

vimec



SUSTAINABILITY

**REPORT
2023**

A MORE ACCESSIBLE WORLD
WILL HELP US TO LEAVE
A BETTER PLACE
TO OUR CHILDREN



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Share Capital 1,000,000.00 euro fully paid-up
Tax Code And Companies Register
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Company subject to management and coordination by Investmentaktiebolaget Latour.

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1.0_HIGH LIGHTS (2022 vs 2021)

ENERGY CONSUMPTION

-7%

CO2 EMISSIONS

-8.5%

ATTENTION TO
THE NEEDS OF
THE COMMUNITY

+65%

TRAINING NOT
RECOGNISED BY LAW

+23%

ACCEPTANCE OF
PERSONNEL REQUESTS
IN DEROGATION FROM
INTERNAL REGULATIONS

+23%

ACHIEVEMENT OF
ENVIRONMENTAL
CERTIFICATION

2.0_ CEO LETTER

Vimec has always been a company of reference in overcoming architectural barriers, but this classification has started to feel a little “tight” on us because, in reality, our products improve the life of every single person, not only those people who have limited freedom, whether temporary or permanent.

In these 40 years of operations, we have evolved the design of our products, offering increasingly innovative and cutting-edge solutions, in technologies, comfort and in the opportunities for personalisation in order to guarantee a tailor-made product with an eye to sustainability throughout the entire value chain.


“360° SustainAbility” is the project that Vimec has undertaken to be a sustainable company. This means that we adopt a balanced approach that takes into account three fundamental aspects of sustainability: the environment, the economy and society.

Sustainability is a path that involves the adoption of actions, behaviour and development choices that consider not only immediate needs, but also future ones. The goal is to ensure future generations have access to the same resources and opportunities that we have today.

We seek to find ways to protect the environment, to promote social equity and to ensure sustainable economic growth. To do this, we need to work together as a global community, adopting sustainable policies and practices at the individual, corporate and governmental levels.

This report confirms our commitment to continuous improvement, both in terms of business performance and in environmental and social progress.

We want to be one the drivers of change in the world and to be an inspiration to other companies and people, to expand the scope of the project.

A black and white portrait of Andrea Veggian, a middle-aged man with short hair, smiling slightly. He is wearing a dark suit jacket over a light-colored collared shirt. The background is a plain, light color.

Sustainability is a path that involves the adoption of actions, behaviour and development choices that consider not only immediate needs, but also future ones. The goal is to ensure future generations have access to the same resources and opportunities that we have today.

Andrea Veggian

3.0_ HR LETTER

Vimec Srl is “Great Place To Work®”-
Certified™

With **pride and a sense of belonging we share** this result with all our colleagues who, each and every day, contribute to making our **company an outstanding work environment**, attentive to the needs and well-being of people.

The survey, which involved every employee, **measured** the company on aspects such as **CREDIBILITY, RESPECT, FAIRNESS, PRIDE, COHESION**, and the results have established that we are a “**great place to work.**”

Vimec is a work environment in which colleagues actively participate as part of a team, are proud of what they do and feel involved.



Personnel management policies are aimed at attracting talent, **increasing** the **motivation** of employees and giving visibility to employer branding, with the aim of **relying on people able to build** the **best** responses to the **challenges** of increasingly **complex and sophisticated** markets.

Vimec is a work environment in which colleagues actively participate as part of a team, are proud of what they do and feel involved

Fabio Bertoli

4.0_NOTE ON METHODOLOGY

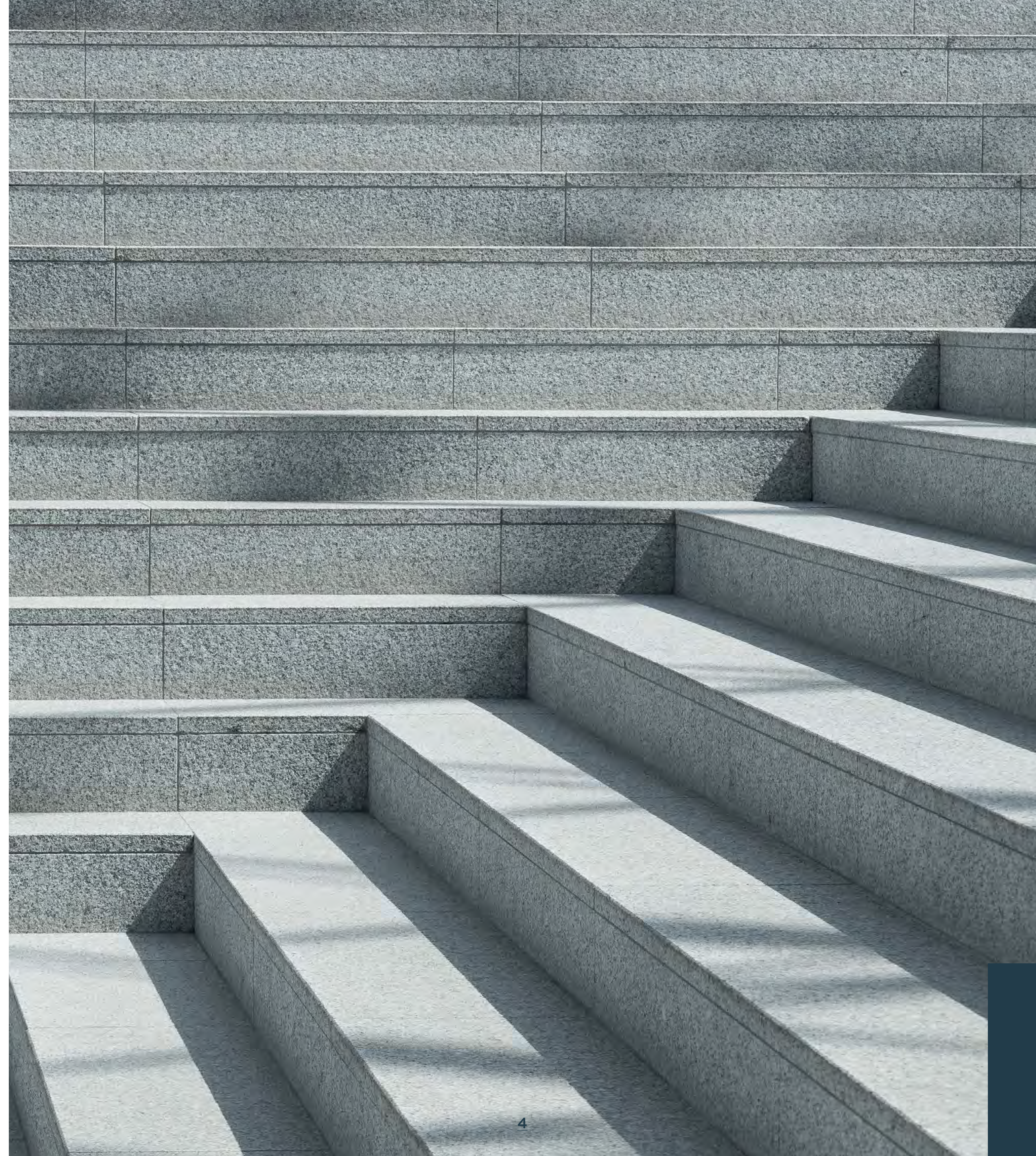
This document represents the Sustainability Report of Vimec Srl. The Sustainability Report provides information on, to the extent necessary to understand the company's activity, Vimec's performance, its results and the impact of its operations, with reference to the topics deemed relevant and regarding the 2022 financial year (from 1 January to 31 December).

The selection of aspects and indicators useful for defining the content to be reported was done through a materiality analysis that considered the issues relevant to the company and its stakeholders. For details regarding the activities carried out, refer to the "Materiality" section in this document.

The reporting scope of economic and financial data corresponds to that of the financial statements as at 31 December 2022. As regards qualitative information and quantitative data relating to human resources, environmental aspects and other social aspects, subsidiaries (purely commercial establishments) are excluded, not being considered relevant to understanding the business activity.

There is no significant change in ownership and in the supply chain. The information relating to the reference period is compared with that of the previous year, where available. When data has been restated, in relation to the previous period, this is expressly indicated.

To ensure the reliability of the data, the use of estimates has been limited as far as possible. Where estimates are given, they are appropriately reported and based on





the best available methodologies.

Vimec monitors sustainability issues through policies and actions aimed at ensuring they are respected and managed. Vimec has developed a strong and constant commitment to managing and monitoring environmental aspects through the adoption of certified management systems (ISO 14001) and the preparation of the AIA Report, required by the Italian Autorizzazione Integrata Ambientale [the authorisation to show compliance with the International Plant Protection Convention (IPCC)].

Vimec recognises the intrinsic value of each person and constantly works to ensure well-being and enhancement, including through the collaboration with the organisation, Great Place to Work. Particular attention is given to aspects related to health and safety in the workplace, through a system aimed at ensuring the protection of workers through the continuous monitoring of the main indicators, safeguarding the well-being of employees and professional development.

In addition, Vimec guarantees the protection of human and workers' rights throughout the value chain. To this end, Vimec has adopted its own Code of Ethics and a Code of Business Conduct aimed at suppliers, through which it has defined the principles and values underlying its daily operations and throughout the value chain. With regard to an ever-increasing oversight of its supply chain, Vimec has initiated a process of integrating ESG (Environmental, Social and Governance) criteria into the supplier selection and evaluation process.

Regarding anti-corruption, ethics and integrity in business, the company has also adopted a 231/01 Management and Organisation Model, which is constantly updated, and established the related Supervisory Body.

For more details, see the "Organisation, management and control model" section of this document.

For information regarding the Sustainability Report, contact the corporate sustainability manager, Pierpaolo Piccoli (p.piccoli@vimec.biz).

5.0_GOVERNANCE AND ORGANISATIONAL STRUCTURE

COMPANY DESCRIPTION AND HISTORY

COMFORT, SAFETY, WELL-BEING

At home and in places open to the public, we take people's mobility to the next level.

We do this by creating mobility solutions and lifts that improve people's lives and the quality of the home and public spaces.

We take people's mobility to the next level.





Our history began in 1980 near the Po river, between the provinces of Mantua and Reggio Emilia. We have always worked here, faithful to our land and to our influence as an Italian company, favouring local suppliers, employing people from our community and collaborating with small artisan companies in the area.

Over the years we have become an important player in the industry thanks to the values that guide us every day: the passion, commitment and integrity with which we guarantee our customers the best shopping experience.

We have always worked here, faithful to our land and to our influence as an Italian company.

The cornerstones of the continuous growth are the constant investments in **innovation, research, quality** and **safety** both for the product and for the working methods within the company.

Thanks to the commitment of over 200 employees and a network of consultants ready to advise you in the best possible way, as well as an extensive assistance network throughout the country and in various European and non-European areas, VIMEC is able to create **systems tailored** to the needs of each customer.

Vimec production plants cover an area of over 35,000 square metres, of which 20,000 house the operating centres and production facilities.

6.0_HISTORY

- 1980** VIMEC (Villastrada Meccanica) was founded by 4 members in Villastrada (MN) to operate as a mechanical workshop for third parties with 5 employees
- 1983** The first stair lift model (V1) was created
- 1985** The production of the stair lifts reaches 100 units per year
- 1989** VIMEC's activity focuses exclusively on the production of stair lifts
- 1992** The plant is transferred to Luzzara (RE) in the current location (4,500 m² covered)
- 1993** Production of lifting equipment and technical aids for people with disabilities begins
- 1995** Production reaches 2,300 units with 100 employees
- 1996** Achievement of the UNI EN ISO 9001 certification. The field of application is "Design, production, installation and servicing of lifting equipment, technical aids for disabled people and stair lifts". VIMEC is certified by the accredited body, DNV-GL.
- 1998** Expansion of headquarters
- 2000** Expansion of headquarters
- 2001** Production reaches 4,500 units with 140 employees.
- 2002** Expansion of the carpentry department (5,500 m² covered for a total of 12,000 m²)
- 2005** Expansion of the assembly department (7,500 m² covered for a total of 19,500 m²)
- 2006** Opening of branch offices in France, Spain, the United Kingdom and Poland
- 2017** Acquisition by the present owner, the Latour Investment Fund (Sweden)
- 2020** Opening of branch offices in Germany
- 2021** Achievement of the UNI EN ISO 14001 certification. VIMEC is certified by the accredited body DNV. Reached 140,000 machines installed worldwide.
- 2022** Extraordinary year by number of systems produced and sold



7.0_ OUR JOURNEY TOWARDS SUSTAINABILITY

TRIPLE BOTTOM LINE

Substantial balance between the three areas: **social, economic and environmental.**

7.1_ INTRODUCTION

The concept of sustainable development has been the subject of increasing interest from civil society over the years. It is the result of a greater awareness of the exhaustibility of the planet's resources and of the increasingly pressing need to preserve the quality of the natural heritage, aiming to promote models of economic and social development that are more balanced than those adopted in the past.

It is immediately apparent that one of the characteristics of sustainable development is the multidisciplinary approach: it combines problems of an environmental, economic and social nature. This type of approach, also known as **TRIPLE BOTTOM LINE**, was proposed by the World Commission on Environment and Development which bases its vision of sustainable development precisely on the analysis of the three dimensions: **economic, social and environmental.**



Sustainable development is defined as being able to generate situations of substantial balance between the three areas: social, economic, environmental or, if you prefer, if the so-called rule of the balance of the three “E’s” is valid: **ecology, equity, economy.**

Thus, **an organisation is “sustainable” if it is not only financially stable, but also if it minimises its negative environmental impacts and acts in accordance with social expectations,** taking into account the need to address future generations with an attitude of greater responsibility for what has been produced, not only in economic but also in ethical, environmental and social terms.

The growing focus on sustainability, for which legitimate interest is widespread, and the need to be accountable at all levels has prompted organisations of all kinds to adopt **systems to control their activities** aimed at evaluating sustainability through the representation of the economic, environmental and social impacts produced and the creation of models capable of measuring, representing and monitoring sustainability through sets of indicators built to guide decision-making processes through an integrated approach with economic, environmental and social indicators.

However, assessing the sustainability of management policies and thus monitoring the variables that affect the state of economic, social and environmental systems is complex.

For this purpose, **indicators are used that are measuring instruments** capable of providing a summary representation of the phenomenon under investigation, in order to preserve the informative content of the analysis. **Economic, social and environmental indicators need to be integrated in order for sustainability to be assessed.**

This makes it possible to monitor the evolution of the phenomenon by facilitating the comparison of the data, orienting the programming and planning choices towards more sustainable approaches and management models and facilitating the dissemination and communication of the results of the surveys. The elaboration of indicators, through the use of analysis models, makes it possible to arrive at indices that are representative of a given phenomenon.

Without data
you're just another person
with an opinion.

W. Edwards Deming

7.2_DEFINITION OF SUSTAINABILITY

The definition linked to the concept of sustainable development is the following:

“development that meets the needs of the present without compromising the ability of future generations to meet their own”.

The concept of sustainability sees the inseparable link between the economic, social and environmental dimensions, and should stimulate companies to integrate them in meaningful terms into their business models.

ECONOMIC SUSTAINABILITY

Can be defined as the ability of an economic system to generate lasting growth in economic indicators, through the creation of income and work for the livelihood of populations and through an effective combination of resources.

