



REPORT
2025

SUSTAINABILITY REPORT

AS OF DECEMBER 31, 2025

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LETTER TO STAKEHOLDERS

Our entrepreneurial journey commenced in 1903 when our founder, great-grandfather Secondo Mona, established a shop for the sale and repair of bicycles and motorcycles in Somma Lombardo, situated along the Sempione road.

In those years, a community of young and intrepid pioneers commenced their inaugural flight operations in the fields of the adjacent moorland of what was then Cascina Malpensa, which later evolved into Milan Malpensa International Airport. Secondo, captivated by these novel endeavors, quickly became a part of this community, contributing his mechanical expertise and experience in the repair and refurbishment of the initial aircraft engines. It was 1913.

A decade later, in 1923, it received a significant quality certification for the design and production of aircraft fuel systems, marking the commencement of a century-long legacy of contributions to the aeronautical industry. This legacy encompasses the design and production of onboard equipment and systems, initially for national aeronautical programs and later for multinational European initiatives, as well as for aircraft and helicopter manufacturers globally, serving both civil and military sectors.

Our company has consistently prioritized individuals and the evolving landscape of the market and society, dedicating itself to adapting to technological advancements in order to proactively tackle new challenges, while persistently striving to fulfill emerging needs and pursue business growth.

We recognize the global challenges and significant transformations we are encountering: from the demand for new professional skills and innovative welfare solutions for achieving work-life balance on the social front, to energy challenges, climate change, and the depletion of natural resources on the environmental front.

Consequently, we have established the objective of ensuring that the growth of our business is consistently aligned with a progressive emphasis on sustainability. This includes enhancing the efficiency of our production processes, pursuing more sustainable product development solutions, fostering professional advancement and equitable treatment and opportunities among our personnel, and guaranteeing full compliance with external regulatory requirements and our Code of Ethics.

Our voluntary sustainability journey commenced in 2021 with the release of an ESG Company Profile and has evolved with the annual issuance of Sustainability Reports beginning in 2022.

As a testament to our dedication to environmentally responsible practices, we certified our Environmental Management System in accordance with ISO 14001 in 2007. Approximately 15 years ago, we implemented two photovoltaic systems on the roofs of our factories, enabling the generation of renewable energy internally. Over the years, we have consistently pursued additional initiatives and invested in energy and water conservation throughout our production processes, in alignment with our energy audit program.

LETTER TO STAKEHOLDERS

Investments in closed-loop water systems at industrial facilities, along with the implementation of drinking water dispensers across the organization, contribute to a decrease in bottled water consumption. This reduction not only lowers transportation costs but also results in diminished CO2 emissions and a decrease in plastic waste.

The accomplishments attained in the realm of sustainability have also garnered recognition from external organizations:

- EcoVadis stands as a prominent international platform for sustainability ratings.
- Capital, the magazine for entrepreneurs, honored me with the "Children Who Honor Their Fathers and Mothers" award; a distinguished accolade recognizing entrepreneurs who have effectively embraced and advanced the legacy of prior generations, ensuring continuity, innovation, and growth for their enterprises. For my family, now in its fourth generation leading the company, this award signifies a meaningful tribute.

In adherence to the ISO 9001 and EN 9100 certifications for our Quality Management System, along with various specific civil and military certifications pertinent to our operations, we diligently strive to uphold and ensure the highest quality standards across all our products. Additionally, we have made significant investments in the research and development of new and innovative products, emphasizing sustainability, including partnerships with universities.

We regard our employees, with their skills and expertise, as vital assets in attaining our objectives and enhancing business profitability. Consequently, we prioritize their well-being, health, and safety in the workplace, allocating substantial resources to their training and professional development.

Our headquarters remain in Somma Lombardo, a historic town in the province of Varese, where we established our production facility in the early 20th century. Since that time, we have invested in collaborations and partnerships with local suppliers, promoting the development of a regional supply chain. We engage with the local educational system and universities, including LIUC University, of which we are founding members.

We are proud to be founding members of Volandia, the Park and Museum of Flight, dedicated to promoting and nurturing aviation culture among younger generations. Additionally, we are committed to the local community through various initiatives aimed at disseminating corporate culture.

To safeguard our planet and future generations, it is imperative that we adopt a more sustainable lifestyle, conserve valuable and limited resources, protect the environment, and promote more balanced production and consumption practices.

We must collectively transform our mindset and actions.

CLAUDIA MONA

**CEO of
Secondo Mona S.p.A.**



THE OPERATIONAL ENVIRONMENT

Headquartered in Somma Lombardo, Secondo Mona is a prominent supplier in the aeronautical industry, offering an extensive array of products specifically designed and manufactured for diverse onboard applications across all aircraft types, including civil and military models such as trainers, fighter jets, business jets, helicopters, and UAVs. Additionally, the company provides after-sales maintenance services for these products.

For the civil market, the Company primarily provides fuel systems and subsystems of its own design for business jets, helicopters, tiltrotors, and airships. Additionally, it industrializes and manufactures engine components, as well as individual equipment and subassemblies for landing systems for the latest large commercial aircraft, including the Boeing B787, Airbus A350-900, A350-1000, A320, and Bombardier regional aircraft.

Other power systems, subsystems, and equipment, including electromechanical and hydraulic actuators, are engineered and manufactured for various applications in both civil and military sectors.

The products are meticulously designed, developed, and qualified in accordance with customer specifications through close collaboration with the foremost manufacturers of aircraft, engines, and systems worldwide.

Secondo Mona continues to operate as a vertically integrated company, maintaining comprehensive control over its design and manufacturing processes. This encompasses everything from prototype design and development to product qualification and certification, as well as the entire production cycle and after-sales services, including maintenance, repair, overhaul, and spare parts supply. Such integration enables Secondo Mona to remain competitive in the global aeronautical market and to play a pivotal role for its international clients within its specialized niche sector.



SUSTAINABILITY HIGHLIGHTS 2025

Governance	Financial statements have been audited by a globally recognized audit firm (Big 4) since 2015.
Code of Ethics and Model 231: No incidents of corruption reported since 2020.	Authorized Economic Operator status (AEO C authorization) since 2021
ISO 27001-certified Information Security Management System since 2022	Supplier Code of Conduct for 2025
Anti-Corruption Policy, Human Rights Policy, Prohibition of Child Labor and Forced Labor Policy, Diversity, Equity, and Inclusion Policy	
Environment	7,299 MWh total energy usage 20 tCO ₂ e and 40 tCO ₂ e emissions mitigated (1)
ISO 14001 Environmental Management System certified since 2007.	91,066 MWh of self-generated solar electricity (2)
Products and processes in accordance with the REACH regulation	Energy Audit since 2016 Commitment to Decarbonization
People	
361 employees, of which 18% are women	96% of employees are permanent.
204 employees aged under 50 years.	An average of 21 hours of training is provided per employee annually.

Product	
ISO 9001	EN 9100 Quality Management System certified since 2006.
zero incidents of non-compliance concerning the health and safety implications of products	NADCAP Accreditation for Specialized Processes

Supply Chain Management	
57% of acquisitions from local vendors (3)	15% of acquisitions from suppliers situated within the EU
73% local suppliers (4)	34% of acquisitions from suppliers situated outside the EU (5)

(1) 20 Location-specific greenhouse gas emissions; 40 Market-oriented greenhouse gas emissions; for additional details, refer to the "Environment" section.

(2) Amount of electricity generated by solar panels installed on the Company's roof, utilized internally, and partially supplied to the local grid.

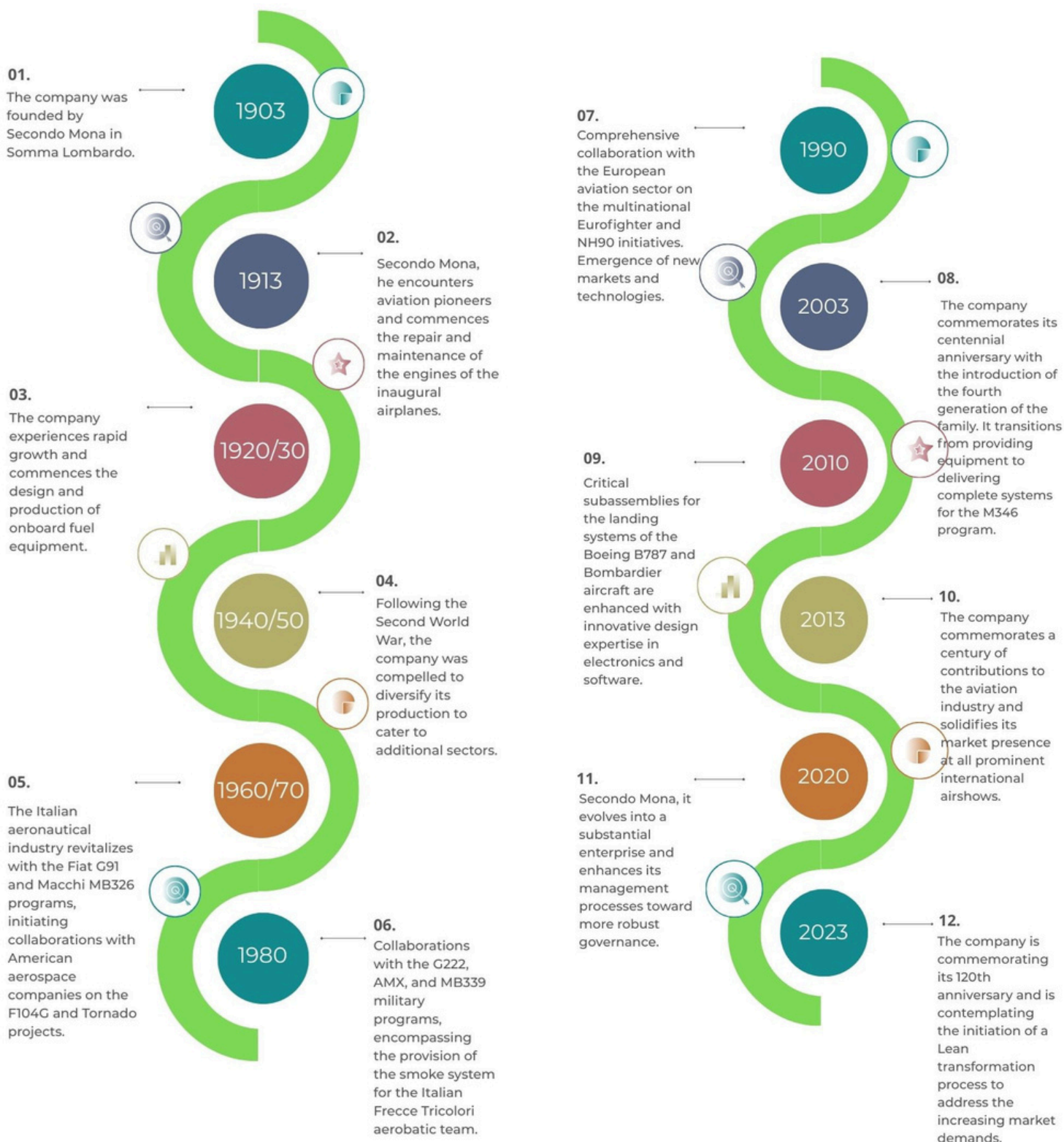
According to Mona, the geographic definition of "local" pertains to suppliers located within the same country as the company.

According to Mona, the geographic definition of "local" pertains to suppliers located within the same country as the company.

(5) The "EXTRA EU" category pertains to suppliers situated in the United Kingdom, the United States, Türkiye, Canada, and Switzerland.

SECONDO MONA'S COMPANY PROFILE

The Narrative



The Vision and Mission

For more than 120 years, Secondo Mona has dedicated itself to the continuous enhancement of its manufacturing processes, with the objective of providing high-quality, reliable, and innovative aerospace systems at competitive prices. This commitment addresses the ever-evolving market trends while ensuring customer satisfaction. Such goals can only be realized through enriching, long-term partnerships and collaborations with suppliers and business partners.

His vision is:

To establish a global leadership position in the innovation and manufacturing of advanced aircraft systems, thereby contributing to a sustainable and secure future for international aviation.

Its mission is:

"Address the distinct needs of customers by consistently enhancing our expertise and processes to create high-quality aerospace systems, ensuring reliability, safety, and innovation, while fostering the well-being of our personnel and stakeholder satisfaction."

Financial Performance

The anticipated growth volumes were realized during the 2025 financial year, for which the company had previously established the organizational structure and resources required to effectively address sustained market demand across all business sectors.

The financial year concluded with a 27% increase in turnover, further enhancing the substantial growth realized in the preceding financial year, alongside an EBITDA representing 16% of production value.

The financial statements of Secondo Mona S.p.A. have undergone an audit by KPMG S.p.A.

Secondo Mona, it actively engages in both domestic and international markets. Direct exports constituted 75% of its sales in 2025.

THE PATHWAY TO SUSTAINABILITY

Stakeholder engagement

For Secondo Mona, engaging with and collaborating alongside stakeholders are vital prerequisites for the company's growth and success, as well as for fostering shared value in the short, medium, and long term.

Secondo Mona actively engages with all its stakeholders, both internal and external, through targeted activities and regular communication sessions. The Company is dedicated to fostering prosperous, enriching, and enduring relationships with all its stakeholders, grounded in transparency, mutual trust, collaboration, openness, and reciprocal communication.

Below are the primary categories of stakeholders with whom the Company maintains a continuous commitment:

- **Employees:** Individuals are a vital asset to the company's success and sustainability. Secondo Mona is dedicated to fostering a stimulating, transparent, and inclusive workplace where individuals feel inspired, at ease, and secure.
- **Customers:** Secondo Mona places a strong emphasis on its customers, dedicating itself to their satisfaction by providing high-quality products and services punctually and within anticipated costs. The company adheres to the regulatory requirements of the aeronautical industry and upholds the most rigorous standards concerning safety and quality of products and materials while staying attuned to market trends.

- Additionally, regarding product innovation and sustainability;
- **Suppliers and Business Partners:** Establishing enduring and profitable partnerships with all suppliers and business partners is crucial for Secondo Mona to attain business success, particularly in the long term.
- **Government and Institutions:** More than 120 years of continuous presence in the region have fostered sustained collaboration and dialogue with institutional and governmental entities, rendering them a fundamental component of Secondo Mona's business model.
- **Local community:** Supporting and investing in the local community, along with its economic, social, and cultural development, are essential activities for Secondo Mona to foster shared value.
- The company's approach seeks to establish continuous communication through diverse forms of dialogue and engagement initiatives, leveraging the interaction channels presented in the table.

Stakeholder Classification	Stakeholder engagement initiatives and communication channels	
Employees	• Corporate welfare programs and benefits • Regular meetings • Training initiatives	• Corporate intranet • E-mail • Direct communication • Single union representatives in the workplace (RSU)
Vendors and corporate associates	• Sustained collaborations with suppliers • Partnerships with regional vendors • Ad hoc procedures for the selection, assessment, and management of suppliers.	• Secondo Mona's website • Supplier Portal • On-site audit • Meetings • E-mail
Clients	• Annual client satisfaction surveys • Ongoing communication with the sales department • Regular assessments • Providing post-sale services (e.g. maintenance and repair)	• E-mail • Secondo Mona's website • Direct communication with the sales division • Meetings • On-site evaluations and visits to the manufacturing facility • Participation in national and international airshows and exhibitions
Government and Institutions	• Engagement and contribution to industry associations • Engagements with local authorities	• Audit • Regular meetings • Conferences
Local community	• Contributions to local community initiatives • Sponsorship of local community events • Engagement in educational and training initiatives with local schools and universities	• Ad hoc gatherings and conferences • Direct communication with Secondo Mona • E-mail • Sponsorships • Partnerships with local newspapers

Materiality Assessment

In accordance with internationally recognized standards for sustainability reporting, specifically the Global Reporting Initiative (GRI) standards, and as part of Secondo Mona's sustainability journey, the Company undertook a Materiality Analysis to identify the most pertinent economic, environmental, social, and governance issues affecting the Company, its stakeholders, and the operational context. This analysis also considered the positive and negative impacts that Secondo Mona has had or may have on the economy, the environment, and society, including implications for human rights, within the framework of its operations and business relationships.

The Materiality Process implemented by the Company can be categorized into four primary phases, as illustrated in the diagram below.

The materiality analysis process was carried out in 2022 for the publication of the 2021 Company Profile and was subsequently validated for the preparation of future Sustainability Reports. To align with the updated GRI standards, the materiality analysis was revised to identify the actual and potential impacts on the economy, the environment, and individuals, including effects on human rights, within Secondo Mona's operations and business relationships, both upstream and downstream.

Identification of the most significant impacts—both actual and potential, positive and negative, intended or unintended—that the Company has or may have on the economy, the environment, and individuals, including effects on human rights, through its activities and business relationships in the short, medium, and long term.

The identification of these impacts was conducted through (i) the assessment of the economic, environmental, and social effects that are or may be generated by the Company, and (ii) the examination of the supporting documentation.

Identification of ESG issues that may be pertinent to the Company through (i) benchmarking analysis, sector analysis, and the review of national and international standards and directives related to sustainability, and (ii) an examination of internal documentation, including, for instance, the Code of Ethics, Model 231, and current policies and certifications.

Assessment of potentially relevant topics via an online survey engaging Secondo Mona stakeholders and senior management.

The objective of this assessment was to evaluate the significance of material topics from two viewpoints: Secondo Mona's business perspective and that of its stakeholders.

Definition of priority material topics and their impacts, which signify the most pertinent issues for the Company and its stakeholders, serving as the foundation for future strategies and objectives.

Seventeen material topics encompassing economic, environmental, social, and governance aspects have been identified and categorized into six macro-categories: Governance, People, Environment, Product, Society, and Supply Chain. Below is a list of Secondo Mona's priority material topics along with the associated actual and potential positive and negative impacts that may result from the company's activities.

