>	<b>7.3%</b>	<b>6.8%</b>	<b>6.9%</b>	<b>17.2%</b>	<b>15.6%</b>	<b>18.7%</b>	<b>28.1%</b>	<b>27.6%</b>	<b>36.9%</b>	<b>29.7%</b>	<b>25.3%</b>	<b>16.3%</b>	<b>26.6%</b>	<b>31.1%</b>	<b>26.3%</b>
Men	17.3%	17.1%	17.3%	7.4%	6.8%	7.2%	17.9%	16.4%	18.7%	30.0%	28.5%	33.9%	32.6%	28.1%	17.0%	26.6%	32.4%	26.2%
Women	13.1%	13.0%	18.4%	7.2%	6.7%	5.7%	13.7%	12.0%	18.7%	19.8%	24.2%	47.6%	21.9%	18.1%	14.7%	26.5%	17.1%	27.7%
<b>Outbound turnover</b>	<b>16.5%</b>	<b>16.3%</b>	<b>17.5%</b>	<b>7.3%</b>	<b>6.8%</b>	<b>6.9%</b>	<b>17.2%</b>	<b>15.6%</b>	<b>18.7%</b>	<b>28.1%</b>	<b>27.6%</b>	<b>36.9%</b>	<b>29.7%</b>	<b>25.3%</b>	<b>16.3%</b>	<b>26.6%</b>	<b>31.1%</b>	<b>26.3%</b>
<30	36.0%	40.6%	35.7%	12.5%	11.9%	13.2%	23.4%	22.6%	25.3%	47.6%	58.3%	64.9%	63.6%	49.6%	32.8%	60.7%	111.5%	70.8%
30 - 50	13.1%	12.8%	13.8%	5.3%	5.6%	5.4%	16.8%	15.2%	16.2%	29.4%	26.7%	36.3%	21.5%	21.1%	13.1%	14.0%	10.3%	13.0%
>50	12.5%	10.5%	14.3%	9.1%	7.0%	6.8%	15.2%	12.9%	19.0%	17.5%	14.2%	23.5%	16.0%	12.9%	13.7%	11.7%	8.7%	23.5%



# Workforce development and enhancement

In an international context with a very fast pace of change, Interpump Group considers corporate training an indispensable tool to increase its employees' skills and thereby achieve its development goals.

The Group's ESG plan helped to further increase the focus on employee training as well as the continuous updating of the combination of skills and corporate role. With this in mind, the Group views training as a way of recognising the value represented by its employees and as a tool for them to improve themselves and their professional performance.

In 2023, 93,352 hours of training were provided, an increase of 10.5% compared to 2022 and 20.3% compared to 2021.

## GRI 404-1

Training hours per capita	2021	2022	2023
<b>Gender</b>			
Men	10.4	9.5	10.0
Women	9.8	10.1	9.6
<b>Average hours per capita</b>	<b>10.3</b>	<b>9.6</b>	<b>10.0</b>
<b>Category</b>			
Blue collars	9.7	7.8	8.4
White collars and managers	10.8	12.9	12.6
Executives	16.0	8.3	10.9
<b>Average hours per capita</b>	<b>10.3</b>	<b>9.6</b>	<b>10.0</b>





The average training hours per capita of the Group's employees in 2023 is 10.0 and continues to increase compared to the past. This growth is linked to the company's commitments in terms of constantly upgrading employees' skills and the Group's desire to build a positive environment of mutual growth.

Interpump Group organises specific training courses for the various professional categories, depending on the duties assigned to each individual and their responsibilities. The principal topics addressed by training in 2023 included:

- occupational health and safety;
- technical training;
- soft skills;
- foreign languages;
- leadership;
- compliance;
- cyber security;
- anti-corruption.





# Occupational health and safety

[GRI 403-1](#); [GRI 403-2](#); [GRI 403-3](#); [GRI 403-4](#); [GRI 403-5](#); [GRI 403-6](#); [GRI 403-7](#); [GRI 403-9](#)

The protection of occupational health and safety has always been the main focus of attention for Interpump Group. This broad commitment is also reflected in the ESG plan, which aims to extend ISO45001 certification to major manufacturing companies, but also to prevent occupational accidents and minimise the risk of accidents.

As part of the Global Compliance Programme, the Group has dedicated specific health and safety guidelines aimed at ensuring increasingly uniform management of this crucial issue for the well-being of its employees.

The Group does not manage the Health and Safety area centrally, requiring each subsidiary to identify specific internal functions responsible for governance of the related matters. For example, most Group companies have implemented systems designed to identify hazards in the workplace via the adoption of specific procedures. These procedures also provide for strategies to mitigate the identified risk, including specific training activities for employees, in line with international best practices such as, among others, UNI EN ISO 45001:2018 obtained by 14% of the total Group companies and representing 29% of consolidated turnover (for more details, see the section on *Management Systems*).

With regard to reports of possible occupational hazards and/or accidents, most manufacturing companies give their employees the opportunity to send specific reports, through the appropriate channels, to their supervisors (e.g. the Workers' Health and Safety Representative - "RLS" - or the Head of the Prevention and Protection Service - "RSPP", for Italy). Managers are responsible for drawing up internal procedures in accordance with local regulations, updating them periodically and ensuring their timely dissemination to employees and other non-employee categories involved. The following principal activities contribute to the identification and minimisation of health and safety risks:

- periodic visits to and inspections of the workplace by the appointed medical officer;
- monthly checks assisted by the relevant functions;
- external audits carried out every quarter;
- teams dedicated to prevention activities;
- employee training.

In order to guarantee adequate levels of quality of the activities carried out and easy accessibility to services for all workers, specific professional figures, such as the Competent Doctor or

the RSPP/RSL, carry out additional checks, as well as periodic medical examinations in the workplace, in line with local regulations.

Group companies also undertake, where possible, to ensure worker participation and consultation in the evaluation, improvement and implementation of the occupational health and safety management system. In some cases, the latter process is also facilitated through direct participation, as required by local regulations, and the involvement of formally recognised employee representatives. In addition, where present, formal joint management-worker committees carry out health surveillance, risk assessment, accident investigation and promotion of corrective actions, aimed at improving health and safety conditions in the workplace.

General training for the proper implementation of these systems is provided by most Group companies. Depending on the workers' tasks, specific training modules are also provided, focusing on risks related to their specific activities, including physical, ergonomic and chemical hazards. Moreover, in some cases, where not already provided for by law, workers' access to medical and health care services is facilitated on a voluntary basis by taking out supplementary health insurance or joining supplementary health care funds.



Lastly, with regard to prevention and mitigation of the impact of OHS issues on commercial relations, suppliers are requested to read and sign for acceptance the Code of Ethics adopted by the Group.

During 2023 employees suffered a total of 148 recorded injuries involving more than one day of absence, of which none had serious consequences. In the same period, there were 104 injuries involving an absence of less than 24 hours.

If, for the year 2023, agency workers and outsourced compa-

nies are also included, the total number of accidents involving an absence from the workplace of more than 24 hours is 173.

It should be noted that, with reference to all reported categories of workers, no fatal injuries occurred during the three-year reporting period and, therefore, the fatality rate for occupational accidents is zero.

With regard to employees, the number of injuries decreased compared to 2022, although the total number of hours worked increased. The employee injury rate therefore decreased to

3.02 from last year's value of 3.31. It should also be noted that the majority of these injuries, with an absence of more than 24 hours, were mainly due to lacerations (24%) and crushing (28%).

The total injury rate of 2.71 is down from 2022 both due to the reduction in employee injuries but also due to the reduction in the number of injuries related to contract staff, despite the fact that the number of hours worked is up (27 injuries in 2023 compared to 37 injuries in 2022).



The main injury data and indices are given below<sup>5</sup> over the three-year reporting period, with reference to the Group's total workforce.

### GRI 403-9 Health and safety

	2021	2022	2023
<b>A) Employees</b>			
Hours worked	13,842,720	15,696,866	16,708,001
<b>Total injuries</b>	<b>236</b>	<b>260</b>	<b>252</b>
<i>of which with absence ≤ 1 day</i>	83	122	104
<i>of which with absence &gt; 1 day and not high-consequence</i>	153	137	148
<i>of which with absence &gt; 1 day and high-consequence</i>	-	1	-
<b>Total injury rate</b>	<b>3.41</b>	<b>3.31</b>	<b>3.02</b>
<i>of which with absence ≤ 1 day</i>	1.20	1.55	1.24
<i>of which with absence &gt; 1 day and not high-consequence</i>	2.21	1.76	1.77
<b>Rate of high-consequence work-related injuries</b>	-	<b>0.01</b>	-
<b>B) Agency workers</b>			
Hours worked	2,207,414	3,050,872	3,811,434
<b>Total injuries</b>	<b>21</b>	<b>37</b>	<b>27</b>
<i>of which with absence ≤ 1 day</i>	1	2	2
<i>of which with absence &gt; 1 day and not high-consequence</i>	20	35	25
<i>of which with absence &gt; 1 day and high-consequence</i>	-	-	-
<b>Total injury rate</b>	<b>1.90</b>	<b>2.43</b>	<b>1.42</b>
<i>of which with absence ≤ 1 day</i>	0.09	0.13	0.10
<i>of which with absence &gt; 1 day and not high-consequence</i>	1.81	2.29	1.31
<b>Rate of high-consequence work-related injuries</b>	-	-	-

<sup>5</sup> Injury rate (IR) = (no. injuries / no. hours worked) \* 200,000. Occupational disease rate (ODR) = (no. occupational diseases / no. hours worked) \* 200,000.



	2021	2022	2023
<b>C) External companies</b>			
Hours worked	54,473	151,403	93,402
<b>Total injuries</b>	-	4	-
<i>of which with absence ≤ 1 day</i>	-	-	-
<i>of which with absence &gt; 1 day and not high-consequence</i>	-	4	-
<i>of which with absence &gt; 1 day and high-consequence</i>	-	-	-
<b>Total injury rate</b>	-	5.28	-
<i>of which with absence ≤ 1 day</i>	-	-	-
<i>of which with absence &gt; 1 day and not high-consequence</i>	-	5.28	-
<b>Rate of high-consequence work-related injuries</b>	-	-	-
<b>A+B+C) Total workforce <sup>6</sup></b>			
Hours worked	16,104,607	18,899,141	20,612,837
<b>Total injuries</b>	<b>257</b>	<b>301</b>	<b>279</b>
<i>of which with absence ≤ 1 day</i>	84	124	106
<i>of which with absence &gt; 1 day and not high-consequence</i>	173	176	173
<i>of which with absence &gt; 1 day and high-consequence</i>	-	1	-
<b>Total injury rate</b>	<b>3.19</b>	<b>3.19</b>	<b>2.71</b>
<i>of which with absence ≤ 1 day</i>	1.04	1.31	1.03
<i>of which with absence &gt; 1 day and not high-consequence</i>	2.15	1.87	1.68
<b>Rate of high-consequence work-related injuries</b>	-	<b>0.01</b>	-

<sup>6</sup> Injury indices for trainees, self-employed workers and VAT holders are not included in this calculation



The indices for injuries involving more than one day of absence are summarised below for the 2023 reporting year.

Injury indices		2021			2022			2023		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Employees	Injuries (no.)	136	17	153	118	20	138	132	16	148
	Injury rate (IR)	2.33	1.56	2.21	1.85	1.35	1.76	1.93	1.07	1.77
	Occupational diseases rate (ODR)	0.02	0.09	0.03	0.02	-	0.01	0.01	-	0.01
	Lost days rate (LDR)	42.89	19.58	38.91	38.11	30.71	36.75	40.47	13.45	35.51
	Average days lost per employee	0.42	0.18	0.37	0.37	0.28	0.35	0.40	0.13	0.35
	Fatalities (no.)	-	-	-	-	-	-	-	-	-
Agency workers	Injuries (no.)	18	2	20	28	7	35	22	3	25
	Injury rate (IR)	1.78	2.12	1.81	2.03	4.87	2.29	1.27	1.69	1.31

The above values for each employment category are analysed by geographical area.

Injuries with absence > 1 day by geographical area		Total	Italy	Rest of Europe	North America	Far East and Oceania	Rest of the world
<b>Detail by geographical area</b>							
Employees	Injuries (no.)	148	78	41	6	10	13
	Injury rate (IR)	1.77	2.59	2.13	0.39	1.42	1.10
	Occupational diseases rate (ODR)	0.01	-	0.05	-	-	-
	Lost days rate (LDR)	35.51	37.52	51.62	24.71	15.97	27.72
	Average days lost per employee	0.35	0.34	0.48	0.27	0.16	0.33
	Fatalities (no.)	-	-	-	-	-	-



The absentee rate (AR) for employees decreased from 4.5% in 2022 to 3.6% in 2023.<sup>7</sup>

<sup>7</sup> The rate is expressed as a percentage as: number of days of absence (days lost due to illness + unjustified absence) / number of days worked. The hours covered by government lay-off assistance and similar measures are not included in the days of absence.