Economic sustainability is pursued through the control of capital (natural, human, social, cultural) with the objective of not making it decrease so as “not to endanger the possibilities of future generations to generate wealth and well-being”.

SOCIAL SUSTAINABILITY

Is the ability to guarantee conditions of human well-being (safety, health, education) equally distributed by class and by gender.

Within a territorial system, social sustainability means the ability of actors to intervene together, effectively, on the basis of the same project concept, encouraged by concerted action between the various institutional levels.

ENVIRONMENTAL SUSTAINABILITY

Refers to the ability to preserve over time the three functions of the environment: the function of resource supplier, of waste recipient and the direct source of utility function.

Within a territorial system, environmental sustainability means the ability to enhance the environment as a “distinctive element” of the territory, while ensuring the protection and renewal of natural resources and heritage.

Dimensions are closely interrelated by a multiplicity of connections and must be analysed in a systemic way, as elements that together contribute to the achievement of a common goal.

Mutual interrelationships must be taken into account in any choice, decision or act of programming and design; in the event that only one or two of the dimensions are privileged, sustainable development does not occur.

7.3_THE UN 2030 AGENDA IS BASED ON FIVE KEY CONCEPTS

PEOPLE.

Eliminate hunger and poverty in all forms, guarantee dignity and equality.



PROSPERITY.

Guarantee prosperous and full lives in harmony with nature.



PEACE.

Promote peaceful, just and inclusive societies.



PARTNERSHIP.

Implement the Agenda through strong partnerships.



PLANET.

Protect the planet's natural resources and climate for future generations.



The private sector is a key partner in achieving the Sustainable Development Goals.

All companies can contribute through their activities; from all of them, worldwide, we ask to evaluate their impact, to set ambitious goals and communicate the results in a transparent way

Ban Ki-moon,
Secretary-General of the United Nations

THE SDGS CONTAINED IN THE UN 2030 AGENDA PROVIDE A FRAMEWORK FOR COMPANIES TO:

- _ Understand how their business activities can contribute to sustainable development
- _ Identify new models that make the business more competitive and resilient for the future
- _ Measure, report and communicate internally and externally the contribution (and impact) of its current and future business activities
- _ Create partnerships by exploring the benefits of the contribution of different actors, such as research centres, to corporate business

THE COMPANY THAT ADOPTS THE ESG LOGIC NOT ONLY CONTRIBUTES TO THE ACHIEVEMENT OF THE SDGS OBJECTIVES AT THE MACRO LEVEL, BUT WILL HAVE ADVANTAGES AT THE MICRO LEVEL:

- _ The challenges posed by SDGs will stimulate technological innovation in the search of the solutions needed to achieve these objectives, which will open up new markets

- _ Consumers worldwide are increasingly changing their purchasing choices based on the perception of corporate sustainability performance
- _ Young generations attach great value to SDGs
- _ Governments are driven to use fiscal leverage to stimulate companies to adopt the SDGs logic

BY INTEGRATING SDGS INTO ITS BUSINESS MODEL AND ALONG THE ENTIRE VALUE CHAIN, THE COMPANY CAN INCREASE ITS PERFORMANCE:

- _ Stimulating innovative production, which opens up new market segments and increases sales
- _ Improving its image and perception of the brand in the collective imagination
- _ Increasing operational efficiency, and therefore all productivity, through a greater involvement of the staff, a reduction of turnover and attracting talent
- _ Attracting resources from investors that are attentive to sustainability

7.4 ACTIONS FOR SUSTAINABLE DEVELOPMENT

On 25 September 2015, the United Nations approved the Global Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs), divided into 169 Targets to be achieved by 2030.

It is a historical event, from various points of view:

_ A clear judgement was made on the non-sustainability of the current development model, not only environmentally, but also economically and socially. In this way, and this is the highly innovative character of the Agenda, the idea that sustainability is only an environmental issue is definitively overcome, and an integrated vision of the complex dimensions of development is affirmed

_ All countries are called on to contribute to the effort to put the world on a sustainable path, without any distinction between developed, emerging and developing countries, although obviously the problems can be different depending on the level of development achieved. This means that each country must commit to defining its own sustainable development strategy that allows reaching the SDGs, reporting on the results achieved within a process coordinated by the UN

_ The implementation of the Agenda requires a strong involvement of all components of society, from private companies to the public sector, from civil society to philanthropic institutions, from universities and research centres to information and culture operators



Defeating poverty
Ending all forms of poverty in the world



Defeating hunger
Ending hunger, achieving food security, improving nutrition and promoting sustainable agriculture



Sustainable cities and communities
Making the city and human settlements inclusive, safe, durable and sustainable



Consumption and responsible production
Ensuring sustainable production and consumption patterns



Health and Wellness
Ensuring health and well-being for all and for all ages



Quality education
Provide quality, fair and inclusive education, and learning opportunities for all



Combating climate change
Promote actions, at all levels, to combat climate change and its consequences



Combating climate change
Promote actions, at all levels, to combat climate change and its consequences



Gender equality
Gender equality: achieving gender equality and empowering all women and girls



Clean water and sanitation
Ensuring the availability and sustainable management of water and sanitation facilities for all



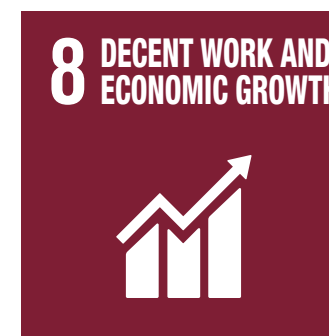
Life on earth
Protect, restore and promote a sustainable use of the terrestrial ecosystem, to stop and reverse the degradation of the soil, and stop the loss of biological diversity



Peace, justice and strong institutions
Promote peaceful and inclusive societies for sustainable development; make access to justice available to all and create effective, accountable and inclusive bodies at all levels



Clean and accessible energy
Ensure access to affordable, reliable, sustainable and modern energy systems for all



Decent work and economic growth
Promoting durable, inclusive and sustainable economic growth, full and productive employment and decent work for all



Partnership for the objectives
Strengthening the means of implementation and renewing the global partnership for sustainable development



Enterprises, innovation and infrastructures
Building a resilient infrastructure and promoting innovation and fair, responsible and sustainable industrialisation



Reduce inequalities
Reducing inequality within and between nations

With regard to Italy, ISTAT is the body entrusted by the United Nations Statistical Commission to play an active role in national coordination in the production of indicators for the measurement of sustainable development and the monitoring of its objectives. The Institute, therefore, annually presents an updated report of the indicators. This data is subsequently included in the Sustainable Development Goals Report, the annual report of the United Nations, which allows a global monitoring of the progress of the individual SDGs.

7.5_ “360° SUSTAINABILITY” PROJECT

For Vimec “360° SustainAbility” represents the laying of the foundation stone, the beginning of a cultural change.

It is our promise and dedication to develop a sustainable environment for everyone.

What is our approach to the project?

- _Multidimensional approach of stakeholders:** social, economic, environmental
- _Definition / applicability to all parts of the organisation**
- _Benchmarking** with companies considered to be at the forefront in this field
- _A concrete strategy** (what to do) and an **implementation plan** (how to do it)
- _List objectives and KPIs** for regular monitoring of progress
- _Identification of key success factors** to ensure inclusion in day-to-day operations

Through the “360° SustainAbility” project and the creation of a team to support it, Vimec is committed to reporting annually on the activities and results achieved on its path to sustainable development, from reducing emissions to ethics in our behaviour and attention to equal opportunities for our employees.

Through the publication of annual sustainability reports we want to confirm our commitment and give full visibility to the progress we are making.

The only thing that is constant is change.

Buddha

8.0_ACTIVITY AND LOCATION

Vimec Srl is a metalworking company that deals with the production, marketing and maintenance of systems designed to overcome architectural barriers such as, for example, lifting platforms, stair lifts, mobile stair lifts, etc...

At home and in places open to the public, we take people's mobility to the next level.

We do this by creating mobility solutions and lifts that improve people's lives and the quality of the home and public spaces.

The plant consists of two separate buildings separated by a municipal road and divided into three buildings (called A, B and C); in the front of the buildings are located all the offices, behind the buildings A and B we find the warehouse, the goods reception, the production lines and the storage department of the finished product and shipments; behind the building C, we find the carpentry, packaging and showroom department.

The main entrances to the three buildings are on Via Parri and the two factories are separated by Via Dalla Chiesa; the other sides of the site border on other companies. There are no adjacent private dwellings, the nearest is about 500 metres away, the centre of the municipality of Luzzara is about 3 kilometres away as the crow flies and there are no schools, hospitals or other similar activities in the vicinity of the plant.

IN DETAIL, THE PLANT CAN BE BROKEN DOWN AS FOLLOWS:

Machining areas	9,792 sq.m.
Raw mat. warehouses	3,172 sq.m.
Finished prod. warehouses	2,590 sq.m.
Offices	3,324 sq.m.
Showroom	428 sq.m.
Miscellaneous	103 sq.m.
<hr/>	
Total	19,408 sq.m.

The most important hydrographic element in the area is the Po river, whose main embankment runs about 2 km west of the area under consideration;

secondary hydrographic elements are the numerous natural and artificial canals and ditches used for irrigation and drainage of surface water.

The plant is located in the municipality of Luzzara (RE) in via Parri n.7 and n.5, in an artisan area, about 2 km west of the village of Casoni.

From an urban viewpoint, the area is classified in the current General Zoning Plan of the municipality of Luzzara as an area for industrial and craft activities.

9.0_LEGAL FORM, ADMINISTRATION AND CONTROL SYSTEM

The Company does not prepare Consolidated Financial Statements as it makes use of the exemption option provided for by subsection 3 of art. 27 and subsections 2 a) and 2 c) of art. 28 of Italian Legislative Decree 127/1991; a copy of the Consolidated Financial Statements and the Board of Statutory Auditors' Report relating to the Group and prepared by Investment AB Latour as the Holding will be made public by the latter. Relations between Vimec S.r.l. and its subsidiaries in France, Spain, the United Kingdom, Poland and Germany are attributable to normal commercial activities and, therefore, do not include atypical and/or unusual transactions.

Our Board of Directors consists of:

_Andrea Veggian
(Chairman and CEO)

_Bjorn Alexander Karlsson Lenander
(Director)

_Ilaria Nalato
(Director)

Vimec is a limited liability company whose Quota capital is fully paid up and is 100% controlled by Investment AB Latour, a company incorporated under Swedish law with registered office in Gothenburg, which carries out management and coordination activities.



10.0_ OWNERSHIP AND ORGANISATIONAL ASPECTS

Vimec srl is a 100% subsidiary of Latour Industries AB (Sweden) which is a 100% subsidiary of Latour Gruppen AB (Sweden).

Latour Gruppen AB is in turn a subsidiary of Investmentactiebolaget Latour (Sweden), a company listed on the Nasdaq in Stockholm.

The Douglas family holds, directly and indirectly, 80.3% of the votes and 77.8% of the share capital of Investmentactiebolaget Latour.

THE TABLE BELOW SHOWS
THE SUBSIDIARIES OF LATOUR
INDUSTRIES AB:



THE CURRENT HR ORGANISATION OF VIMEC INCLUDES THE ACTIVITIES OF 173 COLLABORATORS:

- _160 employees at the headquarters in Luzzara
- _13 colleagues in European branches (France, Spain, England, Poland, Germany)

THE ORGANISATION CHART SHOWS 7 FIRST LINES THAT REPORT TO THE CEO.

The business areas correspond to the first lines:

- _HR**
- _R&D**
- _Production & Safety**
- _Italy BU**
- _Export BU**
- _Administration/IT/Purchasing/Management Control**
- _Marketing**



Graziano Calciolari
Production Manager

Sustainability is something we can no longer ignore. If we close our eyes today, we risk having to reopen them onto a world that we will no longer be able to recognise. Although the environmental and social situation has changed dramatically in recent years, there is still a lot of ignorance about the concept of sustainability; from our handkerchief of land, we must "scream" as loudly as possible and show everyone that there is a different way to achieving well-being



Jacopo Poggioli
Italy Business Unit Manager

Sustainability is in our nature. For us, Sustaining means, first and foremost, the daily contribution for those who encounter difficulties in accessibility. We are also ambitious, though, and extending our care to the entire environment around us becomes an integral mission so that Sustainability can, one day, become the expression of a welcoming, safe and respectful new world.



Andrea Sorio
Export Business Unit Manager

The subject of sustainability is vital and will be increasingly critical in the coming years. By having collaborative agreements with numerous commercial entities around the world, we have the opportunity to accompany the numerous partners sensitive to this change and make a strong contribution on a vast scale. There is a willingness on our part to be pioneers of this path in our sector.

It is well known that we will not be able to drain the resources from the planet, as has happened in the last 150 years. Promoting a sustainable transition means reviewing and creating new pacts and new organisational and management models that require everyone's commitment and awareness, from managers to schools, from public entities to private companies. As Human Resources managers, we are called on to shape our role to support the path of organisations towards sustainability: to use HR policies and practices that enhance the equality, development and well-being of employees and that, at the same time, are effective in promoting environmental protection. Attracting, maintaining and developing talent, on the one hand, and implementing an HR system that can take into account economic, social and environmental objectives on the other, are the two great challenges that we will have to face.



Fabio Bertoli
HR Manager



Dario Manicardi
Chief Technical Officer

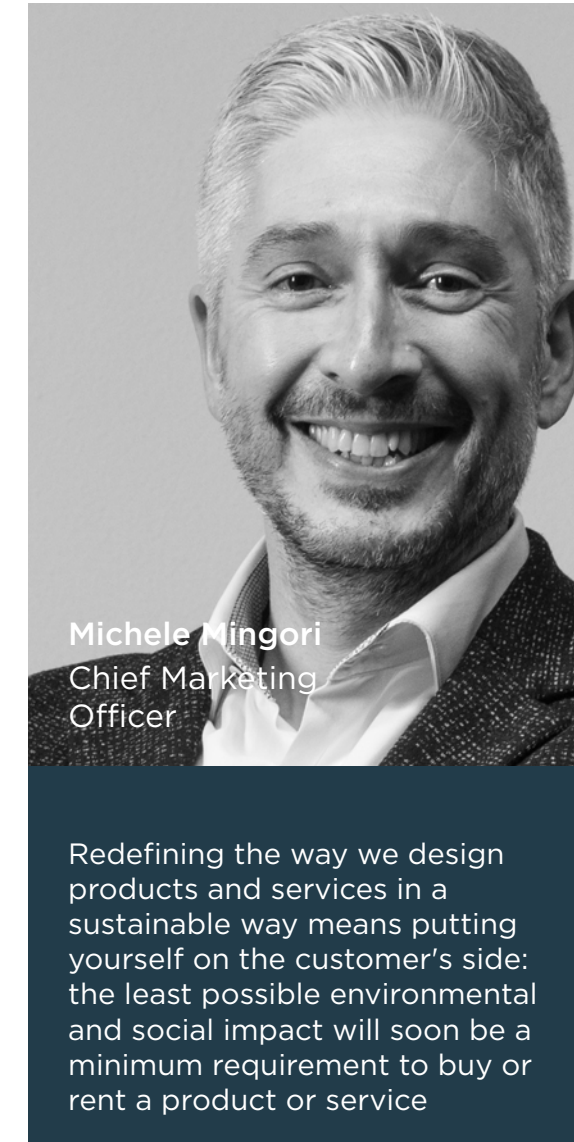


Andrea Veggian
CEO Vimec since 2018



Ilaria Nalato
CFO

Sustainability has now become a critical issue that is increasingly urgent and predominant in business. But this should not be understood as one of the many corporate targets to be reached by the end of a given financial year. Instead, it needs to be a new philosophy of life, a new lifestyle to follow and pursue with urgency. It is no longer a choice, but a duty: to ourselves, to future generations, to the survival of our planet. "The greatest threat to our planet is the belief that someone else will save it." - Robert Swan



Michele Mingori
Chief Marketing Officer

Redefining the way we design products and services in a sustainable way means putting yourself on the customer's side: the least possible environmental and social impact will soon be a minimum requirement to buy or rent a product or service

"Leave the world a little better than you found it". This phrase has always struck me, ever since I was a boy, and for this reason I have asked myself several times: "And what am I doing to leave the world a little better?" When I became an adult and a parent, I understood that "leaving the world a little better" is not just an act of generosity but a deeply held responsibility that we all have towards the new generations and our children and that this concept can represent the meaning of sustainable development: meeting today's needs without compromising the ability of future generations to meet their own.

