

SUSTAINABILITY HIGHLIGHTS 2025



Key Numbers

FINANCIAL Capital



1.724 mIn euro
REVENUES

#Epta PEOPLE



8.289 employees
#EptaPeople



101.247 hours of training
(~16 per person)



8,90 accident frequency (mln/h lavorate)
-20% vs. 2024

11 production
plants



100% products available
with natural
refrigerants



100 countries served
in the world



GLOBAL Presence

8 participation in trade
Fairs and Conferences



7 new awards obtained
in 2025



Stakeholder ENGAGEMENT



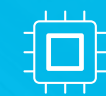
SUSTAINABLE Innovations



270 engineers
in the R&D area



11 R&D centers of which
1 Innovation Center



72,7 mIn euro invested
in innovation

ENVIRONMENTAL Heritage



-21% CO₂ emissions
Scope 1 & 2 vs. 2024



>96% waste
recycled



>4.900 mWh self-generated
electricity from solar
power plants, a +44%
compared to 2024

Group Profile

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

TURNOVER 2025

What we do

We specialize in the **design, manufacture, sale, installation and servicing of complete refrigeration solutions** such as refrigerated counters 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**.

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 xpressed 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.

19%
The Americas

73%
**Europe and the
Middle East**

8%
Asia-Pacific

Mission, Vision, Purpose e Payoff

"We are proud to contribute to the success of our customers' sales outlets worldwide. We offer simple, safe, and appealing shopping experiences as an innovative and sustainable fully integrated provider."

"We aim to be the preferred local partner that offers customized refrigeration solutions, using the latest sustainable technology or a better future."

"Preserving our planet with conscious innovation. Together."

"Good never stops."

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"** provider of 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

This commitment—our Purpose—guides all of our activities and decisions, **ensuring the conscious development of innovative solutions that contribute to a better future for retail, the environment, and our planet.**

To turn our commitment into reality, our primary goal is to support the success of our customers' retail locations around the world.

Every day, we strive to be an innovative and fully integrated partner, offering **mindful, safe, and engaging shopping experiences.**

Through the development of cutting-edge technologies, we aspire to be the go-to local partner, **providing tailored refrigeration solutions for a better future.**

Our payoff

Epta's approach is based on the ability to meet customers' needs through integrated and constantly evolving solutions.

"Good never stops" is a vision that goes beyond the present and aims to shape models, relationships and systems capable of generating value over time

Good means developing reliable, high-performance solutions that enhance the shopping experience and create value.

Never stops expresses our relentless drive for improvement: we never stop innovating in a responsible way, leading the sustainable transformation of retail outlets, and supporting customers throughout the entire lifecycle of our solutions.

Because true progress is progress designed to stand the test of time.

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 equalization 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

COSTAN

Retail solutions for the whole world

Bonnet Nève

Retail solutions for the whole world

KW KYSOR WARREN

Retail solutions for North and Central America

HAUSER

Retail solutions for Europe

Starting in March 2026, Hauser is part of the Epta Group's portfolio of brands.

