

Sustainability HIGHLIGHTS 2024



Key Numbers

FINANCIAL Capital



1,682 mln euro
REVENUES



155 mln euro
Adjusted EBITDA



50 mln euro
NET PROFIT

#Epta HUMAN



7,987 employees
#EptaPeople



125,763 hours of training
(~16 per person)



11.18 accident frequency
(per million hours worked)

11 production
plants



100% products available
with natural
refrigerants



100 countries served
in the world



GLOBAL Presence

30 tradefairs and
congress participation



4 new awards
in 2024

Stakeholder ENGAGEMENT



Sustainability
Award Top100



AIDAF
ITALIAN FAMILY BUSINESS

RAC
COOLING INDUSTRY
AWARDS 2023

SUSTAINABLE Innovations



270 engineers
in the R&D area



11 R&D centers of which
1 Innovation Center



27.7 mln euro invested
in innovation

ENVIRONMENTALE Heritage



0.491 GJ/m€
energy intensity



95.2% recycled
waste



0.0584 m³/m€
water intensity

Group Profile

Epta is a multinational industrial group active on five continents, specializing in commercial refrigeration.

TURNOVER 2024

What we do

We specialize in the **design, manufacture, sale, installation and servicing of complete refrigeration solutions** such as refrigerated counters, cold rooms and refrigeration systems equipped with **state-of-the-art technologies and high-quality design** for the Retail and Food & Beverage world.

How we operate

We interpret the needs of **consumers from the most diverse countries**, resulting in sustainable refrigeration technologies that, with an eye to the future, create value for customers **all over the world with the least environmental impact**.

21%
The Americas

73%
Europe and the
Middle East

6%
Asia-Pacific

Mission, Vision, Purpose and Values

"Proud to contribute to the success of our customer's sales outlet. Simple, safe and appealing purchases."

"The preferred local partner for customised product and refrigeration system solutions. The ultimate technology and design for the unique store."

"Preserving our planet with conscious innovation. Together."

Our Mission

We focus on the success of our customer's point of sale.

We talk about a **"simple" purchase because we are to all intents and purposes a "one-stop-shop"** provide an all-inclusive service that starts from shop design and codevelopment of solutions, goes through implementation and the possibility of tele-control and tele-management, and ends with after-sales service and disposal of old equipment. A "zero hassle" philosophy that allows the customer to focus on their core business.

We talk about a **"safe" purchase because we are reliable and certified**, a distinguishing factor in our industry.

Finally, we speak of an **"appealing" purchase because we are able to customize solutions for our customers**, optimizing the merchandising of the products on display.

Our vision

We want to be the **"preferred local partner"** because we have always believed in sustainable development, in the creation of shared value and in the contribution that business can make to improve the territories, organizations and communities within which it operates and with which it actively collaborates and interacts.

We invest in initiatives aimed at protecting the environment, developing people and creating a safe, collaborative and stimulating working environment with respect for each of our employees.

We use **"ultimate technology and design" to make our products safer, better performing and more environmentally friendly** and such that they actively contribute to the success and growth of our customers and all our Stakeholders.

Our Purpose

At Epta, we are driven by our purpose of **Preserving our Planet with Conscious Innovation. Together.**

Preserving our planet.

We help retailers protect food. But our responsibility goes far beyond that. We are committed to preserving our environment and safeguarding our future.

Innovation is how we do it.

It's in our DNA. We've always been pioneers. But we don't stop at innovation for its own sake. We go further.

We create conscious innovation.

Every day, we choose to innovate responsibly. Guided by creativity, imagination, and a commitment to continuous learning. We embrace the power of digital transformation and AI, because we believe it's the only way to shape a truly sustainable future.

And we do it together.

We move forward as EptaPeople. Alongside our customers, stakeholders, and partners. And, of course, with all those who support and empower us every day.

Our Values

In order to achieve the goal of excellence that Epta has set itself since its inception, we rely on a series of principles and values that represent genuine foundations of the entire organization, underpinning the strategies, decisions and actions that characterize our daily actions.

Principles and values that are clearly expressed in our Code of Ethics are confirmed and pursued by all of us at Epta as well as by all those who work with our Group.