PRODUCT	Product Excellence and Safety	• The production of high-quality and dependable products and/or components, alongside the promotion of the highest quality and safety standards throughout the entire supply chain, is paramount. The implementation of the SMS "Safety Management System" represents a proactive strategy for managing safety risks. • Emphasis on safeguarding customer health and safety throughout the product life cycle.	• Incidents and/or sanctions or penalties arising from inadequate product quality and safety. • Diminished competitiveness and deterioration of market positioning resulting from a decline in product quality.
GOVERNANCE	Ethics and Compliance	• Adherence to anti-corruption statutes and regulations • Positive reputational effects, bolstered by the implementation of the Code of Ethics and Model 231 of the Anti-corruption Policy, as well as policies regarding respect for Human Rights, the prohibition of Child Labor and Forced Labor, and the acknowledgment of Diversity, Equity, and Inclusion. • Promoting ethical, transparent, and responsible business practices throughout the entire value chain.	• Adverse effects on reputation stemming from incidents or episodes of corruption. • Supplementary expenses arising from fines, penalties, and/or non-compliance with regulations, laws, or directives. • Challenges in engaging and fostering enduring partnerships with customers and business associates arise from unethical and inappropriate practices and behaviors.

GOVERNANCE	Data Protection and Cybersecurity	• Data protection and the safeguarding of the right to privacy for all individuals who interact with Secondo Mona. • Effective information security management is essential for maintaining data confidentiality, particularly in the face of cyber attacks. • Introduction of the SM-ISMM (Information Security Management Manual) aimed at integrating the provisions of the Information Security Management System (SGSI) with the requirements of EU Regulation 2022/1645 (EASA PART-IS).	• Disruptions to business continuity resulting from cyberattacks • Adverse reputational consequences resulting from data breaches and/or losses • Infringement of the right to privacy
SOCIETY	Customer Relations and Satisfaction	• Enhanced customer appeal and heightened customer confidence • Enhancing market positioning • Effective management of customer inquiries and grievances, along with collaboration with clients for product development and innovation.	• Disruptions and challenges in customer relationships • Diminished customer satisfaction and a subsequent rise in customer complaints • Inability to satisfy customer demands and adapt to market trends has led to a decline in Secondo Mona's market positioning.

PEOPLE	Occupational Health and Safety	• Adherence to national regulations regarding occupational health and safety. • Enhanced staff productivity and efficiency by fostering a safe and healthy working environment.	• An increase in the frequency and severity of accidents and occupational diseases has led to a subsequent decline in employee well-being. • Adverse effects on reputation stemming from work-related illnesses, accidents, and/or injuries. • Additional expenses resulting from penalties and non-compliance with health and safety laws, regulations, and directives.
PEOPLE	Talent Acquisition, Retention, and Development	• Enhancement of each employee's professional skills through role-specific training programs and career development pathways. • Enhanced talent attraction and retention	• Diminished productivity resulting from the failure to appreciate, safeguard, and cultivate human resources. • Potential employee turnover and subsequent loss of expertise • Challenges in attracting and retaining talent, particularly among younger demographics, over the long term.
PEOPLE	Employee Well-Being	• Enhanced productivity and efficiency, along with superior performance, attributed to improved employee well-being. • Fostering an engaging work environment that encourages employees to articulate their perspectives.	• Diminished productivity and efficiency resulting from declining staff well-being. • Adverse effects on reputation resulting from insufficient staff development.

PRODUCT	Innovation and Sustainable Product Advancement	• Enhanced collaboration with stakeholders via partnerships and/or research initiatives. • Development of cutting-edge, high-performance products, including fuel systems and equipment.	• Diminished competitiveness and deterioration of market positioning resulting from insufficient innovation. • Diminished customer satisfaction may result from the presence of obsolete products in the market.
PRODUCT	Utilization of Raw Materials	• Beneficial effects on the environment resulting from the utilization of sustainable raw materials. • Utilization of recycled materials within the framework of the circular economy, in accordance with the latest standards and directives, including ISO 59000 and the European taxonomy. • Restricted utilization of hazardous substances • Adherence to relevant regulations, including REACH	• Adverse effects on the environment resulting from the utilization of hazardous, detrimental, and polluting materials and/or substances. • Exploitation of natural resources, degradation of natural habitats, and decline of biodiversity • Utilization of critical raw materials that present a risk to the organization
SUPPLY CHAIN	Accountable Supply Chain	• Enhancing the supply chain to foster greater sustainability in environmental and social performance. • Adherence to supply chain regulations, laws, and directives • Approval of the Supplier Code of Conduct.	• Potential disruptions to business continuity and company operations across the supply chain • Adverse environmental and social consequences throughout the entire supply chain

ENVIRONMENT	Waste Management	• Responsible waste management, particularly concerning hazardous waste, in accordance with ISO 14001. • Minimizing environmental impact through waste repurposing and recycling • Cost advantages derived from reuse and recycling initiatives	• Failure to adhere to existing waste management regulations • Supplementary expenses arising from fines and/or penalties associated with waste disposal • Contribution to pollution resulting from heightened waste generation
ENVIRONMENT	Energy and Emissions	• Utilization of energy derived from renewable sources, such as the installation of photovoltaic panels. • Reduction of energy usage and associated emissions • Cost reductions resulting from enhanced energy efficiency • Expansion of the emission monitoring boundary (Scope 3 measurement)	• Contribution to climate change and emissions resulting from the Company's operations • Decreased energy efficiency leading to increased expenses.
GOVERNANCE	Digital Transformation	• Enhanced competitiveness through the adoption of new technologies and the cultivation of digital skills. • Enhanced efficiency in production processes and operational activities • Enhance the attraction and retention of talent, particularly among younger demographics.	• Reduced market competitiveness and diminished customer satisfaction. • Inefficiency in production processes resulting from outdated technologies. • Challenges in attracting and retaining talent stemming from insufficient digital innovation.

SOCIETY	Community Influence and Advancement	• Enduring and productive relationships between Secondo Mona and the local community. • Fostering shared value through active listening and engagement initiatives with the local community. • Positive effects resulting from local employment and philanthropic initiatives	• Insufficient engagement and collaboration with the local community • Inability to recognize and address the requirements and expectations of the local community.
ENVIRONMENT	Water Resource Management	• Responsible management of water resources aimed at minimizing consumption and preserving resources whenever feasible, including through reuse. • Sufficient wastewater treatment, particularly concerning toxic and contaminating substances	• Water pollution and its consequent adverse effects on the environment and human health. • Supplementary expenses arising from fines and/or penalties associated with wastewater. • Irresponsible management of water resources that does not adhere to current directives.
ENVIRONMENT	Climate Change	• Adherence to climate change mitigation regulations (e.g., EU taxonomy, Carbon Border Adjustment Mechanism, European Green Deal) • Enhancing economic and productive endeavors focused on adapting to and mitigating climate change.	• Contribution to climate change, air pollution, and greenhouse gas emissions • Additional expenses resulting from non-compliance with climate change regulations and directives (manifested as penalties). • Extreme weather events that affect the Company's operations
SUPPLY CHAIN	Human Rights	• Protection and advancement of human rights throughout the entire value chain • Enhancement of personnel value and subsequent improvement in talent attraction and retention.	• Adverse reputational consequences stemming from the failure to uphold human rights. • Disruptions to business continuity and organizational operations

- The materiality analysis represents a crucial phase in Secondo Mona's sustainability journey, highlighting the company's dedication to sustainable development. For a definition of the material topics identified by Secondo Mona, please consult the "Definition of Material Topics" section in the Appendix.

Secondo Mona Contribution to the Sustainable Development Goals (SDGs)

Secondo Mona, it plays a significant role in advancing the 17 Goals of the United Nations 2030 Agenda for Sustainable Development. These 17 goals, encompassing 169 targets, constitute an urgent call to action aimed at eradicating

poverty and hunger, eliminating inequalities, fostering economic growth, and promoting industrial development, while addressing the climate change, conserve natural resources (both terrestrial and aquatic), promote the utilization of clean and renewable energy, and collaborate to ensure sustainable development for present and future generations.

For the correlation between Secondo Mona's material topics, the GRI indicators presented in this Sustainability Report, and the associated SDGs, please consult the "Appendix" section.





GOVERNANCE

Governance in depth

Secondo Mona has established a corporate governance framework that guarantees appropriate and responsible business practices. The organization fosters a corporate culture centered on sustainability and ethical principles. Secondo Mona, the Board of Directors is tasked with steering the company and establishing its strategic objectives for the short and medium term. As of December 31, 2025, the Board comprises six members, including the Chairman, who also serves as the Company's CEO. The composition of the Board of Directors is as follows:

Three executive members engaged in the daily management of the business;

- Three non-executive directors.

The Board of Directors convenes periodically, with its members elected for a term of three years.

The Board of Directors is supported by the Board of Statutory Auditors, which consists of three independent members, including the president and two standing auditors, serving a term of three years. The function of the Board of Statutory Auditors is to oversee:

- Adherence to laws and regulations;
- Adherence to the principles of effective administration;
- The suitability of the organizational structure and its proper operation.

The Company has appointed a Supervisory Body, consisting of three independent members, tasked with overseeing and ensuring adherence to the Organization, Management, and Control Model, commonly referred to as Model 231, adopted by Secondo Mona. Members of the highest governing body and its committees serve a three-year term and are appointed by the Board of Directors based on their skills, independence, and professional experience.

Governance Structure and Composition	Name	Age	Gender	Charge
Board of Directors	Renato Mona	84	Male	President and Chief Executive Officer
	Claudia Francesca Mona	54	Female	Vice President and Chief Executive Officer
	Riccardo Stefano Mona	52	Male	Chief Executive Officer
	Sergio Fabrizi	90	Male	councillor
	Adriana Galli	83	Female	councillor
	Winfried Franz Schaller	61	Male	councillor

Governance Structure and Composition	Name	Age	Gender	Charge
Board of Auditors	C. Lazzarini	60	Male	President
	L.Doppietti	80	Male	Mayor
	G. Bandera	80	Male	Mayor
Supervisory Body	E. Giannangeli	46	Male	President
	M. Randazzo	62	Male	Member
	C.Petroni	54	Female	Member

Secondo Mona, it has commenced a process of gradually incorporating sustainability and environmental, social, and governance (ESG) considerations into the Company's business model.

Consequently, the Board of Directors vigorously advocates for the achievement of sustainability objectives and the execution of initiatives; it also oversees Secondo Mona's economic, environmental, and social effects.

The Board of Directors has officially designated a member as the ESG Manager. This individual is responsible for coordinating the company's resources for data collection, approval, and reporting. The ESG Manager provides updates to the Board of Directors regarding the progress of ongoing ESG activities, initiatives, and projects.

Ethics and Compliance

Secondo Mona, it is essential to conduct business with ethical principles, integrity, and transparency. Ethics and compliance play a vital role, as they can significantly impact business operations, either positively or negatively. Potential non-compliance with laws and regulatory requirements, along with unethical business practices, could severely harm the Company's reputation and incur additional costs from fines and penalties. Conversely, upholding and promoting ethical business practices enhances the company's reputation and fosters improved relationships with stakeholders, including customers, business partners, suppliers, and local authorities.

In 2019, the Company implemented a Code of Ethics, which received approval from the Board of Directors and is subject to periodic review.

This document serves as a "Charter of Fundamental Rights and Duties" for managers.

employees, collaborators (business partners, suppliers, and consultants), and all individuals associated with the Company's operations. This document delineates the rights, responsibilities, and standards of conduct that every recipient of the Code of Ethics must understand and uphold.

As outlined in the Code of Ethics, Secondo Mona operates in accordance with all applicable laws, directives, and regulations, including those governing fair competition in the marketplace. The Company denounces any form of human rights infringement, including the exploitation of child labor, forced labor, human trafficking, and the financing of terrorism. Consequently, Secondo Mona avoids any engagement with third parties that may be directly or indirectly associated with criminal activities, the financing of terrorism, human trafficking, or the exploitation of child labor.

The Company safeguards its employees against all forms of discrimination, including but not limited to age, skin color, disability, ethnicity, marital status, gender, language, national origin, political affiliation, race, religion, sexual orientation, and socioeconomic status.

All individuals employed by the company, without distinction or exception, are thus dedicated to upholding and ensuring the adherence to these principles within the parameters of their roles and responsibilities.

This commitment is likewise expected of the entities (natural and/or legal persons) with whom the company engages in any capacity, ensuring that they conduct themselves in accordance with principles and practices rooted in the same values.

The Company has also established the objective of ensuring that business growth is consistently accompanied by a progressive emphasis on sustainability, enhancing

- enhancing production process efficiency, pursuing more sustainable product development solutions, fostering professional advancement and equitable treatment and opportunities among company personnel, and ensuring complete adherence to external regulatory requirements and our Code of Ethics.

Secondo Mona is dedicated to preventing and mitigating any actual or potential conflicts of interest while ensuring the transparency, integrity, and accuracy of its accounting practices. Additionally, it is committed to safeguarding the privacy of sensitive information, proprietary knowledge, and intellectual property, thereby upholding the highest standards of confidentiality and data protection.

All external relationships with third parties, especially with authorities and institutions, are managed with diligence and in compliance with relevant regulations. The Company denounces any form of corruption intended to secure funding or contributions through fraudulent declarations and actively prevents any type of corrupt practice.

In 2020, the Organization, Management, and Control Model was adopted in accordance with the provisions of Legislative Decree 231/2001, and it is subject to regular updates.

The objective is to prevent criminal activity, deter and discourage illicit behavior, and identify improper and unethical corporate practices, as well as instances of non-compliance with the principles outlined in the Code of Ethics.

The Supervisory Body, established in 2020, is responsible for ensuring adherence to the aforementioned Model.

The Supervisory Body is entrusted with the following responsibilities:

- Assess the efficacy and sufficiency of the Model.
- Propose alterations or adjustments, if required;
- Oversee initiatives designed to enhance understanding and awareness of the Model within the Company.
- Evaluate the application and effectiveness of the current internal control system.

Through its Supervisory Board, Secondo Mona guarantees that all instances of suspected or actual misconduct, unethical behavior, or breaches of the principles of Model 231 and the Code of Ethics are properly reported and addressed. The Company has implemented a whistleblowing mechanism that allows for the reporting of any actual or potential violations or critical issues to the Whistleblowing Officer. All personnel are informed of Secondo Mona's whistleblowing procedure, which has been made available on the company website and intranet.

All violations, unethical conduct, and complaints are managed and addressed promptly and appropriately, implementing the corrective measures outlined in the Organization, Management, and Control Model, as well as the Code of Ethics.

All stakeholders are strongly urged to report any behaviors, issues, and/or complaints, which will be addressed by the Company with the highest level of diligence.

Internal and external awareness regarding adherence to the established Code of Ethics.

The dissemination of the Code of Ethics and Model 231 on the website is consistently reinforced by Secondo Mona. Internally, communication and training sessions are conducted periodically; specific training on the Code of Ethics and Model 231 is provided to all employees, and these documents are shared with all new hires upon onboarding. Externally, the Company notifies third parties of its adoption of the Code of Ethics, which all business partners are mandated to adhere to.

During the reporting period, 90% of employees underwent training on subjects pertaining to ethics and corporate integrity.

To date, there have been no legal actions, whether pending or concluded, regarding anticompetitive behavior, violations of antitrust laws, monopolistic practices, or any other predicate offenses addressed by Decree 231. Secondo Mona has not documented any verified incidents of corruption, including employee terminations or disciplinary measures related to corruption, nor the termination of contracts with business partners due to corruption-related infractions. Additionally, there have been no instances of corruption within the public sector.

In terms of legal compliance, Secondo Mona reported no significant incidents of non-compliance with laws and regulations during the reporting period.

Data Protection and Cybersecurity

Given their increasingly strategic role in business operations, Secondo Mona is dedicated to safeguarding the protection and confidentiality of personal data and information. Actual or potential data breaches and/or losses can significantly harm the Company's reputation, disrupt business continuity due to unauthorized or illegal access to data, and result in violations of privacy and confidentiality rights.

The Company is dedicated to ensuring that all data is safeguarded against internal and external threats, unauthorized modifications, unlawful access and disclosure, as well as loss, damage, and theft. Additionally, Secondo Mona strives to protect the information and personal data of its employees, customers, business partners, suppliers, and all individuals associated with its operations throughout the entire information lifecycle, from creation to use, storage, and deletion.

Secondo Mona operates in complete adherence to relevant laws, directives, and regulations concerning information security. The Company acknowledges that effective data management is paramount to safeguarding the confidentiality, integrity, and authenticity of information, ensuring business continuity, and preventing repercussions and disruptions to operations, adverse effects on reputation, and unavailability of ICT systems. In 2022, the Company implemented an Information Security Policy,

which delineates the principles and guidelines adhered to internally regarding the use, collection, storage, and disposal of any form of personal data.

The Information Security Management System (ISMS) is designed to:

Safeguard the confidentiality, integrity, and availability of information and ICT (Information and Communication Technology) assets.

This Policy is publicly available on the Company website and accessible via the intranet. An Information Security Management System manual was also developed and implemented in 2022.

Mona asserts that effective information security management is essential for business operations and services, and, more broadly, for business continuity.

Information Security Management Framework

In 2022, the Company achieved ISO 27001:2013 certification, an internationally recognized standard for information security and Information Security Management Systems (ISMS). This accomplishment signifies a remarkable milestone for the Company in advancing data protection, confidentiality, and information integrity.

During the most recent renewal audit, the Information Security Management System was validated and updated to ensure compliance with ISO 27001:2022.

In 2025, the company commenced the implementation of EASA Part-IS (Information Security) requirements, thereby enhancing its information security management system. This initiative is designed to establish a systematic approach to information protection and the management of cyber risks that may affect flight safety.

All personnel are accountable for the preservation, proper protection, and utilization of company assets, encompassing both tangible (equipment, infrastructure) and intangible (brands, expertise, licenses) resources.

Periodic risk assessments are performed to identify both actual and potential risks that could affect information security, evaluating them based on likelihood (likely-unlikely) and impact (on a scale from low to critical). These assessments facilitate the implementation of corrective actions and remediation plans, while also enabling the active monitoring of the Company's risk exposure levels.

Furthermore, the Company has delineated specific roles and responsibilities for all personnel with access to confidential data and information, including an ICT manager, and offers appropriate and targeted training.