Specialized Brands

eurocryor

Dedicated solutions for speciality stores

iarp

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

Solutions and Services

Epta
Concept

Design and planning of custom spaces

Epta
TECHNICA

Design, engineering and installation of technical products and systems

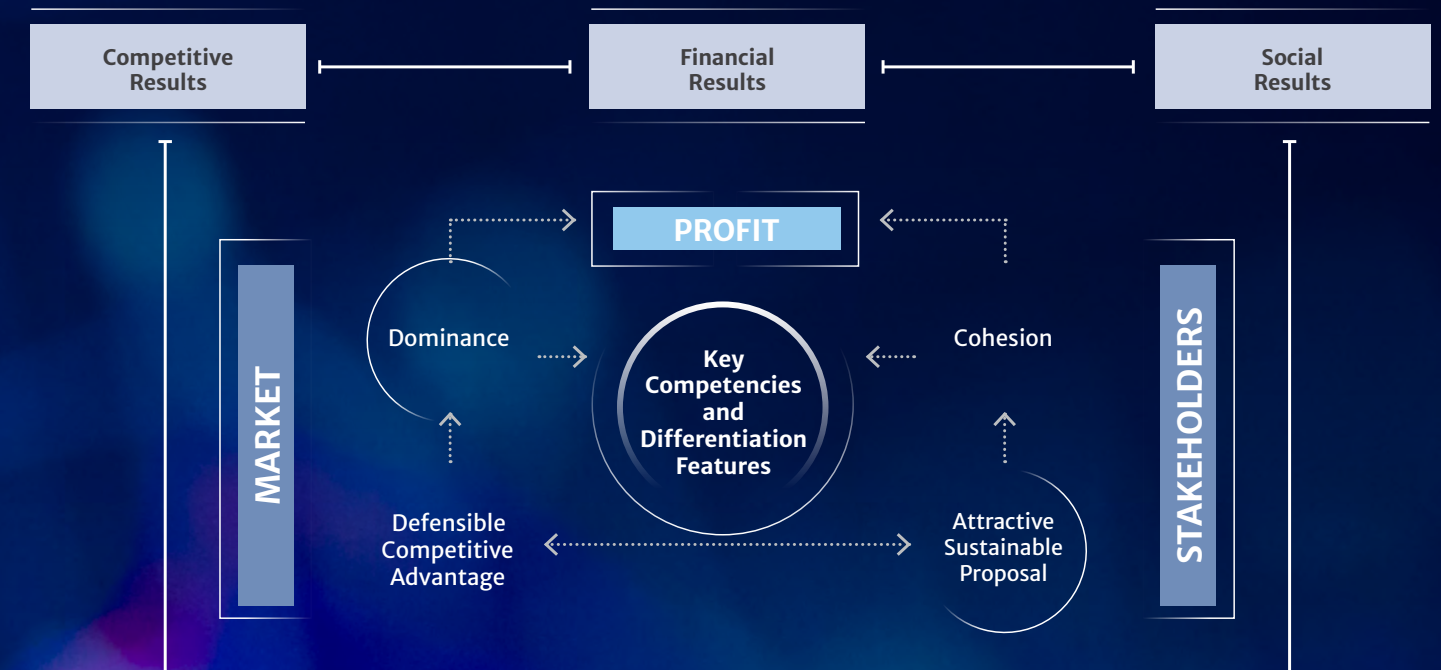
Epta
Service

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.