The organisational structure has been greatly changed and enhanced with the advent of the new Latour ownership; in particular, the two Business Units, Italy and Export, have been created, which include all the functions that are relevant to the customer: sales, after-sales, customer care, maintenance and spare parts.

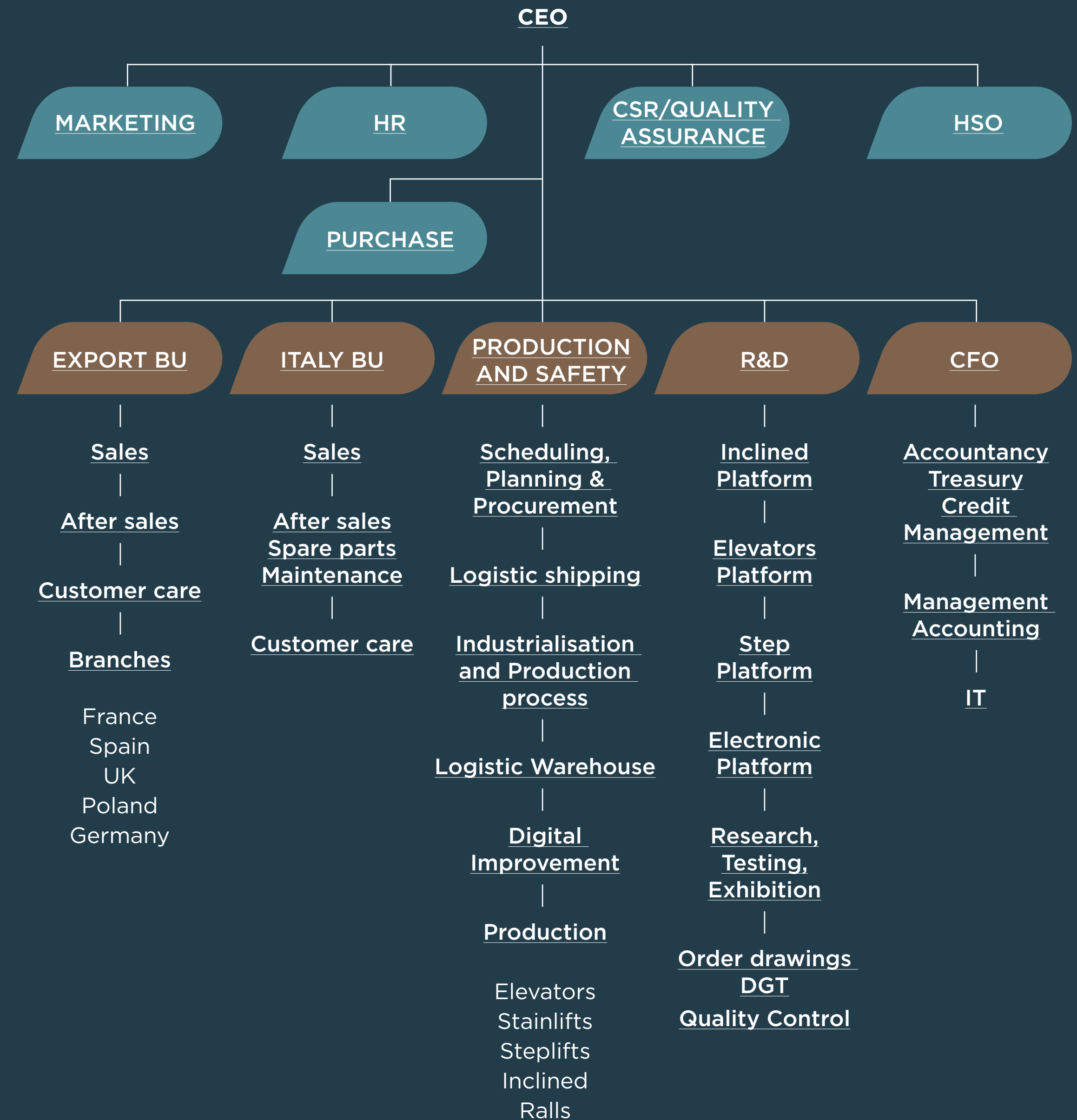
In the Production & Safety area, the responsibility for safety lies with the Production Manager, the Health and Safety (RSPP) function is assigned to an external consultant.

The R&D area is the most reorganised: the structure is now divided by type of product. As a result of this reorganisation, almost 70% of the colleagues in this area have been recruited in the last 3 years.

As part of the CFO's responsibilities, the most important organisational change concerns the management of the Purchase function, which has been allocated to this department (it was previously part of the Production area).

The likelihood is that this area, given recent events, will return under the CEO's responsibility.

Since 2019, in collaboration with the "Great Place To Work" team, Vimec has been developing a project that involves the entire HR area: starting from an analysis/survey of the organisational climate, it aims to improve every aspect of the working environment in order to realise a series of benefits for both people and the company.



11.0_ORG ANISA TION OF THE COMPANY

SALES:

- _Directly through VIMEC sales representatives
- _Through dealers and agencies throughout the country
- _Through importers in European and non-European countries



INSTALLATION, ASSISTANCE:

- _Through VIMEC Authorised Service Centres within the national territory
- _Through importers in European and non-European countries

TYPE OF PRODUCT

- _Electric stair lift systems with straight and curved armchair or platform
- _Lifting equipment for people with disabilities
- _Technical aids for people with disabilities

METHOD

- _Collaboration with the customer from the analysis of the project until the start-up of the plant
- _Ordinary and preventive maintenance service on the systems

STAFF

- _Approximately 160 people

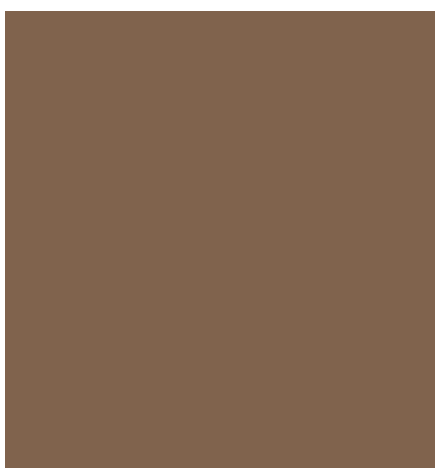
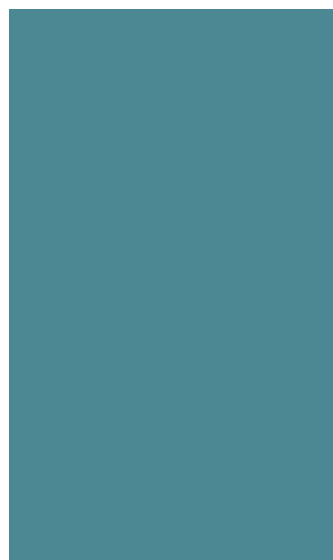
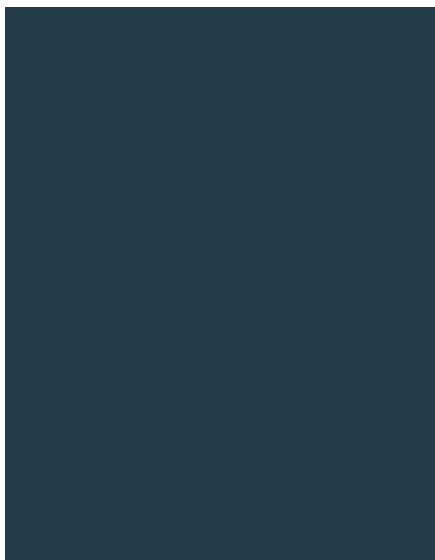
12.0_BRAND

Since the second half of 2019, the “Vimec Rebranding” has started; understanding how the perception of a Brand reflects its real nature or identity is a vitally important factor that allows to refine a series of communication tools, starting from the brand, to transmit exactly who we are and what we do.

Sharing the values of a brand makes it possible to identify the audience.

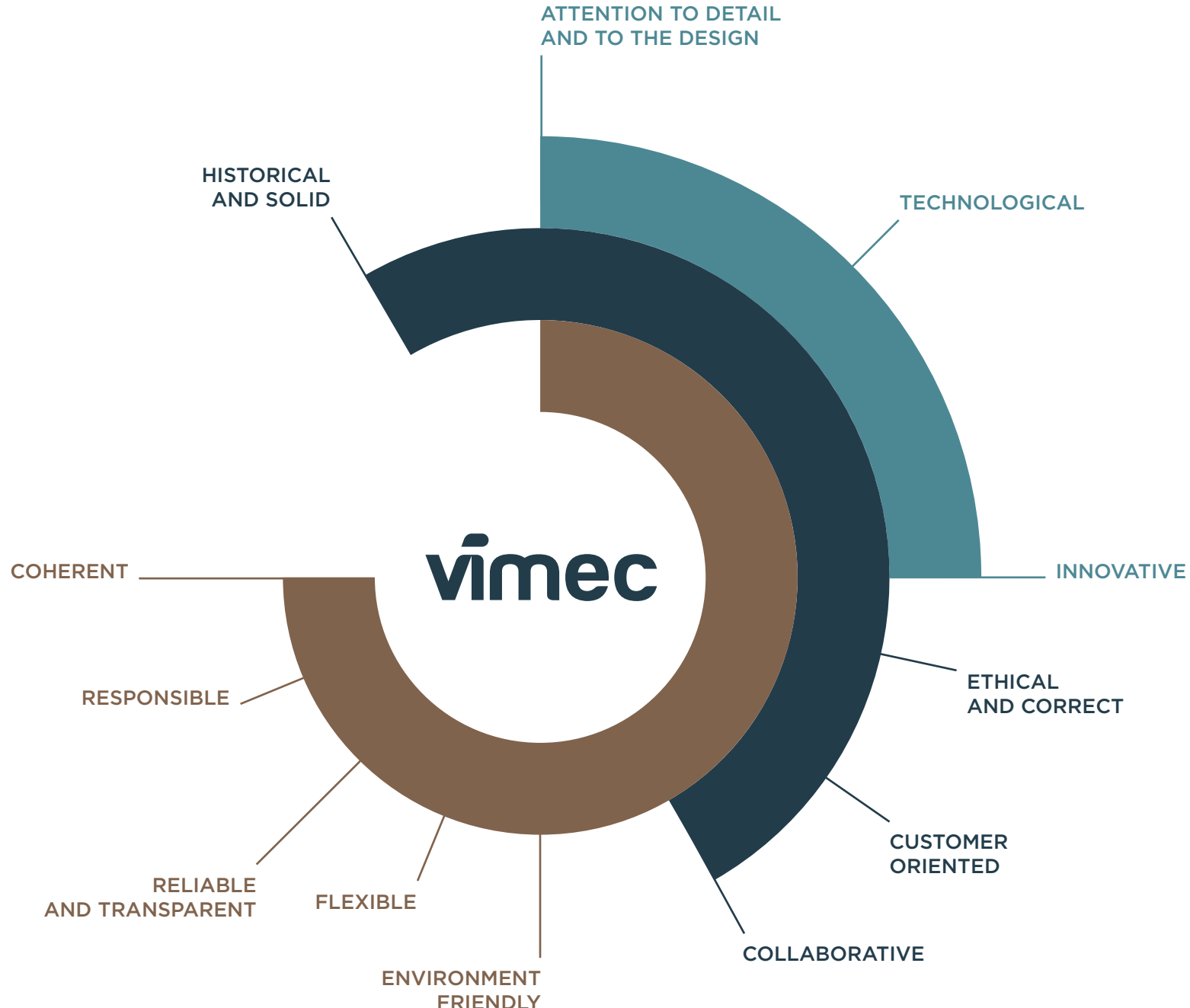
Sharing the values of a brand makes it possible to identify the audience that in many cases becomes the spokesperson.

One of the most effective and scientific tools to understand how a brand is perceived internally and externally is the Survey. The purpose of a Survey is to collect a volume of information concerning the relationship between the Brand and a group of people, a population, a community, a group of customers, employees and suppliers.



The Survey focuses on the collection of opinions or real facts, is carried out on an individual level through a structured questionnaire, which is called an interview. Analysis of the results of these questionnaires gives us a precise picture of the brand, highlighting its strengths and weaknesses and determining a set of values, commonly known as Brand Equity. The re-branding project that Vimec has recently implemented and will continue to develop over the next few years starts with Brand Equity.

The results of the Survey questionnaires have highlighted the need to create two new brands linked to the Vimec world, thus becoming two business units that take the name of **VIMEC ACCESSIBILITY** and **VIMEC HOMELIFT**, in this way, the values of each of them will be conveyed to each target, maximising the effectiveness of the communication.



The image shows the Vimec logo centered on a light gray grid background. The logo consists of the word "vimec" in a dark blue, lowercase, sans-serif font. The letter 'v' has a distinctive shape with a curved top and a small dot above it. The letters are bold and evenly spaced.

vimec

The construction of the Vimec logo is based on the distillation of its Brand Equity, which represents the set of distinctive values and differentiating factors with which a brand controls the mental territory of the individual, thanks to which it stands and competes in the market.

The typographic part is **blue**, a colour present in the Brand Equity that constitutes the founding element of the **Brand Identity** and the **Corporate Identity** of Vimec.

The blue is Pantone 309, which is a blue that leans towards green, and it has been chosen to represent **solidity** and **institutionality**, whilst the green, fused with the blue, creates a colour close to octanium, chosen to represent **technology**. To summarise, the logo colour represents institutionality and technology.

The nature of the typography used is a **sans serif font** that has been customised, softening by means of curves, some angles more defined than the letters, the result is a clean and harmonious structure.

The typography is thick and symbolises the **solidity** of the brand.

Above the letters “V” and “I” there is a graphic element that has a double meaning: the first is to fulfil the requirements of the dot function above the letter “I” and it has been extended to create a **continuity element** with the previous logo and its shape has changed to represent the **evolution of the brand**.

13.0_COMPANY PROFILE

Since 2017, Vimec has been part of the **Latour Group**, a company in continuous expansion, with long-term investment plans on markets.