Business Lines

The Group segments its activities on the basis of reference markets and the product or service offered, thus identifying **three Business Areas or Business Units (BU)**.

Business Unit RETAIL



It includes research, development production and marketing of complete commercial refrigeration systems for **large and small-scale retail trade**.

Business Unit FOOD & BEVERAGE



It includes research, development, production and marketing of refrigerated counters with an incorporated unit (so-called "plug-in") and the provision of after-sales services for **operators in the food, hotel and catering industry**.

Business Unit AFTER SALES



It includes the provision of **after-sales services** such as:

- › maintenance and replacement;
- › qualified consulting and training activities;
- › activities of energy requalification and adaptation of technical provisions;
- › remote surveillance and performance management;
- › decommissioning and recycling services for large and small retailers.

These services are provided **with reference to products manufactured by third parties**.

Retail Solutions



Retail solutions
for the whole world



Retail solutions
for the whole world



Retail solutions for North
and Central America

Specialized Brands



Dedicated solutions
for speciality stores



Plug-in solutions for Food
& Beverage and Ho.Re.Ca.

Solutions and Services



Design and planning
of custom spaces



Design, engineering and installation
of technical products and systems

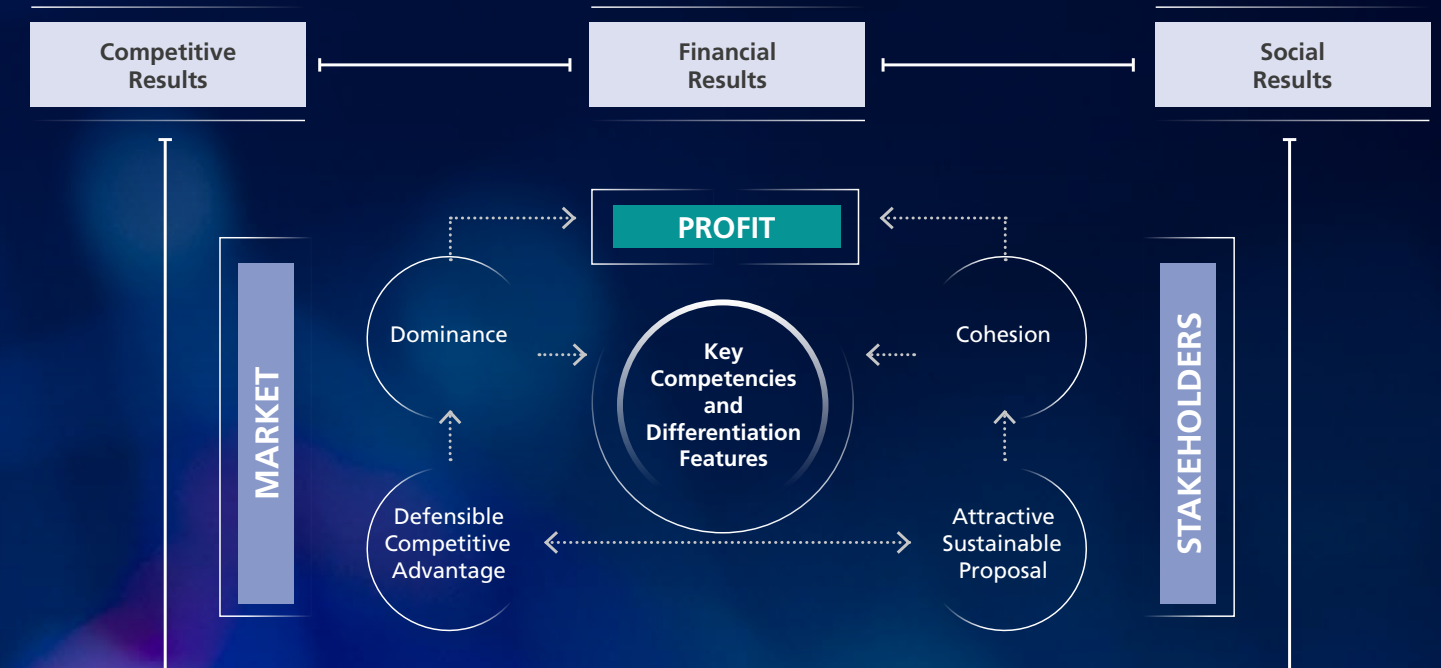


Services and
after-sales support

Epta's Entrepreneurial Formula

How we create shared value

Our value creation model is based on a solid and defensible competitive advantage, created through the development of key competences and differentiating factors, complemented by ESG opportunities and logic, the development of digitalization and transparent dialogue with all our stakeholders, in order to generate a relationship of trust with a view to creating shared value in the long term.