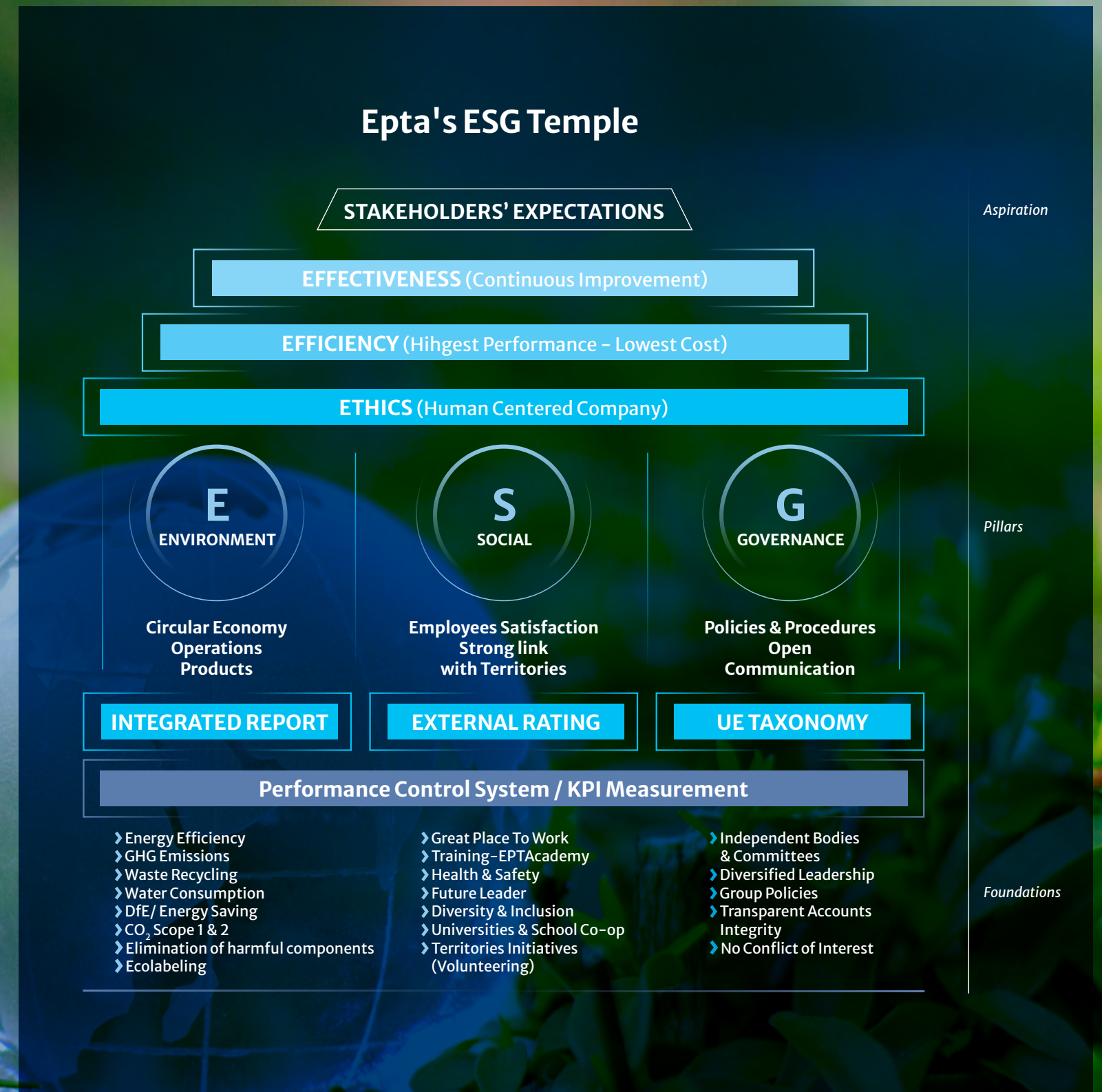
The economic and social context in which we operate is characterized by an everincreasing level of complexity, and every decision-making process is determined and influenced by a multitude of interconnected factors linked to the expectations of countless Stakeholders.

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-term to long-term sustainability.



The Regulatory Framework

F-Gas Regulation (EU 2024/573) on Fluorinated Gases

The new F-Gas Regulation, in force since March 11, 2024, aligns the regulatory framework for the HVAC&R sectors with the European Green Deal, which aims to achieve carbon neutrality by 2050.

The consumption of hydrofluorocarbons (HFCs)—that is, the quantity that may be placed on the EU market—must be reduced by 80% by 2030 and fully phased out by 2050.

The Regulation introduces several important bans on stationary refrigeration equipment using fluorinated gases, based on their global warming potential (GWP), in order to encourage the adoption of natural refrigerants. These include a GWP limit of 150 for medium- and high-capacity centralized systems, as well as for stand-alone equipment.

For the first time, the Regulation also introduces an export ban to non-EU markets for certain types of equipment using high-GWP F-gases, along with significant new restrictions on the use of such gases for service and maintenance starting in 2032.

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.

Sustainable Materials and Circular Economy

We carefully select the materials we use in compliance with current and forthcoming European sustainability policy guidelines.

Ecodesign for Sustainable Products Regulation (ESPR)

Adopted in 2024, Regulation (EU) 2024/1781 is the cornerstone framework that defines sustainability requirements for almost all physical products placed on the EU market. Its aim is to improve durability, reparability, and recyclability, reduce the use of hazardous substances, and promote the incorporation of recycled materials. Measures applicable to our sector will be defined through delegated acts in the coming years.