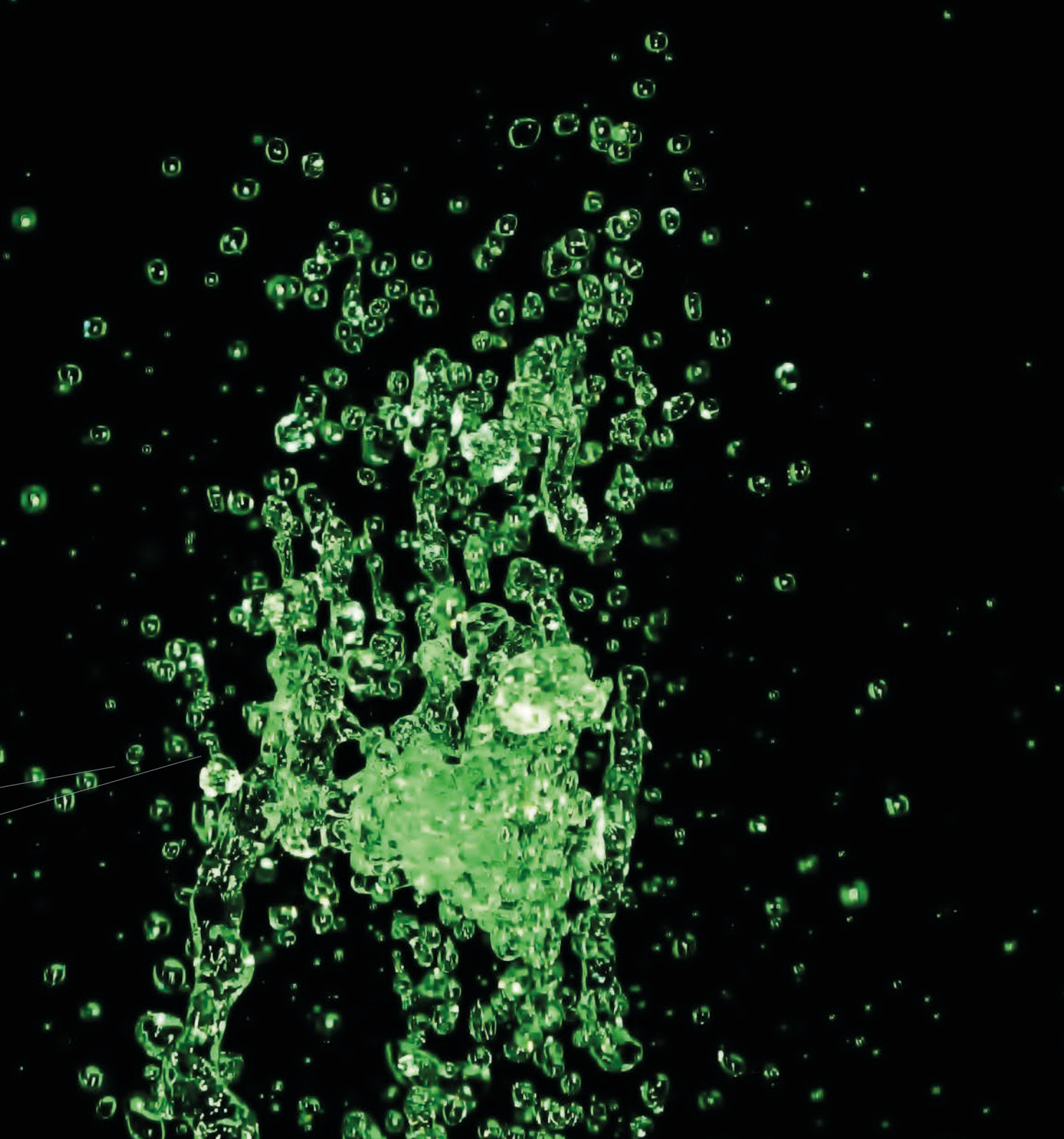
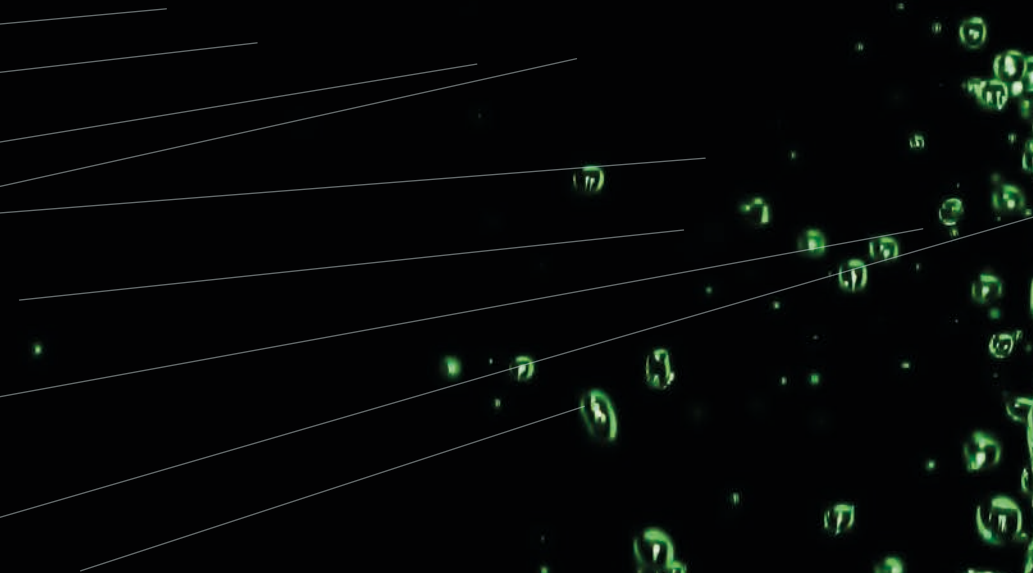
### Employee absentee rate (AR)

Employee absentee rate (AR)	2021	2022	2023
Men	3.8%	4.4%	3.5%
Women	3.9%	4.9%	4.1%
<b>Total</b>	<b>3.8%</b>	<b>4.5%</b>	<b>3.6%</b>



6

Environment







# Management of environmental topics

GRI 2-25; GRI 3-3

Climate change is considered to be a major global threat which, in addition to contributing to increasingly frequent and intense adverse weather events, also jeopardises the survival of entire ecosystems and human activities. As part of its operational management, Interpump Group is committed to countering this phenomenon, carefully assessing potential risks and trying to turn this challenge into an opportunity.

Interpump Group, also with a view to improving its business processes and mitigating their impact on the outside world, is actively engaged, for example, in the reduction of greenhouse gas emissions, in the recovery of metal waste from its production processes and in the careful use of water resources in the water pump testing phase.

The Group's ESG Plan 2023-2025, starting from these sound premises of attention to negative impacts (actual or potential), aims to address environmental issues also as a possible lever for the creation of intangible value for the benefit of all and of competitive advantage at corporate level.

Furthermore, as set out in the Group's Code of Ethics, Interpump adopts a preventive approach to environmental challenges, implementing policies aimed at progressively

reducing the direct and indirect impacts of its activities, including the supply chain, and at promoting a greater awareness of and commitment to environmental protection, both locally and with regard to global challenges.

With a view to contributing to the fight against climate change, in 2023 Interpump defined its decarbonisation strategy and identified tools to support the energy transition of the Group's companies. In this regard, the objectives of the ESG Plan 2023-2025 include increasing the percentage of electricity from renewable sources in relation to total energy requirements and reducing the Group's Carbon Intensity for Scope 1 and Scope 2 emissions (calculated using the market-based method).

As an integral part of its decarbonisation strategy, Interpump Group completed the first Scope 3 emissions calculation test in 2023 and is therefore striving to improve monitoring of the entire value chain and its emission impact.

Within the ESG plan, the commitment to improve its environmental impact is also reflected in the development of circular economy projects and the definition of eco-design policies based on collaboration between partners in the value chain.

With the aim of preventing, reducing and mitigating the possible consequences of its activities on the environment, Interpump Group has adopted and disseminated to all its subsidiaries, the Guidelines on Environmental Protection, contained in the *Global Compliance Programme*. These Guidelines establish the actions that companies must implement, without any exceptions, in order to: (i) minimise atmospheric emissions and ensure that they do not exceed the limits set by local authorities in the countries where the Group operates; (ii) reduce water discharges, spills and contamination in the environment; (iii) promote proper management of waste from production processes; (iv) share the dissemination of values and principles on environmental protection with all those involved in the supply chain.

In addition to the application of the *Global Compliance Programme*, some of the main Group companies have implemented management systems and models to structure and monitor their performance in the areas of quality and environment, with a view to constant improvement. In addition, most of them are certified according to UNI EN ISO 14001 - *Environmental Management Systems* and UNI EN ISO 9001 - *Quality Management Systems*. As at 31 December 2023, about 23% of the group companies – which contribute about 45% of the consolidated turnover – have



implemented environmental management systems compliant with ISO 14001 (for more details on the incidence on Group turnover of the companies that have obtained these certifications, please refer to the “Management systems” section). About 18% of Group companies have not only implemented environmental management systems pursuant to ISO 14001, but are also certified in accordance with that international standard. These companies account for about 37% of consolidated revenues. Group companies also include the German company Hammelmann GmbH, which has an ISO 50001-certified energy management system.

Interpump Group pays attention to the use of energy and natural resources in all its production processes, increasing the share of green energy, both purchased and covered by certificates of origin certifying production from renewable sources, and produced by the Group’s own photovoltaic panels. Furthermore, as part of its decarbonisation strategy, the Group promotes, where necessary, optimised consumption through construction or relocation to new production buildings equipped with energy-efficient systems.

Each Group company has adopted specific systems to monitor its energy and water consumption, reporting the values obtained to the Parent Company. Following the adoption of the ESG Plan 2023-2025, the Group is embarking on a process to organically improve monitoring of environmental indicators and to analyse their progressive progress.

In addition, numerous products marketed by Group companies are continuously reviewed and redesigned to contribute to the reduction of energy consumption and green-

house gas emissions of customers and end users, with the aim of contributing to the transition to a more sustainable economy. Also with a view to extending the Group’s commitment to its value chain, the adoption of supplier analysis processes according to ESG criteria is gradually being extended. In 2023, Walvoil S.p.A. supplemented its assessment process with new sustainability parameters.

With reference to the effects that climate change could have on the Group, at present, there are no particular risks on a short-term time horizon, neither with regard to business operations nor with regard to the possibility, as a consequence of global warming, of product obsolescence or the disappearance of significant sectors among those served.

Finally, it should be noted that, on the basis of good practices associated with the environmental management systems implemented in some Group companies, and given the increasing attention paid to sustainability issues, no significant cases of non-compliance with laws and regulations on environmental issues were found during the three-year reporting period<sup>1</sup>.



<sup>1</sup> Penalties in excess of €200,000 are considered significant.

# Use of energy resources

GRI 302-1; GRI 302-3

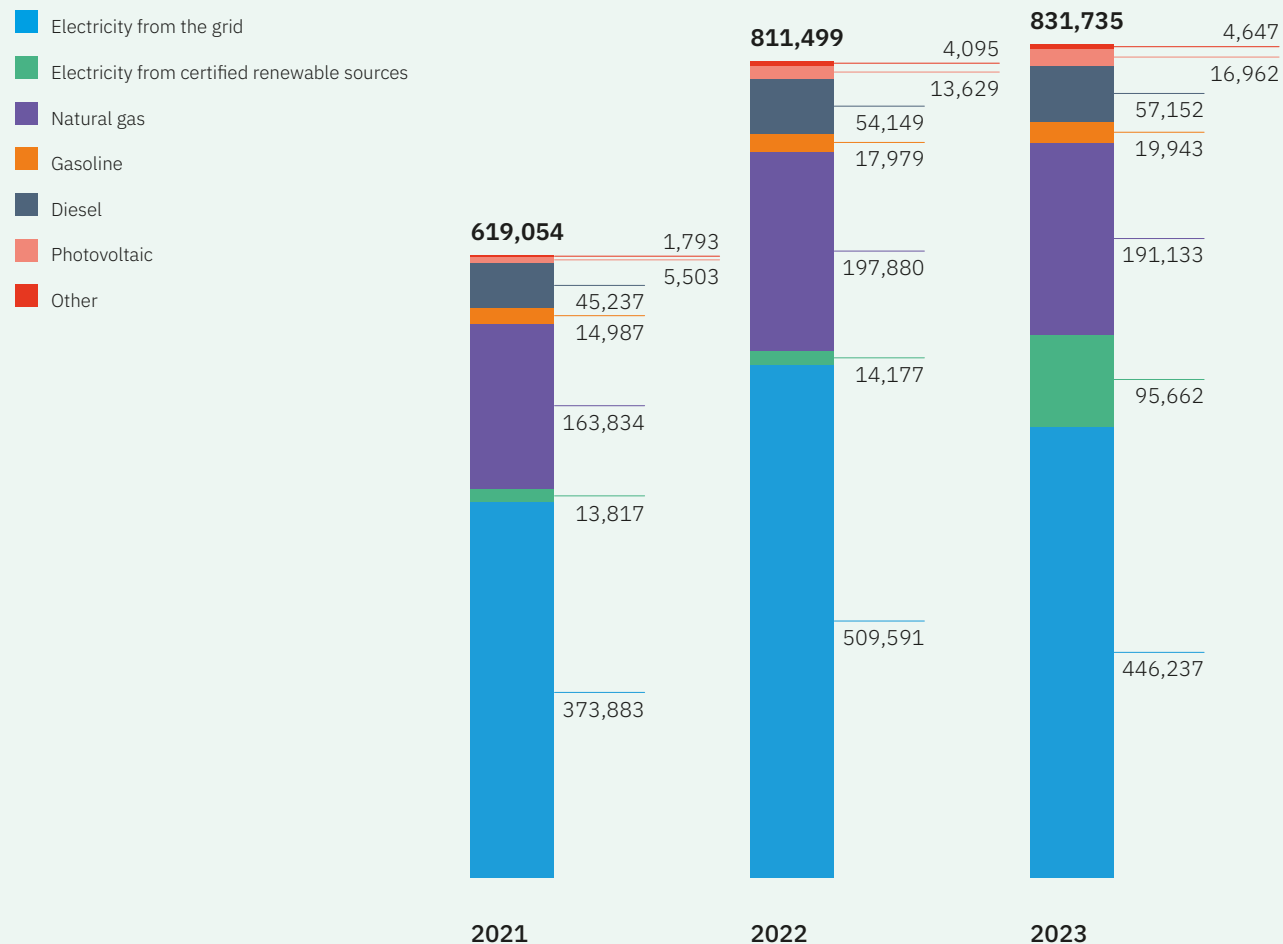
In 2023, Interpump Group used a total of 831,735 GJ (or 231.0 GWh), up 2.5% compared to 2022.

Net of the effect arising from the inclusion of the Waikato Group companies, Eurofluid Hydraulic S.r.l., I. Mec S.r.l. and IPG Mouldtech India Pvt Ltd, the growth in energy consumption is due to the higher production and sales volumes recorded in the year.

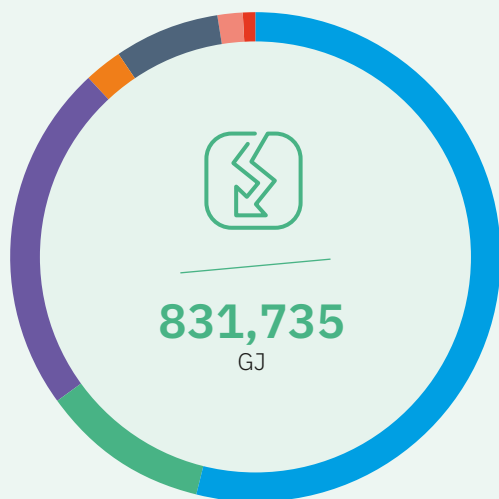
In line with the commitments formalised in the ESG plan, the investment and installation of photovoltaic systems at Group company sites continued in 2023; in particular, the share of energy produced and then consumed at company sites increased from 3,786 MWh in 2022 to 4,712 MWh in 2023. Most of the new photovoltaic installations were completed in the last quarter of 2023 and therefore did not contribute to the reduction of grid withdrawals in the reporting year.

During 2023, a number of Group companies, including White Drive Motors & Steering sp. z.o.o., Reggiana Riduttori S.r.l and Transtecno S.r.l. purchased about 26.5 GWh (about 17% of the Group's electricity needs) of green-certified electricity, contributing to the reduction of Scope 2 emissions.

## Energy consumption in GJ



## Composition consumption in %



- **53.7%** Electricity from the grid
- **11.5%** Electricity from certified renewable sources
- **23.0%** Natural gas
- **2.4%** Gasoline
- **6.9%** Diesel
- **2.0%** Photovoltaic
- **0.6%** Other

### GRI 302-1 Energy consumption

Energy consumption	UoM	2021	2022	2023
Electricity from the grid	MWh	103,856	141,553	123,955
Electricity from certified renewable sources	MWh	3,838	3,938	26,573
Natural gas	m <sup>3</sup>	4,571,278	5,514,309	5,281,389
Gasoline	Litres	459,815	553,528	617,941
Diesel	Litres	1,258,686	1,507,189	1,605,985
Photovoltaic	MWh	1,529	3,786	4,712
Other	GJ	1,793	4,095	4,647
<b>Total in GJ</b>	<b>GJ</b>	<b>619,054</b>	<b>811,499</b>	<b>831,735</b>

Even though Group sites have different energy profiles, most electricity is consumed by production activities, with a residual portion attributable to office equipment and, minimally, to heating as well. Natural gas consumption is mostly due to space heating needs, but also to specific industrial processes, such as heat treatment of certain metals and drying of finished parts. However, industrial use remains insignificant compared to the amount consumed for heating the Group's buildings.

The consumption of diesel and gasoline mainly relates to the use of company vehicles. Energy intensity<sup>2</sup> at Group level in 2023 is 0.37 GJ/ k€, down 0.02 GJ/ k€ from the previous year, due to the improved ratio of energy consumption to turnover growth in the year.