Given that cyber attacks can adversely affect a company's performance, reputation, and profitability, Secondo Mona is dedicated to evaluating, preventing, mitigating, and managing all cybersecurity risks and threats.

No significant complaints concerning data or privacy breaches have been reported, either from external entities or regulatory bodies.

Similarly, there have been no reported incidents of data breaches, leaks, or thefts.

The Company offers training and communication sessions to its employees regarding the significance of information security and data protection, as well as the ISO 27001 Information Security Management System. It educates staff on appropriate conduct and practices when managing private and sensitive information. Additionally, it promotes continuous awareness and urges employees to exercise the highest level of caution. Consequently, 100% of its staff has undergone data protection training.

Digital Transformation

Digitalization serves as a strategic element for Secondo Mona, enhancing the company's operational efficiency, competitiveness, and sustainable growth. Throughout the years, the digital transformation process has increasingly influenced all company functions, promoting process integration, optimizing operations, and advancing digital competencies.

The implementation of the SAP S/4HANA ERP system, fully operational since 2024, serves as the foundation of the company's digital ecosystem, seamlessly integrated with the Manufacturing Execution System (MES), Product Lifecycle Management (PLM), and various other tools that facilitate industrial and management processes. In the manufacturing sector, the automation of data exchange between management systems and testing equipment has mitigated the risk of errors, enhanced operational efficiency, and ensured more effective information management.

Concurrently, the digitization of technical archives and document processes progresses through the implementation of approval workflows and digital signatures.

Throughout 2025, Secondo Mona enhanced its utilization of Business Intelligence tools by implementing advanced reporting and Power BI-based solutions for activity planning and production load simulation, thereby bolstering decision-making processes.

In the industrial sector, plans are underway for investments in new production and automation technologies. This includes the introduction of a robot-assisted multitasking lathe, the implementation of an automated warehouse to optimize space, and the installation of a new Leitz measuring machine to improve dimensional control activities.

Looking ahead, Secondo Mona intends to implement an internal Artificial Intelligence platform to bolster corporate functions in the Operations, Programs, and Technical Management sectors. This initiative is a component of the company's extensive digital transformation strategy and seeks to improve the organization's information assets, promote process efficiency, and encourage innovation in operational, management, and technical endeavors.



ENVIRONMENT

Secondo Mona, it acknowledges the impact of its activities on the planet and understands that pursuing environmental conservation, both in the short and long term, is essential. Consequently, the Company aims to enhance its environmental performance progressively by reducing energy consumption, minimizing emissions, and utilizing natural resources responsibly. In 2007, the Company implemented an Environmental Management System aligned with ISO 14001 certification, aimed at fostering environmentally responsible practices and consistently enhancing its environmental performance.

In connection with the Environmental Management System, the Company has designated specific roles and responsibilities to guarantee effective management of its environmental performance. The Company performs regular assessments to evaluate the impact of its diverse activities.

These enable us to delineate corrective measures and execute recovery and enhancement strategies.

Furthermore, since 2007, the Company has established an Environmental Policy. This Policy, accessible on the website, delineates the Company's commitment to:

- Exhibit leadership across all tiers of the organization.
- Highlight the significance of addressing the needs and expectations of stakeholders to all individuals representing the organization.
- Enhance understanding of the complete life cycle of your products.

- Disseminate the Policy to both internal and external stakeholders.
- Foster communication both internally and externally within the organization.
- Operate with an emphasis on Environmental Sustainability, assessing its ecological efficiency and striving to enhance it through initiatives aimed at conserving energy, preventing pollution, minimizing waste, and reusing recyclable materials.
- Minimize waste generation and water usage.
- Minimize the environmental impacts associated with its products, production, and distribution processes.

Secondo Mona, it also aims to monitor environmental performance throughout its downstream and upstream value chain and encourages its partners to consistently enhance their environmental performance.

The Company regularly conducts energy audits through accredited external organizations to assess and validate both direct and indirect energy consumption while identifying potential areas for enhancement.

Climate Change - Energy and Emissions

Secondo Mona acknowledges that climate change constitutes one of the primary global challenges and reaffirms its dedication to incorporating climate management into corporate strategies and decision-making processes.

In this context, the Company employs a strategy focused on proactively identifying, monitoring, and managing risks and opportunities linked to climate change. This includes physical risks stemming from extreme weather events, regulatory risks associated with the evolving national and European legislative frameworks, market risks that may influence business continuity and competitiveness, as well as potential reputational consequences related to the management of environmental issues.

In alignment with this commitment, Secondo Mona persists in its efforts to enhance energy and environmental performance, advocating initiatives designed to diminish both direct and indirect energy consumption and, as a result, greenhouse gas emissions. The Company will maintain its focus on reducing energy intensity within its operations, particularly regarding indirect emissions linked to energy consumption (Scope 2), while also promoting a gradual decrease in reliance on fossil fuels and associated direct emissions (Scope 1).

Simultaneously, Secondo Mona aims to enhance investments in innovation and sustainable development while consolidating partnerships with collaborators, suppliers, and other strategic stakeholders to advance increasingly sustainable technological and operational solutions. Proposed initiatives also encompass the gradual expansion of energy production and utilization from renewable sources, including the enhancement of existing photovoltaic capacity.

In 2025, the Company commenced the process of quantifying indirect emissions throughout the value chain (Scope 3), thereby broadening the scope of its climate footprint monitoring. This initiative will yield a more comprehensive and structured knowledge base, essential for establishing increasingly specific and measurable emissions reduction targets in the coming years. While it has not yet formalized specific quantitative targets, Secondo Mona reaffirms its commitment to ongoing data collection, analysis, and evaluation of climate impacts, with the objective of identifying goals in the near future that align with its sustainability strategy and the expectations of its key stakeholders.

Energy Utilization

Energy consumption is meticulously monitored by Secondo Mona, aiming for a gradual reduction over time. The company also recognizes the accelerating market transition toward renewable energy sources and the consequent enhancement in energy efficiency, which can yield significant cost savings, as a crucial element of its business strategy.

Secondo Mona acknowledges that neglecting energy reduction efforts can result in adverse environmental consequences stemming from increased energy consumption and emissions, as well as diminished economic savings due to a decrease in energy efficiency.

The energy utilized by the company is derived from:

- From renewable sources, such as solar energy panels;
- From non-renewable sources, including natural gas, diesel fuel, and gasoline.

Secondo Mona's direct and indirect energy consumption is primarily attributed to:

- ① For production activities
- ② For the operation of equipment and machinery
- ③ For the heating, air conditioning, and lighting systems
- ④ For the company's vehicle fleet
- ⑤ For additional purposes

Among the initiatives designed to reduce energy consumption and facilitate the transition to renewable sources, the Company advocates for energy efficiency programs and the adoption of renewable energy.

Since 2010, two photovoltaic panels have been installed at the Somma Lombardo facility, the company's headquarters. These solar panels, with capacities of 131 kW and 68 kW, generate electricity internally from renewable sources for the organization. To enhance the energy output from renewable sources, plans are in place to upgrade and expand the company's photovoltaic system.

In 2025, total energy consumption reached 7.298.628 kWh, of which 3,236,337 kWh was attributed to energy consumed directly from non-renewable sources (natural gas), vehicles utilized by the company, and renewable sources (self-generated electricity). The remaining 4,655,401 kWh pertained to indirect energy consumption.

Secondo Mona's energy intensity, calculated based on total revenue, the details are presented below:

Energy intensity	u.m.	2023	2024	2025
Energy Consumption	MJ	24.532.360	27.494.830	28.410.257
Revenue	€	49.093.804	58.356.103	74.100.373
Energy intensity	MJ/€	0,499	0,471	0,383

In 2025, solar systems generated a total of 91,066 kWh of electricity, with 36,890 kWh being supplied to the grid.

Over the years, the efficiency of the photovoltaic system has diminished. Consequently, the Company has devised a plan to upgrade the current system and expand it with a next-generation solution. According to Mona, he transformed the company's vehicle fleet by introducing hybrid models.

Secondo Mona is advancing its commitment to enhancing energy performance through a multi-year strategy focused on increasing energy efficiency while systematically reducing consumption and the environmental impact of its production activities.

In recent years, the company has launched and executed various initiatives in this domain, including the gradual replacement of lighting systems with high-efficiency LED technologies and the installation of dedicated meters in key production departments, such as the mechanical, testing, and galvanic departments.

This monitoring system enables the ongoing detection and analysis of energy consumption across diverse production areas, thereby facilitating the identification of opportunities for improvement and the implementation of targeted actions to mitigate them.

These initiatives encompass the installation of a new paint booth, which has realized substantial environmental advantages due to decreased atmospheric emissions and reduced consumption of water, methane, and electricity in comparison to the previously employed solution.

Furthermore, in the past year, Secondo Mona has made significant progress with the installation of a new high-efficiency steam boiler, which boasts enhanced energy performance and a diminished environmental impact. This initiative is part of the company's overarching strategy to optimize production processes and promote a more efficient utilization of energy resources.

Through these initiatives, Secondo Mona reaffirms its dedication to a sustainable development model focused on the continuous enhancement of environmental performance, technological innovation, and the creation of long-term value.

Self-generated solar electricity	u.m.	2023	2024	2025
Total Self-generated solar electricity		152.921	117.904	91.066
of which self-generated and consumed internally	kWh	93.416	78.200	54.176
of which self-produced and sold(1)		59.505	39.704	36.890

Note(1): Excluded from the total energy consumption calculation.

Greenhouse Gas Emissions (GHG)

In alignment with its dedication to climate transition, Secondo Mona has been monitoring its Scope 1 (direct) emissions, produced by sources owned or controlled by the Company, and Scope 2 (indirect) emissions arising from the generation of purchased or acquired electricity since 2022.

During the current reporting period, Scope 1 emissions totaled 644 tCO₂e, primarily attributed to the consumption of natural gas and, to a lesser extent, the direct use of company-owned vehicles.

Scope 2 emissions, calculated on both a market-based and location-based approach, were 2,054 tCO₂e and 1,328 tCO₂e, respectively.

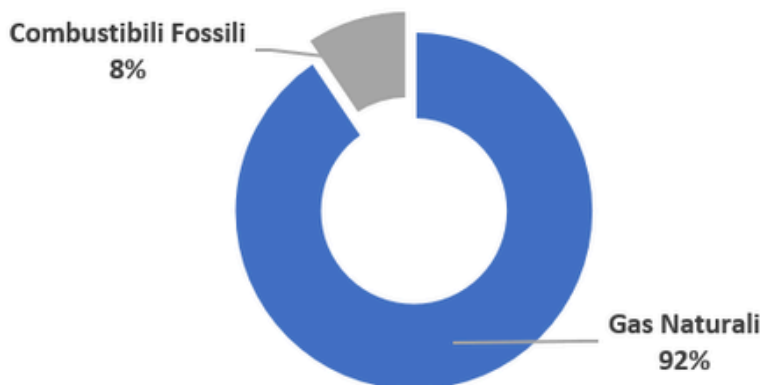
In an alternative scenario, if Secondo Mona were to utilize energy sourced from the grid rather than the renewable energy generated by the two photovoltaic systems installed at the company's factory, it would result in increased emissions.

The emissions mitigated by the utilization of solar energy could potentially equate, in 2025, to:

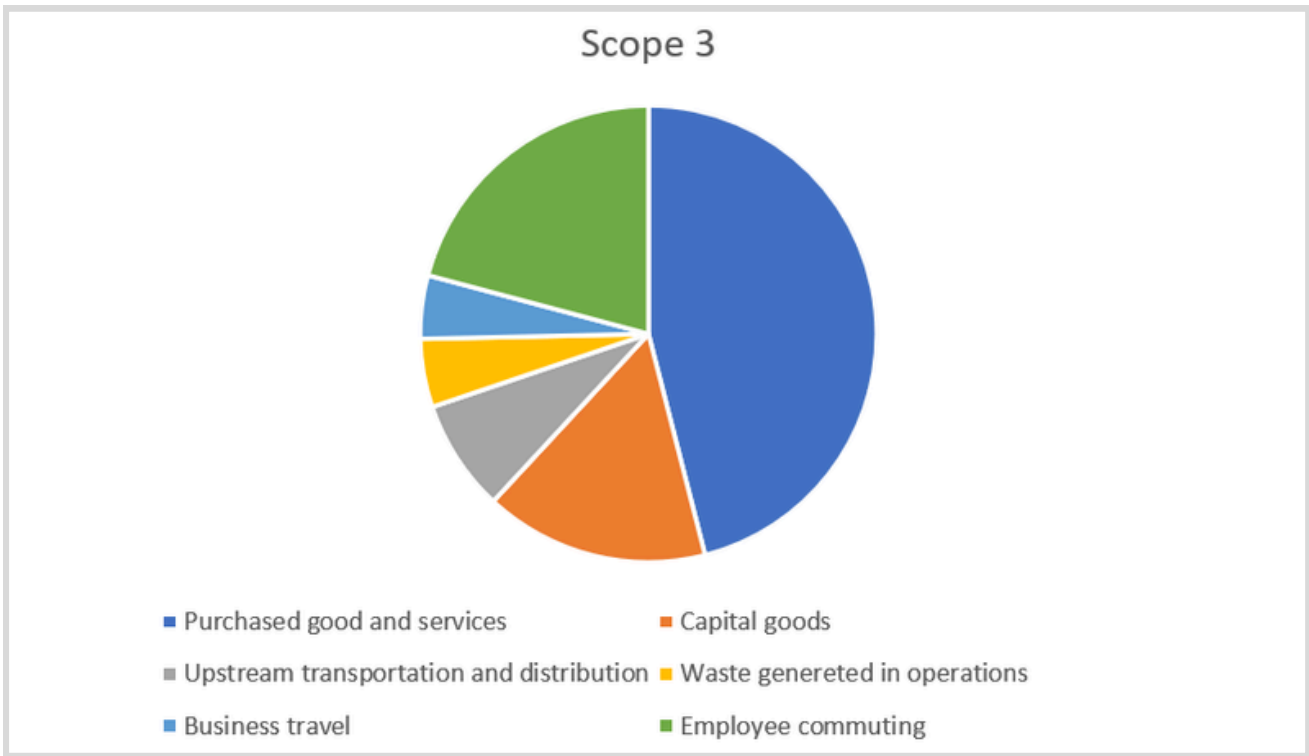
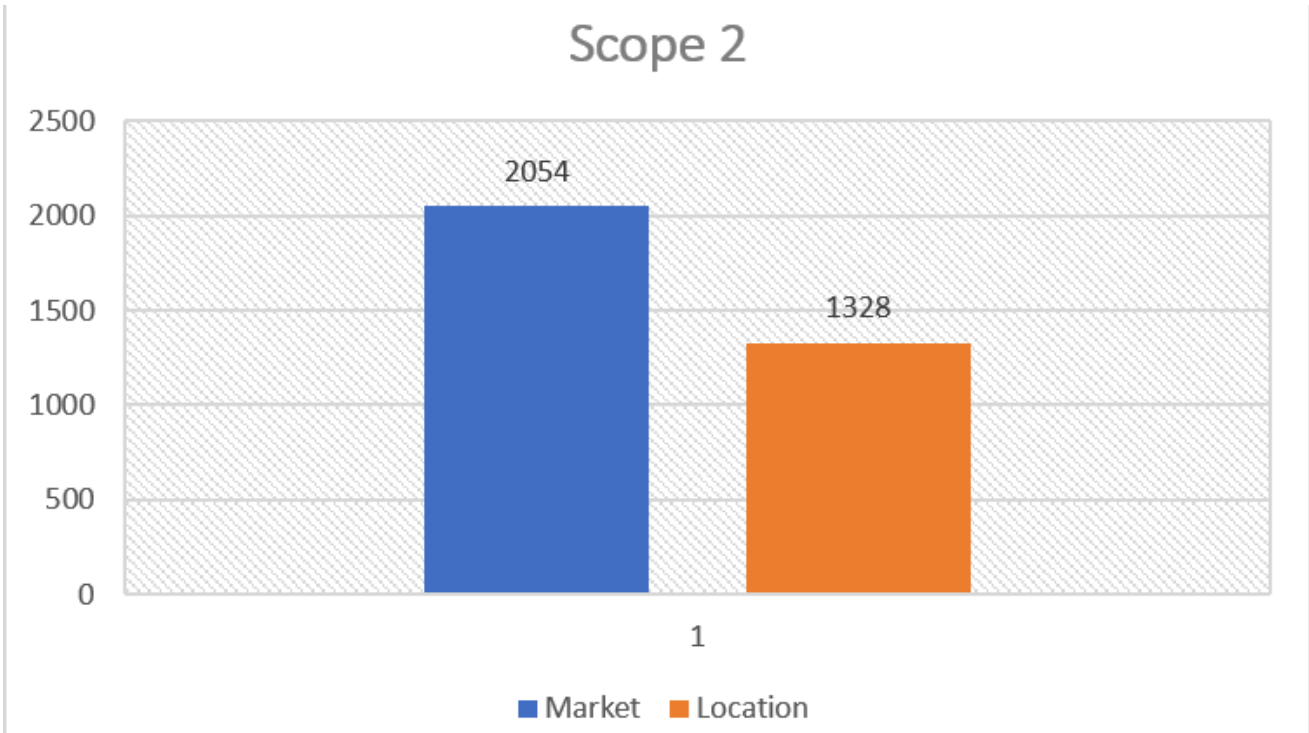
- Location-Based GHG Scope 2 Emissions: 20.00 tCO₂e;
- Market-Based GHG Scope 2 Emissions: 40.00 tCO₂e.

In alignment with the ongoing enhancement of its environmental monitoring system, in 2025 Secondo Mona commenced the measurement of indirect emissions produced throughout its value chain (Scope 3), totaling 1,429 tCO₂. This initiative will expand the understanding of the company's overall climate footprint and, over time, establish a more robust information foundation to aid in the formulation of future emissions reduction targets.

GHG Scope 1 Emissions in 2025 (%)



In 2025, the Company acquired a carbon offset certificate from an external entity for the neutralization of 1,225 tCO2e associated with its industrial waste management. This third party is responsible for the management and and waste disposal, meticulously tracks CO2 emissions associated with waste management and transportation, allowing organizations such as Secondo Mona to offset emissions resulting from their waste disposal.