Circular Economy Act (CEA)

The European Commission has announced a new Circular Economy Act for 2026 as part of the "Clean Industrial Deal," with the objective of doubling the circular material use rate by 2030, creating a single market for secondary raw materials, harmonizing end-of-waste rules, and improving the quality of recycled materials, thereby reducing dependence on primary resources.

Critical Raw Materials Act (CRMA)

Regulation (EU) 2024/1252 focuses on the secure and sustainable supply of raw materials that are essential for green and digital technologies. It promotes the use of materials that can be extracted, processed, or recycled within the EU, thereby reducing dependence on third countries.

Deforestation Regulation (EUDR)

Regulation (EU) 2023/1115 prohibits the placement on the EU market of commodities and derived products (such as soy, beef, palm oil, cocoa, coffee, wood, and rubber) linked to deforestation or forest degradation, ensuring that they are "deforestation-free" and fully traceable.

Environmental and Sustainability Issues for Products and Services

The Group works with the **European Commission** – through manufacturers' associations such as ANIMA (Confindustria), Orgalim, and Eurovent – within the process of developing legislation and regulations, contributing as a stakeholder with comments and proposals.

We also participate directly in several **international standardization committees** – such as the European Standardization Organizations (CEN, CENELEC) and the International Organization for Standardization (ISO, IEC) – to support the development of technical standards and regulations aimed at improving the quality, safety, energy efficiency, and environmental sustainability of products and services.

We are also actively involved in the development of **U.S. regulations**, for which our products comply with safety (UL), hygiene (NSF), and energy efficiency (DOE) standards.

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
2020

2022

2030

2050

COMPLETED PROGRAMS

Life-C4R, dedicated to accelerating the market adoption of a new generation of high-efficiency commercial refrigeration systems.

Renad, focused on the development of natural, sustainable, and digital refrigeration solutions for the Retail and Food & Beverage sectors.

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.

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).

DiVa Project

It is a strategic initiative aimed at creating **a single integrated digital platform that consolidates all product-related data across the entire lifecycle** – from design to production, from logistics to commissioning and services – with the objective of improving productivity, data consistency, and operational efficiency.

It enables optimized resource use, smoother information flows, and the development of new digital services, helping us build a fully connected, data-driven value chain.

Life-Turboalgor CO₂

We are participating in a European LIFE – Climate Action project aimed at **improving the efficiency of transcritical CO₂ refrigeration systems through a linear piston expander that recovers energy from flash gas and increases the coefficient of performance (COP)**.

The project includes the development and testing of prototypes, as well as a pilot installation in Limana, where validation and optimization activities are currently underway. Initial results confirm the effectiveness of the solution, with further developments planned to deliver a scalable technology capable of reducing energy consumption and emissions.

FOCUS

Our Sustainable Products

To support our customers in the ecological transition, we have developed forward-looking, sustainable, and efficient solutions and technologies. In this context, we promote the adoption of natural refrigerants across all types of retail outlets, under any climatic conditions: **100% of our remote cabinets are already available with the natural refrigerant R744/CO₂**, while all plug-in and integral cabinets are available with the natural refrigerant R290 (propane), both featuring an almost zero Global Warming Potential (GWP).

We have also developed a range of innovative solutions for transcritical CO₂ systems, such as **FTE 3.0 (Full Transcritical Efficiency)** and **ETE (Extreme Temperature Efficiency)**, designed to maximize energy efficiency and reduce operating costs at any latitude, including in climates with temperatures exceeding 40°C.

Zenith, Alba, and UNIT are our flagship products, demonstrating our sustainable approach:

Zenith is the new range of vertical cabinets by Costan and Bonnet Névé that combines the product visibility of an open cabinet with the energy consumption of a closed one, eliminating the trade-off between product display and efficiency. It delivers best-in-class energy performance, with a fully closed range entirely rated in class B, while offering the highest level of transparency and merchandising on the market. Each model has been carefully optimized to achieve an average observed energy saving of 36% compared on Advance model and compared to the previous version.