Epta's approach to the creation of sustainable value is embodied in the company's strategy, through a criterion capable of seizing opportunities for economic development, but that always takes into account the social and environmental impacts that may result.

With this in mind, **competitive results, social results and economic results are synergetic and selfsustaining**, with a virtuous logic of shared and sustainable long-term value creation.

Our Integrated Vision

Developing an integrated vision of the creation of shared value within a company means defining, implementing and monitoring the company's policies, decisions and activities with a long-term perspective, placing the expectations and demands of stakeholders at the heart of the strategy and deeply integrating operational and financial performance with "non-financial" performance.

The economic and social context in which we operate is characterized by an everincreasing level of complexity, and every decision-making process is determined and influenced by a multitude of interconnected factors linked to the expectations of countless Stakeholders.

Successfully addressing these scenarios requires the development of **an integrated and inclusive approach** in areas such as:

- the definition of corporate strategies,
- activity planning, performance, measurement,,
- the ability to communicate to stakeholders through rigorous, transparent and comprehensive reporting processes

In order to facilitate the adoption of an **integrated approach to value creation** it is necessary that the reporting activity is not limited to presenting the most significant financial data, nor does it dwell on the enhancement of the social and environmental impact created without highlighting its ability to generate economic value for the entire Organization.

The Integrated Report, therefore, becomes a **tool for the implementation of the strategy** and create a privileged relationship with Stakeholders, demonstrating the consistency between mission, business model, operational choices and results achieved, as well as the attention of the Group in ensuring a proper balance between short-term competitiveness and medium- to long-term sustainability.



Product Development

FOCUS

F-Gas Regulation (EU 2024/573) on fluorinated gases

The new F-Gas Regulation, effective from 11 March 2024, aligns the HVAC&R sectors' framework with the European Green Deal, aiming for carbon neutrality by 2050.

The consumption of hydrofluorocarbons (HFCs), meaning the quantity of HFCs that can be placed on the Union market, must be reduced by 80% by 2030 and reach zero by 2050.

The text introduces important prohibitions for stationary refrigeration equipment using fluorinated gases, based on their GWP, to encourage the use of natural refrigerants, such as the GWP limit of 150 for medium and large-capacity centralised systems and standalone equipment.

The Regulation, for the first time this year, introduces a ban on exporting certain equipment operating with high-GWP F-Gases to non-EU markets and new important limitations on the use of such gases for servicing and maintenance starting in 2032.

FOCUS

Ecodesign and Energy Labelling

The extension of the applicability of the energy efficiency standards "Ecodesign" and "Energy Labelling" to our sector - which obliges all manufacturers to objectively highlight the consumption of different products - has enhanced in competitive terms the choice made back in 2008 with voluntary adhesion to the **"Eurovent" energy certification** scheme which guarantees the energy efficiency of our range.

In this context, the R&D department has an internal program called "EPTA DESIGN FOR ENVIRONMENT" that defines **three priorities in the design and development of new products**:

- 1) **energy efficiency**, for production and use,
- 2) **innovation of materials**, to reduce the consumption of resources and find solutions with a low environmental impact,
- 3) **recycling**, for the possible update of products and their disposal at the end of their life cycle.

Regarding environmental and sustainability issues for products and services, the Group is working with the **European Commission** - through manufacturers' associations such as ANIMA (Confindustria), Orgalime and Eurovent - in the process of creating laws and regulations to which it contributes as a Stakeholder with comments and proposals.