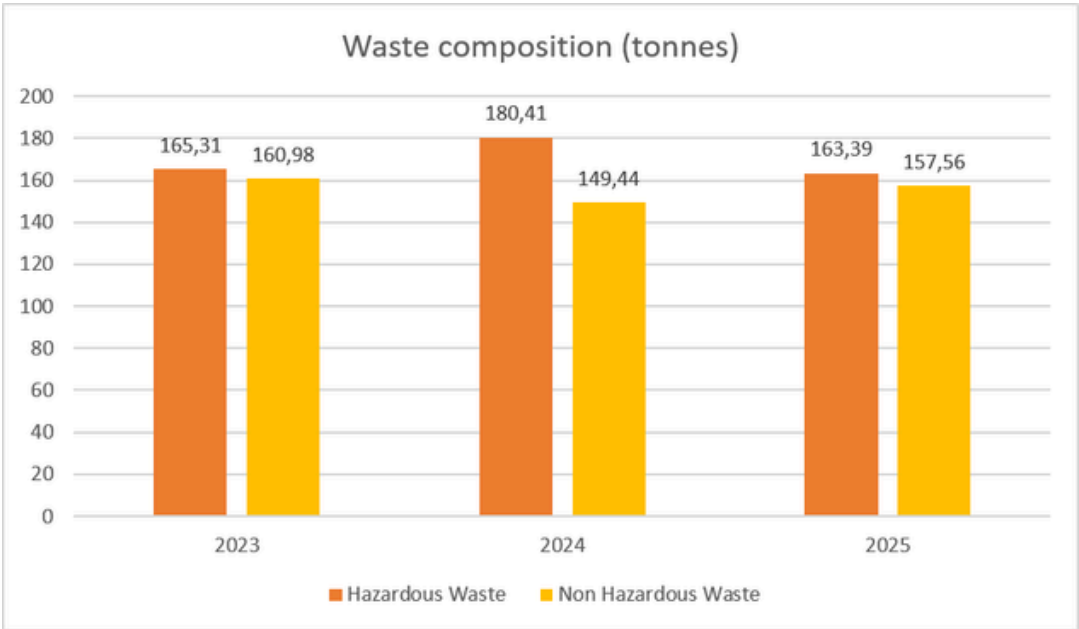
Waste Management

Secondo Mona asserts that effective management of both hazardous and non-hazardous waste produced by its operations is crucial. Responsible waste management yields financial savings through waste recovery and recycling, thereby diminishing environmental impact. Conversely, improper waste management can result in adverse consequences, including fines and penalties for non-compliance with waste regulations, as well as increased waste generation and pollution. Consequently, specific internal procedures have been established and executed to ensure effective management of production and office waste, with responsibilities assigned to qualified personnel, particularly regarding the handling of hazardous waste and dangerous substances. The waste produced by Secondo Mona primarily comprises:

- Industrial waste, including a range of chemicals and solutions
- aqueous, eluates, metals, solutions ofequipment and coatings;
- Packaging materials, particularly cardboard, paper, and wood;
- Alternative materials

The Company manages both hazardous waste (such as hazardous substances from galvanic processes, emulsions resulting from repair and maintenance activities, contaminated materials, and chemicals) and non-hazardous waste. In 2025, Secondo Mona produced 320 tons of waste, with 51% classified as hazardous waste resulting from the materials, substances, and chemicals utilized in production processes, while the remainder comprised non-hazardous waste. In 2025, the waste generated included 157 tonnes disposed of through landfill and incineration (with energy recovery), while 163 tonnes were recovered through preparations for reuse and other recovery operations.

Waste disposal is conducted in accordance with relevant regulatory requirements, including Legislative Decree 152/2006 ("Environmental Regulations") and the ISO 14001:2015 standard. Non-hazardous waste is managed by an external provider tasked with the treatment, transportation, and disposal of waste, whereas hazardous waste is handled by an authorized third party.



Water Resource Management

Regarding water consumption, Secondo Mona diligently oversees withdrawals, discharges, and usage to:

- Protect water resources from contamination.
- Reduce water usage;
- Enhance water efficiency and recycling, particularly in light of the current global water scarcity crisis.

Responsible water management aims to create a positive environmental impact by minimizing water consumption, reducing withdrawals, and effectively treating wastewater and discharges. Conversely, when the Company neglects proper water management, it leads to detrimental effects on the environment, including water and soil contamination, as well as risks to human health. This mismanagement also incurs additional costs, such as fines and penalties for non-compliance with water discharge limits and regulations, along with adverse reputational consequences.

Water is sourced from the local aqueduct and utilized for various production purposes, including thermal and galvanic processes, water cooling systems, chemical operations, and sanitary needs within offices.

In 2025, water withdrawals totaled 16 megaliters.

The Company is dedicated to systematically decreasing the volume of water extracted from the local network and utilized.

A such purpose:

Partial meters were installed upstream of the company's key production processes and civil utilities to identify potential losses, waste, and inefficiencies.

- A new paint booth has been implemented, resulting in enhancements regarding atmospheric emissions, water usage, methane output, and electricity consumption.

Water discharges are conducted in accordance with relevant regulatory requirements and limits, including the "Single Environmental Authorization," which permits Secondo Mona to discharge wastewater into the local sewer system, as authorized by Legislative Decree 152/2006 (Article 124 of Legislative Decree 152/2006).

- Water discharges are continuously monitored both internally by the designated laboratory and externally by third parties or the relevant authority to ensure compliance with quality indicators (e.g., pH levels, presence of iron, chloride, sulfate, nitrogen, lead, zinc, nickel, etc.) and legally established limits. Consequently, the water is:
- treated prior to discharge through a primary treatment process comprising two stages: (1) an initial stage involving two sedimentation basins and (2) a secondary stage utilizing three sedimentation basins, fully aligned with the Company's dedication to continuously enhance the quality of water discharges;

downloaded directly to approved third parties.

Throughout the reporting period, no instances of non-compliance with discharge limits were documented.

In 2025, water discharges totaled approximately 0,065 megaliters.

The Company diligently tracks water usage throughout the production process and actively promotes water conservation among its employees. During the reporting period, water consumption totaled 16 megaliters.

A highly efficient purification system operates within the NDT (non-destructive testing) department, enabling the recycling and reuse of water utilized in the process. Additionally, it minimizes wastewater and promotes more efficient and responsible water consumption.

<u>Total water consumption</u>	u.m.	2023	2024	2025
Water abstraction	ML	16,666	20,294	15,761
Drainage		0,837	1,211	0,065
Water consumption		15,829	19,083	15,696

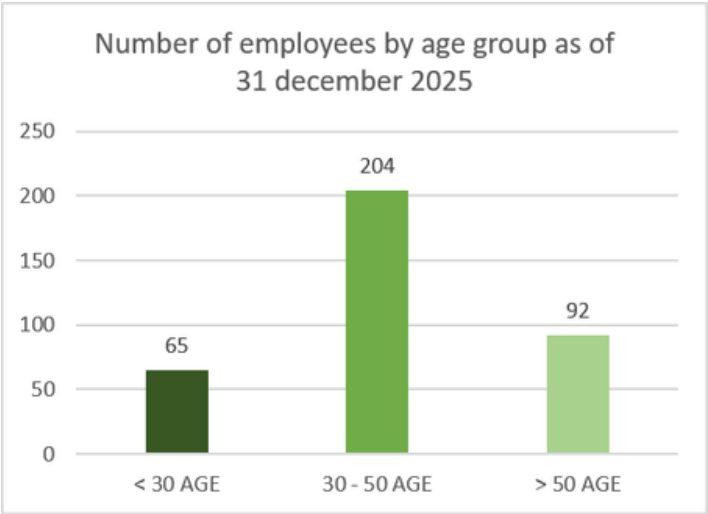
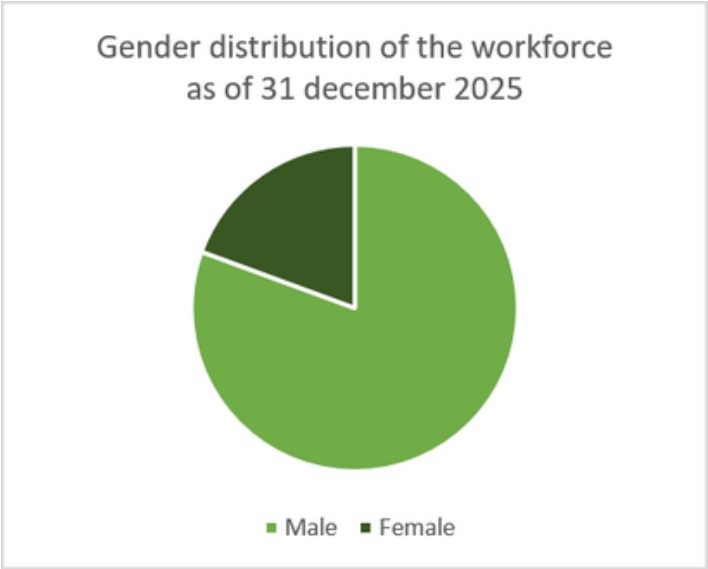


PEOPLE

Secondo Mona acknowledges the significance of its employees, who constitute a strategic and essential resource for the continuity and growth of the business, the attainment of corporate objectives, and the generation of value in both the short and long term. In pursuit of this goal, Secondo Mona is dedicated to:

- Foster the personal and professional development of your employees.
- Cultivate the skills and competencies of every individual employed by the Company.
- Enhance the welfare of your employees.
- Ensure a secure and healthy workplace.
- Ensure comprehensive training for all personnel.
- As of December 31, 2025, Secondo Mona employed 361 individuals.

In terms of gender distribution, women constitute 18% of the total workforce, amounting to 64 as of December 31, 2025. Compared to the previous year, the number of female employees has risen, reflecting the company's dedication to equal opportunities. Furthermore, there is a notable representation of women in management and senior positions across all divisions of the company, including those with STEM degrees and roles.



Total number of employees	u.m.	31 dic 2023			31 dic 2024			31 dic 2025		
		Male	Female	Total	Male	Female	Total	Male	Femal	Total
Total employees	n.	265	57	322	270	65	335	297	64	361

The majority of employees are aged between 30 and 50 years, followed by those over 50. Employees under 30 constitute 18% of the total workforce; the Company is firmly dedicated to investing in the development and recruitment of young talent.

The Company utilizes:

- Managers are tasked with making strategic decisions, steering the company's performance, establishing both short- and long-term objectives and targets, and overseeing their progress.
- Managers are tasked with executing projects and initiatives, overseeing daily operations and decision-making, and supervising personnel.
- Employees assigned to execute specific responsibilities within the various Divisions of the Company;
- Workers who perform operational and manual tasks primarily within the production and maintenance sectors.

As of December 31, 2025, the workforce comprised 181 workers, 153 employees, and 16 managers.

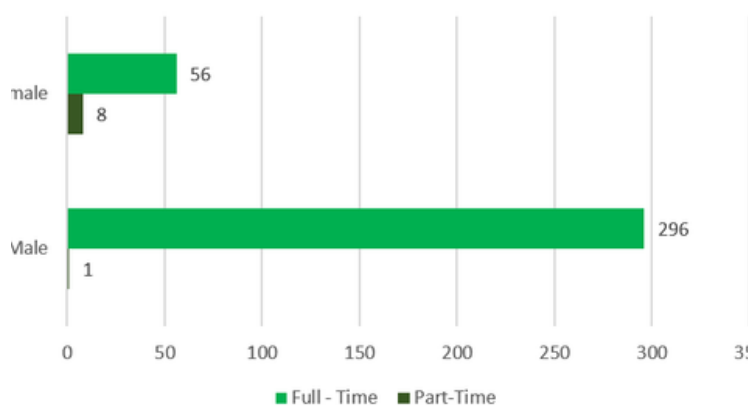
As of December 31, 2025, Secondo Mona's workforce comprised the following employment contracts:

- 352 full-time employees;
- 9 part-time employees.

The company predominantly provides permanent contracts, which serves as a clear indication of its commitment to retaining talent. In fact, 96% of the workforce, comprising 347 employees, holds a permanent contract, while the remaining employees are on fixed-term contracts.

As of December 31, 2025, Secondo Mona employed only 6 workers who were not classified as employees, yet their work was overseen by the Company (comprising 3 temporary workers and 3 self-employed individuals).

Employees by employment type as of 31 december 2025



Employees by Occupational Category	u.m.	31 dic 2023			31 dic 2024			31 dic 2025		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Directors		6	3	9	6	3	9	8	3	11
Manager		14	1	15	15	1	16	15	1	16
Employess	n.	96	44	140	96	45	141	104	49	153
Workers		149	9	158	153	16	169	170	11	181
Total		265	57	322	270	65	335	297	64	361

Employee Well-Being

One of Secondo Mona's primary objectives is to promote employee well-being. To support its workforce, the company proactively invests in their welfare by:

- Enhance productivity, efficiency, and customer satisfaction;
- Ensure their ongoing satisfaction.
- Foster an open and stimulating work environment in which employees feel at ease and inspired.

Conversely, insufficient employee appreciation and recognition can adversely affect engagement, productivity, and efficiency, while also heightening the risk of turnover and potentially damaging the company's reputation, along with the loss of strategic skills and expertise.

Secondo Mona is committed to fostering a work-life balance for all its employees. To achieve this, it provides flexible hours and commitments, permits remote work (depending on the role or department), and guarantees part-time contracts. As of December 31, 2025, nine employees were benefiting from these contracts.

Secondo Mona acknowledges and safeguards the rights of all employees to join unions, exercise freedom of association, and engage in collective bargaining. All employees are encompassed by collective bargaining agreements, which represent the entirety of the workforce.

The Union Representatives (RSU) function across the organization to foster continuous communication between Secondo Mona and its employees.

Secondo Mona advocates for a diverse array of initiatives aimed at promoting employee well-being. Primarily, the company provides its employees—whether full-time or part-time, permanent or temporary—with a range of benefits, including:

- Cafeteria service;
- Paid leave for medical appointments and check-ups, including provisions for employees' children, particularly newborns and those up to 8 years of age.
- Numerous insurance policies, including life insurance and accident insurance for incidents occurring both in the workplace and outside of it;
- Disability, impairment, and health insurance;
- Preventive health screenings, based on gender;
- Complimentary assistance for the completion of tax documents (including the Italian authorities' Model 730);
- Contributions for extracurricular activities for Secondo Mona staff members (such as children): the Company has established an agreement with Volandia that offers a discount to employees' children who participate in the Summer Camp.
- Execution of multiple agreements with retail and sports facilities to offer exclusive discounts for employees.
- Retirement benefits and transition support programs.
- Secondly, all employees have access to a welfare platform that provides targeted programs and discounts, including sports centers, gyms, museums, cultural institutions, retail outlets, and various commercial activities.

Secondo Mona provides the option for maternity and paternity leave in compliance with Italian laws and regulations.

In 2025, 41 employees availed themselves of parental leave, representing 100% of eligible personnel; the return-to-work rate was 100%, while the retention rate—defined as the proportion of employees who remained 12 months post-return from parental leave—stood at 83%.

An annual climate survey is administered to all employees to evaluate satisfaction levels, collect suggestions, and pinpoint opportunities for enhancement, thereby fostering a more positive and inclusive workplace environment.

Talent Acquisition, Retention, and Development

Attracting, retaining, and developing talent is essential for Secondo Mona. This strategy ensures business continuity and competitiveness both in the short and long term, safeguarding the company's capacity to adapt to evolving market trends. Employees must feel satisfied, motivated, and adequately valued, facilitating the company's efforts to retain its workforce and attract new talent. Indeed, if employees are dissatisfied, they are more likely to resign, leading to high turnover and the loss of valuable expertise and skills, as well as a decline in productivity and efficiency.

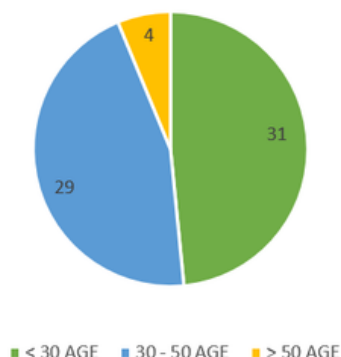
Talent Acquisition

The Company is dedicated to attracting top talent and employing individuals who embody Secondo Mona's values over time. Consequently, Secondo Mona champions equal opportunities for men and women, denouncing all forms of discrimination, beginning with the hiring process and continuing throughout an individual's career.

- Recruitment is executed in collaboration with educational institutions, universities, and training centers, primarily through job postings on the company's website and social media platforms such as LinkedIn. The process is facilitated by applicant tracking software (ATS), enabling Secondo Mona to identify candidates most aligned with its requirements. This process encompasses several stages, including initial screening, recruitment, job interviews (both virtual and in-person), candidate selection, and ultimately, onboarding. New hires enter the onboarding phase, which is designed to equip them with the necessary skills and competencies for their roles and to integrate them into the organizational framework. A total of 147 hours of training were provided throughout 2025.
- Induction meetings are conducted for newly hired personnel, accompanied by training activities that encompass fundamental instruction on the company's internal procedures and aviation industry standards, in addition to technical training related to the specific tasks to be undertaken.

In 2025, the company welcomed 64 new employees, of whom 48% were under the age of 30 and 14% were female. Consequently, the turnover rate for new employees was 18%.

New Hires 2025



Similarly, 16 individuals, comprising 12 males and 4 females, departed from Secondo Mona due to layoffs, voluntary resignations, or retirement, resulting in a turnover rate of 4%.

Talent Retention and Development

Secondo Mona actively invests in initiatives and programs aimed at enhancing staff skills and capabilities, promoting the acquisition of new technical and professional competencies, and nurturing the potential of each employee. The personal and professional growth of every employee is of paramount importance to the company.

Secondo Mona invests in improving the expertise of its workforce,

By meticulously monitoring the risk of skill and expertise loss, which could threaten business continuity and lead to disruptions, an assessment is conducted focusing on risk mitigation, the availability of specific skills and knowledge both internally and externally in the market, as well as training initiatives, to ensure the appropriate workforce is accessible for the business.