The lines of business development protect and enhance eco-sustainability, the production chain and social responsibility towards customers and stakeholders.

Corporate Social Responsibility is one of the most significant challenges of our times.



vimec ACCESSIBILITY

Vimec Accessibility is the brand line that deals with the design, implementation and installation of tailor-made solutions to support people with mobility needs, both at home and in the premises/spaces open to the public.

Life's most persistent and urgent question is: "What are you doing for others?"

Martin Luther King



vimec ACCESSIBILITY

Vimec Accessibility brings together all the Vimec solutions designed and manufactured for people with mobility difficulties, designed to guarantee their autonomy and independence, consisting of:

_Stair lift chairs: for the elderly, to continue to live in their homes in complete safety, without changing habits

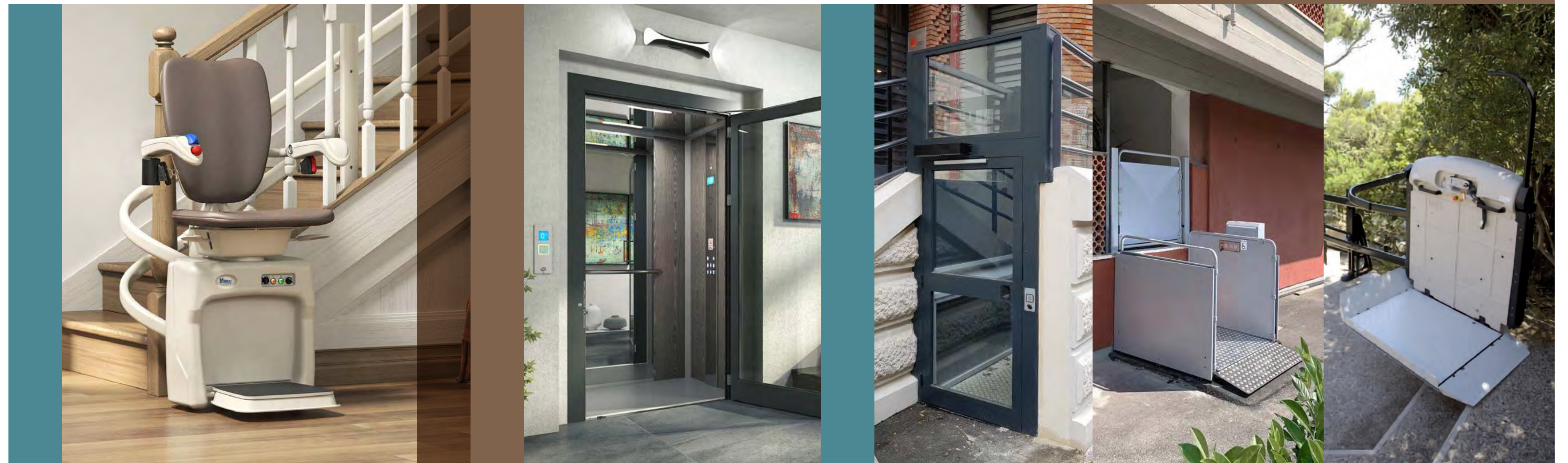
_Lifts for commercial environments and open to the public: for vertical mobility, they work like lifts, have a lower speed, and can be found in restaurants, schools, banks, shops and offices

_Step lift: lifting platforms to overcome small vertical differences in height, from a few steps up to three metres

_Inclined platforms: stair lifts with platform are installations made on the route of the staircase, ideal for users with motor disabilities, who move with a wheelchair

_Mobile stair lift: these are climbing chairs that require an accompanying person, suitably trained, who can drive the climbing chair on which the person transported, seated or on board their wheelchair, overcomes the architectural barrier both in private and public environments

These are tailor-made solutions for which, as Vimec people, we focus on customer care and attention, with a propensity to service from the choice of the solution to installation and after-sales service.





vimec homelift

Vimec Homelift is the brand for people who want to ensure home comfort with a dedicated home lift, characterised by Italian design, technology and eco-sustainability.

Creativity, manufacturing excellence, sustainability: this is how **Made in Italy** design has conquered the world.

vimec homelift

Vimec domestic lifts, also suitable for connecting two floors of an apartment, are ideal for indoor and outdoor installations.

The **mini lifts for the home** are the ideal solution to improve the comfort of the home, tailored to the needs of the person and the family. Suitable for any home or apartment, mini lifts offer versatility and safety.

Elegant and silent, these **home lifts** are available in numerous customisations, in order to perfectly adapt to the style of your home and increase its value.



13.1_ OUR MISSION

We create design solutions to facilitate the lives of our customers, thanks to a complete range of products for vertical mobility.

13.2_ OUR VISION

We improve people's quality of life and help create a world without barriers.

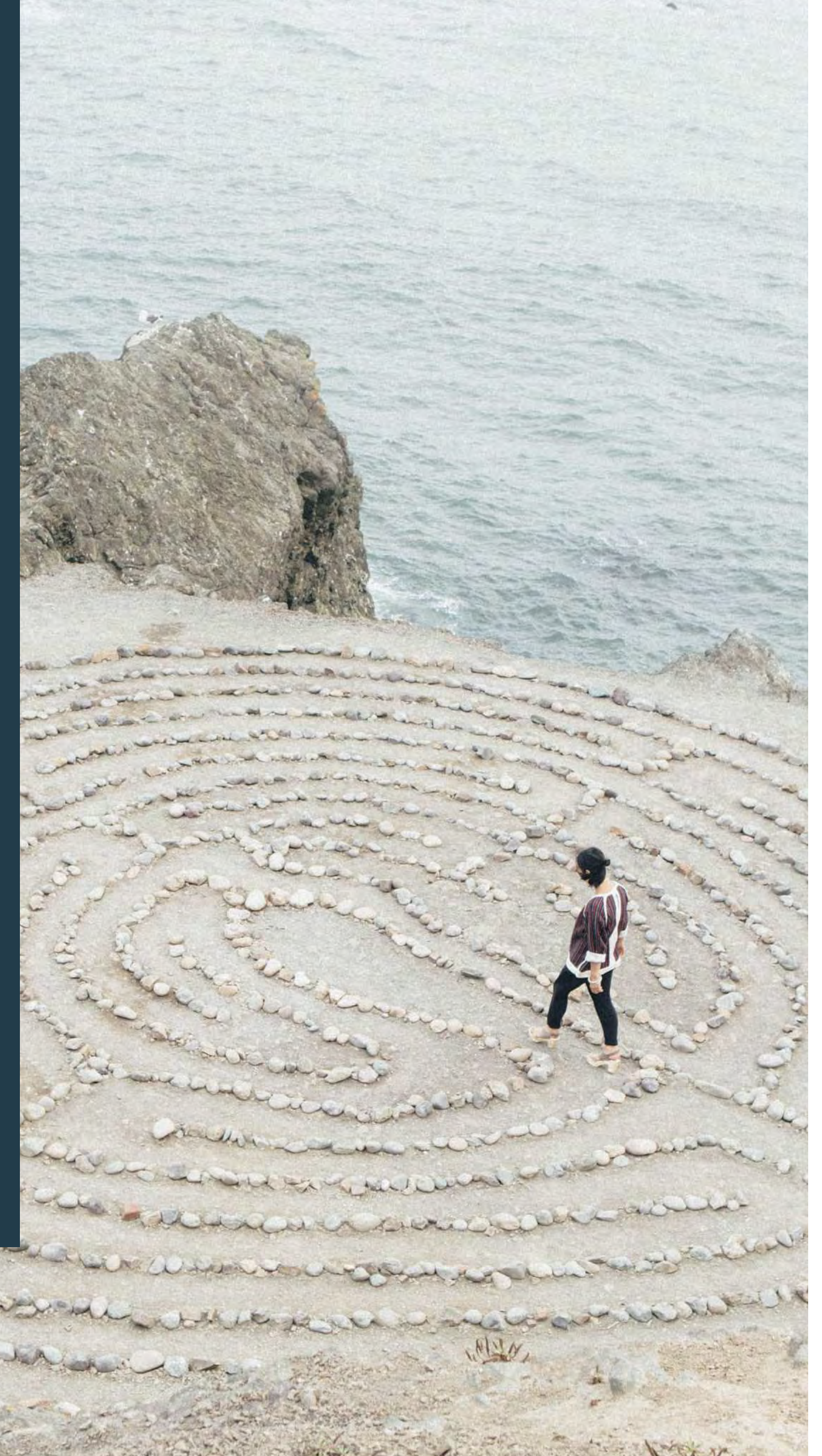
13.3_ OUR VALUES

_Passion: we have a genuine passion to improve the lives of our customers through our work

_Integrity: we act in an open, transparent and honest way, with a long-term perspective to respect stakeholders and the environment

_Commitment: we are ambitious and always strive to offer our customers the best shopping experience, through high quality products and services

We encourage teamwork and everyone is responsible in contributing to its success.



14.0_ CERTIFICATIONS AND AWARDS, GUARANTEE FOR STAKEHOLDERS

14.1_ CERTIFICATIONS

The adoption of the **Company Management System and the Organisation, Management and Control Model, as well as adherence to protocols or consortia**, do not represent formal or exclusively promotional obligations for Vimec, but **are intended to be a guarantee element for stakeholders.**

Vimec has chosen to equip itself with a Company Management System relating to quality aspects of the products and services offered, and relating to environmental aspects, also taking into account the **health and safety of workers**, and corporate social responsibility.

The adoption of the Company Management System and the Organisation, Management and Control Model, as well as adherence to protocols or consortia, are intended to be a guarantee element for stakeholders.



_For **Quality** in compliance with **ISO 9001**, the Management System is implemented and certified by DNV

_For the **Environment** in compliance with **ISO 14001**, the Management System is implemented and certified by DNV

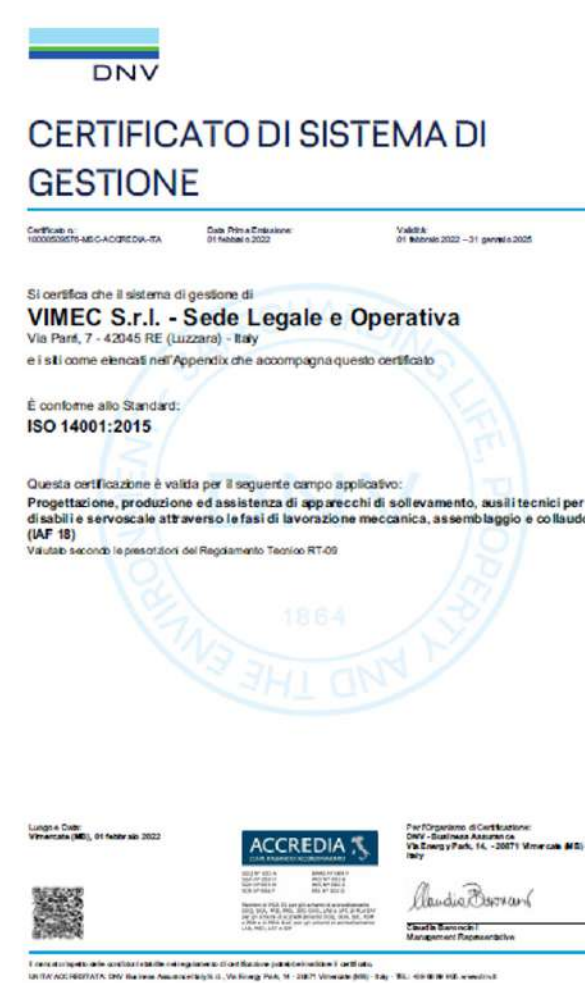
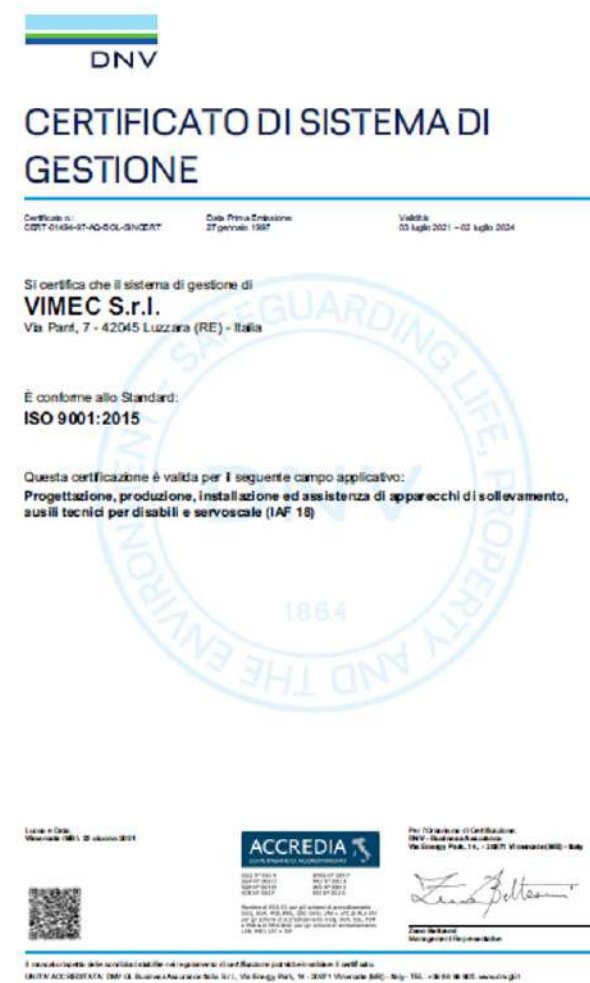
_The **Company Management System** has been certified by **DNV** and the field of application is that of “Design, production, installation and assistance of lifting equipment, technical aids for people with disabilities and stair lifts”

_As a greater guarantee for customers and to increase the safety standard of our machines, Vimec has set itself the goal, even if not required by the Machinery Directive, of certifying all new products pursuant to the main industry standards

_Hydraulic scissor platform

_Hydraulic platform

_Electrical platform



_For **Health and Safety at Work** there is not yet a real management system but what is dictated by Decree 81/08 (occupational safety) is followed; from the risk assessments carried out at the intervals provided for by Decree 81, we have obtained improvement actions that allow us to avoid any type of threat, and also the Risk Assessment Document has been updated



14.2_ORGANISATION, MANAGEMENT AND CONTROL MODEL

Vimec has adopted the Organisational Model provided for by Italian Legislative Decree 231/01, in order to consolidate the company's organisation from the point of view of procedures and compliance with the rules; HR Portal contains all the specific documentation that the company has developed and adopted, to ensure responsible conduct and compliance with the rules relating to corporate responsibility.

The company has also appointed a Supervisory Body, which has been in office since 1 January 2021.



14.3_ACCREDITATIONS AND AWARDS

In November 2020, the winners of the Design Award that the world reference portal Archiproducts.com launches every year were announced.

The prizes are awarded by a jury made up of numerous international architectural firms, communication agencies, journalists and architectural photographers. The jury evaluated over 750 candidate products from all over the world and awarded the best solutions that stood out for their originality, innovation and experimentation.

In the "Construction" section, among the nine winners, is Vimec's Home Lift, the only vertical transport system present among all the winners!