In addition, we participate directly in several **international standardization committees** - such as the European Organization for Standardization (CEN, CENELEC) and the World Organization for Standardization (ISO, IEC) - to contribute to the development of technical standards and regulations aimed at improving quality, safety, energy efficiency and environmental sustainability of products and services.

We are also an active participant in the **USA regulations** for which our products comply with safety (UL), hygiene (NSF) and energy efficiency (DOE) regulations.

Research Programs

We continue our commitment to European and international research activities in line with the most sensitive topics for the commercial refrigeration sector.

2019

Life-C4R

2019 saw the launch of Epta's Life-C4R - Carbon for Retail Refrigeration project, co-funded by the European Union and recognized within the EU LIFE Program, which aimed to **accelerate the market deployment of a new generation of high-efficiency commercial refrigeration systems based on R744/CO₂ refrigerant and suitable for all weather conditions**. At the heart of the project is the **FTE Full Transcritical Efficiency** patented by Epta. The data produced by the plants over the 3-year observation period were processed as part of a detailed consumption analysis and showed that our technologies guarantee an annual decrease in energy consumption of between 15% and 23% (when compared to traditional CO₂ plants).

2020

Renad

In 2020 we launched the **threeyear RENAD project, for the development of natural, sustainable and digital refrigeration solutions**, in the Retail and Food & Beverage sectors based on three pillars: Ecodesign, IoT and natural refrigerants. A number of new solutions emerged from the project, including cashless payment with video recognition of product pick-up.

2022

Life Vicorpan

In 2022, we took part in the LIFE VICORPAN project, co-funded by the European Union, **aimed at increasing the efficiency and recyclability of domestic and commercial refrigeration solutions**, reducing greenhouse gas emissions and facilitating the recycling of refrigeration appliances using vacuum insulation panels. The Group's commitment is reflected in the use of the new Vacuum Insulation Panels (VIP), developed as part of the initiative, for its products.

2030

Enough Program

Epta also took part in the EU-funded ENOUGH Program, which **has as its objective the decarbonization of the food chain** and brings together more than 28 partners including European companies, research institutes and universities. The project aims to spur the creation of new knowledge, technologies, tools, methods to enable the food sector to reduce greenhouse gas emissions (by 2030) and achieve carbon neutrality (by 2050).

2050

Our sustainable products

FOCUS

On 11 March 2024, the New European Regulation (EU) 2024/573 on fluorinated gases came into force, recognizing natural refrigeration as the best solution to minimize the environmental impact of the entire industry.

For some time now, we at Epta have been strategically investing in sustainable refrigeration, which has allowed us to anticipate market trends thanks to the launch of innovations with clear and measurable benefits. Epta's advanced natural technologies include:

- **R290 propane plug-ins:** refrigerated cabinets with built-in unit at both positive and negative temperatures equipped with an on-board engine, which do not require a connection to the refrigeration unit and are therefore ideal for small sales areas. With negligible GWP and zero ODP, propane is a valid alternative to traditional HFC refrigerants, compared to which it guarantees superior operational efficiency and reduced environmental impact;
- **Integral air-cooled propane (Airloop) and water-cooled (Waterloop) units, equipped with air-cooled (Airloop),** fully integrated and pre-assembled inside the refrigerated cabinet. Integral technologies, a symbol of the Group's engineering and technical expertise, make it possible to optimize the refrigeration cycle and overall cabinet operation, while maintaining display capacity.
- **Remote transcritical CO₂ cabinets** which are an expression of the *Group's leadership* in carbon dioxide refrigeration and are now in their fourth generation.
- **Systems for FTE 2.0** (Full Transcritical Efficiency), **ETE** (Extreme Temperature Efficiency), and **XTE** (Extra Transcritical Efficiency), **transcritical CO₂ power packs**, capable of maximizing efficiency and reducing energy costs, at any latitude, even in climates with temperatures above 40°C.
- **Best in Class solutions** aimed at guaranteeing customers a lower cost on their bills up to 40% compared to solutions with previous technology.

This race for efficiency has been boosted by both the restrictions imposed by the Energy Labelling Regulation and the increase in energy costs.