To this end, training activities are conducted periodically, tailored to the needs and skills of each employee, including their roles and assigned tasks. Customized training plans are developed annually for each individual to ensure professional development and growth.

The training programs conducted by the Company emphasize:

- Adherence to laws and regulations;
- Anti-corruption, human rights, and adherence to the Code of Ethics and Model 231.
- Cybersecurity and software utilization;
- Foreign languages
- Legislation pertinent to the aeronautical sector;
- ESG

Staff Turnover Rate (outgoing)	u.m.	31 dic 2023			31 dic 2024			31 dic 2025		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Staff Turnover Rate (outgoing)		11%	9%	11%	8%	14%	9%	4%	6%	4%
<30 years	%	12%	17%	13%	12%	21%	15%	13%	8%	12%
30-50 years		7%	10%	8%	6%	11%	7%	2%	6%	3%
>50 years		18%	0%	15%	11%	13%	11%	1%	6%	2%

Moreover, specialized technical and professional courses, encompassing both theoretical and practical components, are consistently organized to ensure that all employees possess the requisite skills and competencies for their roles.

To ensure the health and safety of all employees, Secondo Mona advocates for both general and specialized training in occupational health and safety, in compliance with Article 37 of Legislative Decree 81/08.

In 2025, Secondo Mona delivered approximately 7,608 hours of training to its employees.

Of the 7,608 hours of training, 33% were allocated to sessions focused on laws and regulations governing the aviation industry, followed by 2,311 hours (30%) dedicated to technical and specialist training.

Annually, the company establishes a comprehensive training plan that encompasses fundamental instruction on procedures. Organizational and technical training for specific tasks, applicable to all staff, new hires, and each employee assigned to different roles.

To efficiently enhance employee skills and ensure retention through continuous satisfaction, all staff members participate in assessments of both technical and soft skills. This evaluation aims to delineate performance and career development while establishing career paths that are precisely aligned with the Company's needs and strategic objectives. The Company regularly analyzes employee performance, fostering personal and professional growth based on their professional category, assessing employee performance, and monitoring attendance and absenteeism rates.

Training hours by topic	u.m.	31 dic 2023	31 dic 2024	31 dic 2025
Aviation legislation	n° hour	2.693	2.781	2.509
Software usage		32	117	420
Technical, Specialist and Professional training (managerial skills development)		1.448	1.042	2.311
Health and Safety		1.321	1.041	1.557
New hire induction		87	58	147
Cybersecurity		7	120	202
Code of Ethics/Legislative Decree 231 Model (Compliance, Anti-corruption, Human Rights, Discrimination)		10	195	44
Environment		26	16	67
Sustainability		26	0	111
Legislation			12	240
Total	n° ore	5.650	5.382	7.608

The performance evaluation is conducted by the department manager and subsequently communicated to the Human Resources office and company executives.

By 2025, all employees were engaged in performance and professional development evaluations.

Occupational Health and Safety

As outlined in the Code of Ethics, Secondo Mona is dedicated to providing adequate and safe working conditions, thereby protecting the health and safety of all employees and external workers, in accordance with relevant laws and directives, including Legislative Decree 81/2008.

It is imperative that the Company addresses this issue with the utmost seriousness to maintain its reputation and ensure the health and safety of all employees by fostering a healthy working environment.

Conversely, inadequate management of workplace health and safety can severely deteriorate employee well-being, result in work-related illnesses, escalate the frequency and severity of injuries, and incur additional costs from fines and penalties associated with workplace health and safety. Furthermore, it can adversely affect the company's reputation.

In its commitment to upholding the highest standards of occupational health and safety, the Company prioritizes the prevention of accidents, injuries, and occupational diseases. Consequently, Secondo Mona implements the following measures:

- Preventive risk assessments are conducted to identify actual and potential hazards that may jeopardize workers' health and safety. In accordance with internal procedures, a thorough evaluation of the entire production process is performed, encompassing working conditions, devices, tools, machinery, and equipment utilized.

Occupational Injuries	u.m.	31 dic 2023	31 dic 2024	31 dic 2025
Total Number of recordable occupational injuries		8	5	8
<i>Workplace Injuries</i>		5	4	5
<i>Commuting in itinere</i>	n° ore	3	1	3
Total Number of fatal occupational injuries		-	-	-
Total number of Hight-Consequence occupational injuries (excluding fatalities)		-	-	-
Hours worked	n° ore	554.178	552.787	574.227
Employee occupational Injury rates (Occupational injuries only)				
Recordable occupational injury rate ¹	%	9%	7%	9%
Occupational fatality rate (excluding fatalities)				
		-	-	-

To effectively identify both existing and prospective risks, including physical (e.g., explosions, radiation, noise, electrical hazards, burns, injuries), chemical (e.g., gas inhalation, ingestion), biological (e.g., contamination), and psychological (e.g., working conditions) factors, a comprehensive assessment is conducted. Actual and potential hazards are categorized as cross-cutting risks, safety risks, and health risks, evaluated according to the probability of occurrence (the likelihood that the risk will manifest) and the severity of the risk (the extent to which the situation poses a mild or serious threat to workers' health and safety). Based on the assessed probability and significance, along with the resulting priority, appropriate actions to mitigate and minimize the risk are defined and executed.

Training sessions for all personnel to ensure awareness of the proper use of machinery and equipment. All employees, upon hiring and periodically thereafter, participate in supervised technical training tailored to their specific roles, operations, and responsibilities.

Safety devices and personal protective equipment (PPE) are supplied to the entire workforce. Furthermore, specialized training is offered to enhance employee understanding of the proper use of PPE and its advantages.

Health and safety responsibilities are periodically delegated to suitably trained personnel, who are tasked with ensuring that safe and healthy working conditions are maintained within the Company and that all employees are provided with adequate personal protective equipment and tools essential for performing their duties.

Reporting any actual or potential risk and/or situation that is or could be potentially detrimental to the health and safety of employees, yet has not transpired, defined as a near-miss.

Management and oversight of accidents, both on-site and in transit, as well as near-miss situations, in accordance with the Company's internal procedures. Each near-miss or near-miss incident must be reported promptly using a designated form to the HSE function, which is tasked with thoroughly investigating the situation and formulating corrective actions and remediation plans to ensure the health and safety of workers.

In terms of health and safety, worker participation and consultation are assured. Employees possess the right to elect their own representative every three years, as stipulated by the Legislative Decree. This representative is tasked with participating in regular company meetings and the annual risk assessment, as well as ensuring that workers are sufficiently protected.

Furthermore, annual health monitoring, encompassing check-ups and regular medical examinations, is provided to all employees. In 2025, 141 employees underwent training in occupational health and safety, focusing on first aid, electrical compliance, and chemical risks.

In 2025, eight accidents were reported among employees, five of which occurred in the workplace (sprain, bruise, slip) and three during commuting.

These incidents were swiftly reviewed and investigated by the HSE department. The recordable workplace injury rate in 2025 was approximately 9%. Employees are consistently reminded of the significance of properly utilizing personal protective equipment and safety gear, as well as adhering to the company's safety protocols. No incidents were reported among external workers, whose activities are overseen by Secondo Mona.

Similarly, throughout the reporting period, there were no fatal accidents resulting from work-related injuries or serious injuries. Additionally, there were no instances of illness or death attributable to occupational diseases among either Secondo Mona employees or external workers.



PRODUCT

Product Excellence and Safety

Secondo Mona is committed to achieving high-quality standards for all its products to ensure consistent customer satisfaction, while guaranteeing the health, safety, and reliability of all users throughout the entire product life cycle.

Incidents and/or occurrences of non-compliance related to product health and safety could significantly jeopardize customer well-being, incur additional expenses from fines and penalties, and lead to diminished customer satisfaction, ultimately resulting in a decline in competitiveness and market positioning. Thus, maintaining consistent product reliability and quality is an essential imperative.

To elevate quality and safety standards, the Company consistently invests in improving product safety. Since 2024, Secondo Mona has instituted a "Safety Management System," commonly referred to as "SMS," which has received approval from the Italian Civil Aviation Authority (ENAC). The SMS represents a systematic and proactive methodology for managing safety risks. Safety encompasses the measures implemented to safeguard against unintended events, including human error, accidents, and damage resulting from adverse environmental conditions. The principal objective of the SMS is to ensure that organizations possess the capability to identify and mitigate potential risks to flight safety.

In 2025, the SM-UKSMM manual was developed to formally extend the Safety Management.

- The organization's framework for activities conducted within the UK MOA. The document also includes the observations provided by the relevant British authority (CAA – Civil Aviation Authority).
- Furthermore, Secondo Mona has acquired the following certifications:
- ISO 9001:2015 and EN 9100:2018 delineate specific criteria for a Quality Management System, encompassing aspects such as productivity, risk assessment, and process integration, while primarily emphasizing the efficacy of quality-related processes and procedures.
- According to Mona's Quality Management System, it ensures that:
- High-quality standards are consistently pursued throughout the entire product life cycle.
- The environmental impacts linked to the production of products and/or components are alleviated and, when feasible, reduced.
- Ultimately, the health and safety of all stakeholders involved, including workers and customers, must be safeguarded.
- This can be achieved by designating process owners with defined responsibilities and tasks, and by delineating and implementing comprehensive procedures throughout the production process that encompass: (a) identifying product and/or service requirements, (b) assessing quality and safety standards, (c) acknowledging actual and potential associated risks, and (d) ensuring compliance with aviation regulatory requirements.
- Consequently, specialized tools, systems, and devices have been established to enhance the production process, including testing areas, chemical laboratories, and electronic laboratories.

The objective is to guarantee adherence to product requirements and technical specifications, whether stipulated by the customer or standard within the aeronautical industry, as well as to relevant laws and regulations. Subsequent to the implementation of the Quality Management System, the Company has established a Quality Policy, which is regularly revised by the Quality Department and sanctioned by Top Management.

The Policy outlines the quality objectives sought by Secondo Mona:

- ❶ Customer satisfaction achieved through timely, high-quality, and cost-effective delivery.
- ❷ Ongoing enhancement in accordance with current regulations and established product requirements.
- ❸ Advancement of expertise and organizational knowledge.
- ❹ Process oversight to attain optimal outcomes regarding product quality, safety, and customer satisfaction. As outlined in the Policy, which is publicly accessible on the website, Secondo Mona extends its quality standards to its suppliers and business partners to ensure that all externally provided processes, products, and services adhere to internal procedures and requirements.

The Company asserts that the safety of the substances and materials utilized in production is crucial for ensuring the reliability, compliance, quality, and, most importantly, the safety of its products. All substances are in full compliance with the most rigorous international regulations concerning chemicals, including Directive 2002/95/EC on the Restriction of Hazardous Substances (commonly referred to as RoHS) and the REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) regulations.

According to Mona, it swiftly assesses the impacts and related risks, both actual

that potential pertains to the health and safety of materials and substances utilized during the production process. Internal procedures have been implemented to establish guidelines for the use of chemical substances in both patented and non-patented products.

Furthermore, various audits of Systems, Products/Programs, and Processes are conducted internally by Secondo Mona through specialized departments and dedicated personnel to assess the effectiveness and compliance of the quality management system, as well as the alignment of products, services, and processes with customer and/or industry requirements. These internal audits are systematically planned and executed periodically, with results thoroughly reviewed to implement corrective actions when necessary. Similarly, customers, regulatory bodies, and certification authorities perform audits to ensure the maintenance of certifications.

In 2025, a total of 113 audits were performed, encompassing both system and program evaluations.

A definitive indicator of Secondo Mona's commitment to product quality and compliance is that in 2025, there were no recorded incidents of non-compliance with regulations or voluntary codes pertaining to the health and safety of products and services, nor any occurrences of non-compliance that resulted in fines, penalties, or warnings.

According to Mona, it possesses NADCAP (National Aerospace and Defense Contractors Accreditation Program) accreditation, an internationally acknowledged standard for specialty processes within the aerospace and defense sectors.

Mona's NADCAP accreditations encompass non-destructive testing (NDT), chemical processing, including zinc-nickel treatment, and specialized heat treatment processes.

Innovation and Sustainable Product Advancement

Secondo Mona is increasingly dedicated to the development of innovative and sustainable products, with the goal of minimizing the adverse effects of its products, systems, and components on the environment and human health. This objective has been formalized in an internal procedure titled "Criteria for Design with Reduced Environmental Impact," which was first published in 2007. The procedure delineates the substances that are prohibited in new projects and those that should be avoided—drawing from established lists provided by key industry clients—and establishes the corresponding design criteria.

For newly designed products, the company enjoys considerable freedom of choice, constrained only by the specifications provided by the customer. For products that are already certified and in service—which represent the majority of the portfolio for an aeronautical supplier, with life cycles spanning decades—any alterations to materials or treatments necessitate the end customer's approval, along with a re-qualification of documentation and testing to ensure that performance, durability, and safety features remain consistent.

The substitution of essential substances thus occurs in a structurally asymmetric manner: swift and systematic regarding new developments, while being selective and negotiated concerning the existing infrastructure.

The consolidated outcomes for newly designed products are as follows:

Shafts and pins: for more than fifteen years, all new shafts—particularly those used in fuel pumps—have been constructed from stainless steel.

special, surface-hardened through heat treatment, without the use of hard chrome plating;

- Anodic oxidation of light alloys: all new components undergo treatment with sulfuric anodic oxidation and water fixation, where permitted by the customer's specifications; bichromate fixation is retained solely in instances of compatibility with existing parts that necessitate it.
- Cadmium plating on actuator components has been replaced with zinc-nickel plating, which presents a reduced risk of hydrogen embrittlement.
- Passivation of stainless steels: conducted with citric acid as an alternative to hexavalent chromium processes.
- lead: removed for several years from the ballasts of gravity devices, supplanted by stainless steel weights;
- Hexavalent chromium will remain in use but will be progressively supplanted by trivalent chromium (TCS+PACS), which presents a markedly lower environmental impact than its predecessor. The company has recognized the conversion and passivation to trivalent chromium (TCS+PACS) as a viable alternative. In recent years, the aerospace industry has reached a consensus on this process, acknowledging it as a permanent solution rather than a temporary measure, and is preparing for its implementation.

It is important to acknowledge that the European regulatory framework for these compounds is undergoing significant changes: the authorization regime outlined in Annex XIV of the REACH Regulation is being supplanted by a restriction under Annex XVII, which establishes a standardized and limited transition period along with the implementation of mandatory emission and occupational exposure limits.

Secondo Mona has opted not to defer its planning in anticipation of a deadline: alternatives have already been identified and, where technically feasible, qualified and implemented in new projects. It is important to note that, in certain instances, alternative finishes are more expensive, necessitating more intricate processes, extended processing times, and increased reagent costs.

In the context of design criteria, mass reduction, enhanced efficiency, and prolonged fatigue life are recognized as both environmental and performance drivers. Accordingly, the application of engineering plastics—such as PEEK, which can also be produced through additive manufacturing—continues to expand to housings and functional components, supplanting lightweight alloys that would typically necessitate protective coatings. The selection process is conducted on a case-by-case basis: the advantage lies in the elimination of surface treatments, while the drawback is the diminished separability of materials at the end of their lifecycle.

Additive manufacturing, applicable to metal alloys and polymers, is predominantly utilized in development and, to a lesser degree, in series production. The absence of comprehensive and widely accepted guidelines restricts its use to specific niche products for suppliers. The anticipated environmental advantage is found in the reduction of processing waste and the minimization of component parts.

At the aeronautical system level, Secondo Mona has confirmed the compatibility of its equipment with sustainable aviation fuels (SAF) that meet ASTM specifications, evaluating them for both fuel transfer and quantity indication functions. Additionally, tests were performed using SAF that was not blended with conventional fuel.

100%, a more rigorous criterion for the indicator function. Efforts persist in the development of synthetic fuels and e-fuels.

Internal research groups are cultivating expertise in innovative propulsion architectures. Secondo Mona is striving to position itself as a supplier of comprehensive fuel systems for hybrid applications. The design challenges associated with hydrogen aircraft encompass cryogenic storage, boil-off management, thermal insulation, and fluid conditioning along the fuel line.

End-of-life management of a product represents another domain in which we are striving to enhance the volume of recoverable and recyclable materials.

It is important to recognize that fuel system equipment is primarily engineered for the aircraft's entire lifespan, without scheduled maintenance, necessitating replacement only upon failure. Repairability is typically considered only for the most intricate components. Consequently, for this category, design dictates the longevity of all units produced, and prolonging their useful life represents the most quantitatively impactful environmental lever.

The company actively engages in research projects and collaborations with clients, industrial partners, and universities at both national and European levels, concentrating on the advancement of innovative, lower-impact fuel systems. Regarding regulations, in addition to hexavalent chromium compounds, the company has monitored the progression of the European proposal to restrict per- and polyfluoroalkyl substances (PFAS), which is pertinent to sealing and insulation materials commonly used in fuel systems.

Utilization of Raw Materials

For Secondo Mona, environmental stewardship encompasses the responsible management of raw materials, the utilization and recycling of materials wherever feasible and compliant with the stringent quality standards of the aviation sector, and the advocacy of circular economy practices. Inappropriate use and management of materials and substances, particularly those that are hazardous, polluting, or detrimental to environmental and human health and safety, can lead to adverse effects such as pollution, habitat destruction, and biodiversity loss.

Secondo Mona possesses UNI EN ISO 14001 certification for its environmental management system, with renewal achieved in February 2025. For further details, please refer to the "Environment" section.