### GRI 302-3 Energy intensity

Energy consumption	UoM	2021	2022	2023
Energy consumption	GJ	619,054	811,499	831,735
Consolidated revenues	k€	1,551,460	2,074,041	2,240,039
Energy intensity	GJ/k€	0.40	0.39	0.37

<sup>2</sup> Calculated as follows: total energy consumed [GJ] / turnover [k€], where total energy consumed means total energy consumption as per GRI Disclosure 302-1.



# Atmospheric emissions

GRI 305-1; GRI 305-2; GRI 305-4; GRI 305-7

The Group's atmospheric emissions of greenhouse gases (hereinafter also GHG) were calculated in terms of the following emission types:

- Scope 1 - direct emissions
- Scope 2 - indirect energy emissions

Scope 1 emissions in the Group correspond to GHG emissions deriving from:

- the use of fuel (gasoline, diesel, fuel oil and natural gas);
- refrigerant gas leaks from air conditioning/refrigeration systems.

In 2023, emissions from fuels amounted to 16,362 tonnes of CO<sub>2eq</sub>, while the contribution from air conditioning and refrigeration refilling was 655 tonnes CO<sub>2eq</sub>. Interpump Group's total Scope 1 emissions therefore amounted to 17,017 tonnes CO<sub>2eq</sub>, slightly down by 2.2% compared to the previous year. When new company premises are built, the commitment to install cooling systems that use gases with a lower climate impact is confirmed.

## GRI 305-1

Direct GHG emissions	UoM	2021	2022	2023
Fuels	tons CO <sub>2eq</sub>	13,491	16,399	16,362
Refilling refrigerant gases	tons CO <sub>2eq</sub>	925	1,008	655
<b>Total Scope 1 emissions</b>	<b>tons CO<sub>2eq</sub></b>	<b>14,416</b>	<b>17,407</b>	<b>17,017</b>

The Group's Scope 2 emissions mainly relate to purchased electricity and only marginally to purchased thermal energy. The energy required for the Group's activities, with the exception of self-generated energy from photovoltaic plants, is supplied by external companies, whose 2023 emissions, calculated according to the location-based method, amount to 63,794 tonnes of CO<sub>2eq</sub>.

## GRI 305-2

GHG emissions - Indirect - Location-based	UoM	2021	2022	2023
Indirect from electricity	tons CO <sub>2eq</sub>	38,413	60,886	63,771
Indirect from thermal energy	tons CO <sub>2eq</sub>	25	22	23
<b>Total Scope 2 emissions</b>	<b>tons CO<sub>2eq</sub></b>	<b>38,438</b>	<b>60,908</b>	<b>63,794</b>

The calculation of emissions using the market-based method is presented below.

**GRI 305-2**

GHG emissions - Indirect - Market-based	UoM	2021	2022	2023
Indirect from electricity	tons CO <sub>2eq</sub>	47,740	72,857	57,547
Indirect from thermal energy	tons CO <sub>2eq</sub>	25	22	23
<b>Total Scope 2 emissions</b>	<b>tons CO<sub>2eq</sub></b>	<b>47,765</b>	<b>72,879</b>	<b>57,570</b>

On a location-based calculation level, the increase in CO<sub>2</sub> emissions is mainly related to the entry of the companies acquired and consolidated in 2023.

Considering, however, that the scope revenues increased by about 8%, the GHG emission intensity for 2023 decreased from 0.038 tCO<sub>2</sub>/k€ to 0.036 tCO<sub>2</sub>/k€.



**GRI 305-4**

GHG emission intensity	UoM	2021	2022	2023
GHG emissions Scope 1 and Scope 2 (location-based)	tons CO <sub>2eq</sub>	52,855	78,315	80,811
Consolidated revenues	k€	1,551,460	2,074,041	2,240,039
<b>GHG emission intensity Scope 1 and Scope 2 (location-based)</b>	<b>tCO<sub>2</sub>/k€</b>	<b>0.034</b>	<b>0.038</b>	<b>0.036</b>

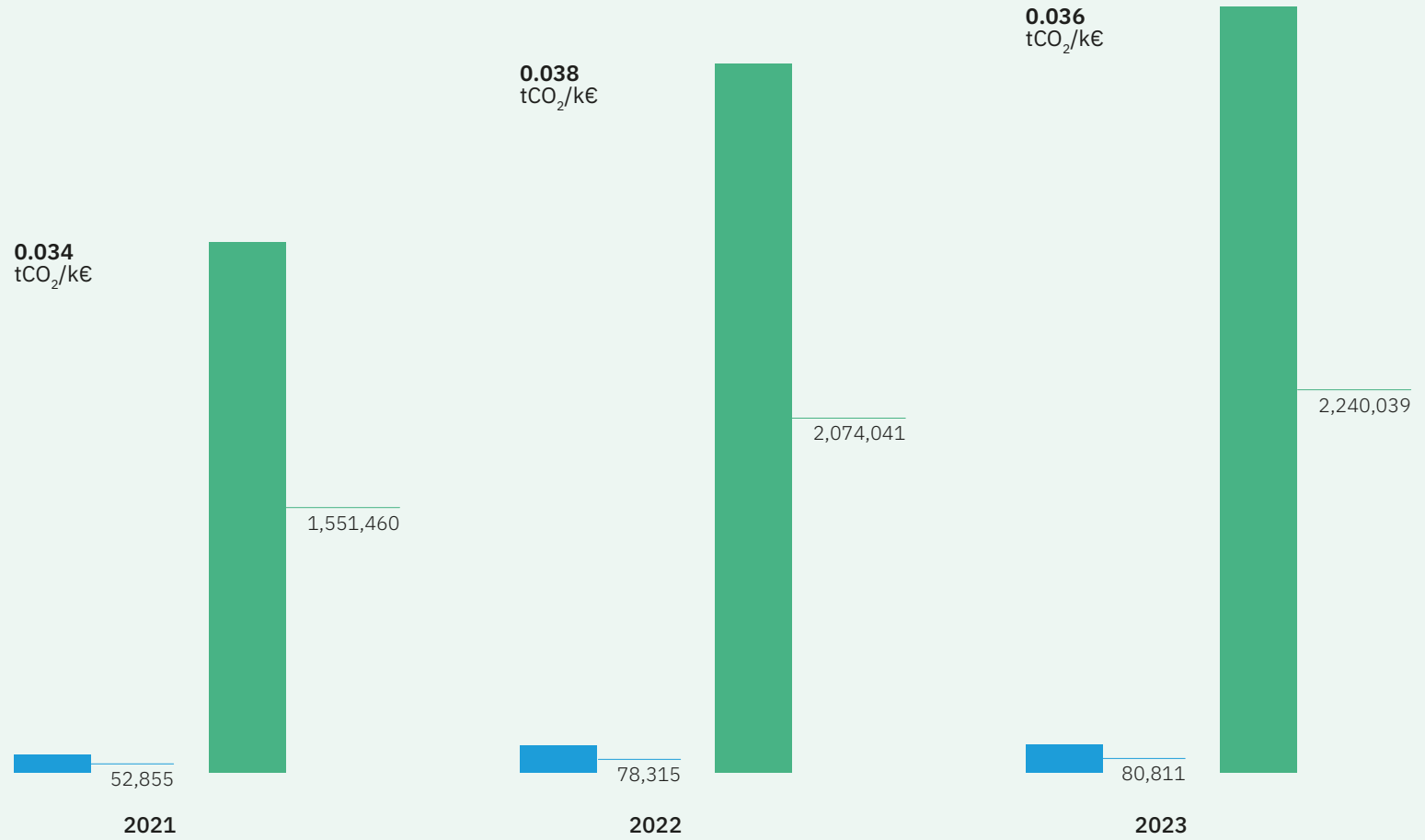
On the other hand, on the Market-based calculation level, the strong increase in purchases of electricity from certified renewable sources in 2023 (from 3,938 to 26,573 MWh) leads to a significant reduction of the emission intensity coefficient from 0.044 to 0.033 tCO<sub>2</sub>/k€ (-23% compared to 2022).

GHG emission intensity	UoM	2021	2022	2023
GHG emissions Scope 1 and Scope 2 (market-based)	tons CO <sub>2eq</sub>	62,181	90,286	74,587
Consolidated revenues	k€	1,551,460	2,074,041	2,240,039
<b>GHG emission intensity Scope 1 and Scope 2 (market-based)</b>	<b>tCO<sub>2</sub>/k€</b>	<b>0.040</b>	<b>0.044</b>	<b>0.033</b>



### Emission intensity Scope 1 and Scope 2 Location-based (Total emissions tCO<sub>2eq</sub>/k€)

■ Total GHG emissions (tCO<sub>2eq</sub>)  
■ Consolidated revenues (k€)







Another impact generated by the Group concerns direct pollutant emissions into the atmosphere.

### GRI 305-7

Atmospheric emissions	UoM	2021	2022	2023
Particulate	Tons	3.8	3.8	2.7
Nitrogen oxides - NOx	Tons	1.5	3.5	4.3
Carbon monoxide - CO	Tons	0.1	3.5	3.7
Dioxins and furans	qTEQ	-	-	-
Polycyclic aromatic hydrocarbons - PAHs	Tons	-	-	-
Total organic compounds - TOC	Tons	2.3	0.8	2.0
Lead - PB	Tons	-	-	-
Zinc - ZN	Tons	0.0	0.0	0.0
Mercury - HG	Tons	-	-	-
Sulphur oxides - SOx	Tons	0.0	0.9	0.9
Hydrochloric acid - HCl	Tons	0.3	0.2	0.3
Hydrofluoric acid - HF	Tons	0.1	0.0	0.0
Nickel - NI	Tons	0.0	0.0	0.0
Oil mists	Tons	0.1	0.2	0.5

# Use of water resources

GRI 303-1; GRI 303-2; GRI 303-3; GRI 303-4

Interpump Group uses water in its production processes, especially in the assembly and testing of high and ultra-high pressure pumps. The water used for these purposes mainly comes from the public supply (64%), while the rest comes from owned wells (35%). Among the countries in the world where Interpump Group operates, according to the classification of water stress areas reported by the Acqueduct World Resources Institute, 20 are in low/medium water stress conditions (category equal to or less than 2), while 13 (including Italy) fall into high stress classes.

Water stress category	No. countries
0 - Low (<10%)	14
1 - Low-medium (10-20%)	4
2 - Medium-high (20-40%)	2
3 - High (40-80%)	3
4 - Extremely high (>80%)	10
<b>Total</b>	<b>33</b>





The following data reflects total water withdrawals and discharges by Interpump Group, with details for those areas subject to medium/high water stress ( $\geq 3$ ). The total water withdrawal is about 425,000 cubic metres for 2023, up 24.3% from 2022. This withdrawal is mainly used when testing pumps and tubing before they are sold on the market, but also for steam production and as industrial cooling water. On the other hand, the use of water for civil purposes and for fire-fighting systems remains secondary.

The increase in withdrawals during the year is mainly attributable to higher production requirements and the entry of the companies acquired in 2023 into the scope of consolidation. 88.3% of the water sampled can be categorised as fresh water, i.e. with a total dissolved solids component of less than 1 g per litre. The growth in the “other” component is linked to consortium levies for which no analysis results are available to date. As a precaution, these withdrawals were not considered as drinking water. About 88% of the water not consumed in production processes is discharged into the sewage system.

### GRI 303-3 Water withdrawal

GRI 303-3 Water withdrawal		2021		2022		2023	
		Total	of which areas under water stress	Total	of which areas under water stress	Total	of which areas under water stress
<b>Public supply (mains)</b>	<b>m<sup>3</sup></b>	<b>188,235</b>	<b>134,707</b>	<b>235,909</b>	<b>136,920</b>	<b>280,091</b>	<b>190,046</b>
<i>of which fresh water</i>	m <sup>3</sup>	188,235	134,707	235,909	136,920	244,188	154,143
<i>of which other</i>	m <sup>3</sup>	-	-	-	-	35,903	35,903
<b>Wells owned/licensed</b>	<b>m<sup>3</sup></b>	<b>156,866</b>	<b>131,172</b>	<b>104,841</b>	<b>97,549</b>	<b>143,008</b>	<b>143,008</b>
<i>of which fresh water</i>	m <sup>3</sup>	155,593	129,899	103,382	96,090	129,852	129,852
<i>of which other</i>	m <sup>3</sup>	1,273	1,273	1,459	1,459	13,156	13,156
<b>Other sources</b>	<b>m<sup>3</sup></b>	<b>298</b>	<b>-</b>	<b>1,497</b>	<b>-</b>	<b>2,340</b>	<b>1,374</b>
<i>of which fresh water</i>	m <sup>3</sup>	298	-	1,497	-	1,734	768
<i>of which other</i>	m <sup>3</sup>	-	-	-	-	606	606
<b>Surface water</b>	<b>m<sup>3</sup></b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<i>of which fresh water</i>	m <sup>3</sup>	-	-	-	-	-	-
<i>of which other</i>	m <sup>3</sup>	-	-	-	-	-	-
<b>Total</b>	<b>m<sup>3</sup></b>	<b>345,400</b>	<b>265,879</b>	<b>342,247</b>	<b>234,469</b>	<b>425,440</b>	<b>334,428</b>
<i>of which fresh water</i>	m <sup>3</sup>	344,127	264,606	340,788	233,010	375,775	284,763
<i>of which other</i>	m <sup>3</sup>	1,273	1,273	1,459	1,459	49,665	49,665



Interpump Group, also in accordance with the ESG plan, is committed to monitoring water consumption and finding solutions to optimise its own water consumption and also that of its customers. In terms of impact on turnover, water consumption is slightly up on the previous year by 0.02 m<sup>3</sup>/k€, from 0.17 m<sup>3</sup>/k€ in 2022 to 0.19 m<sup>3</sup>/k€ in 2023.

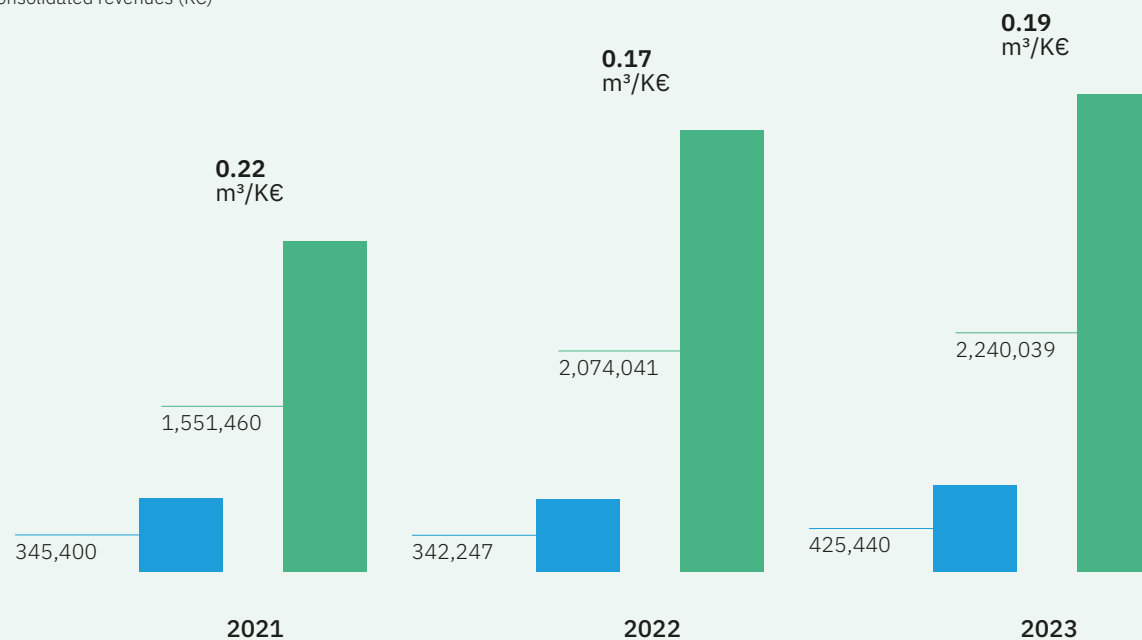
Water withdrawals intensity	UoM	2021	2022	2023
Water withdrawal	m <sup>3</sup>	345,400	342,247	425,440
Consolidated revenues	k€	1,551,460	2,074,041	2,240,039
Water withdrawals intensity	m <sup>3</sup> /k€	0.22	0.17	0.19

### Water withdrawals intensity

(water withdrawals/revenues)

Water withdrawal (m<sup>3</sup>)

Consolidated revenues (K€)



Process water<sup>3</sup> discharged during 2023, amounting to a total of approximately 203,000 cubic metres, is almost entirely intended for discharge into the sewerage system, in compliance with the granted authorisations.