Alba is a new range of negative temperature refrigerated display cabinets by Iarp, designed for the Food & Beverage and Ho.Re.Ca. sectors. Despite offering increased capacity compared to the previous model, Alba units maintain energy class C without increasing their footprint. The products incorporate sustainable materials, including plastics with up to 40% recycled content, partly derived from production waste, reinforcing Epta's commitment to circularity and eco-design.

UNIT is an innovative plug-in refrigerated counter for positive temperature applications, dedicated to the Food & Beverage segment and designed by Iarp according to circular economy principles. It is up to 80% recyclable at end of life.

People 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.

Examples include the hybrid working policy, which is encouraged in compliance with local legislation, the promotion of an "Eptiquette" that shares **best practices** for working together, as well as the commitment to actively support local communities through various volunteering initiatives.

In 2025, the Group's Corporate Volunteering programme, **EptaGIVES**, took place across **27 countries where the Group operates**, demonstrating the truly global impact of the initiative. A total of **14,230 hours** were achieved – almost double the previous year's result and equivalent to more than one full year of volunteer work.

This outstanding achievement shows that social impact at Epta is not just an aspiration, but **a concrete and lived commitment**, deeply embedded in our culture, with EptaPeople actively collaborating across all regions to make a tangible difference in the communities where we operate.

8.289
people
at 31.12.2025

446.037 mln€
labor costs
(-0,89% vs. 2024)

FOCUS

Diversity & Inclusion

In line with our strategy to develop and promote an ESG culture within the company, in 2023 a D&I Committee was established, composed of 30 volunteers representing #EptaPeople from all Group geographies.

Thanks to the joint efforts of the D&I Committee, Epta's first **D&I Manifesto (> LINK)** was created and shared across the Group, demonstrating the importance Epta places on these topics. In addition, dedicated training on Multiculturalism (2023), as well as specific training programmes on gender diversity (2024) and generational diversity (2025), have been developed and rolled out.

As a complement to the generational diversity training, a new mentorship programme and a **"Reverse Mentorship Program"** were also launched, focusing on enhancing the value of different generations and involving 22 participants from various countries and age groups.

Furthermore, a **Group D&I Policy** has been introduced with the aim of inspiring employees to be inclusive, while ensuring clarity of information and promoting respect and inclusion across the entire organization.

In line with our commitment to valuing people, in 2025 we obtained (for our Italian sites) the **Gender Equality Certification**, issued by ICIM S.p.A., an independent certification body belonging to the ICIM Group, in accordance with the UNI/PdR 125:2022 standard.

30
people for the
D&I
Committee

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.

Our Learning & Development Strategy is based on the 70–20–10 model, according to which 70% of learning takes place on the job through operational activities, international projects, job rotation, and participation in cross-country initiatives; 20% comes from interaction with colleagues, managers, and professional communities; while 10% consists of formal training delivered through structured programmes and digital content available on Epta4Me.

In 2025, the EPTAcademy initiative continued, the Group's global leadership development programme, involving around 30 participants from across the world, selected through a nomination process designed to ensure diversity in functions, seniority, and geographies.

At the same time, work began in 2025 on redesigning the new edition of the programme, called **EPTAcademy 5.0** – Innovation Accelerator, which represents the future evolution of Epta's leadership journey.

As part of initiatives to promote a culture of continuous innovation, in 2025 the global **Idea Generation** project was launched – a strategic initiative aimed at fostering a widespread culture of innovation, continuous improvement, and active employee engagement across all Group geographies.

Within this framework, in 2025 the **AI Journey** programme was launched – a strategic initiative designed to accelerate the adoption of artificial intelligence across the Group and strengthen people's digital skills, by integrating it into the main development programmes.