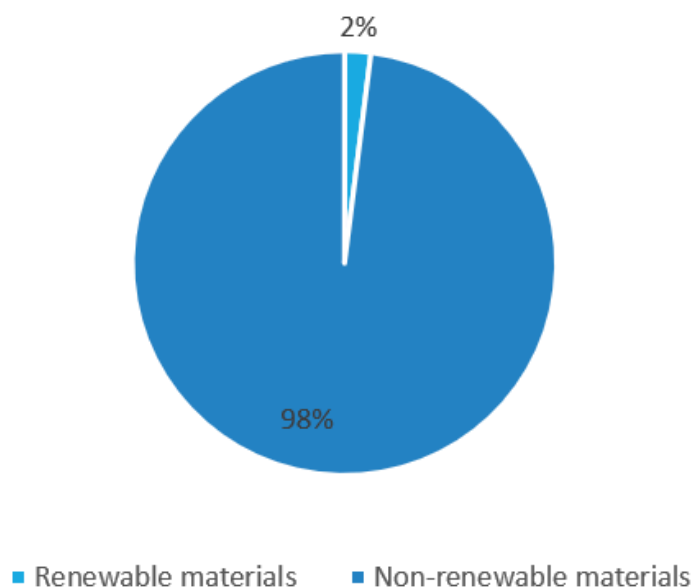
Since 2007, the company has been employing low-impact design to create new products that minimize environmental impact. Specifically, Secondo Mona aims to systematically eradicate radioactive and/or harmful substances from its products, including but not limited to asbestos, chlorofluorocarbons, chromium-6, hydrazine, polyvinyl chloride (PVC), and mercury compounds.

According to Mona, it is instituting processes to minimize and, where feasible, eradicate the use of hazardous materials and components, such as cadmium and chromium.

In its production processes, the Company utilizes various types of starting materials, encompassing both renewable and non-renewable resources:

- Renewable materials, including wooden pallets and paper and wood packaging;
- Non-renewable materials encompass alloys, copper, titanium, bronze, rubber, plastics, resins, paints, lubricants, oils, solvents, galvanizing products, and various other raw materials.

Composition of the materials used





SUPPLY CHAIN MANAGEMENT

For Secondo Mona, partnerships with suppliers and business associates are vital for maintaining the company's continuity and profitability, fostering consistent business growth, ensuring product quality, and enhancing customer satisfaction. The Company engages approximately 442 suppliers, encompassing both direct and indirect categories, in its operations. Direct suppliers account for roughly 47% of the total and are chiefly responsible for providing raw materials, spare parts, and subcontracted activities, such as machining.

mechanical and specialized processes), while indirect suppliers are utilized for all other services, including maintenance and general services. In 2025, total expenditure on supplies amounted to €42,500,000. Compared to 2024, there was a modest decline of approximately 4%. The structure of the supply chain and expenditures categorized by supplier type (direct and indirect) are presented below. Regarding size, Secondo Mona's suppliers encompass both small and medium-sized enterprises as well as large corporations. Geographically, Secondo Mona partners with suppliers based in Italy and, for direct supplies, exclusively in nations possessing an aeronautics industrial base, predominantly in Europe, the United Kingdom, and the United States.

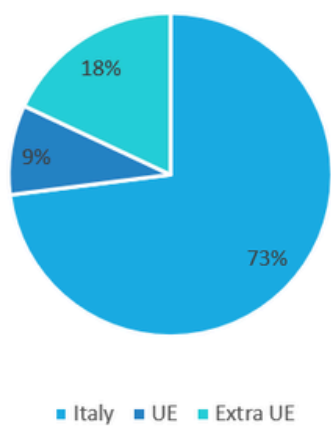
Total Suppliers by Type	u.m.	2023	%	2024	%	2025	%
Total		436	100%	483	100%	442	100%
Direct	n.	269	62%	238	49%	210	43%
Indirect		167	38%	245	51%	232	57%

Total expenditure on suppliers	u.m.	2023	%	2024	%	2025	%
Total		45.550.000	100%	44.330.000	100%	42.500.000	100%
Direct	€	40.600.000	89%	38.674.000	87%	36.599.000	86%
Indirect		4.900.000	11%	5.656.000	13%	5.901.000	14%

In terms of size, Secondo Mona's suppliers encompass both small and medium-sized enterprises as well as large corporations. Geographically, Secondo Mona partners with suppliers based in Italy and, for direct supplies, exclusively in countries possessing an aeronautical industrial base, primarily in Europe, the United Kingdom, and the United States.

Secondo Mona has consistently prioritized the development and growth of local suppliers, maintaining this commitment without resorting to outsourcing for production and supplies. During the reporting period, 73% of the company's total suppliers were local, situated in proximity to Secondo Mona and, more broadly, within Italy. Additionally, 57% of the total purchasing budget was allocated to local suppliers.

Geographical breakdown of the supply chain



Note: The EXTRA-EU category pertains to suppliers based in the United Kingdom, Switzerland, and the United States of America.

Percentage of expenditure on local suppliers	u.m.	2023	2024	2025
Purchases from locally established suppliers	€	16.832.000	22.982.000	24.297.000
Total purchases from suppliers		45.521.000	44.330.000	42.500.000
Purchases from local suppliers	%	37%	52%	57%

Local suppliers	u.m.	2023	2024	2025
Suppliers based in the same country as your factory	n.	284	315	323
Total suppliers		436	483	442
Percentage of local suppliers	%	65%	65%	73%

Accountable Supply Chain

Secondo Mona is dedicated to fostering responsible and transparent practices across its supply chain. Supporting a responsible supply chain entails cultivating long-term relationships with suppliers and promoting the pursuit of enhanced sustainability, both environmentally and socially. Conversely, irresponsible practices within the supply chain can lead to detrimental effects on the environment, such as pollution and increased consumption, as well as adverse societal impacts.

- In 1984, the Company implemented a Policy for the Selection, Management, Evaluation, and Supervision/Monitoring of Suppliers of Materials and Components.

The Company performs a thorough supplier evaluation, employing ad hoc procedures to verify production capacity, assess the adequacy of the production system and processes, and ensure the quality system's compliance with regulatory requirements (if applicable) and the technical specifications set forth by Secondo Mona.

This process can be categorized into four distinct phases:

1. Collection of information pertaining to procurement practices, the utilization of subcontractors (if applicable), and the organizational and operational framework;
2. Initial assessment of the gathered information;
3. Assessment of production capacity, the sufficiency of production operations, and the quality system in relation to the aeronautical industry and Secondo Mona regulations through planned audits and evaluations;
4. Approval and registration of the chosen supplier in Secondo Mona's supplier directory.

The Company has indeed established a list of approved suppliers, referred to as the Register.

- Suppliers encompass all vendors that have been selected, thoroughly evaluated, and deemed appropriate for Secondo Mona's procurement practices. This list is regularly updated in accordance with each supplier's performance.

Suppliers are consistently evaluated according to the following criteria:

- ① Timeliness of deliveries
- ② Non-compliance of the products, materials, and/or components provided
- ③ Execution of corrective measures, thereby through the monitoring of two parameters: quality delivery (OQD – on quality delivery) and timely delivery (OTD – on time delivery).

An evaluation of suppliers based on ESG criteria is also conducted.

Periodically, Secondo Mona conducts this supplier assessment and, when necessary, implements corrective measures to enhance the supplier's performance.

In the selection and evaluation of suppliers, Secondo Mona assesses the risks associated with each supplier by examining the following parameters:

- Location of the organization's operations (geographic area, vulnerability to natural disasters, presence of economic and political risks);
- Source of supply (availability of alternative suppliers);
- Type of provision;
- Ownership of certificates.
- As a testament to its dedication to sustainable practices, Secondo Mona is progressively incorporating environmental and social criteria into its supplier selection and evaluation process, with the objective of creating a more responsible supply chain and sourcing methodology.

Since 2023, the "Sustainability Questionnaire" has been utilized to assess Suppliers' standing regarding Sustainability and to encourage their advancement in this domain.

The Supplier Code of Conduct has been developed and made available on the company website.

Human Rights

The safeguarding of human rights is essential to Secondo Mona for the protection of each individual's rights, both internally and across the entire supply chain. Instances of human rights violations could significantly jeopardize the Company's operations and business continuity; this could inevitably lead to increased costs stemming from sanctions and non-compliance with national and international human rights laws and agreements.

For this reason, the Company advocates for inclusivity and equal opportunities among employees, beginning with the selection process. This is accomplished by disseminating job advertisements that employ neutral and inclusive language and by utilizing assessment frameworks grounded in predefined skills and requirements, concentrating solely on the recognition of merit, abilities, and competencies. Secondo Mona denounces all forms of discrimination based on gender, age, race, nationality, religion, and personal beliefs. It ensures a work environment that prioritizes the health and safety of its employees, minimizing any risks and/or harm to their well-being. Furthermore, it upholds the dignity of each employee, prohibiting any form of offensive or threatening conduct.

Furthermore, it guarantees that all suppliers adhere to the principles outlined in the Code.

Ethics and the Supplier Code of Conduct; indeed, the Company abstains from forming relationships and/or partnerships with any entity that contributes, directly or indirectly, to human rights violations through the exploitation of child labor, forced labor, human trafficking, the financing of terrorism, and political threats.

- Secondo Mona is dedicated to enhancing employee awareness of human rights issues through education and training.



SOCIETY

Secondo Mona's operations engage and subsequently influence society, particularly its customers and the local community. The company fosters customer satisfaction and contributes to the economic, social, and cultural advancement of the local community.

CUSTOMER RELATIONS AND SATISFACTION

For Secondo Mona, the satisfaction of all customers is paramount to ensuring the company's success.

The Company is dedicated to partnering with its customers and addressing their needs throughout the product life cycle. It consistently invests in research and development, guarantees product quality and reliability, and offers after-sales services for spare parts as well as maintenance, repair, and overhaul (MRO) activities.

By addressing customer needs, Secondo Mona seeks to enhance customer trust, attraction, and loyalty, while also minimizing and, where feasible, preventing disruptions and challenges in customer relationships—particularly in instances where complaints are not managed effectively and promptly—and to avert any decline in the Company's market positioning.

The Company is deeply committed, through all its organizational functions, to establishing and sustaining long-term relationships with its customers, who serve as the driving force behind its business.

As articulated in its Quality Policy, Secondo Mona is committed to achieving excellence through:

- ① "Timely, high-quality, and cost-efficient delivery"
- ② Ongoing assessment and enhancement of production processes
- ③ Oversight of complaints, incidents of non-compliance, and actual or potential hazards concerning product health and safety
- ④ Adherence to all relevant laws, directives, and regulatory requirements, especially those pertaining to the aviation sector
- ⑤ Emphasis on product development and innovation, aligned with evolving market trends.

Each year, the Company assesses customer satisfaction via an online survey distributed to a specified number of customers, encompassing a range of indicators, including:

- Communication;
- Problem-solving mindset;
- Precision and promptness of response;
- Readiness to address urgent requests;
- Quality standards for the products and services offered;
- Adherence to the stipulations outlined in the contract;
- Timeliness in deliveries;
- Packaging type.

The Company evaluates the survey by taking into account both the significance of the chosen customer and the degree of customer satisfaction. The findings are meticulously reviewed and contrasted with surveys from prior years, and, if warranted, corrective measures are swiftly implemented to maintain the ongoing satisfaction of all customers.

Community Influence and Advancement

The Company plays a proactive role in fostering the development of local communities by providing tangible support through diverse initiatives, aimed at generating shared value and cultivating enduring relationships.

The Company regularly promotes a variety of social, cultural, and economic initiatives, along with community engagement activities. In terms of social initiatives, Secondo Mona is a strong advocate for the enhancement of personal and professional skills, employee well-being, and support for local communities.

The initiatives undertaken during the reference period are succinctly outlined below:

Support for local educational institutions and centers.

As is now customary, Secondo Mona is available to conduct internships for students.

Furthermore, the Company possesses:

- participated in the national initiative "Generazione d'Industria," which aims to establish a partnership between educational institutions and industries, thereby providing young individuals with the opportunity to acquire experience in local enterprises;
- participated in the Andrea Ponti High School event titled "Companies Meet Ponti," which was organized to facilitate interactions between businesses and local students;
- Organized mock job interviews with students from a local institution, facilitated by Human Resources personnel.
- joined the 4+2 Training Chain with the involvement of the HR Function, becoming a Partner in the "Aircraft Construction" and "Mechanics and Mechatronics" courses.

Engagement in cultural initiatives and events:

For more than a decade, Secondo Mona has hosted an annual conference dedicated to the history of local aeronautical pioneers, pilots, and aircraft manufacturers, aimed at promoting the culture of the aeronautical sector within the local community and among younger generations.

Secondo Mona has launched two Help Desk Services in partnership with a bank and an insurance company, aimed at providing employees with qualified and easily accessible support regarding economic, financial, and insurance matters.

Contributions to the local community:

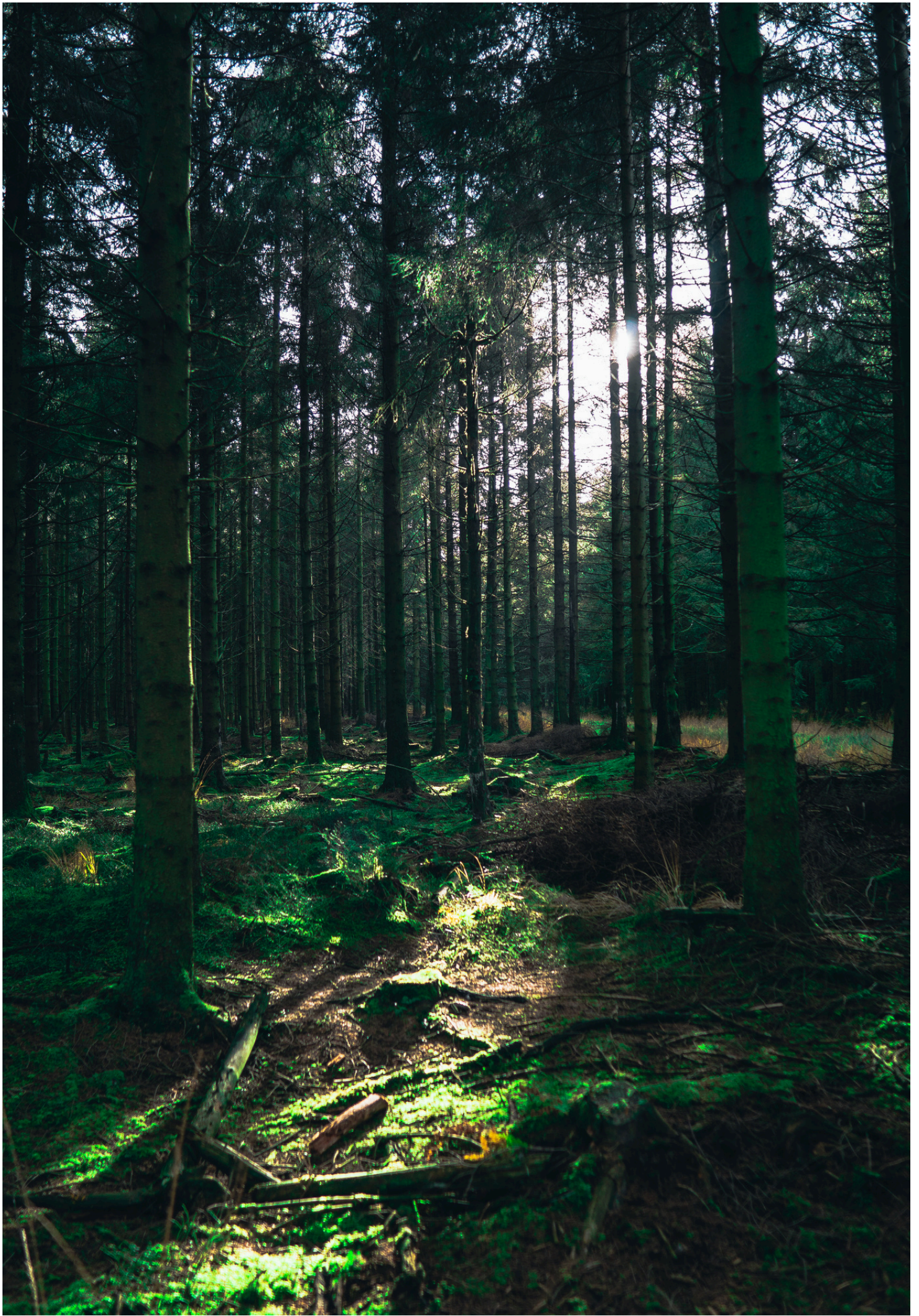
Secondo Mona, she has contributed to various local community projects, including:

Onlus Volo in Rosa or the local church of Somma Lombardo;
or Italian Red Cross or "Il Girasole" Foundation or Corgeno Parents' Committee

Sponsorships:

Secondo Mona, he sponsored a sports association comprised of his own employees, the "ASD SM Running Team," a conference focused on the aeronautical sector, as well as the association "Raduno Circolo del 53."

In the realm of association membership, Secondo Mona is affiliated with: Confindustria Varese, LIUC - Carlo Cattaneo University, AIAD (Federation of Italian Companies for Aerospace, Defense and Security), Lombardia Aerospace Cluster, CIRA (Italian Aerospace Research Center), UNI (Italian Standardization Body), APInD (Italian Association of Non-Destructive Testing), and AIFM (Italian Metal Finishing Association).