➤ **Tango Ultra/ MultiFresh Perform**

A

-40%
of consumption
CLASS A
vs.
CLASS B*

➤ **Valzer Ultra/ MultiFreeze Perform**

B

-40%
of consumption
CLASS B
vs.
CLASS D*

➤ **GranVista Ultra/ SkyView Perform**

B

-26%
of consumption
CLASS B
vs.
CLASS C

➤ **GranBering Integral Ultra/ SkyLight Integral Perform**

B

-35%
of consumption
CLASS B
vs.
CLASS C*

(*) Compared to the previous version.

Staff Policies

Respect for our people - the "#EptaPeople" - and for the quality of a sustainable working life concepts on which Epta bases its short-term and long-term growth. Our company's vocation is to make the most of human resources experience and interpersonal differences, fostering the building of inclusive cooperation and networks between individuals and proposing valuable professional development paths.

Ne sono un esempio la politica di hybrid working che viene suggerita nel rispetto delle legislazioni locali, la promozione di una 'Eptiquette' che condivide le **Buone Abitudini** del lavorare insieme, nonché la volontà di contribuire concretamente al sostegno delle comunità locali con diverse iniziative di volontariato.

Specifically, in 2024 we launched the **EptaGIVES Corporate Volunteering initiative**, designed both to recognise the dedication of #EptaPeople already engaged in volunteering and to offer an opportunity for those interested to increase their involvement in local communities with Epta's support. Since last year, #EptaPeople globally have had the chance to **allocate 8 hours of work each year to engage in voluntary activities** with Epta's partner associations, or to take part in team-building with non-profit organisations. A variety of individual and group initiatives were organised, resulting in **9,000 volunteer hours in the year 2024**.

A YEAR OF LISTENING

The year 2024 was a year of listening for us. We gathered insights and ideas from our EptaPeople **during the second wave of the Great Place to Work initiative**, which resulted in Group certification across 10 countries. We then translated the key points that emerged into concrete action plans aimed at sustaining continuous improvement. Collecting feedback and opinions from our people was also the focus of the "EptaListenUp - Connecting Leaders and #EptaPeople" series of meetings. From April to June 2024, Epta's senior leaders met with more than 1,900 colleagues in person during a tour of internal events. These events were designed to share the group's growth strategy and simultaneously gather insights, ideas, and proposals from EptaPeople around the world. The goal was to strengthen personal and business relationships across all facets of the Epta world.

7,987
people

at 31.12.2024

425,826 mln€
labor costs

(vs. 329,944 mln€
in 2023)

Diversity & Inclusion

Consistent with our strategy of developing and disseminating ESG culture in the company, in 2023 a D&I Committee was created consisting of 30 volunteers representing the #EptaPeople from all Group geographies.

Thanks to the joint work of the D&I Committee, Epta's first D&I Manifesto was created and distributed throughout the Group, reflecting Epta's focus on these issues. A training dedicated to the theme of Multiculturalism in 2023 and a specific training course on gender equality in 2024 was also created and disseminated.

In 2025, the D&I Committee will focus on the topic of generational difference by creating and distributing ad hoc training available to all office employees. Among other activities, the Committee has been working on a policy on inclusive language that will be distributed in 2025..

https://www.eptarefrigeration.com/sites/default/files/document/press_article/D%26I_Manifesto_ENG.pdf

30
people for the
D&I Committee

FOCUS

Training

Aware that the training and development of our people is fundamental to our daily pursuit of excellence, we offer a comprehensive training and development program for all our employees both at Group and local level.

Throughout 2024, we provided over **125,763 total training hours across all our sites**, including production companies and sales offices, thanks to a rich portfolio of both in-person and remote activities, with the aim of increasing the total training hours delivered in the 2022-2025 period by 65%.

Many of these training sessions were developed internally, asking more experienced colleagues to take on the role of trainer, in some cases after obtaining specific certifications from external bodies. Equally important is the training that accompanies the implementation of new tools in the digitisation of various activities, as well as training through committees like Diversity & Inclusion, which facilitate mutual learning by sharing experiences.