"E20 HOME LIFT IS ALREADY OFF TO A GOOD START: ON FRIDAY 27 NOVEMBER 2020 IT WAS ANNOUNCED AS ONE OF THE WINNERS OF THE ARCHIPRODUCTS DESIGN AWARDS, WHICH IS AWARDED EACH YEAR AT THE SAME TIME AS THE INITIATIVE LAUNCHED BY THE PORTAL OF THE SAME NAME. THE PRIZE WAS AWARDED AFTER A CAREFUL EVALUATION OF OVER 750 PRODUCTS BY AN INTERNATIONAL JURY MADE UP OF NUMEROUS EXPERTS IN THE FIELD (ARCHITECTURAL FIRMS, COMMUNICATION AGENCIES, JOURNALISTS AND ARCHITECTURAL PHOTOGRAPHERS) WHO EVALUATED THE BEST SOLUTIONS FOR ORIGINALITY, INNOVATION AND EXPERIMENTATION.

E20 HOME LIFT IS THE ONLY VERTICAL TRANSPORT SYSTEM AWARDED AMONG THE 9 WINNERS IN THE "CONSTRUCTION" SECTION!"



Furthermore, in 2021, the E20 Home Lift won the RED DOT AWARD, one of the leading international awards for high design quality, and is awarded by an international jury that only gives this sought-after seal of quality to products with exceptional design.

E20 Home Lift has achieved another success and can now boast the "Red Dot Award: Product Design", one of the most prestigious international design awards.

This award follows that of the Archiproducts Award received in autumn 2020.

The concepts of eco-sustainability, customisation and design of the Vimec home lift are reflected in a product that is receiving wide acclaim from a number of interior designers and architects, along with many end customers who have chosen it for its distinctive features and available benefits, in Europe, the UK, the Middle East, China and Australia.



reddot award 2018
winner

THE NEW STAIR LIFT WITH V6S PLATFORM EXPRESSES THE PHILOSOPHY OF VIMEC DESIGNED FOR LIFE, WHICH AIMS TO GUARANTEE THE BEST USER EXPERIENCE.

VIMEC'S V6S IS A RECENT WINNER OF THE GOOD DESIGN AWARD (THE OLDEST DESIGN AWARD IN THE WORLD) AND THE ARCHIPRODUCTS DESIGN AWARD.



These prestigious awards recognise Vimec's very high level approach both to users, often with reduced mobility, and to solutions for overcoming architectural barriers.

The new stair lift with V6s platform is able to serve customers even on stairs less than a metre wide. It has been designed and manufactured with an aluminium structure and more than 95% of recycled or recyclable materials.

Across the whole Vimec range, the V6s platform represents the state of the art in solutions for accessibility and mobility in public and private spaces, thanks to the experience gained with more than 50,000 stair lifts installed worldwide and the technological supports available for every type of user.



14.4 LEGALITY AND ANTI-CORRUPTION

WHISTLE BLOWING

Since January 2021, a whistleblowing service has been operating in Vimec, so that employees can be a source of information to reveal possible misconduct to the company that must be addressed.

The whistleblowing service will offer the opportunity to alert the company to suspicions of misconduct: it will be an important tool to reduce risks and maintain confidence in our operations, allowing us to identify and act promptly in the event of misconduct.

WHISTLE BLOWING

An important tool to reduce risks and maintain confidence in our operations.

The complaint may be made anonymously or not, in the different ways illustrated below:

ALTERNATIVE 1

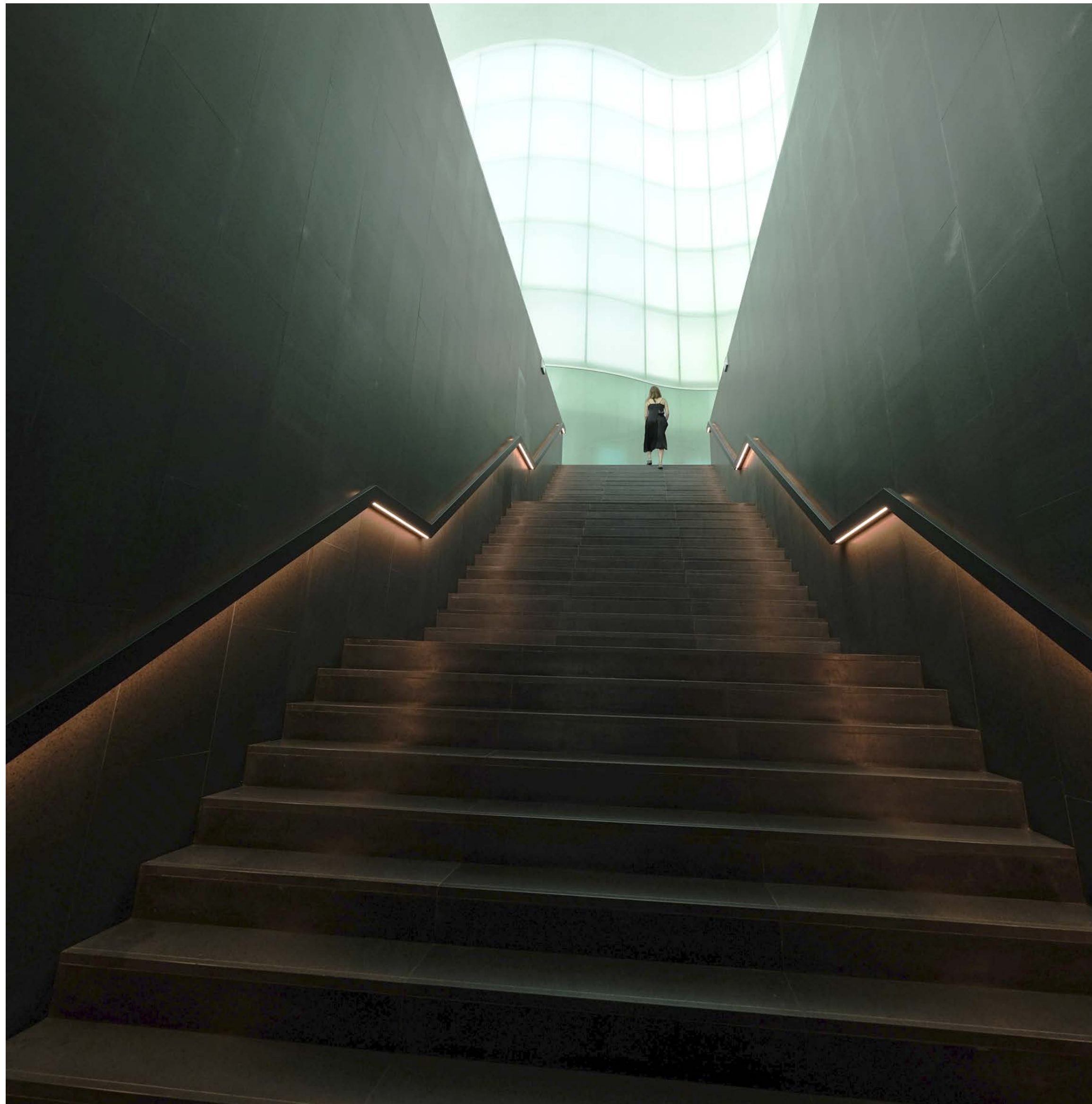
_Contact a supervisor or a manager within the company organisation of Vimec S.r.l.

ALTERNATIVE 2

_Contact the CEO of Vimec S.r.l.

ALTERNATIVE 3

_Anonymously through the group whistleblowing communication channel



The reporting service can be used to highlight serious risks for people, for our company, for society or for the environment with regard to serious irregularities concerning:

- _Bookkeeping, internal accounting controls, audit matters
- _The fight against corruption, banking and financial crime
- _Very serious forms of discrimination or harassment
- _Other serious irregularities concerning the vital interests of society or the group or the life or health of individuals, for example: serious environmental crimes, serious deficiencies affecting safety at work.

Each report will be recorded and subsequently evaluated by a management team that will decide whether to accept or reject a message: the process that leads to accepting or rejecting a report is regulated.

This internal corporate policy takes into account the EU General Data Protection Regulation and Complaint Guidelines.

14.5_ANTI-CORRUPTION

WHISTLE BLOWING

For Latour it is of the utmost importance that **all employees feel the same responsibility** to conduct their activities in compliance with high ethical principles and current laws.

All group employees must comply with the **Latour Code of Conduct**, which emphasises **the principles that guide our approach to employees, the environment and business partners**, as well as the **Anti-corruption Policy** and the **Latour Export Control and Sanctioning Policy**. Each individual has to take responsibility for understanding and observing these documents.

Our commercial areas may have their own broader codes, adapted to their respective activities; in this case the Latour Code must be considered as a reference regulatory framework.

All companies or individuals acting for or on behalf of Latour are also expected to comply with the policy.

Latour is an investment company that owns many different companies. It is possible that the business methods and cultures of these companies differ from each other, however, the founding values of Latour must permeate every activity:

_Long-sightedness

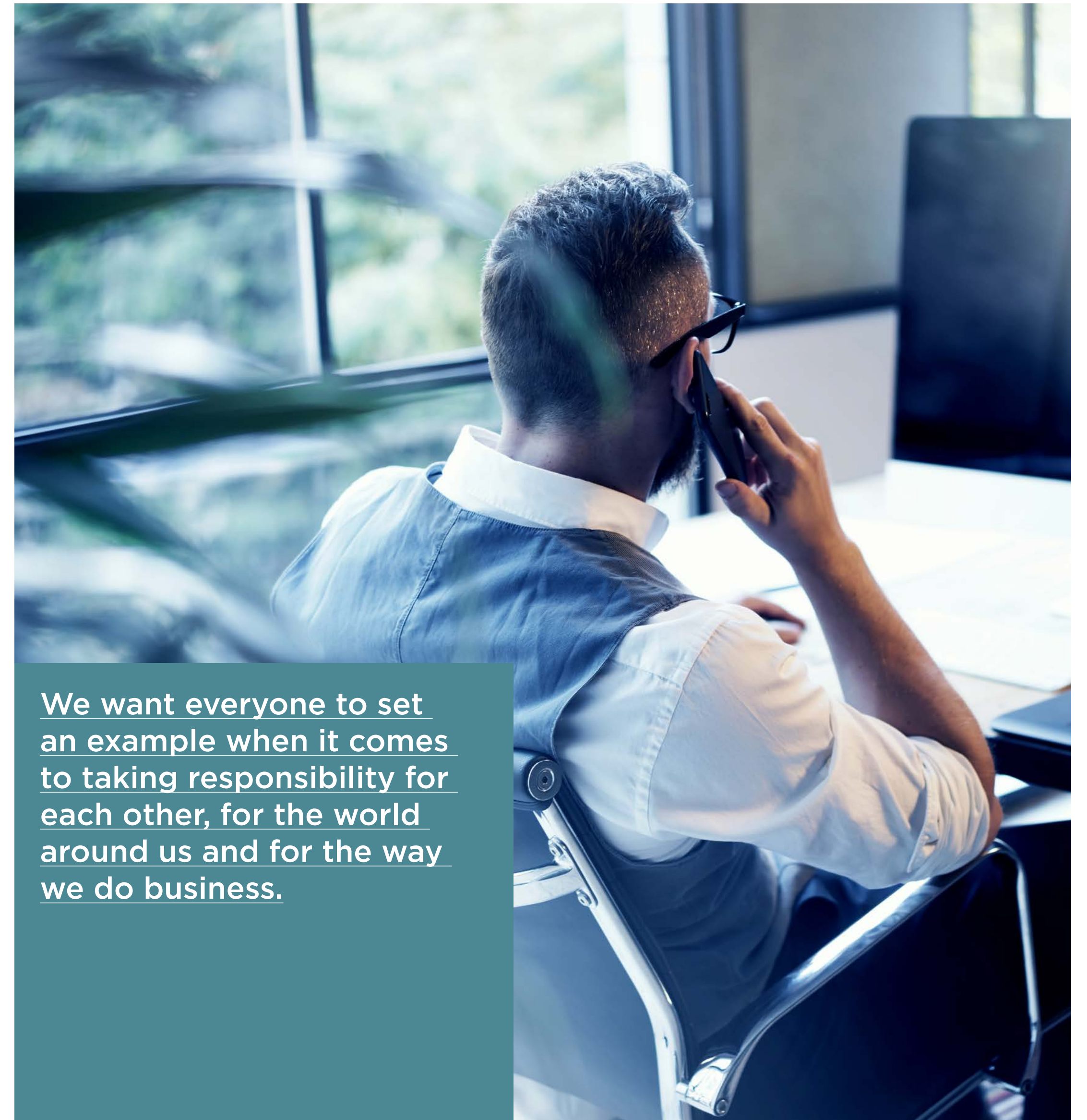
_Professionalism

_Trust and Responsibility

_Development

Leadership is essential! The expression **Tone at the top** underlines the importance of our executives as sponsors of corporate values. At the same time, we want everyone – managers, collaborators, BoD members and business partners – to set an example when it comes to taking responsibility for each other, for the world around us and for the way we do business.

To this end, Latour sent all Vimec staff a web-training that was held during 2021, the results of which were sent to management.



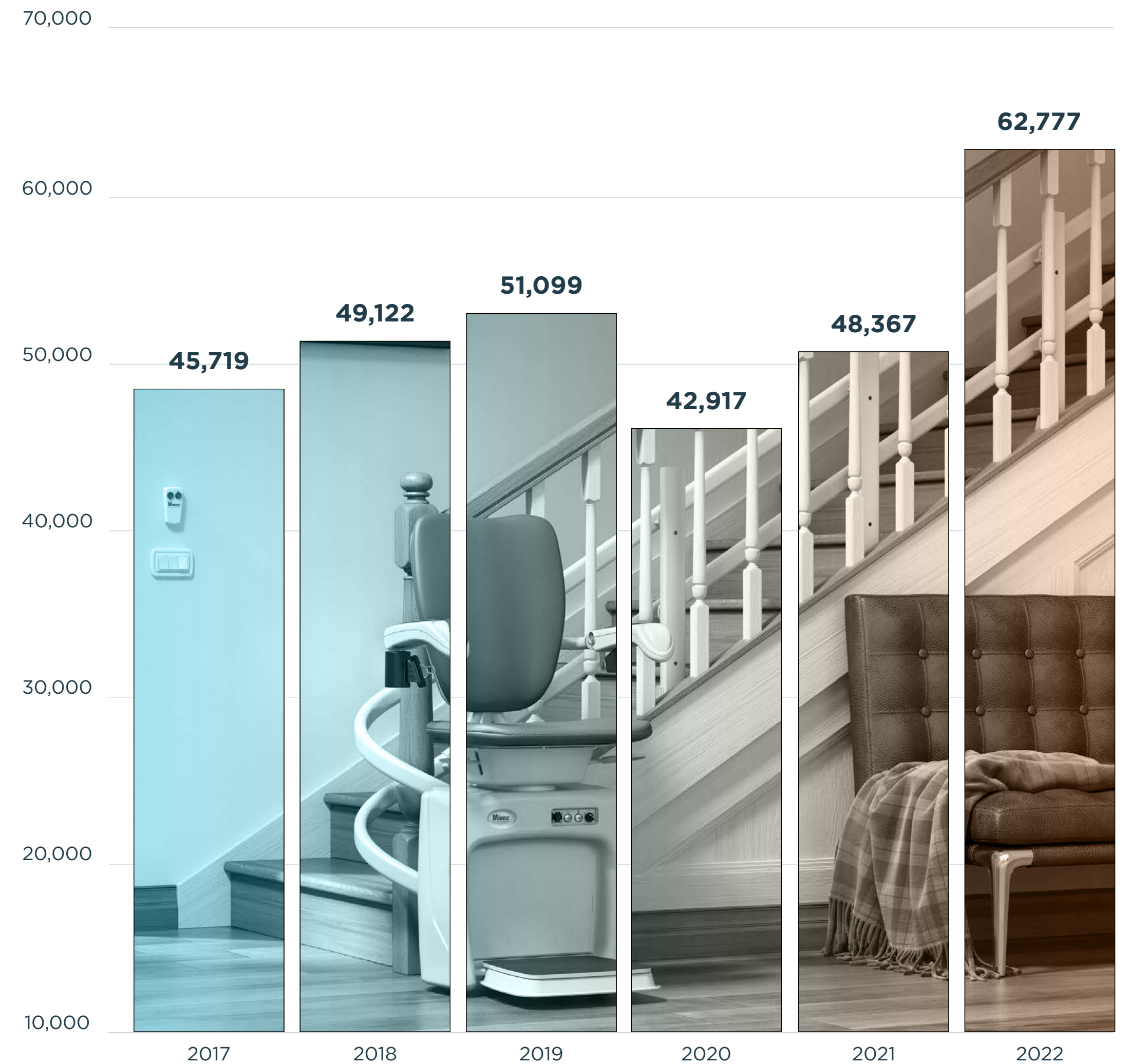
We want everyone to set an example when it comes to taking responsibility for each other, for the world around us and for the way we do business.