CONCLUSIONS

APPENDIX

1- PERFORMANCE METRICS OVERVIEW 2-7 STAFF
TOTAL NUMBER OF EMPLOYEES BY TYPE OF EMPLOYMENT CONTRACT (PERMANENT AND FIXED-TERM)

Total employee count	u.m.	31 dic 2023			31 dic 2024			31 dic 2025		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent contracts	n.	260	52	312	261	58	319	284	63	347
Fixed-term contracts		5	5	10	9	7	16	13	1	14
Total		265	57	322	270	65	335	297	64	361

Total number of employees categorized by employment type (full-time and part-time)

Total employee count	u.m.	31 dic 2023			31 dic 2024			31 dic 2025		
		Male	Female	Totale	Male	Female	Totale	Male	Female	Total
Full-time	n.	265	46	311	269	54	323	296	56	352
Part-time		0	11	11	1	11	12	1	8	9
Total		265	57	322	270	65	335	297	64	361
% full-time	%	100%	80,70%	96,58%	99,63%	83,08%	96,42%	99,66	87,5	96,68
% Part-time	%	0	19,30%	3,42%	0,37%	16,92%	3,58%	0,34	12,5	3,32

Total number of self-employed workers	u.m.	31 dic 2023			31 dic 2024			31 dic 2025		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Self-employed workers	n.	3	0	3	3	0	3	3	0	3
Fixed time workers		1	4	5	1	4	5	2	1	3
Total		4	4	8	4	4	8	5	1	6

Number of employees covered by collective agreements	u.m.	2023	2024	2025
Number of employees covered by collective agreements	n.	322	335	361
Total employees		322	335	361
% employees covered by collective agreements	%	100%	100%	100%

Number of new recruits	u.m.	31 dic 2023			31 dic 2024			31 dic 2025		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Total of new recruits	n.	25	6	31	27	17	44	55	9	64
< 30 years		10	4	14	14	6	20	26	5	31
30-50 years		11	2	13	10	9	19	25	4	29
> 50 years		4	0	4	3	2	5	4	0	4

		2023			2024			2025		
	u.m.	Men	Women	Total	Men	Women	Total	Men	Women	Total
turnover rate (incoming)		9%	11%	10%	10%	26%	13%	19%	14%	18%
< 30 years	%	23%	33%	25%	34%	43%	36%	50%	38%	48%
30-50 years		7%	7%	7%	6%	26%	10%	15%	11%	14%
> 50 years		6%	0%	5%	4%	13%	5%	5%	-	4%

		31 dic 2023			31 dic 2024			31 dic 2025		
Number of terminations	u.m.	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total terminations		29	5	34	22	9	31	12	4	16
< 30 years	n.	5	2	7	5	3	8	7	1	8
30-50 years		11	3	14	9	4	13	4	2	6
> 50 years		13	0	13	8	2	10	1	1	2

		2023			2024			2025		
turnover rate (exit)	u.m.	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total turnover rate (exit)		11%	9%	10%	8%	14%	9%	4%	6%	4%
< 30 years	%	12%	17%	13%	12%	21%	15%	13%	8%	12%
30-50 years		7%	10%	8%	6%	11%	7%	2%	6%	3%
> 50 years		18%	0	15%	11%	13%	11%	1%	6%	2%

Disclosure 405-1 Diversity of Governance Bodies and Workforce Diversity

Total number of employees categorized by gender	u.m.	31 dic 2023			31 dic 2024			31 dic 2025		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Directors	n.	6	3	9	6	3	9	8	3	11
< 30 years		-	-	-	-	-	-	-	-	-
30-50 years		2	-	2	-	-	-	-	-	-
> 50 years		4	3	7	6	3	9	8	3	11
Manager		14	1	15	15	1	16	17	1	18
< 30 years		-	-	-	-	-	-	-	-	-
30-50 years		8	-	8	8	-	8	7	-	7
> 50 years		6	1	7	7	1	8	10	1	11
Employees		96	44	140	95	45	140	105	49	154
< 30 years		10	12	22	10	9	19	17	13	30
30-50 years		56	25	81	54	28	82	61	27	88
> 50 years		30	7	37	31	8	39	27	9	36
Workers		149	9	158	154	16	170	167	11	178
< 30 years		33	-	33	31	5	36	35	-	35
30-50 years		83	5	88	92	7	99	102	7	109
> 50 years		33	4	37	31	4	35	30	4	34
Total		265	57	322	270	65	335	297	64	361
< 30 years		43	12	55	41	14	55	52	13	65
30-50 years		149	30	179	154	35	189	170	34	204
> 50 years		73	15	88	75	16	91	75	11	92

Employees (number of people)	u.m.	31 dic 2023			31 dic 2024			31 dic 2025		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent contracts.	n.	260	52	312	261	58	319	284	63	347
< 30 years		39	8	47	35	9	44	46	13	59
30-50 years		149	29	178	152	34	186	164	34	198
> 50 years		72	15	87	74	15	89	74	16	90
Fixed term Contracts		5	5	10	9	7	16	13	1	14
< 30 years		4	4	8	6	5	11	9	-	9
30-50 years		1	1	2	2	1	3	3	1	4
> 50 years		0	0	0	1	1	2	1	-	1
Total		265	57	322	270	65	335	297	64	361
< 30 years		43	12	55	41	14	55	55	13	68
30-50 years		150	30	180	154	35	189	167	35	202
> 50 years		72	15	87	75	16	91	75	16	91

Information 401-3 Parental Leave

'Employees entitled to parental leave, by gender'	u.m.	2023	2024	2025
Male	n°	265	270	297
Female		57	65	64
Total		322	335	361

Employees who have taken gender- specific parental leave	u.m.	2023	2024	2025
Male	n°	37	22	25
Female		13	12	16
Total		50	34	41

'Employees who have returned to work following the end of parental leave, by gender'	u.m.	2023	2024	2025
Male	n°	37	22	25
Female		13	12	16
Total		50	34	41
'Employees who returned to work after the end of their parental leave and who were still in employment 12 months after returning to work, by gender'	u.m.	2023	2024	2025
Male	n°	45	37	22
Female		11	13	12
Total		56	50	34

'Return-to-work rate, by gender'	u.m.	2023	2024	2025
Male	%	100%	100%	100%
Female		100%	100%	100%
Total		100%	100%	100%

'Retention rate, by gender'	u.m.	2023	2024	2025
Male	%	100%	89%	88%
Female		100%	89%	75%
Total		100%	89%	83%

Disclosure 302-1 Energy Consumption Within the Organization

Total energy consumption	u.m.	2023	2024	2025
From non-renewable sources	kWh	2.123.000	2.948.009	2.995.208
Natural gas		2.123.000	2.948.009	2.995.208
From company-owned vehicles		185.000	176.954	186.953
Petrol		108.000	103.748	135.289
Diesel		77.000	73.206	51.664
From renewable sources		93.416	117.904	91.066
Solar (self-generated electricity)		93.416	117.904	91.066
Total direct energy consumption		2.401.416	3.242.867	3.273.227
Electricity		4.074.438	4.345.752	4.655.401
From non-renewable sources		4.074.438	4.345.752	4.655.401
Total indirect energy consumption		4.074.438	4.345.752	4.655.401
Total energy consumption		6.475.854	7.639.747	7.298.628

Disclosure 305-1 Direct greenhouse gas (GHG) emissions (Scope 1)

Direct greenhouse gas (GHG) emissions (Scope 1)	u.m.	2023	2024	2025
From non-renewable sources	tCO2e	430	557	589
Gas naturale		430	557	589
From company-owned vehicles		48	48	55
Petrol		28	28	19
Diesel		20	20	36
Tot. direct emissions (Scope 1)		478	605	644

Disclosure 305-2 Indirect greenhouse gas (GHG) emissions resulting from energy consumption (Scope 2)

Indirect greenhouse gas (GHG) emissions	u.m.	2023	2024	2025
Location-based	tCO ₂ e	1.283	1.369	1.328
Market-based	tCO ₂ e	1.868	1.993	2.054

Disclosure 305-2 Indirect (Scope 3) greenhouse gas (GHG) emissions

greenhouse gas (GHG) emissions	u.m.	2023	2024	2025
Total greenhouse gas (GHG) emissions	tCO ₂ e	NA	NA	1.429

Information 306-3 Waste Production

Breakdown of waste generated	u.m.	2023	2024	2025
Dangerous waste	t	165,31	180,41	163,39
No dangerous waste		160,98	148,44	157,56
Total waste generated		326,3	329,85	320,95

Information 306-4 Waste not directed to landfill

Waste not sent to landfill	u.m.	2023	2024	2025
Dangerous waste	t	0,52	2,93	11,02
Preparation for reuse		0,52	2,93	11,02
No dangerous waste		155,35	145,25	152,51
Preparation for reuse		-	-	-
other operation for reuse		155,35	145,25	152,51
Total waste		155,87	148,18	163,53

Information 306-5 Waste disposed of in landfill

Waste sent to landfill	u.m.	2023	2024	2025
Dangerous waste	t	164,79	177,49	152,37
Other disposal operations		164,79	177,49	152,37
No Dangerous waste		5,64	4,19	5,05
Landfill		5,64	4,19	5,05
Incineration – with energy recovery		-	-	-
Other disposal operations		-	-	-
Totale rifiuti		170,43	181,68	157,42

Information 303-3 Water Extraction

Water abstraction by source	u.m.	2023	2024	2025
Third-party water	ML	16,666	20,294	15,761
<i>freshwater ($\leq 1,000$ mg/L total dissolved solids)</i>		16,666	20,294	15,761
<i>other water ($\leq 1,000$ mg/L total dissolved solids)</i>		-		
Total water abstraction		16,666	20,294	15,761
<i>freshwater ($\leq 1,000$ mg/L total dissolved solids)</i>		16,666	20,294	15,761
<i>other water ($\leq 1,000$ mg/L total dissolved solids)</i>		-		

Information 303-4 Water Discharge

Water drainage destination	u.m.	2023	2024	2025
Surface water		0,837		
<i>freshwater ($\leq 1,000$ mg/L total dissolved solids)</i>		0,837		
<i>other water ($\leq 1,000$ mg/L total dissolved solids)</i>				
Third-part water	ML	-	1,211	0,065
<i>freshwater ($\leq 1,000$ mg/L total dissolved solids)</i>		-	1,211	0,065
<i>other water ($\leq 1,000$ mg/L total dissolved solids)</i>		-		
Total water drainage		1,558	1,211	0,065
<i>freshwater ($\leq 1,000$ mg/L total dissolved solids)</i>		0,837	-	-
<i>other water ($\leq 1,000$ mg/L total dissolved solids)</i>		0,721		

Information 303-5 Water Usage

Water usage	u.m.	2023	2024	2025
Water abstraction	ML	16,666	20,294	15,761
Drainage		0,837	1,211	0,065
Water usage		15,829	19,083	15,696

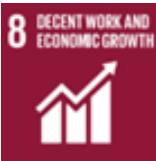
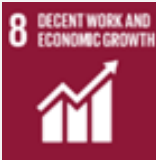
2 - DEFINITION OF MATERIAL THEMES THE DEFINITIONS CORRESPONDING TO EACH MATERIAL TOPIC ARE PROVIDED BELOW.

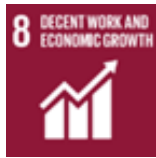
MACRO-CATEGORY	MATERIAL TOPIC	DEFINITION
PRODUCT	Product Quality and Safety	'To ensure that products are developed in accordance with the quality and safety standards laid down by legislation, regulations and ISO standards, in order to safeguard the health and safety of the Company's customers throughout the entire product life cycle. To ensure the highest standards of quality and safety throughout the entire production process.'
GOVERNANCE	Ethics and Compliance	'To conduct ourselves in a proper, transparent and responsible manner and to uphold the highest ethical standards in order to prevent any improper or irresponsible behaviour, such as instances of corruption. To promote sound and transparent governance, ensuring full compliance with applicable laws and regulations.'
GOVERNANCE	Data Protection and IT Security	'To ensure that the information and data of customers, employees, suppliers and anyone else connected in any way with Secondo Mona's business activities are protected against unauthorised alterations, loss and data breaches. To manage information security appropriately.'
SOCIETY	Customer Relations and Satisfaction	'To foster reliable and transparent relationships with customers, based on ongoing dialogue and commitment. To manage customer satisfaction by offering more innovative and sustainable products and services that meet customers' requests and needs, as well as market trends.'
PEOPLE	Attraction, Retention and talent development	'To promote and develop human capital through policies designed to attract and retain talent, and through technical and managerial training programmes, with a view to creating a highly competent and skilled working environment.'

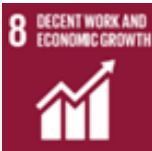
PEOPLE	Employee Wellbeing	'To ensure the well-being of staff, including through the implementation of welfare initiatives. To introduce a remuneration and performance appraisal system designed to recognise the personal contribution and commitment of each employee.'
ENVIRONMENT	Energy and Emissions	'To reduce energy consumption and direct and indirect emissions, and to invest in energy efficiency initiatives, whilst constantly monitoring the Company's impact on the environment.'
PRODUCT	Product Innovation and Sustainable Development	'To develop more sustainable products that are highly innovative in terms of sustainability and have a lower environmental impact, by investing in R&D and utilising new technologies to enhance the Company's competitiveness. To promote projects and initiatives, including in collaboration with customers and suppliers, aimed at encouraging the adoption of innovative approaches.'
PRODUCT	Use of Raw Materials	To promote the development and use of raw materials with a low environmental impact and to minimise the use of the most polluting materials and substances.
SUPPLY CHAIN	Responsible Supply Chain	'Investing in responsible procurement practices, selecting, assessing and monitoring suppliers based on their social and environmental performance, and promoting the integration of ESG issues throughout the entire supply chain. Optimising the procurement of materials with the aim of conserving natural resources and minimising the impact on the planet.'
ENVIRONMENT	Waste Management	'To manage waste arising from the Company's activities responsibly, by collecting and disposing of production waste correctly – particularly where it is hazardous – in order to reduce the environmental impact.'
GOVERNANCE	Digital Transformation	'To promote digital transformation, the use of new technologies and the development of technical and digital skills.'
SOCIETY	Impact and Community Development	'To promote the social and economic development of local communities through philanthropic initiatives, engagement programmes, awareness-raising activities and donations.'

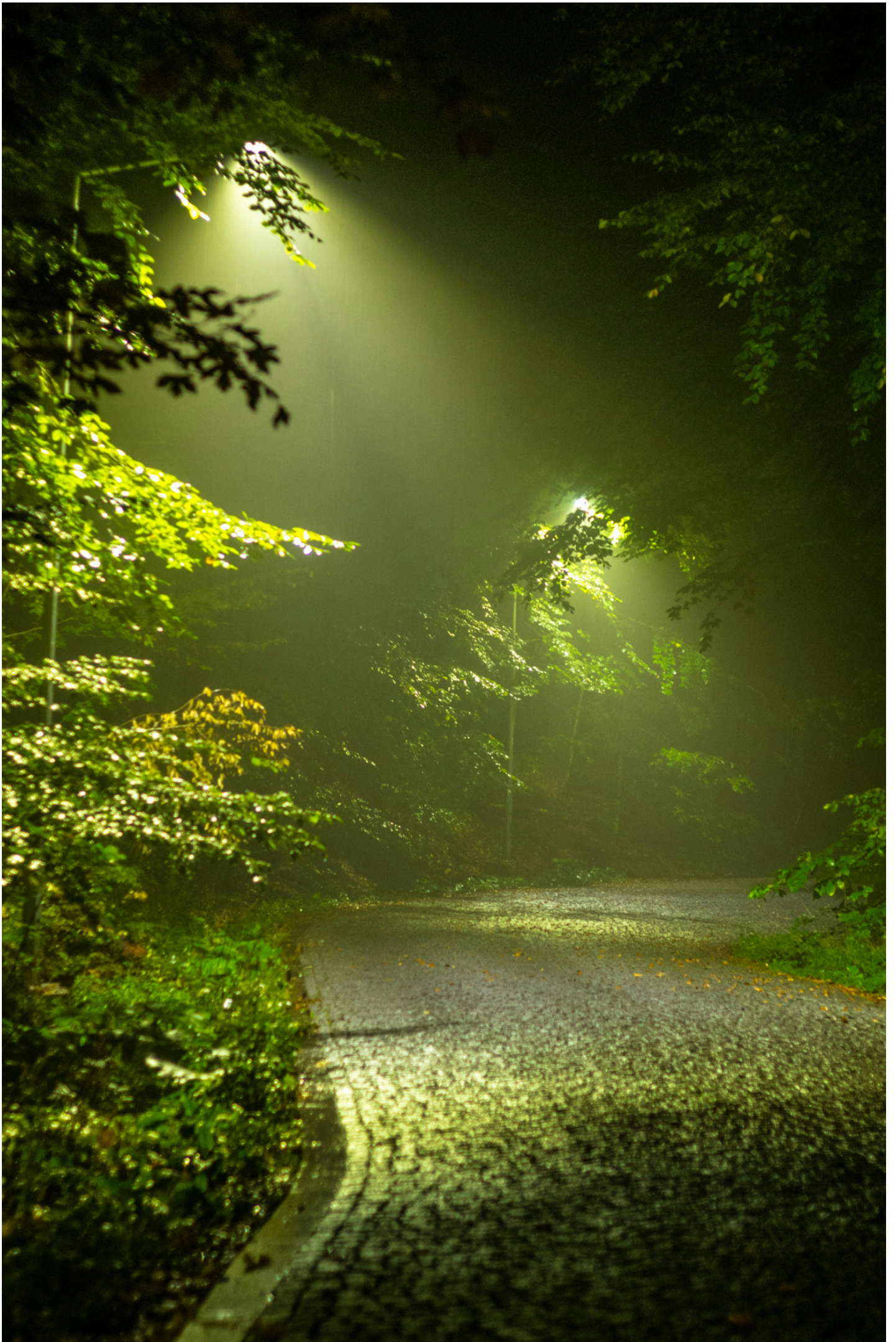
ENVIRONMENT	Water Resource Management	To promote responsible water management across all the Company's activities, reducing water consumption wherever possible and actively monitoring water abstraction and discharge.'
ENVIRONMENT	Climate Change	To promote the fight against climate change by reducing energy consumption, emissions and pollution, and by optimising the use of energy from renewable sources throughout the entire value chain. To monitor and mitigate the risks arising from climate change.'
SUPPLY CHAIN	Human Rights	To ensure respect for human rights by rejecting any form of human rights violation in all activities carried out by the Company and throughout the entire supply chain.