In 2025, we also launched the **Epta Service Academy**, a global initiative focused on the technical and professional development of the Group's *refrigeration technicians* and *service professionals*, confirming the Academy's role as a strategic lever to enhance skills, service quality, and *customer devotion*.

With a view to global scalability, in 2026 the Epta Service Academy Train-the-Trainer (TTT) programme will be introduced, aimed at training and certifying future trainers across different countries. The TTT initiative will enable the creation of an international network of trainers capable of ensuring high standards, methodological consistency, and alignment in both technical and behavioral content.

In 2025, a **total of 101,247 training hours** were delivered across all our sites (manufacturing companies and commercial offices), thanks to a rich portfolio of on-site and remote activities distributed across different professional categories.



12,1h
average hours
of training
per person

101.247
total hours
delivered

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.

2.100
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 17,3%% of the total purchasing turnover in 2025.

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); NAM Q4/2025 and will be finalized in LATAM/APAC by 2027. The digitisation path significantly enhances the governance quality of business processes, as it ensures compliance with the "Grant of Authority" policy and the delegation and proxy system implemented at the local level, as well as providing the 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

-21%
emissions
Scope 1 + Scope 2
vs. 2024

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 2025 we continued to map our carbon footprint.** In 2025, we submitted our commitment to the SBTi for the reduction of emissions, including both a short-term target to be achieved by 2035 and a long-term target to reach net zero by 2050.

- › **we provide financial support to the Air France-KLM initiative** for the production and use of SAF (Sustainable Aviation Fuel) on our staff's business flights, a low-environmental-impact fuel that allows for reduced CO₂ emissions compared to conventional fuels;

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 energy intensive 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.

+44%
of self-generated
electricity from
solar power plants
vs. 2024

EMISSIONI 2025

Scope 1 | **-10% Ton CO₂e vs. 2024**

Scope 2 | **-38% Ton CO₂e vs. 2024**

Scope 1 emissions include gas and fuel oil used for combustion. For the calculation, commonly recognized emission factors were applied: 2.05 kgCO₂e/m³ for both methane gas and liquefied propane gas, and 3.17493 kgCO₂e/m³ for fuel oil.

For a more granular analysis of Scope 2 emissions (electricity), emission factors specific to each country where the Company's manufacturing and technical-commercial sites are located were considered. For sites using district heating, a conversion factor of 0.17965 kgCO₂e/kWh was applied.

ENERGY CONSUMPTION ⁽¹⁾

GJ

	2025	2024	2023
Purchased electricity	147.085	138.893	124.895
Used electricity from the company's own photovoltaic system	17.647	11.477	10.227
Methane gas	133.563	137.231	139.329
GPL	4.083	517.123	367.189
Heating oil	693	4.429	3.989
District heating	11.021	17.447	7.896
Diesel fuel for generators	11	-	-

(1) The data are not comparable with those of previous years, as the latter did not include the technical-commercial entities monitored starting from 2023, nor the Porvoo production site, which has been monitored since 2024.

ENERGY FROM RENEWABLE SOURCES

2025	56%
2024	43%
2023	46%

SELF-PRODUCTION FROM PHOTOVOLTAICS

kWh

2025	5.717.252,82
2024	3.763.617,74
2023	3.140.252,82

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 m ³	Water intensity m ³ /M net revenues
2025	95.110	0,0815
2024	98.205	0,0584
2023	113.839	0,0815

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.

0,0815
m³/m€
**water
intensity***

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.

more than 96%
**of production
waste recycled**

RECYCLED/DISPOSED WASTE RATIOS

2025	96,18%
2024 ⁽¹⁾	96,15%
2023	91,22%

(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 2019–2025

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

› 2025 Sustainability Leader (5th 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.

› Sustainability Award 2025 (4th consecutive year)

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

› Green Smart Label 2025

This award was received at HOSTMilano by UNIT, the refrigerated counter by Iarp. The recognition rewards solutions that combine innovation, digitalization, and sustainability, highlighting the company's commitment to reducing environmental impact in the commercial refrigeration sector.

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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