15.0_ECONOMIC PERFORMANCE

15.1_TURNOVER TREND

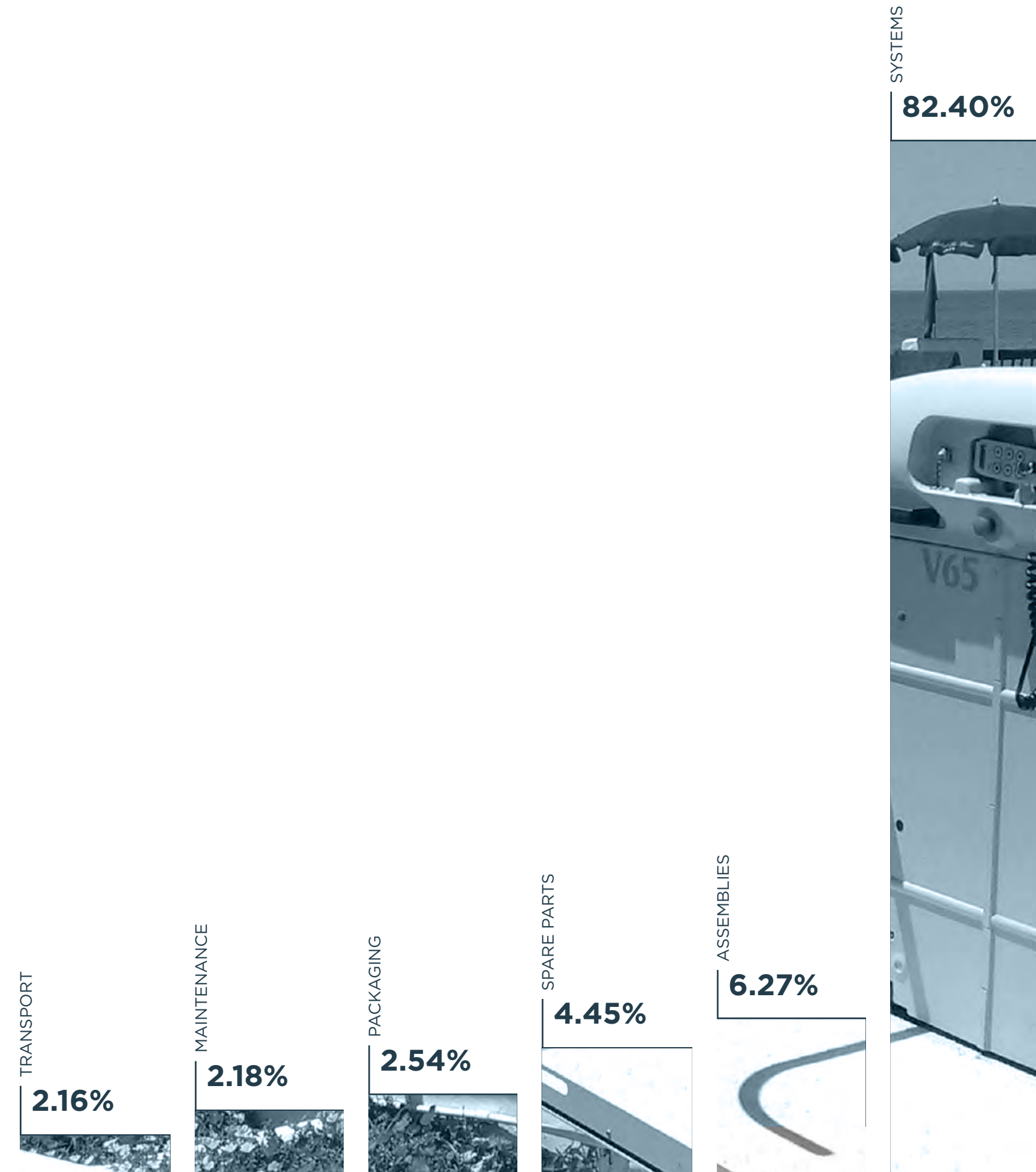
Following its growth strategy, Vimec has seen its turnover increase over time and despite the decrease due to the pandemic crisis of 2020, already in 2021 there was a sharp increase in sales and in 2022 it also benefited from state tax incentives.

BREAKDOWN OF TURNOVER €/1000

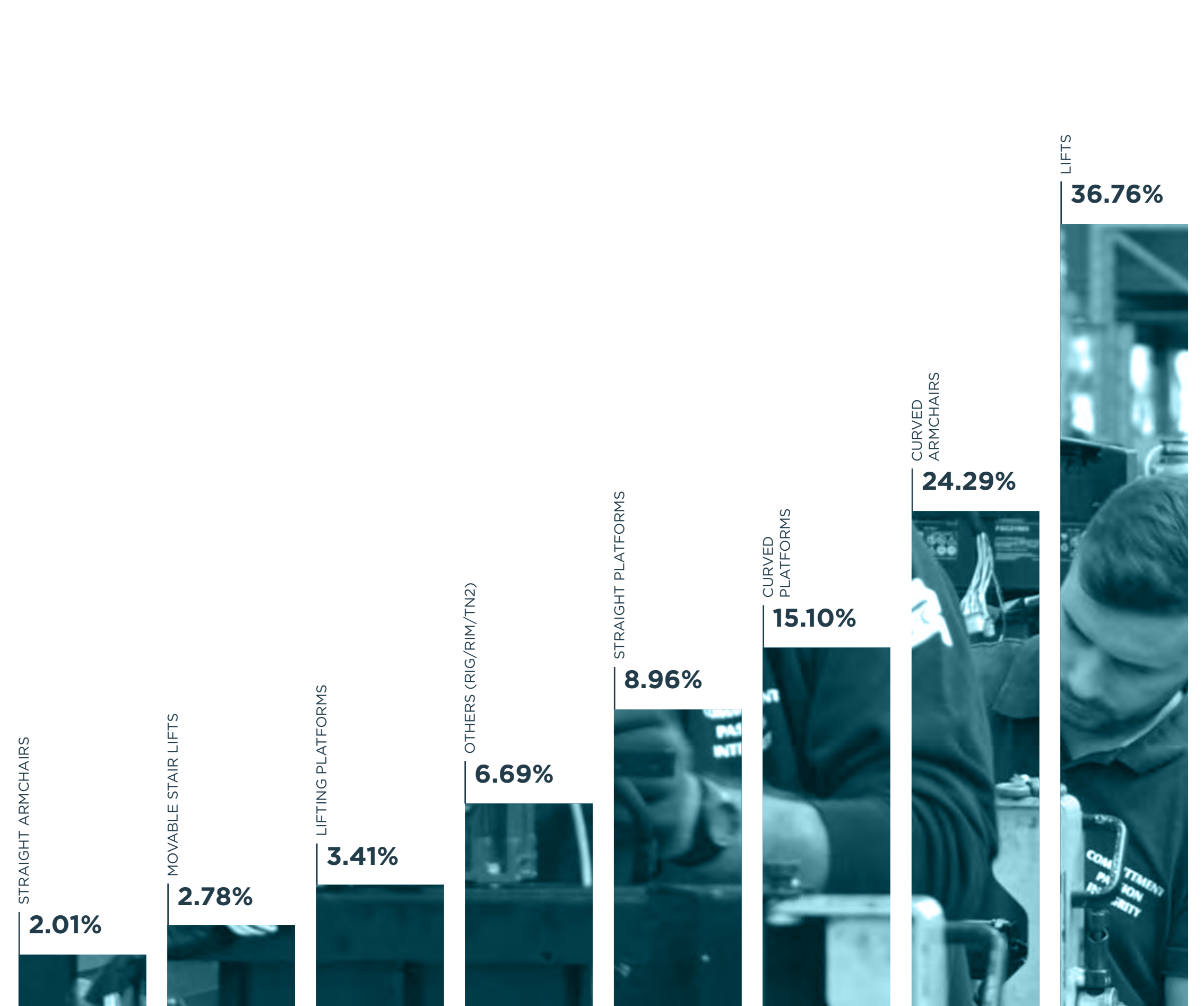


15.2_BREAKDOWN OF TURNOVER

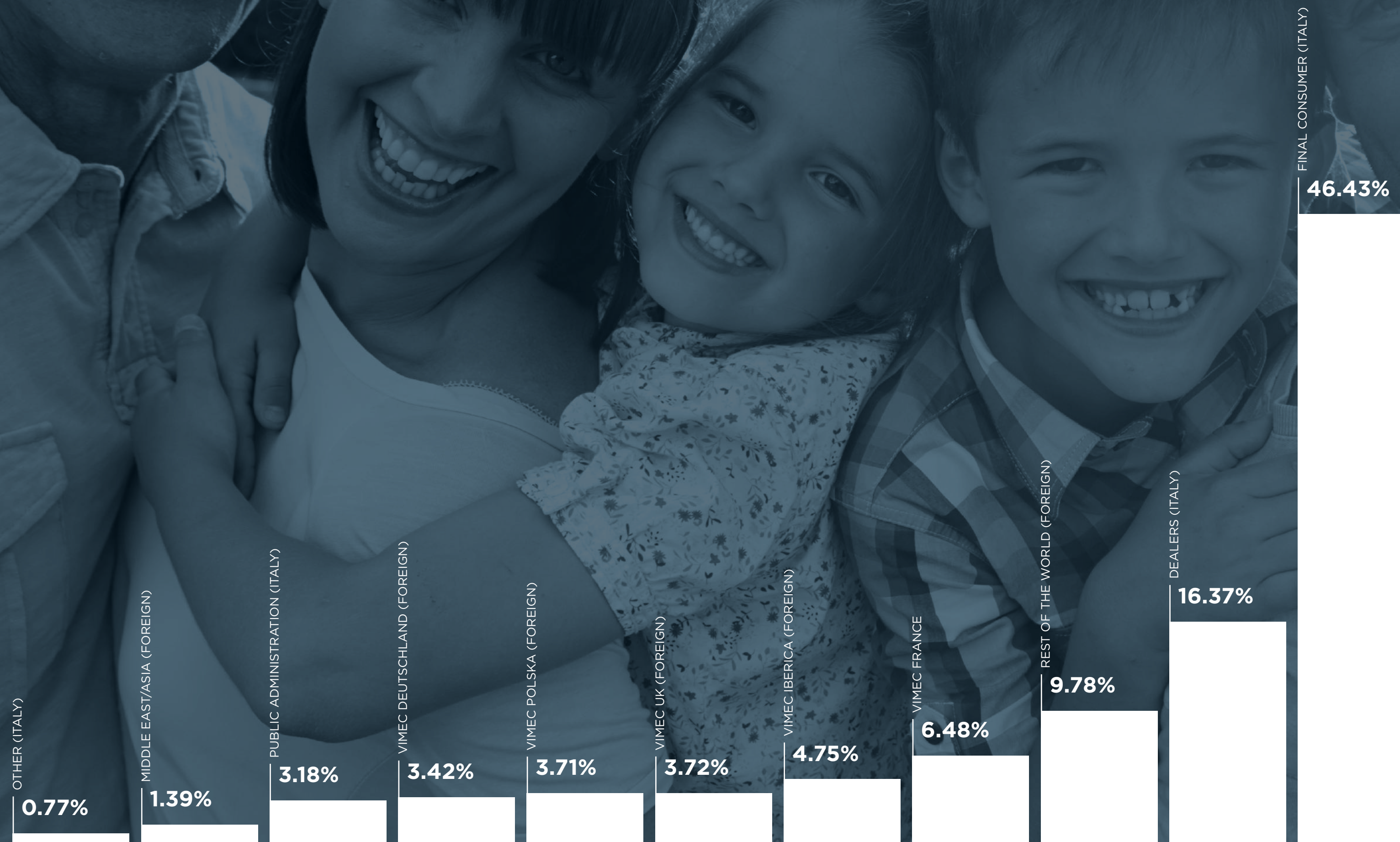
TYPE OF REVENUE



TYPE OF PRODUCT



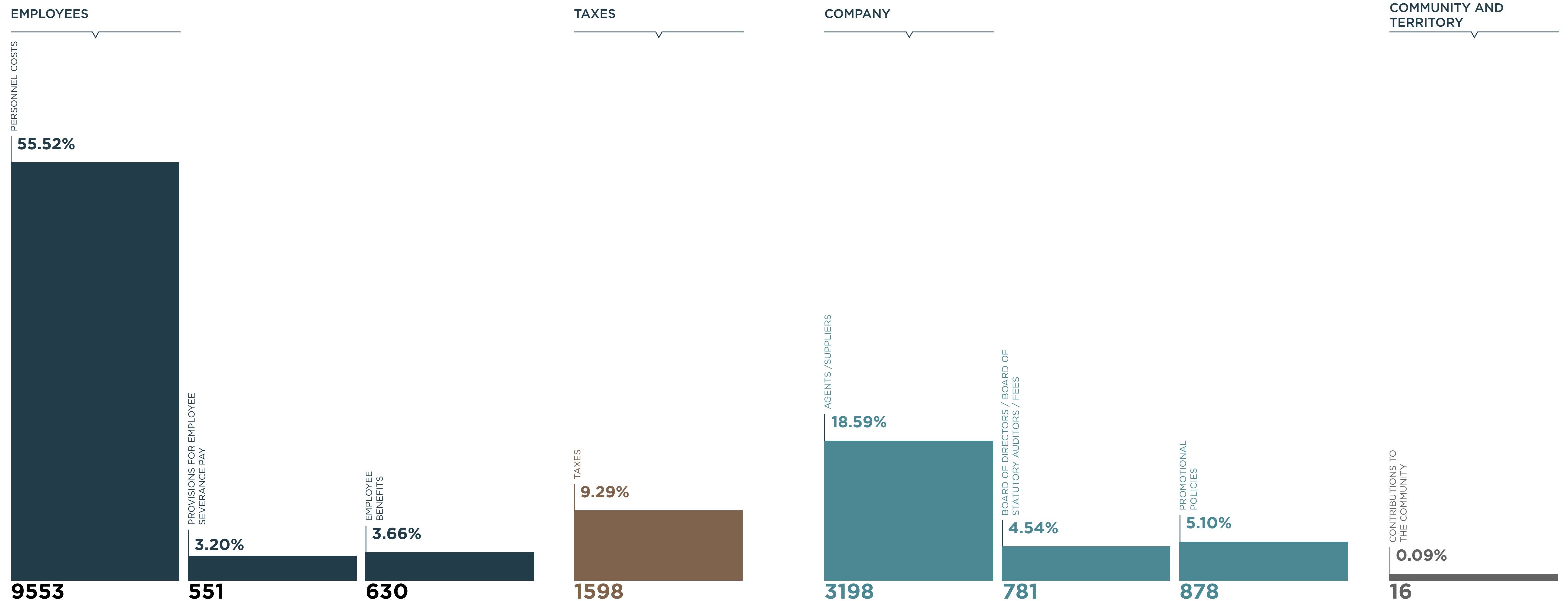
TYPE OF END CUSTOMER



15.3_ECONOMIC VALUE DISTRIBUTED

Against a turnover of 48,367 thousand euro, the economic value distributed to stakeholders amounted to 14,943 thousand euro.