3 - CORRELATION AMONG GRI STANDARDS, MATERIAL TOPICS, AND SUSTAINABLE DEVELOPMENT GOALS

MATERIAL THEME	Standard GRI	Sustainable Development Goals
Product Quality and Safety	416-1 Evaluation of health and safety implications of product and service categories 416-2 Instances of non-conformity concerning the health and safety implications of products and services	
Ethics and Compliance	205-3 Verified instances of corruption and actions implemented 206-1 Legal proceedings concerning anticompetitive conduct, antitrust violations, and monopolistic practices	
Data Protection and Cyber Security	418-1 Substantiated complaints regarding breaches of customer privacy and loss of customer data	
Customer Relations and Satisfaction		
'Attracting, Retaining and Developing Talent'	405-1 Diversity within governance bodies and among personnel 401-1 Recruitment of new personnel and staff attrition 404-1 Average annual training hours per employee 404-2 Employee Development and Transition Support Programs 404-3 Proportion of employees undergoing regular performance and professional development evaluations	   
Health and Safety at Work	403-1 Occupational Health and Safety Management System 403-2 Hazard Identification, Risk Assessment, and Accident Investigation 403-3 Occupational Health Services 403-4 Involvement and engagement of employees in occupational health and safety programs and associated communication. 403-5 Employee training in occupational health and safety 403-6 Advancement of employee well-being 403-7 Prevention and mitigation of occupational health and safety impacts directly associated with business relationships 403-9 Workplace Accidents 403-10 Occupational illnesses	  

MATERIAL THEME	Standard GRI	Sustainable Development Goals	
Employee Wellbeing	401-2 Benefits for full-time employees which are not available to fixed-term or part-time employees 401-3 Parental leave	 	
Energy and Emissions	302-1 Energy utilized within the organization 302-3 Energy Intensity	   	
Innovation and Sustainable Product Development			
Use of Raw Materials	301-1 Materials used by weight or volume	 	
Responsible Supply Chain	204-1 Proportion of expenditure incurred with local suppliers		

MATERIAL THEME	Standard GRI	Sustainable Development Goals
Waste Management	306-1 Waste production and notable waste-related effects	  
	306-2 Management of substantial waste-related impacts	
	306-3 Waste Produced	 
	306-4 Waste not directed to landfill	
	306-5 Waste disposed of in landfills	
Digital Trasformation		
Impact and Community Development		
Water Resource Management	303-1 Interactions with water as a communal resource	 
	303-2 Management of Impacts Associated with Water Discharge	
	303-3 Water Extraction	
	303-4 Water Drainage	
	303-5 Water usage	
Climate Change	305-1 Emissioni di gas a effetto serra (GHG) dirette (Scope 1)	 
	305-2 Emissioni di gas a effetto serra (GHG) indirette da consumi energetici (Scope 2)	 
	305-3 Altre emissioni di gas a effetto serra (GHG) indirette (Scope 3)	 
Human Rights		



METHODOLOGICAL NOTE

The purpose of this document, which arises from a systematic and succinct reporting process, is to inform all stakeholders about the company's ESG (Environmental, Social, and Governance) performance and the ongoing incorporation of ESG elements into corporate operations.

The Sustainability Report has been developed in accordance with the esteemed reporting standards known as the "Global Reporting Initiative Sustainability Reporting Standards" (hereinafter referred to as "GRI Standards").

In 2022, Secondo Mona undertook a materiality analysis process designed to identify significant economic, environmental, and social issues pertinent to the Company and its stakeholders. This analysis considered the impacts of the Company's operations and business relationships on the economy, the environment, and individuals, including their human rights. The process adhered to GRI standards and industry best practices. For a more comprehensive understanding of the process, please consult the "Materiality Analysis" section.

Consequently, directly measurable qualitative and quantitative indicators have been identified and linked to each material topic. For certain material topics, it was not feasible to determine the GRI standards that most accurately represent the topic; thus, in these instances, only GRI 3-3 "Management of Material Topics" is reported. For additional information regarding the reported GRI standards, please consult the "GRI Content Index."

Secondo Mona has engaged in a reporting process that encompassed the collection of both qualitative and quantitative data, the review and analysis of the gathered information, and the preparation and distribution of this Sustainability Report.

The reporting scope pertains to Secondo Mona S.p.A. The data and information presented in this Report relate to the activities conducted by Secondo Mona during the 2025 fiscal year, spanning from January 1, 2025, to December 31, 2025. The reporting frequency is annual.

To offer a more coherent perspective on the Company's performance, data has been presented for the preceding two years (January 1, 2023 - December 31, 2023, and January 1, 2024 - December 31, 2024).

It is essential to note that, to guarantee the reliability of the data, the use of estimates was confined to properly reported cases.

There have been no notable changes in reporting and information processing since the initial Financial Statement for the fiscal year 2022. Additionally, during the reporting period, the Company did not experience significant alterations in its operating segment, value chain, or commercial relationships.

Secondo Mona's Sustainability Report, it is not subject to external verification.

For additional inquiries regarding this Sustainability Report, please reach out to: sostenibilita@secondomona.com.

GRI TABLE OF CONTENTS

Declaration of Use		Secondo Mona S.p.A, it has prepared its financial statements in accordance with the GRI Standards for the period 1 Jan to 31 Dec 2025		
GRI 1 used		Report in accordance with the GRI standard		
Applicable GRI sector-specific standards		No GRI sector-specific standard applies		
STANDARD GRI	INFORMATION	POSITION	OMISSIS	NOTES
Informative generali				
GRI 2 General Information	2-1 Organisational details	The company and its Operational Context Company Profile of Secondo Mona Methodological Note		
	2-2 Entities included in the organisation's sustainability reporting	Methodological Note		
	2-3 Reporting period, frequency and point of contact	Methodological Note		Reference period: 01.01.2025-31.12.2025 Reporting Frequency: Annual publication date: September 2026 Contract point: sostenibilita@secondomona.com
	2-4 Review of information	Methodological Note		This report constitutes the fourth installment in the Secondo Mona series. The methodology employed to compile this report mirrors that of its predecessors in gathering and processing the information.
	2-5 External Assurance	Methodological Note	Not applicable. Secondo Mona's Sustainability Report is not subject to external assurance.	
	2-6 Activities, the value chain and other business relationships	The company and its Operational Context Secondo Mona's 2025 Sustainability Highlights Company's Corporate Profile		There have been no significant changes compared with the previous reference periods

STANDARD GRI	INFORMATION	POSITION	OMISSIS	NOTES
Informative generali				
GRI 2 General Information	2-7 Employees	People Appendix - Performance Metrics		
	2-8 Self-employed workers	People Appendix - Performance Metrics		
	2-9 Structure and composition of the governance framework	Governance - Company Governance		
	2-10 Appointment and selection of the highest governing body	Governance -Company Governance		
	2-11 Chair of the highest governing body	Governance - Company Governance		The Chairman of the Board of Directors is also the Chief Executive Officer of the Company.
	2-12 The role of the highest governing body in overseeing the management of impacts			The highest governing body is actively involved in managing the economic, environmental and social impacts generated by Secondo Mona.
	2-13 Delegation of responsibility for impact management			Responsibility for managing the company's environmental impact is assigned to each manager within Secondo Mona.
	2-14 The role of the highest governing body in sustainability reporting	Governance - Company Governance		The highest governing body oversees the sustainability reporting process and is kept informed about it.

STANDARD GRI	INFORMATION	POSITION	OMISSIS	NOTES
	2-15 Conflicts of interest			Conflicts of interest are prevented and mitigated by the presence of three Chief Executive Officers.
	2-16 Reporting of critical issues	Governance - Etica e Compliance		Any issues may be reported to the Supervisory Body.
	2-17 Collective expertise of the highest governing body			The company is actively enhancing the highest governance body's understanding of sustainability issues.
	2-18 Performance assessment of the highest governing body			The Company, there is no process in place for the highest governing body to assess its performance in overseeing the organisation's impact on the economy, the environment and people.
	2-19 Rules on remuneration			The remuneration of the highest governing body consists solely of a fixed salary.
	2-20 Procedure for determining remuneration			The process of determining remuneration takes into account the role and responsibilities/duties associated with the profession.
	2-21 Annual Total Remuneration Report		Confidentiality clause	
	2-22 Statement on the sustainable development strategy	Stakeholder letter's		

STANDARD GRI	INFORMATION	POSITION	OMISSIS	NOTES
	2-23 Policy commitment	Governance - Ethics e Compliance		The company it does not adhere to any authoritative intergovernmental instruments. However, it ensures responsible business conduct and respect for human rights through its Code of Ethics and the 231 Model.
	2-24 Integration of policy commitments	Governance - Ethics e Compliance		The company, it strives to integrate its political commitments into all its business activities and relationships through initiatives designed to engage its stakeholders (for example, training and communication activities).
	2-25 Measures aimed at mitigating negative impacts			Claims are promptly monitored by Secondo Mona using specially designed procedures.
	2-26 Mechanisms for seeking clarification and raising concerns	Governance - Ethics e Compliance		Serious concerns may be reported to the Supervisory Body via a whistleblowing mechanism.
	2-27 Compliance with laws and regulations	Governance - Ethics e Compliance		The company, it did not incur any fines or non-monetary penalties for non-compliance with laws and/or regulations during the reporting period.
	2-28 Membership of associations	Company – Community Impact and Development		
	2-29 An approach to stakeholder engagement	stakeholder engagement		

STANDARD GRI	INFORMATION	POSITION	OMISSIS	NOTES
	2-30 Collective agreements	People Appendix - Performance Metrics		100 per cent of employees are covered by collective labour agreements.
GRI 3: Material issues	3-1 Process for identifying material topics	The Materiality Analysis		
	3-2 List of material topics	The Materiality Analysis		
La Governance				
GRI 3: Material issues	3-3 Management of material issues	Governance – Governance of Secondo Mona		
GRI 405: Diversità e pari opportunità	405-1 Diversity of governance bodies and employees	Governance – Governance of Secondo Mona		
Etica e Compliance				
GRI 3: Material issues	3-3 Management of material issues	Governance – Ethics and Compliance		
GRI 205: instances of corruption	205-3 Confirmed instances of corruption and actions taken	Governance – Ethics and Compliance		During the reporting period, Secondo Mona did not experience any incidents of corruption, nor were there any dismissals or disciplinary measures against employees, nor were any contracts with business partners terminated or not renewed.
GRI 206: anti-competitive behaviour	'206-1 Legal proceedings relating to anti-competitive behaviour, antitrust issues and monopolistic practices'	Governance – Ethics and Compliance		During the reporting period, no legal proceedings – whether ongoing or concluded – were recorded in relation to anti-competitive behaviour, breaches of competition law or monopolistic practices.

STANDARD GRI	INFORMATION	POSITION	OMISSIS	NOTES
Data Protection and IT Security				
GRI 3: Material issues	3-3 Management of material issues	Governance – Data Protection and IT Security		
GRI 418: Customer Privacy	418-1 Detailed complaints regarding breaches of privacy and losses of customer data	Governance – Data Protection and IT Security		During the reporting period, no complaints were received regarding breaches of customer privacy or data losses.
Digital Transformation				
GRI 3: Material issues	3-3 Management of material issues	Governance – Digital Transformation		'The company has not identified a specific GRI indicator relating to digital transformation. Nevertheless, information is provided in accordance with GRI 3-3.'
Energy and Emissions				
GRI 3: Material issues	3-3 Management of material issues Governance –	Environment - Climate Change - Energy and Emissions Appendix - Performance Metrics		
GRI 302: Energy	302-1 Energy consumption within the organisation	Environment - Climate Change - Energy and Emissions Appendix - Performance Metrics		
	302-3 Energy intensity	Environment - Climate Change - Energy and Emissions		
GRI 305: Emissions	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	Environment - Climate Change - Energy and Emissions Appendix - Performance Metrics		

STANDARD GRI	INFORMATION	POSITION	OMISSIS	NOTES	
	305-2 Indirect greenhouse gas (GHG) emissions resulting from energy consumption (Scope 2)	Environment - Climate Change - Energy and Emissions Appendix - Performance Metrics			
	305-3 Indirect greenhouse gas (GHG) emissions (Scope 3)	Environment - Climate Change - Energy and Emissions Appendix - Performance Metrics			
Climate Change					
GRI 3: Material issues	3-3 Management of material issues	Environment - Climate Change - Energy and Emissions			
GRI 305: Emissions	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	Environment - Climate Change - Energy and Emissions Appendix - Performance Metrics			
	305-2 Indirect greenhouse gas (GHG) emissions resulting from energy consumption (Scope 2)	Environment - Climate Change - Energy and Emissions Appendix - Performance Metrics			
Waste Disposal					
GRI 3: Material issues	3-3 Management of material issues	Environment - Waste Disposal			
GRI 306: Waste	306-1 Waste generation and significant impacts relating to waste	Environment - Waste Disposal			
	306-1 Management of significant impacts relating to waste	Environment - Waste Disposal			

STANDARD GRI	INFORMATION	POSITION	OMISSIS	NOTES
GRI 306: Waste	306-3 Waste generated	Environment - Waste Management Appendix - Performance		
	306-4 Waste not sent to landfill	Environment - Waste Management Appendix - Performance		
	306-5 Waste sent to landfill	Environment - Waste Management Appendix - Performance		
Water Resource Management				
GRI 3: Material issues	3-3 Management of material issues	Environment – Water Resource Management		
	303-1 Interactions with water as a shared resource	Environment – Water Resource Management Environment –		
GRI 303: Water and discharge	303-2 Management of impacts associated with water	Environment - Management of Water Resources		
	303-3 Water intake	Environment - Water Resource Management Appendix - Performance		The company operates in an area with a low risk (<10%) of water stress.
	303-4 Water discharge	Environment - Water Resource Management Appendix - Performance		The company operates in an area with a low risk (<10%) of water stress.
	303-5 Water consumption	Environment - Water Resource Management Appendix - Performance		The company operates in an area with a low risk (<10%) of water stress.

STANDARD GRI	INFORMATION	POSITION	OMISSIS	NOTE
Employee Wellbeing				
GRI 3: Material issues	3-3 Management of material issues	People - Employee Wellbeing		
	401-2 Benefits for full-time employees which are not available to fixed-term or part-time employees	People - Employee Wellbeing		There are no differences in the benefits offered by Secondo Mona to full-time and part-time employees.
GRI 401: Employment				The return-to-work rate, defined as the ratio of employees who resumed work following parental leave to those anticipated to return after such leave, stands at 100%.
	401-3 Parental leave	People - Employee Wellbeing Addendum - Performance Metrics		The retention rate, defined as the proportion of employees retained 12 months after returning to work following a period of parental leave relative to the number of employees who returned from parental leave in the preceding reference period, stands at 83%.
Occupational health and safety				
GRI 3: Material issues	3-3 Management of material issues	People – Health and Safety at Work		
GRI 403: Occupational health and safety	403-1 Occupational health and safety management system	People – Health and Safety at Work		
	‘403-2 Hazard identification, risk assessment and accident investigation’	People – Health and Safety at Work		

STANDARD GRI	INFORMATION	POSITION	OMISSIS	NOTE	
GRI 403: SHealth and safety work	403-3 Occupational health services	People – Health and Safety at Work			
	403-4 Worker participation and consultation on occupational health and safety programmes and related communication	People – Health and Safety at Work			
	403-5 Training of workers on occupational health and safety	People – Health and Safety at Work			
	403-6 Promotion of workers' health	People – Health and Safety at Work			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	People – Health and Safety at Work			
	403-9 Workplace accidents	People – Health and Safety at Work: Appendix – Performance Indicators			
	403-10 Occupational disease	People – Health and Safety at Work: Appendix – Performance Indicators			
Attraction, Retention e Sviluppo dei Talenti					
GRI 3: Material issues	3-3 Management of material issues	People – Attraction, Retention e Talent development			

STANDARD GRI	INFORMATION	POSITION	OMISSIS	NOTE
GRI 401: Employment	401-1 Recruitment of new employees and staff turnover	Individuals – Talent Acquisition, Retention, and Development Appendix - Performance Metrics		
GRI 405: Diversity and equal opportunities	405-1 Diversity of governance bodies and employees	Individuals – Talent Acquisition, Retention, and Development Appendix - Performance Metrics		
GRI 404: Training and education	404-1 Average number of training hours per year per employee	Individuals – Talent Acquisition, Retention, and Development Appendix - Performance Metrics		
	404-2 Employee skills development and transition support programmes	People – Attraction, Retention e Talent development		
	404-3 Percentage of employees who regularly receive performance and career development appraisals	People – Attraction, Retention e Talent development		

Qualità e Sicurezza dei Prodotti

GRI 3: Material issues	3-3 Management of material issues	Product – Product Quality and Safety		
GRI 416: Customer health and safety	416-1 Assessment of the health and safety impacts of categories of products and services	Product – Product Quality and Safety		

STANDARD GRI	INFORMATION	POSITION	OMISSIS	NOTE
GRI 416: Customer health and safety	416-2 Instances of non-compliance relating to the health and safety impacts of products and services	Product – Product Quality and Safety		The company has not experienced any instances of non-compliance relating to the impact of its products and services on health and safety.
Innovation and Sustainable Product Development				
GRI 3: Material issues	3-3 Management of material issues	Product – Innovation and Sustainable Product Development		'The company has not identified a specific GRI indicator for innovation and sustainable product development. Nevertheless, information is provided in accordance with GRI 3-3.'
Utilization of Raw Materials				
GRI 3: Material issues	3-3 Management of material issues	Product - Utilization of Raw Materials		
GRI 301: Material issues	301-1 Materials used by weight or volume	Product - Utilization of Raw Materials Appendix - Performance Metrics	Information is unavailable or incomplete.	The company is working to establish a process for collecting data on materials
	301-2 Recycled input materials used	Product - Utilization of Raw Materials	Information is unavailable or incomplete.	The company is working to establish a process for collecting data on recycled materials from its suppliers.
Catena di Fornitura Responsabile				
GRI 3: Material issues	3-3 Management of material issues	Supply Chain – Responsible Supply Chain		
GRI 204: Pratiche di approvvigionamento	204-1 Proportion of expenditure incurred with local suppliers	Supply Chain – Responsible Supply Chain		

STANDARD GRI	INFORMATION	POSITION	OMISSIS	NOTE
Human Rights				
GRI 3: Material issues	3-3 Management of material issues	Supply Chain – Human Rights		'The company has not identified a specific GRI indicator relating to human rights. Nevertheless, information is provided in accordance with GRI 3-3.'
Relazione e Soddisfazione del Cliente				
GRI 3: Material issues	3-3 Management of material issues	Company – Customer Relations and Satisfaction		'The company has not identified a specific GRI indicator relating to customer satisfaction and customer relations. Nevertheless, information is provided in accordance with GRI 3-3.'
Impatto e Sviluppo della Comunità				
GRI 3: Material issues	3-3 Management of material issues	Company – Community Impact and Development		L'azienda non ha identificato un indicatore GRI specifico relativo all'impatto e allo sviluppo della comunità. Ciononostante, vengono fornite informazioni conformi al GRI 3-3.