The increase is due to the new companies acquired in 2023 and the increase in production activities on the tubing line.

### GRI 303-4 Water discharge

GRI 303-4 Water discharge		2021		2022		2023	
		Total	of which areas under water stress	Total	of which areas under water stress	Total	of which areas under water stress
<b>Sewer system</b>	<b>m<sup>3</sup></b>	<b>161,203</b>	<b>128,740</b>	<b>149,548</b>	<b>105,824</b>	<b>177,907</b>	<b>136,992</b>
<i>of which fresh water</i>	m <sup>3</sup>	155,502	124,834	144,691	102,927	176,407	136,992
<i>of which other</i>	m <sup>3</sup>	5,701	3,906	4,857	2,897	1,500	-
<b>Surface water</b>	<b>m<sup>3</sup></b>	<b>26,835</b>	<b>26,835</b>	<b>20,907</b>	<b>20,907</b>	<b>20,813</b>	<b>20,813</b>
<i>of which fresh water</i>	m <sup>3</sup>	26,835	26,835	20,907	20,907	20,813	20,813
<i>of which other</i>	m <sup>3</sup>	-	-	-	-	-	-
<b>Other</b>	<b>m<sup>3</sup></b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>4,212</b>	<b>4,212</b>
<i>of which fresh water</i>	m <sup>3</sup>	-	-	-	-	-	-
<i>of which other</i>	m <sup>3</sup>	-	-	-	-	4,212	4,212
<b>Total</b>	<b>m<sup>3</sup></b>	<b>188,038</b>	<b>155,575</b>	<b>170,455</b>	<b>126,731</b>	<b>202,932</b>	<b>162,017</b>
<i>of which fresh water</i>	m <sup>3</sup>	182,337	151,669	165,598	123,834	197,220	157,805
<i>of which other</i>	m <sup>3</sup>	5,701	3,906	4,857	2,897	5,712	4,212

<sup>3</sup> In the application of Standard 303-4, discharges of civil waste water and storm water were not considered, except when required by the Authority. Accordingly, the methodology is consistent with the approach adopted in prior years. As ever, the types of water discharged must comply with the locally applicable regulations.



# Waste management

GRI 306-1; GRI 306-2; GRI 306-3; GRI 306-4; GRI 306-5

Despite the low impact of activities in terms of waste generation, Interpump Group pursues a strategy to reduce the quantities of waste. In particular, the ESG Plan envisages exploring the feasibility of a number of pilot projects in order to extend their application to other similar material flows. The main objective is the exploitation of processing waste, especially metal waste, within a context of collaboration with a number of strategic partners along the Group's value chain.

The breadth of activities and geographical extension of Interpump Group means that waste management and disposal decisions must be made autonomously by each company, in compliance with applicable local laws. In particular, the production of waste by the Group's companies is attributable mainly to milling and grinding activities, which generate mainly metal machining waste. The disposal of this waste is carried out, by each Group company, through authorised disposers that provide, where possible, for its recovery and recycling in order to minimise negative impacts on the environment.

In 2023, a total of approximately 33,000 tonnes of waste was generated by Interpump Group, 78% of which was classified as non-hazardous. As a result of the measures to optimise production and exploit waste, as well as the increase in turnover more than proportional to the increase

in waste, the incidence of waste per unit of turnover decreased compared to previous years. A large number of Group companies adopt waste and production waste management practices, thus allowing a general reduction in the total amount of waste produced, but also increased flows to recovery and recycling activities. Examples of the most common activities include the sep-

aration of emulsified water for the reuse of emulsion oils and compacting systems for the swarf produced by machining operations, leading to a reduction in transported volumes and, consequently, in related pollutant emissions. The following analysis of the waste produced indicates the quantity recycled, disposed, hazardous and non-hazardous (in tonnes).

## Overview - Destination of waste

Waste (in tonnes)	2021	2022	2023
Diverted from disposal	24,323	23,772	24,525
Disposed	4,977	11,046	8,769
<b>Total</b>	<b>29,299</b>	<b>34,819</b>	<b>33,293</b>
Check	-	-	-

Composition % of waste	2021	2022	2023
Diverted from disposal	83.0%	68.3%	73.7%
Disposed	17.0%	31.7%	26.3%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>



In terms of quantity, the main waste produced by Interpump Group is ferrous metal filings and swarf, which will amount to 15,900 tonnes in 2023. This stream accounts for 47.9% of the total annual waste generation of 33,293 tonnes.

The final destination of non-hazardous waste, amounting to 25,973 tonnes in the financial year 2023, was:

— around 91% (23,669 tons) to operations diverted from disposal, including recycling, recovery of materials and re-use;

— around 9% (2,304 tons) to landfills and incineration.

As regards the 7,320 tons of hazardous waste produced:

— about 12% (856 tons) was diverted from disposal;

— about 88% (6,464 tons) was sent for disposal.

Compared to last year, apart from the entry of the companies acquired in 2023, the main discontinuity factor is the restructuring and construction activities at some of the Group's new sites, which involved sending debris and scrap to landfills and other disposal operations.

Some of the main categories of non-hazardous waste are given below:

### GRI 306-3

Non-hazardous waste	UoM	2021	2022	2023
12.01.01 - Ferrous metal filings and turnings	tons	17,179	18,943	15,959
12.01.02 - Ferrous metal powders and particulates	tons	848	851	722
12.01.99 - Unspecified waste	tons	904	827	962
15.01.01 - Paper and board packaging	tons	607	577	610
17.04.05 - Iron and steel	tons	914	1,871	2,379
20.03.01 - Non-differentiated urban waste	tons	947	608	565
Other	tons	3,607	4,137	4,776
<b>Total non-hazardous waste</b>	<b>tons</b>	<b>25,007</b>	<b>27,813</b>	<b>25,973</b>

With regard to hazardous waste, “emulsions and machinery solutions” is the waste produced in the largest quantity (about

12.0% of the total waste generated in 2023).

### GRI 306-3

Hazardous waste	UoM	2021	2022	2023
12.01.09* - Emulsions and solutions for machinery	tons	2,284	3,599	4,000
12.03.01* - Water-based washing solutions	tons	658	552	734
13.08.02* - Other emulsions	tons	239	44	50
15.02.02* - Absorbents, filtering materials	tons	173	397	163
11.01.09* - Sludges and filtering residues	tons	166	132	129
Other	tons	773	2,282	2,244
<b>Total</b>	<b>tons</b>	<b>4,292</b>	<b>7,005</b>	<b>7,320</b>



The following table shows the different types of waste treatment, distinguishing between flows sent for disposal and others not sent for disposal (including recycling and recovery). It is reported that all quantities are disposed of offsite.

### GRI 306-3; GRI 306-4; GRI 306-5

Destination of waste by type Values in tonnes	2021	2022	2023
<b>1) Hazardous waste</b>	<b>4,292</b>	<b>7,005</b>	<b>7,320</b>
Diverted from disposal	1,159	881	856
<i>of which prepared for re-use</i>	4	19	76
<i>of which recycled</i>	124	137	97
<i>of which other recovery operations</i>	1,031	725	683
Disposed	3,133	6,124	6,464
<i>of which incinerated (with energy recovery)</i>	55	40	31
<i>of which incinerated (without energy recovery)</i>	124	163	126
<i>of which landfilled</i>	339	244	420
<i>of which other disposal operations</i>	2,615	5,677	5,887
<b>2) Non-hazardous waste</b>	<b>25,007</b>	<b>27,813</b>	<b>25,973</b>
Diverted from disposal	23,163	22,892	23,669
<i>of which prepared for re-use</i>	669	496	481
<i>of which recycled</i>	19,449	18,617	17,437
<i>of which other recovery operations</i>	3,046	3,778	5,751
Disposed	1,844	4,922	2,304
<i>of which incinerated (with energy recovery)</i>	137	248	130
<i>of which incinerated (without energy recovery)</i>	60	2,216	136
<i>of which landfilled</i>	953	1,085	760
<i>of which other disposal operations</i>	693	1,373	1,278





Destination of waste by type Values in tonnes	2021	2022	2023
<b>Total (1+2)</b>	<b>29,299</b>	<b>34,819</b>	<b>33,293</b>
Diverted from disposal	24,323	23,772	24,525
<i>of which prepared for re-use</i>	673	516	557
<i>of which recycled</i>	19,573	18,754	17,533
<i>of which other recovery operations</i>	4,076	4,503	6,435
Disposed	4,977	11,046	8,769
<i>of which incinerated (with energy recovery)</i>	192	288	162
<i>of which incinerated (without energy recovery)</i>	184	2,379	262
<i>of which landfilled</i>	1,292	1,330	1,180
<i>of which other disposal operations</i>	3,308	7,050	7,166

# 7

Socio-economic area





# Management of socio-economic topics

GRI 2-25; GRI 3-3

Interpump Group operates in more than 30 countries through its companies on a global scale, but regards the link between business and the local area as one of its strengths.

Even following numerous M&A transactions, the management functions remained in place in accordance with a principle of operational subsidiarity that is also reflected in ESG issues. The close link between the Group's companies and their local area is the basis for developing greater awareness of their environmental impact and for initiating a virtuous circle between core business and stakeholders.

This approach allows Interpump Group to establish ongoing relationships with various stakeholders (including suppliers, customers, local communities and public administrations), creating a network of contacts and an efficient supply chain to support the company's competitiveness.

Furthermore, Interpump recognises the need to maintain constant two-way interaction with shareholders and insti-

tutional investors in order to ensure transparent communication of information.

In order to reduce any adverse negative impacts on the entire supply chain, the Group strives to disseminate a culture of diversification in the area of procurement, in order to protect its suppliers and guarantee the continuity of business operations. Within the Group's companies, purchasing processes are geared towards seeking maximum competitive advantage, granting equal opportunities to each supplier, as well as fairness and impartiality, principles contained in the Code of Ethics that each supplier must accept. In addition, as stated in the Group's Code of Ethics, it is expressly forbidden to accept undue pressure in the selection of suppliers, which must instead be based on an objective assessment of the technological development, cost and quality of the services offered. Among the criteria analysed, the Group also takes a positive view of suppliers' social and environmental performance. In addition, the Group considers customer satisfaction a key factor in its success, and therefore considers it essential to offer state-of-the-art solutions

that best meet its customers' demands, focusing on high quality standards that are periodically tested by the market. The innovative solutions proposed by the Group with a view to efficiency and competitiveness constantly aim to reduce environmental impact and energy consumption, while always guaranteeing the highest safety standards for its customers. Since Group products are used in the creation of other finished products by customers, their export must comply with current regulations, including those governing dual-use applications, and the international laws on embargoes.

In carrying out its activities, Interpump Group adopts suitable measures for the protection of personal data and guarantees that it is processed in compliance with current regulations. In order to protect all stakeholders, the Group's employees and collaborators undertake to handle information with the utmost confidentiality and privacy in order to avoid its misappropriation and misuse. Monitoring of the above initiatives is delegated to the individual companies,

which are required to notify the Parent Company of any critical issues and instances of non-compliance.

Interpump undertakes to provide its shareholders and institutional investors with all the necessary information, as well as disclosure to the market of management facts and corporate events that may materially influence the value of issued financial instruments in compliance with applicable regulations.

During the three-year reporting period, the number and value of fines levied for infringements of laws and/or regulations in the economic and social area were not significant.

With reference to the socio-economic area, Interpump Group has defined short and medium-term objectives within the ESG plan, including the definition and dissemination of a supplier evaluation model according to social and environmental criteria and the consolidation of tax compliance, also in view of the implementation of the Pillar 2 regulations.





# Customer health and safety

## GRI 416-2

During 2023, there were no cases of non-compliance with product safety regulations that made it necessary to activate the product recall policy.

More generally, the Group has always been committed to assessing and managing the risks associated with any defective products with a view to constantly guaranteeing the safety and health of the end consumer.

Finally, during the three-year reporting period several Group suppliers were subjected to an assessment of social topics. In any case, it should be noted that the principles concerning compliance with these issues are set out in the Code of Ethics, compliance with which is binding on all major suppliers.





# Economic value generated and distributed

## GRI 201-1

Compared to the typical view of the annual financial statements, the analysis of the economic value generated and distributed provides a better appreciation of the wealth produced by the Interpump Group for the benefit of its stakeholders in 2023.

The economic value generated in 2023 amounted to €2,277 million and was distributed 89.5% (€2,039 million).

The Group's economic activity is at the basis of a wide-ranging value generation mechanism that directly benefits workers, the supply chain and public administrations; but also indirectly benefits other people living in the areas where the Group's companies operate and where added value is generated thanks its employees' commitment.

\* This item includes the amortisation of intangible assets

\*\* The value distributed to shareholders is equal to the value of the dividend paid out during the reporting year using the cash basis of accounting. Please refer to the document "Annual Financial Report 2023" on the company website [www.interpumpgroup.it](http://www.interpumpgroup.it) for further details.

Statement of economic value generated, distributed and retained - in EUR/000	2021	2022	2023
<b>Total economic value distributed</b>	<b>1,460,775</b>	<b>1,878,255</b>	<b>2,038,872</b>
- Personnel	353,442	423,341	464,011
- Suppliers*	975,460	1,301,001	1,382,347
- Public administration	77,943	100,525	107,924
- Shareholders**	30,018	33,053	38,008
- Financial system	23,912	20,335	46,582
<b>Total economic value retained</b>	<b>172,845</b>	<b>247,187</b>	<b>238,244</b>
<b>Total economic value generated</b>	<b>1,633,620</b>	<b>2,125,442</b>	<b>2,277,116</b>

Statement of economic value generated, distributed and retained - in %	2021	2022	2023
<b>Total economic value distributed</b>	<b>89.4%</b>	<b>88.4%</b>	<b>89.5%</b>
- Personnel	21.6%	19.9%	20.4%
- Suppliers	59.7%	61.2%	60.7%
- Public administration	4.8%	4.7%	4.7%
- Shareholders	1.8%	1.6%	1.7%
- Financial system	1.5%	1.0%	2.0%
<b>Total economic value retained</b>	<b>10.6%</b>	<b>11.6%</b>	<b>10.5%</b>
<b>Total economic value generated</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>



# Fiscal responsibility

GRI 207-1; GRI 207-2; GRI 207-3; GRI 207-4

Interpump Group S.p.A. acts in an honest, proper and transparent manner in the definition and implementation of its fiscal strategy, consistently with the principles defined in the Code of Ethics adopted by all Group companies.

The Group believes that paying taxes contributes to the global objectives of sustainable economic and social development and to the consolidation and growth of the economies of the countries in which Group companies operate. For this reason, the Group pays attention to tax compliance by acting fairly and responsibly in the jurisdictions in which it operates, working closely with tax advisers, auditors and tax authorities to ensure that taxes due are paid.