The result of sharing knowledge is certainly a greater involvement of participants, which is facilitated and more effective thanks to the added value that only internal trainers can transfer. An example of this is the **Women's Mentorship Programme** initiated at the group level in 2024, building on a pilot project conducted in Italy in 2023, where some colleagues with responsibilities and solid professional experience were paired with young colleagues with the potential to grow into managerial roles.

In 2024, the “**EPTAcademy**” programme - a talent development initiative defined and delivered in collaboration with SDA Bocconi - took place with participants from 21 different countries around the world, representing 18 different corporate functions and generations.

The program consists of two weeks of residential training, the first one dedicated to modern Management and Leadership principles and the second one dedicated to getting to know the company from a financial, commercial and Operations perspective. Within EPTAcademy, experiential initiatives related to the Leadership Model and aimed at promoting corporate identity, networking and ESG culture are organised. The positive feedback received from participants confirmed the value of EPTAcademy as an important development and networking opportunity.

From the 2023 edition until the end of 2024, 160 leaders and managers were involved in the “**EPTAcademy Alumni**”, a refresher event that reached its 20th session by the end of 2024. An event led by university professors or industry experts gathering all the #EptaPeople who have attended EPTAcademy in past years. A sharing moment structured in refresher sessions on macroeconomic topics, entrepreneurship and innovative leadership and management models, with a view to continuous learning.

In 2024, a new training course was introduced for #EptaPeople joining the Group through acquisition or joint venture paths. Specifically, the onboarding available on the Epta4Me platform facilitates **integration in the initial months of work, fostering an understanding of Epta's culture**, policies, and core business processes, while also providing vital support in change management and the promotion of D&I topics. Furthermore, both acquired companies and those integrating new colleagues are provided with a corporate culture questionnaire that enables them to choose targeted actions to invest in promoting collaboration and fostering a calm and supportive working environment with the new colleagues.

16h
average hours
of training
per person

125,763
total hours
delivered

+65%
hours of
training
by 2025

Responsible management of the Supply Chain

Globally, we count on a base of about 2,400 active suppliers that develop a purchasing volume of approx. 44,18% of the Group's turnover.

2,400
suppliers

Our network benefits from long-established technical/commercial partnerships consolidated over time with the major industrial groups that are world leaders in the refrigeration business. The ten top players in the Epta purchasing network (raw material/components) are worth 13,7% of the total purchasing turnover in 2024.

The purchasing department provides a substantially centralized approach to sourcing, contracting and purchasing activities that, through the structure of "commodity managers", manages strategic commodities globally for the Group. Local Purchasing/Procurement departments remain focused on material/service procurement activities to ensure the necessary management flexibility required by local markets.

Due to market uncertainty and disruptions in the global supply chain, we are implementing risk minimisation criteria for both our global and local sourcing strategies:

- › the **diversification of supply sources** by removing the single-source condition for critical suppliers and expanding the supplier base according to geographic diversification criteria within the overall risk management approach (Procurement; ESG; Financial);
- › **governance over strategic commodity management processes**, optimisation of the organisational model for the progressive centralisation of sourcing and purchasing (first pillar of the 2025-2028 strategy).

As of January 2025, the progressive centralisation process has materialised through the implementation of the new Purchasing organisation, which has adopted a CENTRE-LED model. This model entails the formation of a Centre of Excellence (CoE) for Strategic Sourcing, with worldwide operational responsibilities and functional linkage through the Central Purchasing Directorate, in conjunction with local procurement structures.

The second pillar of the supply risk minimisation strategy is represented by the digitalisation programme for P2O (Procurement to Order) and Supplier Relationship Management processes, which was completed in the EMEA region in Italy, France, and Germany (2023); Turkey and the UK (2024); it will be extended in NAM in the second half of 2025 and in LATAM/APAC in 2026. The digitisation path significantly enhances the governance quality of business processes, as it ensures compliance with corporate GOA/POA and provides digital traceability for all approval chains related to order management and supply contracts. The system also guarantees the possibility to manage spending and risk management activities related to the global supply chain in a structured way.

In accordance with the Group's ESG policy, the Procurement department in 2023 initiated a Sustainable Procurement project, the third pillar of the 2025-2028 Purchasing strategy. This project focuses on the Due Diligence of our Supply Chain in terms of compliance with ESG requirements as set by international standards and local legislation, integrating:

- › services for the continuous monitoring of improvement plans together with key suppliers;
- › digital and AI tools to identify and mitigate supply risks related to ESG requirements.