The breakdown of the amounts distributed to the stakeholders is summarised below.



15.4_RESEARCH AND DEVELOPMENT

The company constantly monitors business processes in order to implement measures for organisational innovation and operational processes, with a view to continuous improvement.

Therefore, the ability to develop new products and services, improve existing ones and adopt new digital solutions and applications, with increasing attention to the needs of the market, will be of fundamental importance for future growth.

For this reason, Vimec has launched a substantial product development programme whose main objectives are to introduce in the coming years: a new family of stair lifts (replacing the current V64 and V65), a new model of Step Lift, improvements to current Elevators.

Furthermore, an inter-connectivity solution is being designed between our stair lifts/ elevators and PCs, smartphones and tablets that takes the name of the **IoT project**; in fact, the electrical systems of the Vimec machines on the market were designed and developed no less than 10 years ago and made with different suppliers and technologies and this leads to the following disadvantages:

- _Different configuration tools for the various models
- _Absence of a proprietary Vimec Cloud to which to connect all the plants in the field
- _High cost, borne by the new service centres, for the purchase of all configuration tools to manage Vimec
- _Difficulty in updating the configuration tools with the latest firmware
- _Absence of on-board radio technologies to manage and configure the system with the smartphone
- _Absence of dedicated applications for the user

The application has two main areas:

- _END USER: can check the machine, be informed about the status of the machine, receive notifications to restore the correct operation or suggestions for the correct use of the machine
- _SERVICE: can use the application to configure the machine and perform all maintenance and control operations through integrated troubleshooting

The objectives of this new IoT project are:

- _Create a proprietary Vimec Cloud to which to connect the current (where possible) and future systems for monitoring/assistance/configuration
- _Create an App for the end user and one for Field Maintenance Services
- _Give simple commands through the smart speakers of Google and Alexa

With this project we want to:

- _Decrease the service intervention time in case of machine failure (Customer Experience)
- _Assist the end user in understanding what the machine is doing in normal operation or in the event of a lockout (User Interface/User experience)
- _Lay the foundations for a data collection that allows us to structure models for predictive maintenance and for the creation of ad hoc services for Service and End Users



In order to achieve this objective, Vimec has provided a new organisation in the R&D area with the continuous inclusion of new specialised figures for each type of product; this new organisation is implemented in order to allow people to work well and best express their skills; it is necessary to have specialised working groups on some products, while electrical/electronic and laboratory skills must work in a transversal way to guarantee synergies and uniformity in solutions.

Vimec has provided a new organisation in the R&D area with the continuous inclusion of new specialised figures for each type of product; this new organisation is implemented in order to allow people to work well and best express their skills

16.0_ENVIRON MENTAL MANAGEMENT

16.1_SOURCES OF ENERGY, ENERGY EFFICIENCY, CONSUMPTION

Together with the objective of guaranteeing an excellent level of comfort to its employees and its customers, Vimec pursues the objective of the environmental sustainability of its business, promoting organisational choices and behaviours that have the least impact on the surrounding environment.

Consistent with this approach, important projects have been approved and finished, such as the installation of a photovoltaic system, the renovation of the lighting system of the production departments and the complete refurbishment of all the offices, to translate into practice the attention to the environment and energy saving that characterises the company choices. A good level of comfort is one of the most important factors for achieving the physical well-being of the occupants of the structure, respecting the environment that surrounds them.

The monitoring of the consumption of electricity, gas for heating and water is also active. The energy consumption is functional to the operation of the office activities, the warehouse and auxiliary services.

16.2_CONSUMPTION

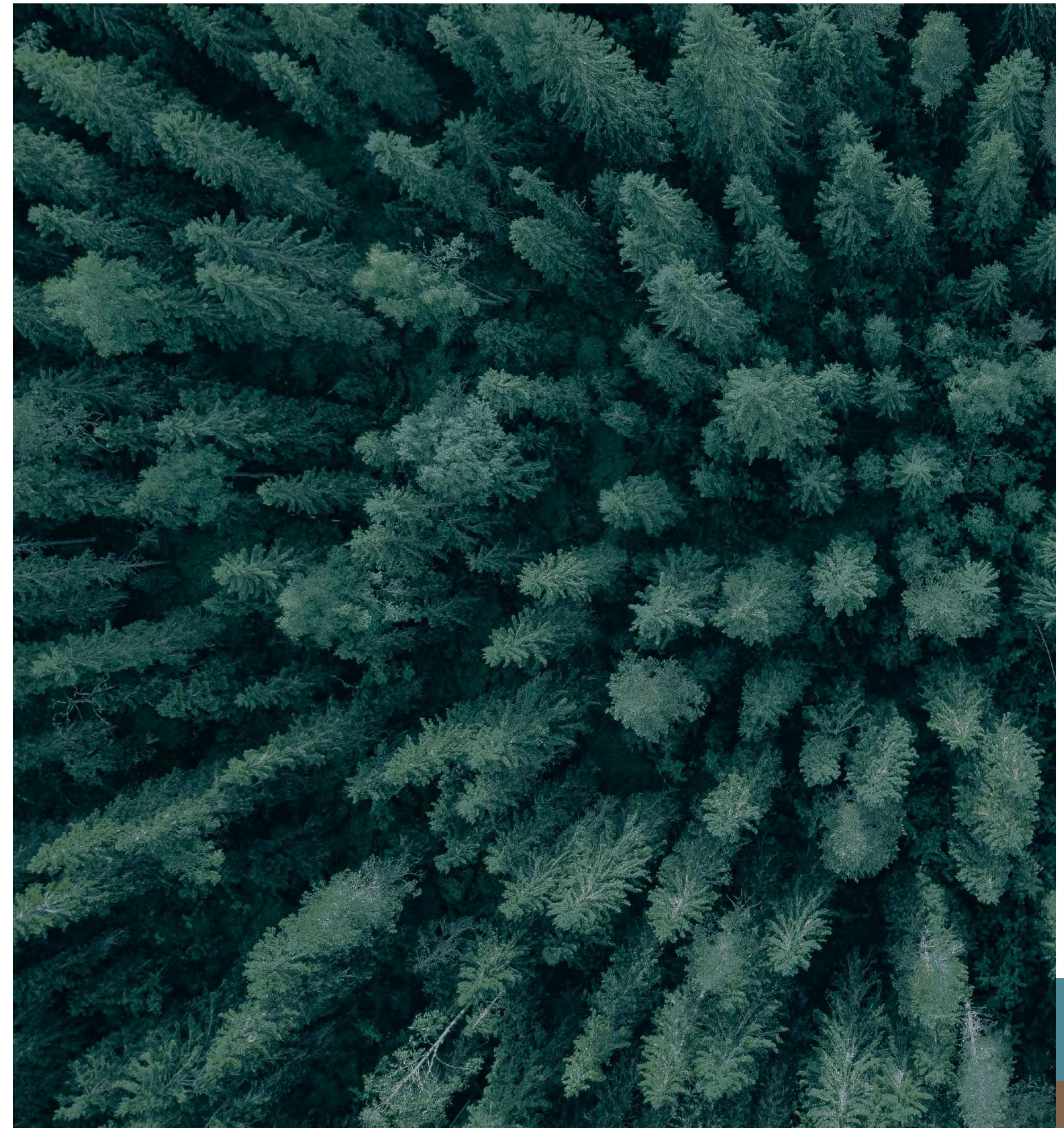
ELECTRIC ENERGY (VALUES IN KWH)



HEATING OIL (VALUES IN STANDARD CUBIC METRES)



WATER (VALUES IN CUBIC METRES)



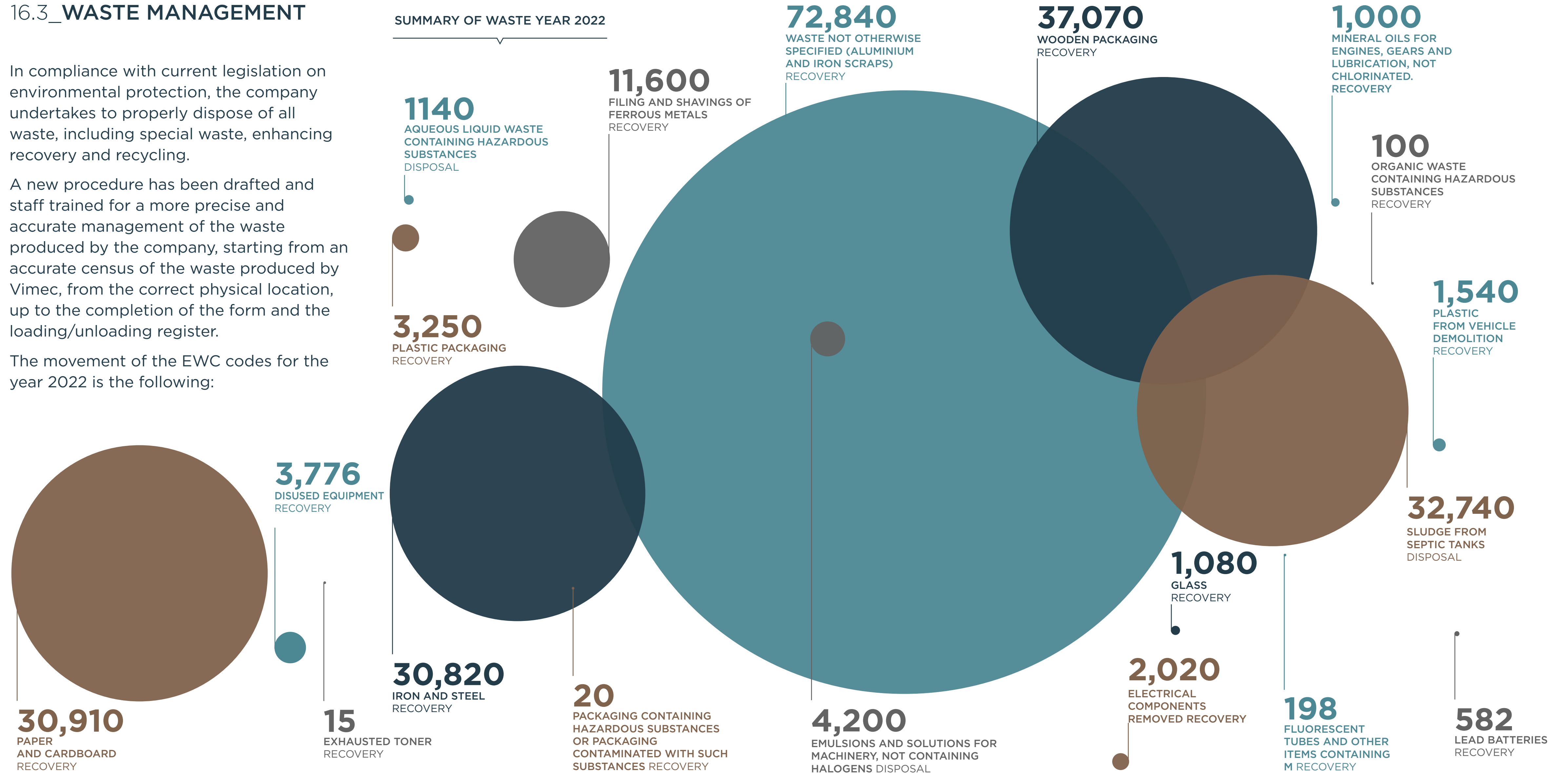
16.3_WASTE MANAGEMENT

In compliance with current legislation on environmental protection, the company undertakes to properly dispose of all waste, including special waste, enhancing recovery and recycling.

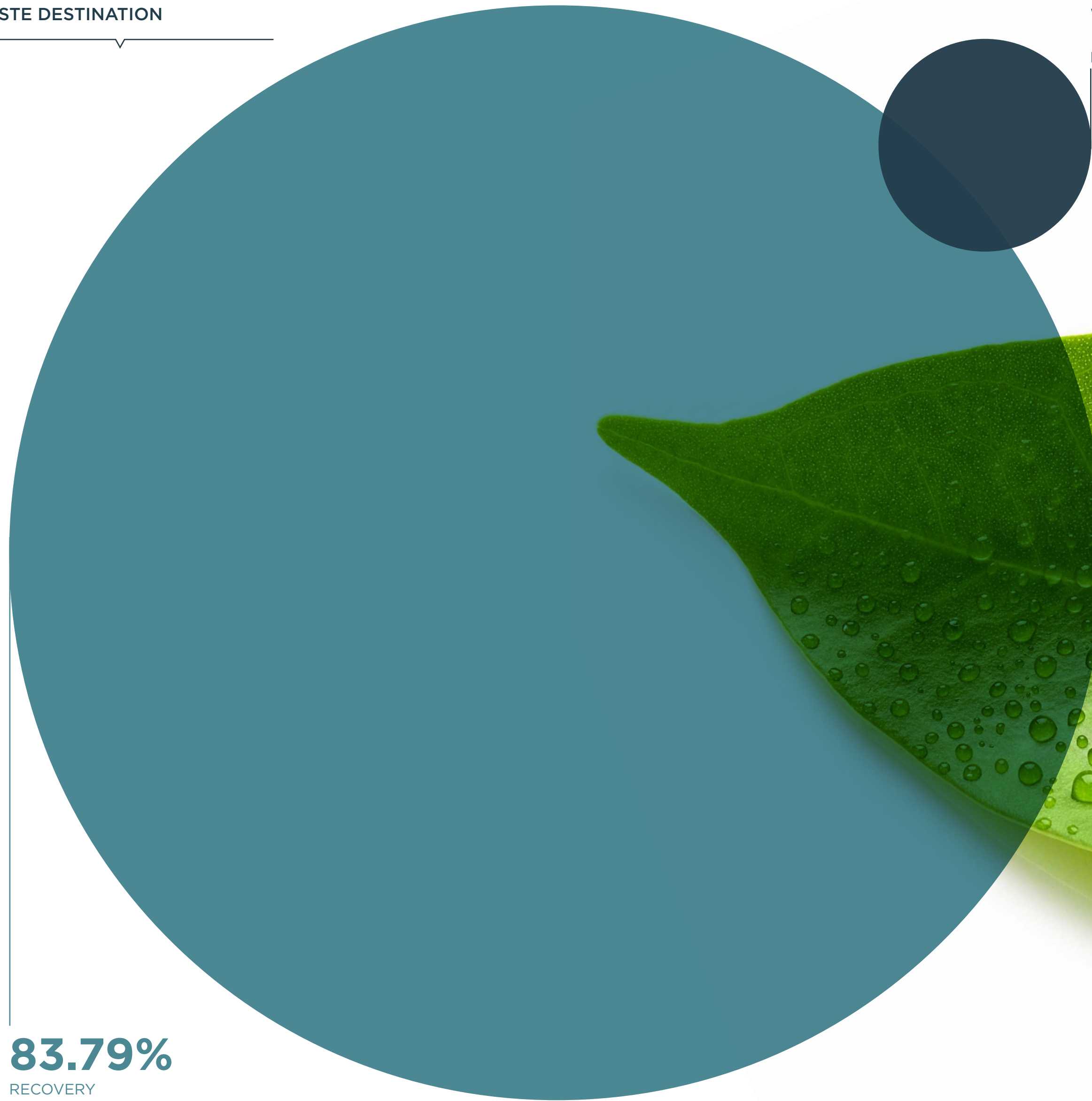
A new procedure has been drafted and staff trained for a more precise and accurate management of the waste produced by the company, starting from an accurate census of the waste produced by Vimec, from the correct physical location, up to the completion of the form and the loading/unloading register.