The Group does not pursue an aggressive tax-saving approach and instead actively contributes to the fight against tax evasion by avoiding recourse to fictitious corporate structures without economic or commercial justification. The Group actively seeks not to earn income in territories classified as tax havens or which are considered uncoop-

erative by the tax authorities. When setting intercompany transfer prices, the Group applies the principle of arm's-length competition. Acting responsibly from a tax standpoint represents, therefore, conduct intended to safeguard the Group's and create long-term value in the context of sustainable growth. Tax governance within the Group is underpinned by the principles embodied in the Code of Ethics.

Tax management and its responsibility are assigned to the directors of each company, as coordinated by the Group CFO in compliance with the rules contained in the Code of Ethics, corporate procedures and, where applicable, the 231 Model. The functions responsible for managing tax issues of the individual Group companies operate in compliance with the Code of Ethics and the corporate procedures defined by the Parent Company. A channel for communications and interaction exists between the tax functions of each Group company and the financial and administrative function of the Parent Company. The tax approach adopted by the Group is founded on compliance with domestic and

international tax regulations. The Group seeks to comply with both the letter and the spirit of the tax regulations in force in the countries where it operates, balancing business activity with the pursuit of sustainable development.

The Group cooperates with the tax authorities, providing them with the information they need to ensure effective and fair application of tax laws, responding in a timely and complete manner to requests for information and documentation made by the relevant authorities in the jurisdictions in which it operates.



# Tax governance, control, and risk management

## GRI 207-2

The Group's tax governance is the responsibility of the Administrative Body, which is supported by the CFO of Interpump Group S.p.A. and the Administrative Managers of each subsidiary. Group companies adopt an internal control system that is overseen by the director responsible for the internal control system and risk management, in order to check compliance with the tax regulations. The Group seeks to minimize tax risk, taking all useful and practical precautions to achieve that objective. The tax treatment of each transaction is based on reasonable and well-founded decisions and interpretations made, where necessary, with support from experienced external tax advisers.

Tax risks are managed in accordance with the enterprise risk management model and the accounting/administrative procedures for compliance with Law 262/2005 by those Group companies falling within the scope of that legislation. The company's whistleblowing channels can also be

used to report any critical issues relating to unethical or illegal conduct and the organisation's integrity in tax matters. Among the initiatives envisaged in the ESG Plan 2023-2025, two are dedicated to tax matters.

In particular, Governance objective G.4 calls for the consolidation of tax compliance in line with tax best practices.

In order to achieve this objective, Interpump Group S.p.A. has identified the implementation of a model for the detection, measurement, management and control of the tax variable (i.e. Tax Control Framework). Additionally, consolidation of domestic and international tax compliance is envisaged at Group level, also in order to more effectively manage new tax issues including, in particular, the OECD rules pertaining to the Pillar Two project implemented in Italy through Legislative Decree 209 of 27 December 2023.



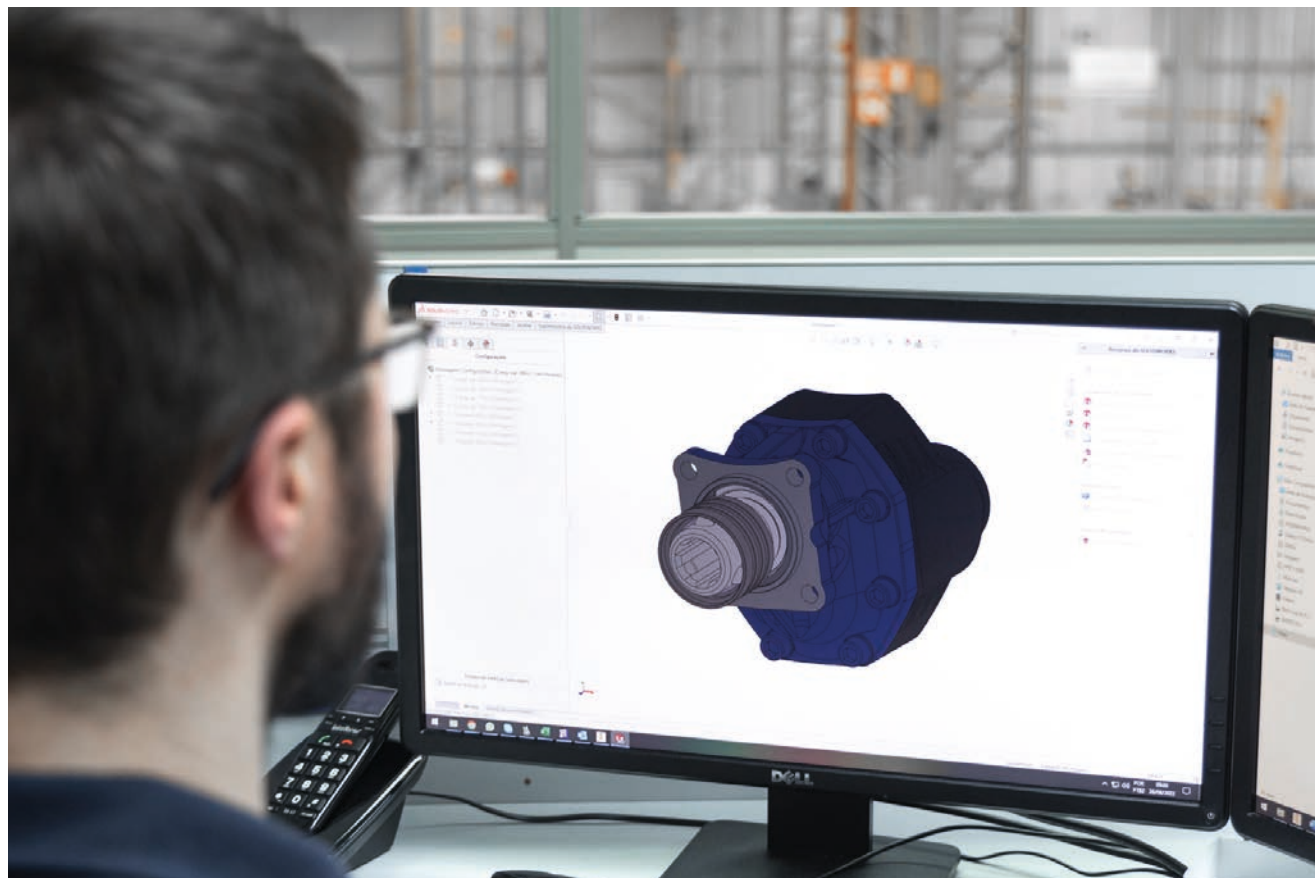
## Stakeholder engagement and management of concerns related to tax

### GRI 207-3

No requests or reports on tax matters were received from stakeholders during the reporting period covered by this NFS. Any requests or reports will be analysed by the corporate functions responsible for tax compliance.

All relations with the tax authorities are founded on the principles of propriety, transparency, professionalism, honesty and respect for the differing regulations applicable in the countries where the Group operates.

Group relations with the competent tax authorities are managed in compliance with the principles embodied in the Code of Ethics and specific internal procedures. In the event of any tax audits, each Group company acts with transparency, fairness and professionalism in all communications with the competent authorities, responding promptly, fully and accurately to questions and requests and providing all necessary documentation.





# Fiscal reporting in the countries where Interpump Group operates

## GRI 207-4

The following information concerning Interpump Group's tax reporting, as required by GRI Standard 207-4, refers to the Country by Country report submitted by the Ultimate Parent Entity "LEILA MONTEIRO E SORELLE SAPA", including data concerning Interpump Group referring to the previous financial year with respect to the year of this NFS.

According to the report, the Group operated in 2022 through 108 entities in 34 countries around the world, each with its own tax and fiscal legislation, and paid income taxes (Corporate Income Tax) totalling €85.98 million.

Tax jurisdiction	No. of employees	Revenues from unrelated parties	Revenues from related parties	Total revenues	Pre-tax income (loss)	Income taxes paid on a cash basis	Income taxes accrued during the year	Tangible fixed assets other than cash and cash equivalents
Italy	3,501	833,263	234,280	1,067,543	209,607	42,889	50,848	317,526
Australia	72	38,830	850	39,680	5,175	1,733	1,507	1,656
Austria	23	7,053	117	7,170	854	224	221	749
Brazil	160	23,734	1,227	24,961	3,950	769	673	1,879
Bulgaria	157	936	11,823	12,759	1,460	175	154	4,264
Canada	207	50,439	304	50,743	7,478	568	1,203	17,039
Chile	56	9,440	147	9,587	683	75	47	1,279
China	456	72,114	33,580	105,694	15,939	1,711	3,222	15,878



Tax jurisdiction	No. of employees	Revenues from unrelated parties	Revenues from related parties	Total revenues	Pre-tax income (loss)	Income taxes paid on a cash basis	Income taxes accrued during the year	Tangible fixed assets other than cash and cash equivalents
Colombia	19	6,378	86	6,464	1,235	60	439	54
Denmark	19	7,626	304	7,930	375	84	166	770
France	77	35,547	1,600	37,147	5,294	1,511	1,183	3,452
Germany	532	118,725	34,568	153,293	30,196	10,426	11,014	30,020
Hong Kong	-	891	21	912	222	17	16	-
India	575	64,619	37,099	101,718	16,189	4,610	4,314	21,847
Mexico	26	4,689	3,663	8,352	1,644	526	450	260
Moldova	24	815	180	995	(119)	-	-	197
Netherlands	32	19,012	989	20,001	2,093	330	359	2,117
New Zealand	5	2,347	17	2,364	660	224	175	183
Poland	599	133,794	17,752	151,546	34,967	3,601	6,544	28,979
Portugal	42	2,547	3,352	5,899	673	192	13	4,987
Romania	168	7,182	7,395	14,577	(3,080)	23	-	9,276
Russia	55	10,954	337	11,291	1,873	229	342	1,240
Singapore	5	1,871	31	1,902	286	40	28	20
Slovakia	32	271	1,315	1,586	97	42	21	520
South Africa	45	10,603	468	11,071	1,189	166	489	600
South Korea	99	30,141	294	30,435	4,797	543	944	8,313
Spain	340	55,304	27,392	82,696	16,137	3,404	3,949	11,742
Sweden	5	1,306	32	1,338	(9)	-	-	177
Switzerland	2	4,428	131	4,559	692	27	70	729
Ukraine	4	348	7	355	26	37	6	14
United Arab Emirates	2	987	126	1,113	(317)	-	-	1
UK	157	36,916	1,725	38,641	3,496	931	518	5,668
United States of America	1,252	542,709	14,662	557,371	51,278	10,812	14,106	162,134
Zambia	2	300	-	300	54	-	4	1



Below are the companies and branches included in the Country by Country 2022 report (including LEILA MON- TIPO' E SORELLE SAPA) in alphabetical order by country:

Country	Company name
Italy	Interpump Group S.p.A.
Italy	Teknova S.r.l.
Italy	SIT S.p.A.
Italy	Servizi Industriali S.r.l.
Italy	Inoxihp S.r.l.
Italy	Tubiflex S.p.a.
Italy	Interpump Hydraulics S.p.A.
Italy	Hydroven S.r.l.
Italy	Contarini Leopoldo S.r.l.
Italy	Oleodinamica Panni S.r.l.
Italy	IMM Hydraulics S.p.A.
Italy	Tekno Tubi S.r.l.
Italy	FGA S.r.l.
Italy	Innovativ Gummi Tech S.r.l
Italy	Walvoil S.p.A.
Italy	Inoxpa Italia Srl
Italy	Interpump Piping GS S.r.l.
Italy	Pioli S.r.l.
Italy	Reggiana Riduttori Srl
Italy	Transtecno Srl
Italy	Draintech S.r.l.

Country	Company name
Italy	Eurofluid S.r.l.
Italy	Gruppo IPG Holding S.p.A.
Italy	Leila Montipò e sorelle S.a.p.a.
Austria	GS-Hydro Austria GmbH
Denmark	Inoxpa Skandinavien A/S (Denmark)
Denmark	GS-Hydro Denmark AS
France	Hammelmann France
France	Interpump Hydraulics France S.a.r.l.
France	Unidro Contarini Sas (France)
France	Hypress France Sarl
France	Walvoil Fluid Power France Sarl.
France	Inoxpa Solutions France Sas
France	RR France Sarl
Germany	Hammelmann GmbH (Germany)
Germany	Interpump Fluid Solutions Germany GmbH
Germany	GS-Hydro System GmbH (Germany)
Germany	White Drive Motors and Steering GmbH
Netherlands	GS-Hydro Benelux B.V.
Netherlands	RR Holland BV
Netherlands	Transtecno BV (Netherlands)

Country	Company name
Netherlands	Transtecno Aandrijftechniek B.V. (Netherlands)
Portugal	Improved Solutions Unipessoal Ltda (Portugal)
UK	Interpump Hydraulics UK
UK	Inoxpa (UK) Ltd
UK	GS- Hydro UK Ltd
UK	IMM Hydraulics Ltd.
UK	Bristol Hose Limited
UK	NLB Corp. (Branch)
Spain	Hammelmann S.L. (Spain)
Spain	Inoxpa S.A.U. (Spain)
Spain	GS-Hydro S.A.U (Spain)
Spain	Suministros Franquesa S.A.
Spain	Transtecno Iberica the Modular Gearmotor s.a. (Spain)