Our Environmental Policy

In our role as industry leaders, we have a responsibility to combat climate change, with the aim of not damaging and depleting the ecosystem around us, thus preserving it for future generations.

With this in mind, we analyze potential impacts, including financial ones, to **improve our resilience and seize the opportunities that the ecological transition can offer us** through strategies inspired by a management that is sensitive to these issues and translated each year into concrete projects that nurture the creation of a strong sustainability culture within the company and among our suppliers.

What we are doing

- › We are progressively **implementing the environmental management systems (ISO 14001) and the energy management systems (ISO 50001)**. This is both to respond to the evolution of technical and regulatory requirements and to implement the systematic collection of indicators preparatory to the definition of improvement plans, such as the control of the qualitative parameters of our atmospheric emissions, in line with the legislative requirements of the countries where we operate.
- › We have activated some **emission offsetting projects with reforestation activities** both in Italy and abroad.
- › We are progressively **including electric or hybrid vehicles in the corporate pool** to make our mobility increasingly sustainable.
- › **We monitor our environmental performance both locally and at Group level on a monthly basis.** This enables us to verify whether the actions we are implementing align with the expected objectives, putting us in the position to intervene promptly to mitigate any issues that might cause deviations from the commitments shared in the Strategic Plan;
- › With the intention of having a significant impact in the fight against climate change, **during 2024 we began the process of mapping our carbon footprint.** Our aim is to join the SBTi, the pathway that allows companies to establish greenhouse gas (GHG) emission reduction targets in line with what is necessary to maintain global warming below catastrophic levels and achieve net zero by 2050.

0.491 ^{GJ/m€}
energy
intensity /
net revenues

-55%
CO₂ emissions
by 2027

19,400 ^{m²}
surface covered
by photovoltaic
systems

ESG
Worldwide
with Altis
and Cattolica
University

Energy consumption

We cannot ignore the use of energy, as it is indispensable to the operation of our production facilities, but we are aware that it is also the main cause of greenhouse gas emissions and **we are committed to maximizing the efficiency of its consumption**, through:

- > the adoption of increasingly less energyintensive production processes while ensuring economically sustainable operations,
- > a more conscious supply from certified renewable sources,
- > program to progressively increase self-generation of energy through the installation of photovoltaic systems.

Monitoring

The amount of CO₂ emitted by our production and technical-commercial operations is compared with reference indicators to periodically assess the achievement of the set targets.

The results also stimulate the search for solutions to improve energy efficiency by applying new technologies related to smart factory logic.

0.491 GJ/m€
energy intensity / net revenues*

(*) Energy intensity is an indicator of the energy efficiency of a specific reality. Since it is a ratio, the lower the value of the energy intensity, the higher the energy efficiency of the economy concerned.

2024 EMISSIONS

Scope 1	8,135.39 Ton CO ₂ e
Scope 2	10,990.62 Ton CO ₂ e

The emissions covered by Scope 1 are gas and combustion oil. Commonly accepted factors were used for conversion, namely, for natural gas and liquid propane gas the factor 2.05 kgCO₂e/mc, for combustion oil the factor 3.17493 kgCO₂e/mc. For a more granular analysis of emissions falling under Scope 2 (electricity), the emission factors of the individual countries where the Company's production, technical, and commercial sites are located were considered. For sites using district heating, the transformation factor used is 0.17965 kgCO₂e/kWh.

	ENERGY CONSUMPTION ⁽¹⁾			kWh
	2024	2023	2022	
Electricity	138,893	124,895	130,550	
Photovoltaic	11,477	10,227	9,193	
Methane gas	137,231	139,329	143,509	
Propane gas	517,123	367,189	474,341	
Heating oil	4,429	3,989	6,034	
District heating	17,447	7,896	-	

(1) The data cannot be compared with those from previous years as the latter did not take into account the technical-commercial entities monitored starting from 2023 and the Porvoo production site, which began being monitored in 2024.