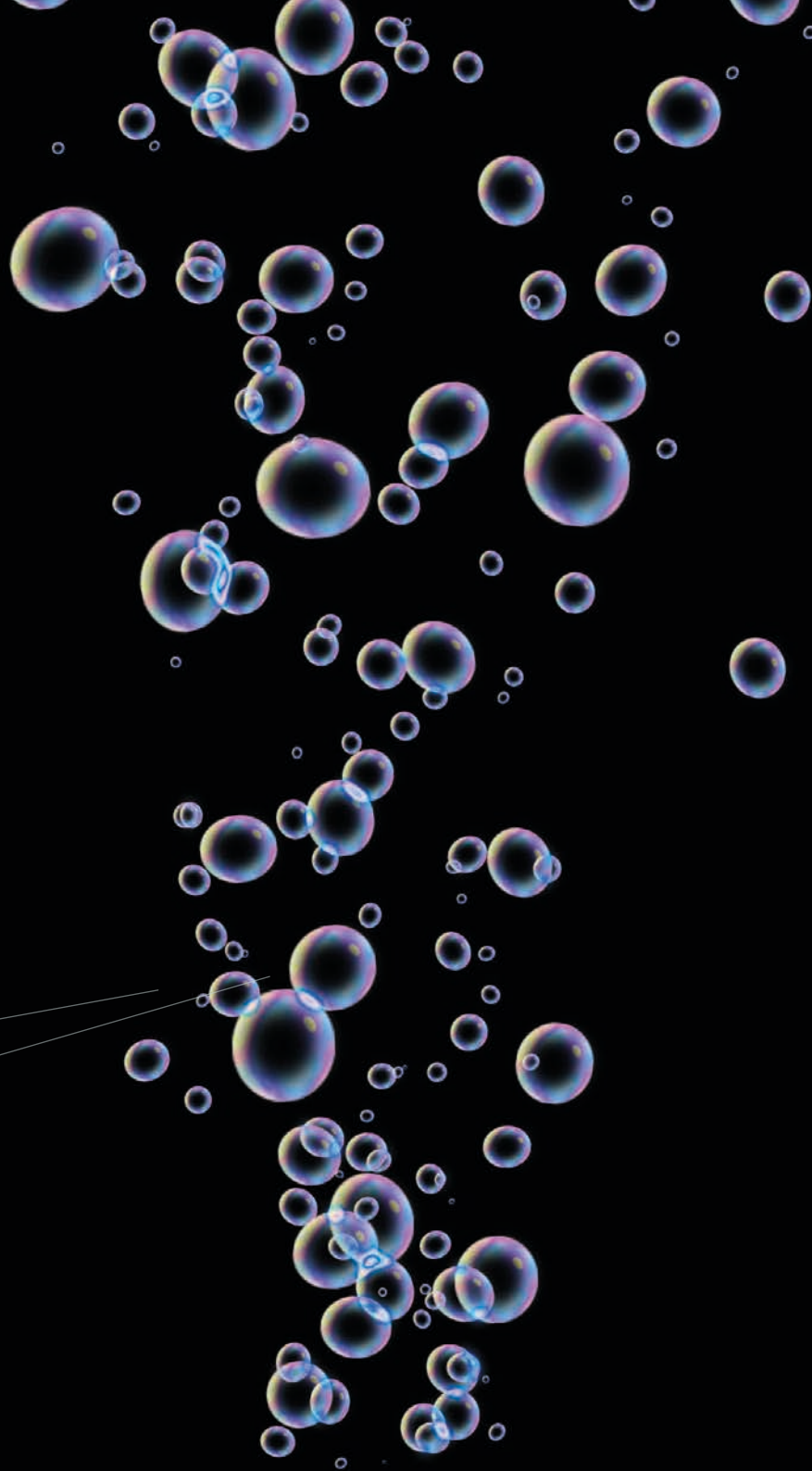
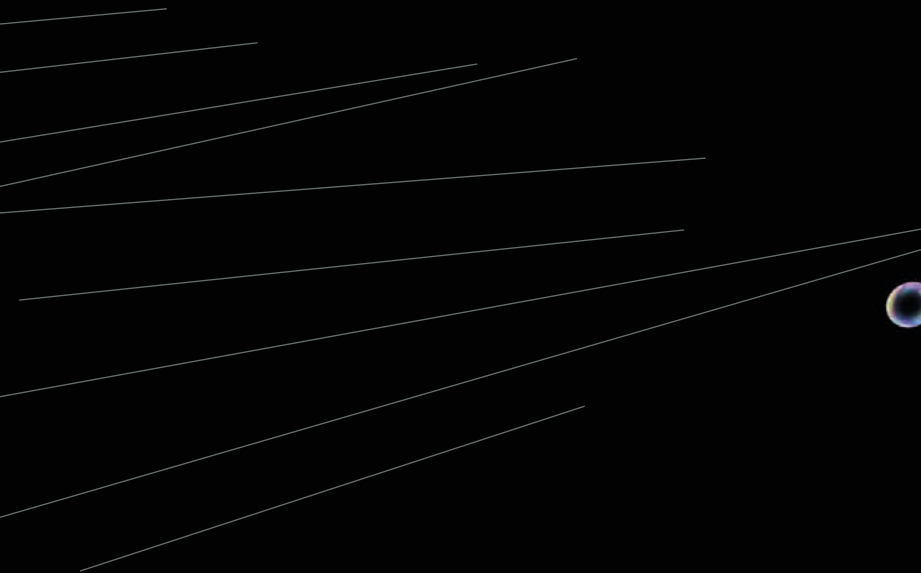
Country	Company name
Sweden	GS-Hydro Ab (Sweden)
Switzerland	Hammelmann Swiss GmbH
Bulgaria	Copa Hydrosystem OOD (Bulgaria)
Poland	GS-Hydro Sp Z O O (Poland)
Poland	White Drive Motors and Steering Sp. z o.o.
Poland	NLB Corp. Sp. z o.o.
Romania	IMM Hydro Est (Romania)
Slovakia	RR Slovakia A.S.
Moldova	Inoxpa Solutions Moldova
Ukraine	Inoxpa Ukraine
Russian Federation	Inoxpa LTD (Russia)
Canada	Hydra Dyne Technology Inc (Canada)
Canada	RR Canada Inc.
Canada	Galtech Canada Inc
USA	General Pump Inc. (USA)
USA	NLB Corporation (USA)
USA	Hammelmann Corporation Inc. (USA)
USA	Muncie Inc. (USA)
USA	American Mobile Power Inc. (USA)
USA	Walvoil Fluid Power Corp. (USA)
USA	Inoxpa USA Inc
USA	GS-Hydro U.S.
USA	RR USA Inc.

Country	Company name
USA	Transtecno USA LLC
USA	White Drive Motors and Steering, LLC
China	Hammelmann Pump System Ltd (China)
China	Wuxi Interpump Weifu Hydraulics Company (China)
China	Walvoil Fluid Power (Dongguan) Co., Ltd
China	Inoxpa Special Processing Equipment Co. Ltd (China)
China	GS-Hydro Piping Systems (Shanghai) Co. Ltd.
China	RR SUZHOU CO. Ltd (China)
China	Hangzhou Transtecno Power Transmissions CO., LTD (China)
Australia	Hammelmann Australia Pty Ltd
Australia	Mega Pacific Pty Ltd (Australia)
Australia	Walvoil Fluid Power Australasia
Australia	RR Pacific PTY LTD (Australia)
New Zealand	Mega Pacific NZ Pty Ltd (New Zealand)
Singapore	GS-Hydro Singapore Pte Ltd
South Korea	Walvoil Fluid Power Korea Llc.
South Korea	GS-Hydro Korea Ltd.
Hong Kong	GS-Hydro Hong Kong Ltd
Mexico	Inoxpa Mexico
Mexico	MA Transtecno S.A.P.I. de C.V. (Mexico)
Brazil	Interpump Hydraulics Brasil

Country	Company name
Brazil	GS-Hydro do Brasil Sistemas Hidraulicos Ltda
Chile	Hydrocar Chile S.A.
Colombia	Inoxpa Colombia Sas
South Africa	Interpump South Africa Pty Ltd
South Africa	Inoxpa South Africa
United Arab Emirates	Interpump Hydraulics Middle East FZE
India	Interpump Hydraulics India Ltd
India	Walvoil Fluid Power (India) Pvt.Ltd.
India	Inoxpa India Private Ltd
India	RR India Private Limited
Zambia	Interpump South Africa Pty Ltd (Zambia branch)

8

Human rights





# Management of human rights topics

GRI 2-25; GRI 3-3

Interpump Group promotes sustainable development and is committed to creating long-term value for the benefit of its stakeholders and the communities in which all Group companies operate. In carrying out its activities, Interpump promotes respect for human, social, economic and cultural rights, firmly protecting personal freedoms in all their forms, without any discrimination or violence, and does not tolerate any infringements of those principles, in strict compliance with current regulations and international conventions. In this regard, Interpump applies the OECD Guidelines and the United Nations Guiding principles for business and human rights.

The diversity of its operations, whose supply chain also extends globally, exposes the Group to the possibility of interfacing with complex contexts, which are more prone to abuses and disputes in the workplace, with reduced conditions for diversity and non-discrimination, and possible inadequate conditions for workers; such conditions may lead to the violation of core principles of human rights protection.

The principal policies adopted by Interpump Group to govern matters related to human rights are documented in the Code of Ethics, the Whistleblowing procedure and the Guidelines on the protection of human rights, which must

all be adopted in full by each of the Group's companies and also disseminated to third parties. For companies under Italian law, which are strategically important or in view of their size or organisational complexity, the Organisation and Management Model pursuant to Decree 231/2001 ("Model 231") was adopted.

In particular, via these policies and guidelines, Interpump Group shall:

- guarantee its employees and collaborators freedom of association and, at the same time, ensure the absence of non-discriminatory practices that discriminate against employees and collaborators on the basis of their membership of such associations;
- condemn any form of worker exploitation extracted by threats, intimidation, punishments or any other form of physical, psychological or verbal violence and/or by the serious withholding of freedoms;
- ban the exploitation of child labour;
- ensure the absence of any discriminatory practice in any form or based on race, religious belief, age, ethnic origin, marital status, disability, sexual orientation, or any

other personal circumstances;

- ensure that all employees and collaborators are treated with respect for the guiding principles of diversity, equal opportunity and inclusion;
- ensure adequate training and communication on the importance of human rights to its employees and collaborators.

Interpump Group also promotes respect for human rights in its relations with third parties involved in the supply chain. Therefore, in accordance with the aforementioned policies and Guidelines, Interpump requires its suppliers to conduct business relations in procurement and, more generally, in the supply of goods and/or services, which are based on respect for the human rights contained in the International Charter of Human Rights and in the Declaration on Fundamental Principles and Rights at Work ("ILO" Convention), as well as on respect for the human rights set out in any other international standards or treaties in force. In particular, Interpump Group:

- agrees with suppliers the principles and values embodied in the Code of Ethics and the 231 Model (where adopted);



— signs contracts with suppliers that contain mandatory clauses in which the third parties concerned confirm their understanding and agree to respect the principles and rules contained in the Code of Ethics and the 231 Model (where adopted);

— carries out sample checks and inspections to verify respect for human rights throughout the entire supply chain.

Any suspected or known violations of human rights are managed with top priority, via the specific reporting channels described in the Whistleblowing procedure.

No violations of human rights, of any kind, were identified during the reporting period covered by this NFS, or in the previous two years.

The Group takes steps to ensure that all identified violations of human rights and forms of discrimination are managed appropriately, with suitable disciplinary action taken against the employees and collaborators concerned, in accordance with the relevant collective bargaining agreements and/or the applicable domestic regulations.







## Non-discrimination and equal opportunities

GRI 406-1

Interpump Group promotes the moral integrity of its employees, guaranteeing the right to working conditions that respect individual dignity and are free from any act of violence, attitude or behaviour that is discriminatory or harmful to the individual, their beliefs and preferences. To this end, the Board of Directors of Interpump Group S.p.A., at its meeting on 22 January 2024, approved the *Policy* on Diversity, Equity and Inclusion, as a set of principles, objectives and commitments that Interpump Group intends to assume

to promote diversity, ensure equity and foster inclusion both within its organisational structure and externally, supporting the growth of an inclusive society. Furthermore, the aforementioned *Policy* aims to promote a corporate culture based on inclusion and mutual respect, in the belief that diversity, fairness and inclusion, as well as the protection of workers' rights, are essential elements in the performance of Interpump Group's activities, supporting the growth of an inclusive society. The adoption and implementation of

this *Policy* is compulsory for all Interpump Group companies, albeit in consideration of the cultural, social, economic and regulatory diversity of the various countries in which the Group operates, and is binding on the conduct of all employees, directors and, to the extent applicable, consultants, suppliers, customers and other third parties who deal with Interpump Group companies.

## Investment agreements and significant contracts that include human rights clauses or that have undergone a human rights assessment

Contracts with suppliers following different approval processes based on the importance of the contract concerned; the approval steps and the hierarchy of controls become more demanding as their importance increases. In particular, for reporting purposes, individual purchase orders or contracts with a value in excess of €500,000 are classified as "significant contracts".

During the three-year reporting period, significant contracts were signed amounting to 16 in 2021, 12 in 2022 and 42 in 2023, respectively. Among those concluded in 2023, 13 contracts included specific clauses related to the protection of human rights and/or subject to ad hoc human rights assessments.

9

Fight against corruption





# Management of anti-corruption topics

GRI 2-25; GRI 3-3

Interpump Group, in conducting its business, firmly believes that unethical behaviour damages the relationship of trust with its Stakeholders, and is committed to ensuring that the actions of its employees and collaborators are guided by principles such as impartiality, loyalty, honesty and fairness, as well as transparency and professionalism, avoiding conflictual situations, even if only potential, between personal interests and corporate interests.

Incidents of corruption can occur throughout the value chain and in the different countries where the Group operates, generating negative impacts on communities and market competition. Therefore, within its Code of Ethics and Guidelines (Global Compliance Programme) on Anti-Corruption, the Group rejects and condemns any form of corruption, be it public or private, pledging to take all necessary actions to prevent the commission of corruption offences, in all its forms and manifestations. The Group also adheres to international conventions prohibiting corrupt acts of any form and/or extent, such as the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, and the UN Convention against Corruption.

In pursuing its policy of fighting against all forms of corruption, the Group strives to:

- disseminate a culture against any form of corruption;
- perform adequate due diligence work on contractual counterparties;
- adopt suitable communication and training programs;
- constantly monitor the operations of the business, including application of the 231 Model by all companies that have adopted it, given their strategic importance and/or size.

In particular, within the Code of Ethics and the Guidelines on the subject, the Group affirms its prohibition against financing political parties, sponsorships for political propaganda purposes or payments that may reveal conflicts of interest, including to trade union organisations, thereby refraining from any pressure, direct or indirect, on political representatives.

The Group also strives to ensure that its activities comply fully and scrupulously with antitrust regulations, as well as with the instructions of market regulators, guaranteeing them full collaboration with any formal requests made.

All illegal conduct is firmly prohibited and condemned, as are collusion, unlawful payments, the instigation of corruption, corruption and favouritism, whether carried out direct-

ly or indirectly via third parties. All of the Group's employees, directors and collaborators must behave in an ethical and law-abiding manner in their relations with the outside world and third parties in general. Accordingly, the above guidelines specifically address the principal areas that might expose operators to corruption risks, including:

- management of hospitality, travel and entertainment expenses;
- management of gifts, presents and benefits;
- facilitation payments, i.e. payments made to a Public Official to facilitate or accelerate an action or deed;
- relations with private partners and parties connected with the Public Administration;
- sponsorships, donations and contributions to political associations.

Any proven or suspected violation of anti-corruption regulations is handled by the Group promptly through the dedicated *Whistleblowing* channels.

No cases of corruption, of any kind, were identified during the reporting period covered by this NFS, or in the comparative periods.



# Prevention of corruption, fair competition and political donations

GRI 205-3; GRI 206-1; GRI 415-1

No cases of corruption were identified or reported during the three-year reporting period. Moreover, no legal actions were taken in relation to unfair competition, antitrust and monopoly practices involving the Group. Lastly, Interpump Group has not made contributions of any kind to political parties or associations.

# 10

## Annexes





# Methodological note

GRI 2-4; GRI 2-5

This document constitutes the Consolidated Non-Financial Statement (hereinafter also referred to as “NFS”) of the Interpump Group (Interpump Group S.p.A. and companies consolidated on a line-by-line basis, hereinafter also referred to as the Group or “IPG”), prepared pursuant to Legislative Decree 254 of 30 December 2016 (hereinafter also referred to as the “Decree” or “Decree 254/2016”) and as required by the same Decree, is presented as a separate document from the Management Report.

This NFS addresses the material topics envisaged in arts. 3 and 4 of Decree 254/2016 with reference to the 2023 financial year (1 January to 31 December), to the extent necessary to ensure an understanding of the Group’s business activities, performance, results and social and environmental impact. The material topics for Interpump Group and its stakeholders were determined using a process for the analysis of materiality described in the chapter on “Material Topics”.

No data restatements were made with respect to previous Non-Financial Statements.

This document has been subjected to a limited assurance engagement performed by the auditing firm PricewaterhouseCoopers s.p.a. (PwC), under the International Standard on Assurance Engagements - ISAE 3000 (Revised). It should be noted that, as stipulated in Assirevi Research Paper No. 243 of February 2022, limited assurance activities do not extend to the European Taxonomy section. The audit was performed in compliance with the procedures described in the “Independent Auditors’ Report” included at the end of the document. Quantitative indicators that do not refer to any general or topic-specific disclosure of the GRI Standards, which are reported on the pages indicated in the Content Index, are not subject to limited scrutiny by PwC S.p.A.

## Reference period

GRI 2-3

This NFS, prepared on an annual basis, covers the period from 1 January to 31 December 2023, consistent with the period covered by the Consolidated Financial Report. The Board of Directors of Interpump Group S.p.A. approved this NFS on 18 March 2024.

The document also contains non-financial data for 2021 and 2022.

To guarantee proper understanding of the 2023 data and its comparison with the two prior years, where significant the notes supporting the indicators show the changes in the reporting scope, mainly due to the companies acquired during the three-year period, as well as the impact of exchange-rate fluctuations.

## Scope

GRI 2-2

The scope of consolidation of this NFS corresponds to that of the Group’s Consolidated Financial Report. The following non-operational companies, dormant and/or in liquidation are also noted: Bristol Hoses Ltd (UK), Interpump Piping GS S.r.l. (Italy), IMM Hydraulics Ltd (UK), RR India Private Limited, Hi-Tech Enviro Solutions Limited (NZ), Waikato Holding Limited (NZ), Waikato Milking Systems Lease Limited (NZ) and Transtecno USA LLC.

Below are the fully consolidated companies in economic, social and environmental data, broken down by geographic area and respective percentage of ownership as of 31 December 2023.



Company	Country	Report geographical area	% of ownership
Interpump Group S.p.A.	Italy	Italy	
Contarini Leopoldo S.r.l.	Italy	Italy	100.00%
Draintech S.r.l.	Italy	Italy	80.00%
Eurofluid Hydraulic S.r.l.	Italy	Italy	80.00%
FGA S.r.l.	Italy	Italy	100.00%
Hydroven S.r.l.	Italy	Italy	100.00%
I.MEC. S.r.l.	Italy	Italy	70.00%
IMM Hydraulics S.p.A.	Italy	Italy	100.00%
Innovativ Gummi Tech S.r.l.	Italy	Italy	100.00%
Inoxihp S.r.l.	Italy	Italy	52.72%
Inoxpa Italia Srl	Italy	Italy	100.00%
Interpump Hydraulics S.p.A.	Italy	Italy	100.00%
Interpump Piping GS S.r.l.	Italy	Italy	100.00%
Oleodinamica Panni S.r.l.	Italy	Italy	100.00%
Pioli S.r.l.	Italy	Italy	100.00%
Reggiana Riduttori Srl	Italy	Italy	100.00%
Servizi Industriali S.r.l.	Italy	Italy	80.00%
SIT S.p.A.	Italy	Italy	80.00%
Tekno Tubi S.r.l.	Italy	Italy	100.00%
Transtecno Srl	Italy	Italy	80.00%
Tubiflex S.p.a.	Italy	Italy	100.00%
Walvoil S.p.A.	Italy	Italy	100.00%
Hammelmann Australia Pty Ltd	Australia	Far East and Oceania	100.00%
Mega Pacific Pty Ltd (Australia)	Australia	Far East and Oceania	100.00%
RR Pacific PTY LTD (Australia)	Australia	Far East and Oceania	100.00%
Walvoil Fluid Power Australasia	Australia	Far East and Oceania	100.00%
GS-Hydro Piping Systems (Shanghai) Co. Ltd.	China	Far East and Oceania	100.00%
Hammelmann Pump System Ltd (China)	China	Far East and Oceania	90.00%
Hangzhou Interpump Power Transmissions Co., Ltd.	China	Far East and Oceania	100.00%



Company	Country	Report geographical area	% of ownership
Inoxpa Special Processing Equipment Co. Ltd (China)	China	Far East and Oceania	100.00%
RR SUZHOU CO. Ltd (China)	China	Far East and Oceania	100.00%
Walvoil Fluid Power (Dongguan) Co., Ltd	China	Far East and Oceania	100.00%
Wuxi Interpump Weifu Hydraulics Company (China)	China	Far East and Oceania	65.00%
GS-Hydro Hong Kong Ltd	Hong Kong	Far East and Oceania	100.00%
Hi-Tech Enviro Solutions Limited (NZ)	New Zealand	Far East and Oceania	100.00%
Mega Pacific NZ Pty Ltd (New Zealand)	New Zealand	Far East and Oceania	100.00%
Waikato Holding Limited (NZ)	New Zealand	Far East and Oceania	100.00%
Waikato Milking Systems L.P. (NZ)	New Zealand	Far East and Oceania	100.00%
Waikato Milking Systems Lease Limited (NZ)	New Zealand	Far East and Oceania	100.00%
WMS GP Limited (NZ)	New Zealand	Far East and Oceania	100.00%
GS-Hydro Singapore Pte Ltd	Singapore	Far East and Oceania	100.00%
GS-Hydro Korea Ltd.	South Korea	Far East and Oceania	100.00%
Walvoil Fluid Power Korea Llc.	South Korea	Far East and Oceania	100.00%
Hydra Dyne Technology Inc (Canada)	Canada	North America	89.99%
RR Canada Inc.	Canada	North America	100.00%
Walvoil Canada Inc.	Canada	North America	100.00%
General Pump Inc. (USA)	USA	North America	100.00%
GS-Hydro U.S.	USA	North America	100.00%
Hammelmann Corporation Inc. (USA)	USA	North America	100.00%
Inoxpa USA Inc	USA	North America	100.00%
Muncie Inc. (USA)	USA	North America	100.00%
NLB Corporation (USA)	USA	North America	100.00%
North American Manufacturing Inc.	USA	North America	100.00%
RR USA Inc.	USA	North America	100.00%
Transtecno USA LLC	USA	North America	100.00%
Waikato Milking Systems USA LLC	USA	North America	100.00%
Walvoil Fluid Power Corp. (USA)	USA	North America	100.00%





Company	Country	Report geographical area	% of ownership
White Drive Motors and Steering, LLC (USA)	USA	North America	100.00%
Interpump Hydraulics Middle East FZE	AEU	Rest of the world	100.00%
GS-Hydro do Brasil Sistemas Hidraulicos Ltda	Brazil	Rest of the world	100.00%
Interpump Hydraulics Brasil	Brazil	Rest of the world	100.00%
Hydrocar Chile S.A.	Chile	Rest of the world	90.00%
Inoxpa Colombia Sas	Colombia	Rest of the world	83.29%
Inoxpa India Private Ltd	India	Rest of the world	100.00%
Interpump Hydraulics India Ltd	India	Rest of the world	100.00%
IPG MOULDTECH INDIA PVT LTD.	India	Rest of the world	85.00%
RR India Private Limited	India	Rest of the world	99.99%
Walvoil Fluid Power (India) Pvt.Ltd.	India	Rest of the world	100.00%
Inoxpa Mexico	Mexico	Rest of the world	100.00%
MA Transtecno S.A.P.I. de C.V. (Mexico)	Mexico	Rest of the world	70.00%
Inoxpa South Africa	South Africa	Rest of the world	100.00%
Interpump South Africa Pty Ltd	South Africa	Rest of the world	100.00%
GS-Hydro Austria GmbH	Austria	Rest of Europe	100.00%
Copa Hydrosystem OOD (Bulgaria)	Bulgaria	Rest of Europe	100.00%
GS-Hydro Denmark AS	Denmark	Rest of Europe	100.00%
Inoxpa Skandinavien A/S (Denmark)	Denmark	Rest of Europe	100.00%
Hammelmann France	France	Rest of Europe	100.00%
IFS FRANCE SARL	France	Rest of Europe	100.00%
Inoxpa Solutions France Sas	France	Rest of Europe	100.00%
Interpump Hydraulics France S.a.r.l.	France	Rest of Europe	99.77%
RR France Sarl	France	Rest of Europe	95.00%
Unidro Contarini Sas (France)	France	Rest of Europe	100.00%
Walvoil Fluid Power France Sarl.	France	Rest of Europe	100.00%
GS-Hydro System GmbH (Germany)	Germany	Rest of Europe	100.00%
Hammelmann GmbH (Germany)	Germany	Rest of Europe	100.00%
Interpump Fluid Solutions Germany GmbH	Germany	Rest of Europe	100.00%



Company	Country	Report geographical area	% of ownership
White Drive Motors and Steering GmbH (Germany)	Germany	Rest of Europe	100.00%
Waikato Milking Systems Ireland Limited	Ireland	Rest of Europe	100.00%
Inoxpa Solutions Moldova	Moldova	Rest of Europe	66.67%
GS-Hydro Benelux B.V.	Netherlands	Rest of Europe	100.00%
RR Holland BV	Netherlands	Rest of Europe	100.00%
Transtecno Aandrijftechniek B.V. (Netherlands)	Netherlands	Rest of Europe	51.00%
Transtecno BV (Netherlands)	Netherlands	Rest of Europe	51.00%
GS-Hydro Sp Z O O (Poland)	Poland	Rest of Europe	100.00%
White Drive Motors and Steering Sp. z o.o. (Poland)	Poland	Rest of Europe	100.00%
Improved Solutions Unipessoal Ltda (Portugal)	Portugal	Rest of Europe	100.00%
IMM Hydro Est (Romania)	Romania	Rest of Europe	100.00%
INOXPA LTD (Russia)	Russia	Rest of Europe	70.00%
RR Slovakia A.S.	Slovakia	Rest of Europe	100.00%
GS-Hydro S.A.U (Spain)	Spain	Rest of Europe	100.00%
Hammelmann S.L. (Spain)	Spain	Rest of Europe	100.00%
Inoxpa S.A.U. (Spain)	Spain	Rest of Europe	100.00%
Suministros Franquesa S.A.	Spain	Rest of Europe	100.00%
Transtecno Iberica the Modular Gearmotor s.a. (Spain)	Spain	Rest of Europe	70.00%
GS-Hydro Ab (Sweden)	Sweden	Rest of Europe	100.00%
Hammelmann Swiss GmbH	Switzerland	Rest of Europe	100.00%
Bristol Hose Limited	UK	Rest of Europe	100.00%
GS- Hydro UK Ltd	UK	Rest of Europe	100.00%
IMM Hydraulics Ltd (UK)	UK	Rest of Europe	100.00%
Inoxpa (UK) Ltd	UK	Rest of Europe	100.00%
Interpump Hydraulics UK	UK	Rest of Europe	100.00%
Waikato Milking Systems UK Limited	UK	Rest of Europe	100.00%
Inoxpa Ukraine	Ukraine	Rest of Europe	100.00%



## Reporting standards

This NFS has been prepared in accordance with the Global Reporting Initiative (GRI) 2021 Reporting Standards. From the reporting year 2021, the new GRI 306 - Waste 2020 reporting standard was adopted.

This Statement includes a “Correlation table for material topics and GRI indicators”, presented below, to show the coverage of the GRI indicators associated with each topic deemed to be material. In addition, for completeness, each chapter and/or section makes reference to the indicators addressed.

## Contact point

GRI 2-3

Information on this NFS can be requested by writing to: [csr@interpumpgroup.it](mailto:csr@interpumpgroup.it)

## Calculation methods

Below are the main calculation methodologies and assumptions for the non-financial performance indicators in this statement, in addition to what is previously indicated in the text (e.g. specific calculation formulas).

### Personnel-related data

- Workforce  
The personnel (e.g. workforce) data relates to natural persons (not standardised using FTEs) at 31/12 in the reporting period.  
Consistent with previous reporting years, apprentices have been treated as full-time employees on temporary contracts. Data collection for non-employees includes trainees, contractors, sub-contractors and self-employed workers. These persons are all considered as full-time workers.
- Health and safety  
The indicators for matters related to health and safety were calculated in the manner envisaged by the GRI Standards, using 200,000 (equivalent to the hours worked each year) as the multiplier, so that:
  1. Injury rate: no. of injuries \* 200,000 / hours actually worked.
  2. Rate of high-consequence injuries: no. of serious injuries \* 200,000 / hours actually worked.
  3. Lost days rate (LDR): no. of days lost \* 200,000 / planned hours worked.
  4. Occupational disease rate: no. of occupational diseases \* 200,000 / hours actually worked.

If the hours worked by non-employed staff were not available in a timely manner, the respective accident rates were not calculated (e.g. for trainees).

- Annual total compensation  
Due to the diversity and different contractual laws of the countries in which the Group operates, the data collection only took into account employees in service as of 31/12. The remuneration of employees with part-time contracts and of those hired during the year has been normalised, to make it equivalent to that of an employee with a full-time contract from 1/1 to 31/12 in the reporting year. Employees who terminated the working relationship during the year were excluded from the calculation. Total annual remuneration includes:
  - fixed components, i.e. the normalised annual basic salary, including any references to collective bargaining and individual bargaining;
  - variable components, only if actually received (cash principle): such as any remuneration for overtime, bonuses, incentives, commissions, fringe and flexible benefits.
  - Where applicable, long-term bonuses and stock options are also included. The last mentioned are measured at fair value, if specified in the Remuneration Policy, or treated as income in kind otherwise.

The scope of data collection is consistent with that of the comparative periods.



## Data relating to the Environmental Area

- Collection of environmental data  
Where specific environmental data was unavailable, conservative estimates were made by choosing assumptions for environmental performance that were less favourable for the Company.
- Water withdrawal and discharges  
With reference to the standard on the withdrawal and discharge of water, the following have been considered fresh water:
  - water sourced from third-party suppliers, such as the public supply (mains), for which no exchange of materials is envisaged at any point in the productive process;
  - water withdrawn from own wells when the related discharges are analysed to check their quality parameters. This is to confirm the circumstance that no exchange of materials takes place in the production process that would result in an increase in total dissolved solids of more than 1 gram per litre. In the absence of analyses confirming compliance with the 1 g/litre limit, the Group takes a prudent approach by classifying the water concerned in the “other” category. In order to assess the water stress in the various countries in which the Group operates, reference was made to the Acqueduct database using the capitals of the individual countries in which the Group companies’ headquarters are located as a benchmark. Countries are classified as subject to water stress if the value identified is greater than or equal to 3.

In order to assess the water stress in the various countries in which the Group operates, reference was made to the Acqueduct database using the capitals of the individual countries in which the Group companies’ headquarters are located as a benchmark. Countries are classified as subject to water stress if the value identified is greater than or equal to 3.

- Municipal waste  
In the case of purely commercial offices and companies, where no production and logistics activities take place, any municipal waste production has not been quantitatively evaluated. Where this value was also present, even as a reasonable estimate, it was taken into account in the total calculation. It should be understood that these values are not material with respect to the Group’s industrial waste production.
- Emissions  
Greenhouse gas emissions were calculated using the following formula: activity data (m<sup>3</sup> of natural gas, kWh of electricity, etc.) multiplied by the respective emission factor. Losses of refrigerant gas (expressed in kg) were also considered, multiplied by the respective Global Warming Potential (GWP). The emission factors and GWP values used for calculation of GHG emissions were as follows:
  - **Scope 1 emissions** for fuel emission factors and GWPs of refrigerant gases are taken from the database “UK Government GHG Conversion Factors for Company Reporting - fuel properties” published by the UK Government’s Department for Environment, Food and Rural Affairs (hereafter also “DE-FRA”), updated annually;

— **Scope 2 emissions** for electricity purchased from the grid, emissions were calculated according to two methodologies as required by the GRI Standards:

- the Location-Based calculation used the emission factors reported in the “International Comparisons” document published by Terna;
- for the Market-based calculation, the residual mix emission factors of the following documents were used: according to the most recent versions available for each reporting year “European residual mix” published by the Association of Issuing Bodies (AIB) and “Green-e Energy Residual Mix Emissions Rates” published by Center for Resource Solutions. With respect to those countries for which, at the time of writing, the residual mix factors were not publicly available from accredited sources or were lower than the location-based values, a conservative approach was adopted and the emission factors applied in the Location-based calculation were used. Moreover, it should be noted that: (i) the emission factor applied to the sites located in the USA was the average calculated for the entire country; (ii) the 2023 emission factor relating to Canada was the same as that applied in 2020 (2018 Green-e Energy Residual Mix Emissions Rates), since an updated version was not available;

— **Scope 3 emissions** The Group does not currently have the elements to report Scope 3 emissions and is completing the procedures for collecting, checking and sharing data also in view of the next Sustainability Report 2024.