ENERGY FROM RENEWABLE SOURCES		%
2024	43,25	
2023	46.00	
2022	43.43	

SELF-PRODUCTION FROM PHOTOVOLTAICS		kWh
2024	3,763,617.74	
2023	3,140,252.82	
2022	2,849,074.00	

Water consumption

Climate change - often characterized by extreme weather phenomena - generates irregular water availability and also challenges the availability of this resource both quantitatively and over time, especially in areas of high-water stress.

Water is necessary for our production processes and we are aware of its importance as a primary and essential commodity: we are taking action to minimize its wastage and promote its increasingly responsible use, including through training and awareness-raising actions for employees and collaborators.

Safeguarding this resource - which is increasingly being exploited globally - is central to our objectives for a sustainable development path within which we are adopting:

- > **closed circuit systems** on all those systems that require massive use (e.g. for painting and glass grinding) so as to eliminate any waste,
- > **purification systems** thus preventing any possible form of contamination, safeguarding biodiversity and protecting ecosystems.

WATER RESOURCES	Consumption m³	Water intensity m³/M net revenues
2024	98,205	0.0584
2023	113,839	0.0815
2022	114,694	0.0860

The data are not comparable with those of previous years because the latter did not take into account the technical and commercial entities monitored from 2023.

Note: Areas where Epta entities insist are not subject to water stress.

(*) Water intensity is an indicator of the energy efficiency of a specific entity. Since it is a ratio, the lower the value of water intensity, the higher the water efficiency of the economy concerned.



Waste management

The application of an environmental management system in accordance with the international ISO 14001 standard enables us to manage waste rationally and efficiently.

We **emphasize prevention, reduction, reuse and recycling** in our operations: the results of this approach lead us to recycle more than 90% of the waste generated, thus creating a green circular economy.

An outcome entirely consistent with the design guidelines implemented for the development of new products, guided by the realization that waste materials can be a valuable resource, the value of which must be maintained for as long as possible.



RECYCLED/DISPOSED WASTE RATIOS	%
2024 ⁽¹⁾	95.23
2023	90.76
2022	91.64

(1) The data are not comparable with those of previous years as the latter did not take into account the technical and commercial entities monitored from 2023 onwards.

Awards and Recognition

Awards received over time acquire more value when they constitute an effective recognition of our commitment to quality, excellence and social or environmental progress.



BUSINESS EXCELLENCE

> Deloitte Best Managed Company 2019-2024

For the sixth consecutive year, we are one of Deloitte's Best Managed Companies, i.e. among the Italian companies that, through organizational success and a focus on social responsibility, generate a positive impact on the ecosystem in which they operate.

> Alberto Falck Award

We are winners of the nineteenth edition, which recognizes Epta as an example of excellence in the panorama of Italian family businesses, confirming its commitment to grow responsibly and innovatively.

> Award "From Father to Son - The taste of doing business".

We are the overall winners of the 12th edition, dedicated to Italian family businesses that demonstrate ability, care and dedication in continuing and enhancing the work from generation to generation, as is the case for Luigi Nocivelli (founder of Epta), and his son Marco (Chairman and CEO of the Group).



ENVIRONMENT

> 2024 Sustainability Leader (4th consecutive year)

The award - curated by Il Sole 24 Ore and the analysis company Statista - celebrates Italian companies committed to an ecological, ethical, social and governance transition, in order to highlight their responsibility and success in this area.

> 2024 Sustainability Award (3rd consecutive year)

Sponsored by Credit Suisse and Kon Group, the award supports and highlights the best 100 companies that are committed to the planet.

> 2023 RAC cooling Awards

The project "Endless research in innovative system technology: the XTE - Extra Transcritical Efficiency" was awarded in the category "Refrigeration Innovation of the Year". XTE is the result of a collaboration with Energy Recovery Inc., a Californian company specializing in creating energy-efficient technologies for commercial and industrial facilities. The PX G1300™ energy recovery device is an innovative application of the PX Pressure Exchanger®, which has been the dominant energy recovery solution in desalination for over 25 years.

For a complete overview of prizes and awards received in Epta's history, please refer to the dedicated page on our corporate website



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