# Correlation table for material topics and GRI indicators

## GRI 3-1

The correlation table between the GRI Standards and the topics identified is presented below together with the related reporting scope.

Material topics	GRI Standard	Scope of impact		
		Internal	External	Limitations
<b>Environmental area</b>				
Energy and climate change	GRI 302: Energy 2016 (302-1, 302-3) GRI 305: Emissions 2016 (305-1, 305-2, 305-4)	Interpump Group	-	-
Water resource management	GRI 303: Water and Effluents 2018 (303-1, 303-2, 303-3, 303-4)	Interpump Group		
Polluting emissions	GRI 305: Emissions 2016 (305-7)	Interpump Group		
Waste management	GRI 306: Waste 2020 (306-1, 306-2, 306-3, 306-4, 306-5)	Interpump Group		
<b>Socio-economic area</b>				
Economic performance	GRI 201: Economic Performance (201-1)	Interpump Group		
Tax	GRI 207: Tax (207-1; 207-2; 207-3; 207-4)	Interpump Group		
Customer health and safety	GRI 416: Customer Health and Safety 2016 (416-2)	Interpump Group		



Material topics	GRI Standard	Scope of impact		
		Internal	External	Limitations
Research, development and innovation	-	Interpump Group		
<b>Personnel-related area</b>				
Occupational health and safety	GRI 403: Occupational Health and Safety 2018 (403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9)	Interpump Group	Contracted workers and external companies working at Group sites	Reporting partially extended to external scope
Management of human capital	GRI 401: Employment 2016 (401-1)	Interpump Group		
Training (404-1)	GRI 404: Training and Education 2016	Interpump Group		
<b>Respect for human rights area</b>				
Protection of human rights, non-discrimination and equal opportunities	GRI 405: Diversity and Equal Opportunity 2016 (405-1)	Interpump Group		
	GRI 406: Non-discrimination 2016 (406-1)	Interpump Group		
<b>Anti-corruption area</b>				
Anti-corruption	GRI 205: Anti-corruption 2016 (205-3)	Interpump Group		
	GRI 415: Political Contribution (415-1)	Interpump Group		



<b>Statement of use</b>	Interpump Group S.p.A. has prepared this Statement in accordance with the GRI Standards for the period from 1 January 2023 to 31 December 2023.
<b>GRI 1 used</b>	GRI 1: Foundation 2021
<b>Applicable GRI Sector Standard(s)</b>	Not applicable

GRI Standard	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) omitted	Reason	Explanation	
<b>General disclosures</b>						
GRI 2: General Disclosures 2021	2-1 Organizational details	6-10	A grey cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	2-2 Entities included in the organization's sustainability reporting	134-138				
	2-3 Reporting period, frequency and contact point	134, 139 March 2024				
	2-4 Restatements of information	134				
	2-5 External assurance	134, 149-151				
	2-6 Activities, value chain and other business relationships	6, 11-20, 24-25				
	2-7 Employees	76-80				
	2-8 Workers who are not employees	81				
	2-9 Governance structure and composition	27-33				
	2-10 Nomination and selection of the highest governance body	27-33				
	2-11 Chair of the highest governance body	28-33				
	2-12 Role of the highest governance body in overseeing the management of impacts	28-33, 52-62				
	2-13 Delegation of responsibility for managing impacts	27, 59-62				
	2-14 Role of the highest governance body in sustainability reporting	27-33, 52-58				
	2-15 Conflicts of interest	27-33				
	2-16 Communication of critical concerns	38-42				
	2-17 Collective knowledge of the highest governance body	28-33				
	2-18 Evaluation of the performance of the highest governance body	28-33				



GRI Standard	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) omitted	Reason	Explanation	
	2-19 Remuneration policies	34-36				
	2-20 Process to determine remuneration	34-36				
	2-21 Annual total compensation ratio	34-36				
	2-22 Statement on sustainable development strategy	3, 38-42				
	2-23 Policy commitments	38-42				
	2-24 Embedding policy commitments	59-62				
	2-25 Processes to remediate negative impacts	21-23, 74-75, 97-98, 115-116, 127-128, 131				
	2-26 Mechanisms for seeking advice and raising concerns	38-42				
	2-27 Compliance with laws and regulations	41-42				
	2-28 Membership associations	54-55				
	2-29 Approach to stakeholder engagement	53-58				
	2-30 Collective bargaining agreements	80				
<b>Materials topics</b>						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	53-58, 141	A grey cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	3-2 List of material topics	53-58, 141				





**Economic Aspects**

GRI Standard	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) omitted	Reason	Explanation	
<b>Economic performance</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	59-62, 115-116				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	118				
<b>Anti-corruption</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	59-62, 131				
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	132				
<b>Anti-competitive behaviour</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	59-62, 131				
GRI 206: Anti-Competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	132				
<b>Tax</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	59-62, 115-116				
GRI 207: Tax 2019	207-1 Approach to tax	119-125				
	207-2 Tax governance, control, and risk management	119-125				
	207-3 Stakeholder engagement and management of concerns related to tax	119-125				
	207-4 Country-by-country reporting	122-125				



**Environmental Aspects**

GRI Standard	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) omitted	Reason	Explanation	
<b>Energy</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	59-62, 97-98				
GRI 201: Economic Performance 2016	302-1 Energy consumption within the organization	99-100				
	302-3 Energy intensity	99-100				
<b>Water and effluents</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	59-62, 97-98				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	106-109				
	303-2 Management of water discharge-related impacts	106-109				
	303-3 Water withdrawal	106-109				
	303-4 Water discharge	106-109				
<b>Emissions</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	59-62, 97-98				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	101-105				
	305-2 Energy indirect (Scope 2) GHG emissions	101-105				
	305-4 GHG emissions intensity	101-105				
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	101-105				
<b>Waste</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	59-62, 97-98				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	110-113				
	306-2 Management of significant waste-related impacts	110-113				
	306-3 Waste generated	110-113				
	306-4 Waste diverted from disposal	110-113				
	306-5 Waste directed to disposal	110-113				



**Social Aspects**

GRI Standard	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) omitted	Reason	Explanation	
<b>Employment</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	59-62, 74-75				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	85-87				
<b>Occupational health and safety</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	59-62, 74-75				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	90-95				
	403-2 Hazard identification, risk assessment, and incident investigation	90-95				
	403-3 Occupational health services	90-95				
	403-4 Worker participation, consultation, and communication on occupational health and safety	90-95				
	403-5 Worker training on occupational health and safety	90-95				
	403-6 Promotion of worker health	90-95				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	90-95				
	403-9 Work-related injuries	90-95				
<b>Training and education</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	59-62, 74-75				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	88-89				
<b>Diversity and equal opportunity</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	59-62, 74-75, 127-128				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	28-33, 82-84				
<b>Non-discrimination</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	59-62, 74-75, 127-128				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	129				



GRI Standard	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) omitted	Reason	Explanation	
<b>Public policy</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	59-62, 131				
GRI 415: Public Policy 2016	415-1 Political contributions	132				
<b>Customer health and safety</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	59-62, 115-116				
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	117				
<b>Research, development and innovation</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	21-23, 59-62				
	R&D projects with sustainability goals completed or under development during the reporting year	21-23				



## **Independent auditor's report on the consolidated non-financial statement**

*pursuant to article 3, paragraph 10, of Legislative Decree 254/2016 and article 5 of CONSOB regulation n. 20267 of January 2018*

To the Board of Directors of  
Interpump Group SpA

Pursuant to article 3, paragraph 10, of Legislative Decree No. 254 of 30 December 2016 (the "Decree") and article 5, paragraph 1 g), of CONSOB Regulation No. 20267/2018, we have undertaken a limited assurance engagement on the consolidated non-financial statement of Interpump Group SpA and its subsidiaries (hereinafter the "Group") for the year ended 31 December 2023 prepared in accordance with article 4 of the Decree and approved by the Board of Directors on 18 March 2024 (the "NFS").

Our review does not extend to the information set out in the section titled "European taxonomy" of the Group's NFS, required by article 8 of Regulation (EU) 2020/852.

### **Responsibilities of the Directors and the Board of Statutory Auditors for the NFS**

The Directors are responsible for the preparation of the NFS in accordance with articles 3 and 4 of the Decree and with the Global Reporting Initiative Sustainability Reporting Standards defined by the GRI - Global Reporting Initiative (GRI Standards), identified by them as the reporting standard.

The Directors are also responsible, in the terms prescribed by law, for such internal control as they determine is necessary to enable the preparation of a NFS that is free from material misstatement, whether due to fraud or error.

Moreover, the Directors are responsible for identifying the content of the NFS, within the matters mentioned in article 3, paragraph 1, of the Decree, considering the activities and characteristics of the Group and to the extent necessary for an understanding of the Group's activities, development, performance and related impacts.

Finally, the Directors are responsible for defining the business and organisational model of the Group and, with reference to the matters identified and reported in the NFS, for the policies adopted by the Group and for identifying and managing the risks generated and/or faced by the latter.

The board of statutory auditors is responsible for overseeing, in the terms prescribed by law, compliance with the Decree.

### **PricewaterhouseCoopers SpA**

Sede legale: **Milano** 20145 Piazza Tre Torri 2 Tel. 02 77851 Fax 02 7785240 Capitale Sociale Euro 6.890.000,00 i.v. C.F. e P.IVA e Reg. Imprese Milano Monza Brianza Lodi 12979880155 Iscritta al n° 119644 del Registro dei Revisori Legali - Altri Uffici: **Ancona** 60131 Via Sandro Totti 1 Tel. 071 2132311 - **Bari** 70122 Via Abate Gimma 72 Tel. 080 5640211 - **Bergamo** 24121 Largo Belotti 5 Tel. 035 229691 - **Bologna** 40124 Via Luigi Carlo Farini 12 Tel. 051 6186211 - **Brescia** 25121 Viale Duca d'Aosta 28 Tel. 030 3697501 - **Catania** 95129 Corso Italia 302 Tel. 095 7532311 - **Firenze** 50121 Viale Gramsci 15 Tel. 055 2482811 - **Genova** 16121 Piazza Piccapietra 9 Tel. 010 29041 - **Napoli** 80121 Via dei Mille 16 Tel. 081 36181 - **Padova** 35138 Via Vicenza 4 Tel. 049 873481 - **Palermo** 90141 Via Marchese Ugo 60 Tel. 091 349737 - **Parma** 43121 Viale Tanara 20/A Tel. 0521 275911 - **Pescara** 65127 Piazza Ettore Troilo 8 Tel. 085 4545711 - **Roma** 00154 Largo Fochetti 29 Tel. 06 570251 - **Torino** 10122 Corso Palestro 10 Tel. 011 556771 - **Trento** 38122 Viale della Costituzione 33 Tel. 0461 237004 - **Treviso** 31100 Viale Felissent 90 Tel. 0422 696911 - **Trieste** 34125 Via Cesare Battisti 18 Tel. 040 3480781 - **Udine** 33100 Via Poscolle 43 Tel. 0432 25789 - **Varese** 21100 Via Albuzzi 43 Tel. 0332 285039 - **Verona** 37135 Via Francia 21/C Tel. 045 8263001 - **Vicenza** 36100 Piazza Pontelandolfo 9 Tel. 0444 393311

[www.pwc.com/it](http://www.pwc.com/it)



### **Auditor's Independence and Quality Control**

We are independent in accordance with the principles of ethics and independence set out in the Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code) issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour. In the period this engagement refers to our firm applied International Standard on Quality Control 1 (ISQC Italia 1) and, accordingly, maintained a comprehensive system of quality control including policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

### **Auditor's Responsibilities**

Our responsibility is to express a limited assurance conclusion, based on the procedures we have performed, regarding the compliance of the NFS with the Decree and with the GRI Standards. We conducted our engagement in accordance with *International Standard on Assurance Engagements ISAE 3000 (Revised) - Assurance Engagements Other than Audits or Reviews of Historical Financial Information* (hereinafter "ISAE 3000 Revised"), issued by the International Auditing and Assurance Standards Board (IAASB) for limited assurance engagements. That standard requires that we plan and perform procedures to obtain limited assurance about whether the NFS is free from material misstatement. Therefore, the procedures performed were less in extent than for a reasonable assurance engagement conducted in accordance with ISAE 3000 Revised and, consequently, do not provide us with a sufficient level of assurance that we have become aware of all significant facts and circumstances that might be identified in a reasonable assurance engagement.

The procedures performed on the NFS were based on our professional judgement and included inquiries, mainly of personnel of the Company responsible for the preparation of the information presented in the NFS, inspection of documents, recalculations and other procedures designed to obtain evidence considered useful.

In detail, we performed the following procedures:

1. Analysis of the relevant matters reported in the NFS in relation to the activities and characteristics of the Group, in order to assess the reasonableness of the selection process used, in accordance with article 3 of the Decree and with the reporting standard adopted;
2. Analysis and assessment of the criteria used to identify the consolidation perimeter, in order to assess their compliance with the Decree;
3. Understanding of the following matters:
  - Business and organisational model of the Group with reference to the management of the matters specified in article 3 of the Decree;
  - Policies adopted by the Group with reference to the matters specified in article 3 of the



- Decree, actual results and related key performance indicators;  
Key risks generated and/or faced by the Group with reference to the matters specified in article 3 of the Decree.

With reference to those matters, we compared the information obtained with the information presented in the NFS and carried out the procedures described under item 4 a) below.

4. Understanding of the processes underlying the preparation, collection and management of the significant qualitative and quantitative information included in the NFS.

In detail, we held meetings and interviews with the management of Interpump Group SpA and with the personnel of Walvoil SpA and we performed limited analyses of documentary evidence, to gather information about the processes and procedures for the collection, consolidation, processing and submission of the non-financial information to the function responsible for the preparation of the NFS.

Moreover, for material information, considering the activities and characteristics of the Group:

- at a group level,
  - a) with reference to the qualitative information included in the NFS, and in particular to the business model, the policies adopted and the main risks, we carried out interviews and acquired supporting documentation to verify its consistency with available evidences,
  - b) with reference to quantitative information, we performed analytical procedures as well as limited tests, in order to assess, on a sample basis, the accuracy of consolidation of the information;
- for the company Walvoil SpA, which we selected on the basis of its activities, its contribution to the key performance indicators at a consolidated level and its location, we carried out site visits during which we met with local management and gathered supporting documentation regarding the correct application of the procedures and calculation methods used for the key performance indicators.

### **Conclusion**

Based on the procedures performed, nothing has come to our attention that causes us to believe that the NFS of the Group for the year ended 31 December 2023 is not prepared, in all significant respects, in accordance with articles 3 and 4 of the Decree and the GRI Standards.

Our conclusion above does not extend to the information set out in the section “European taxonomy” of the Group’s NFS, required by article 8 of Regulation (EU) 2020/852.



***Other matters***

The NFS for the year ended 31 December 2022, whose information is presented as comparatives, was the subject of a limited assurance engagement by another auditor, who expressed an unqualified conclusion thereon on 30 March 2023.

Parma, 29 March 2024

PricewaterhouseCoopers SpA

*Signed by*

Nicola Madureri  
(Partner)

*Signed by*

Paolo Bersani  
(Authorised signatory)

*This report has been translated from the Italian original solely for the convenience of international readers.*





[interpumpgroup.it](http://interpumpgroup.it)