The movement of the EWC codes for the year 2022 is the following:

SUMMARY OF WASTE YEAR 2022



WASTE DESTINATION



16.21%

DISPOSAL

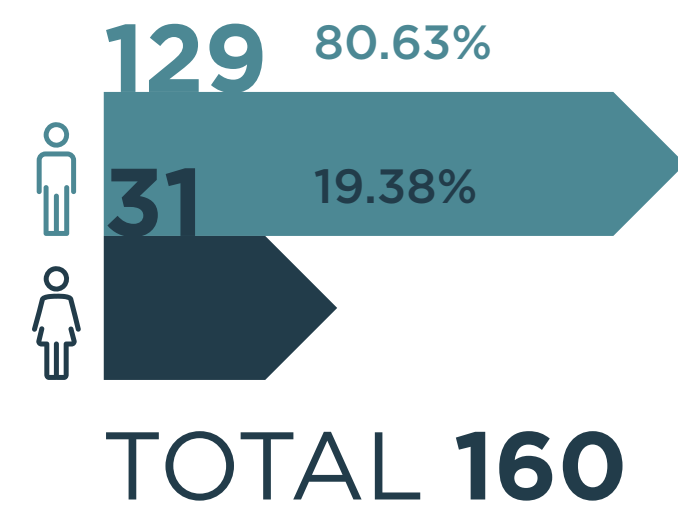
83.79%

RECOVERY

17.0 PEOPLE, LABOUR RELATIONS AND DIVERSITY

17.1 EMPLOYMENT POLICIES

NUMBER OF EMPLOYEES

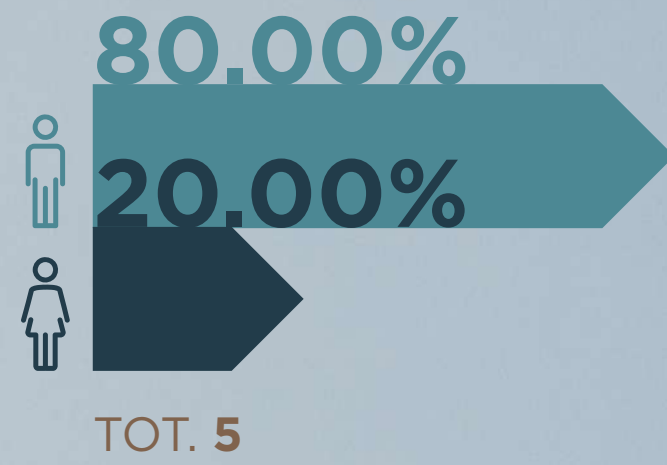


At the end of 2022, the employee situation remained unchanged from the last year and is represented by the following tables:

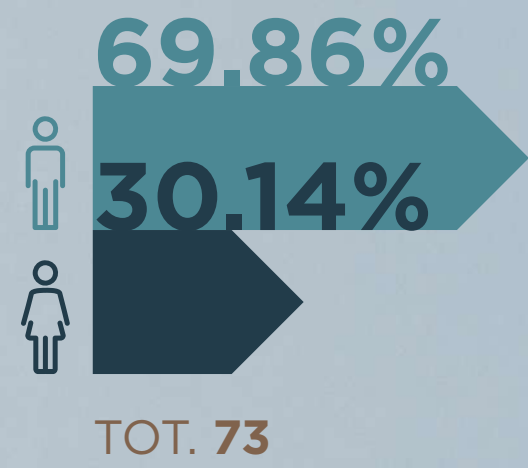


EMPLOYEE CATEGORY

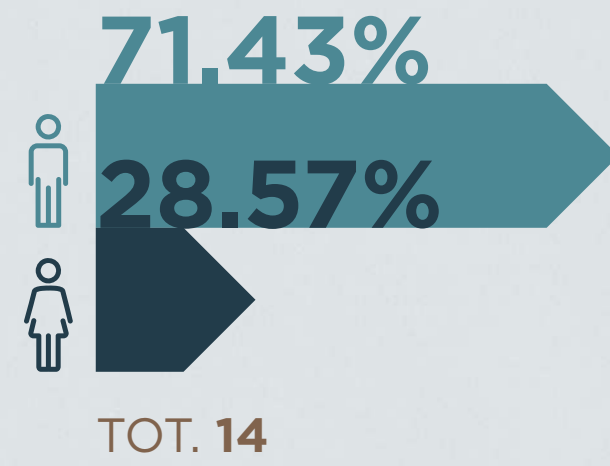
MANAGER



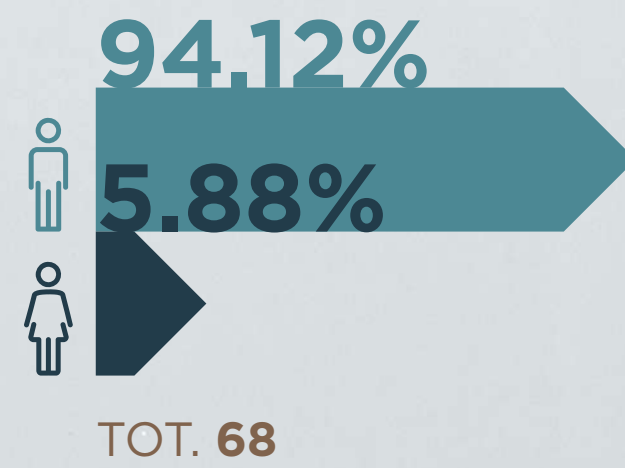
WHITE COLLAR



JUNIOR MANAGER

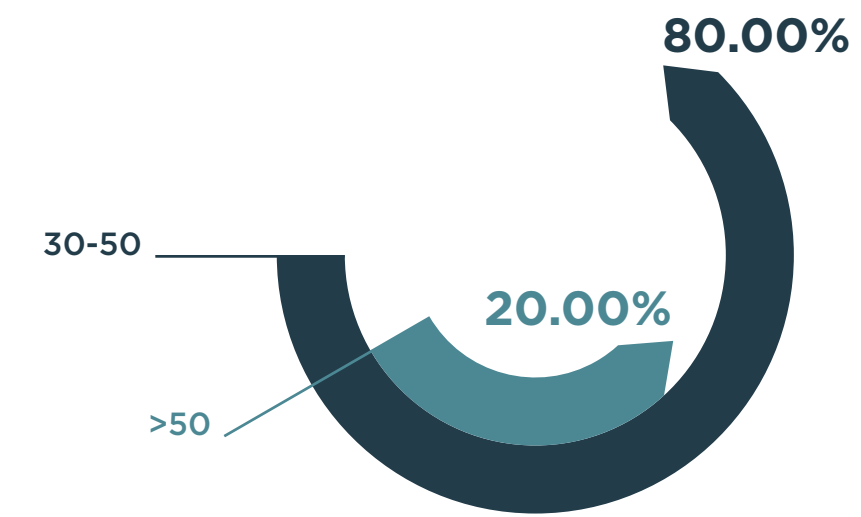


BLUE COLLAR

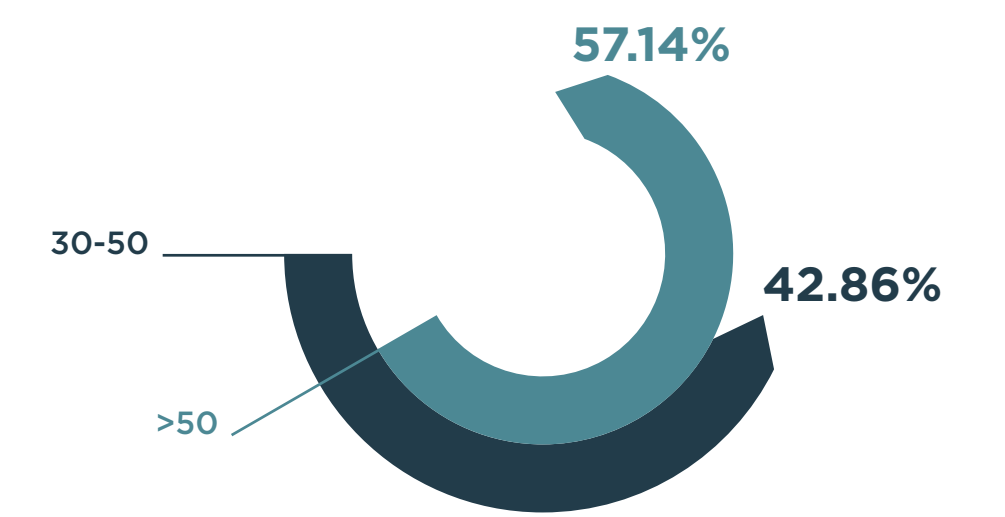


EMPLOYEE AGE CATEGORY

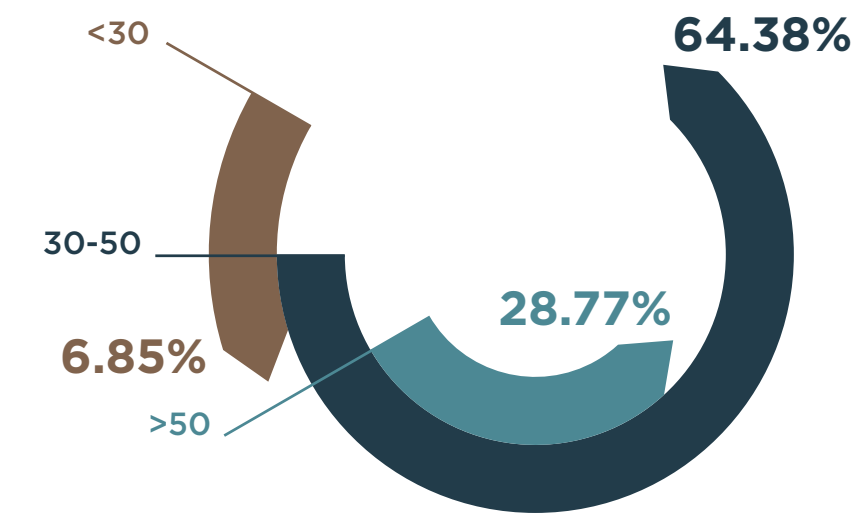
MANAGER



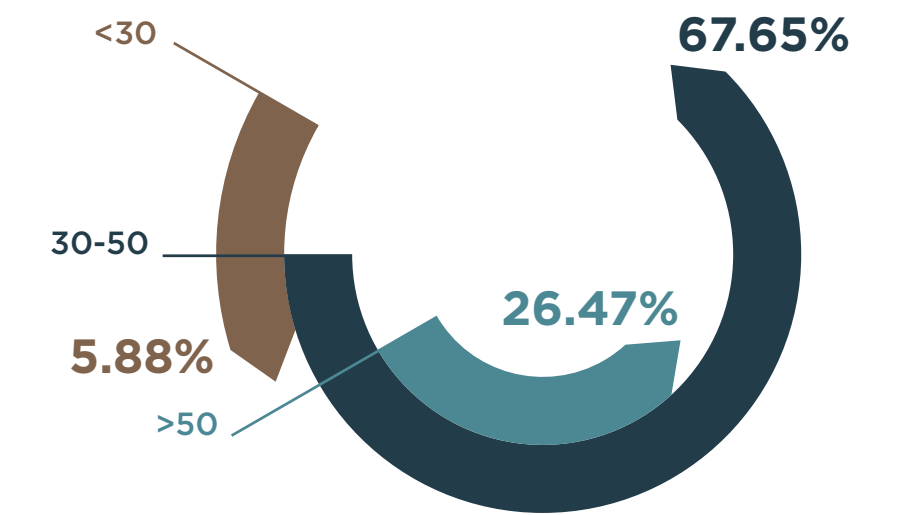
JUNIOR MANAGER



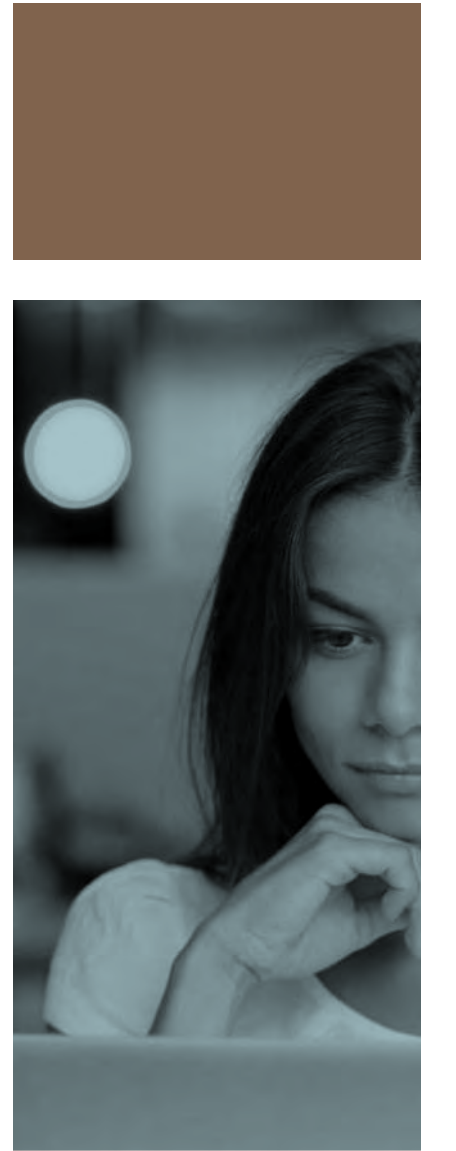
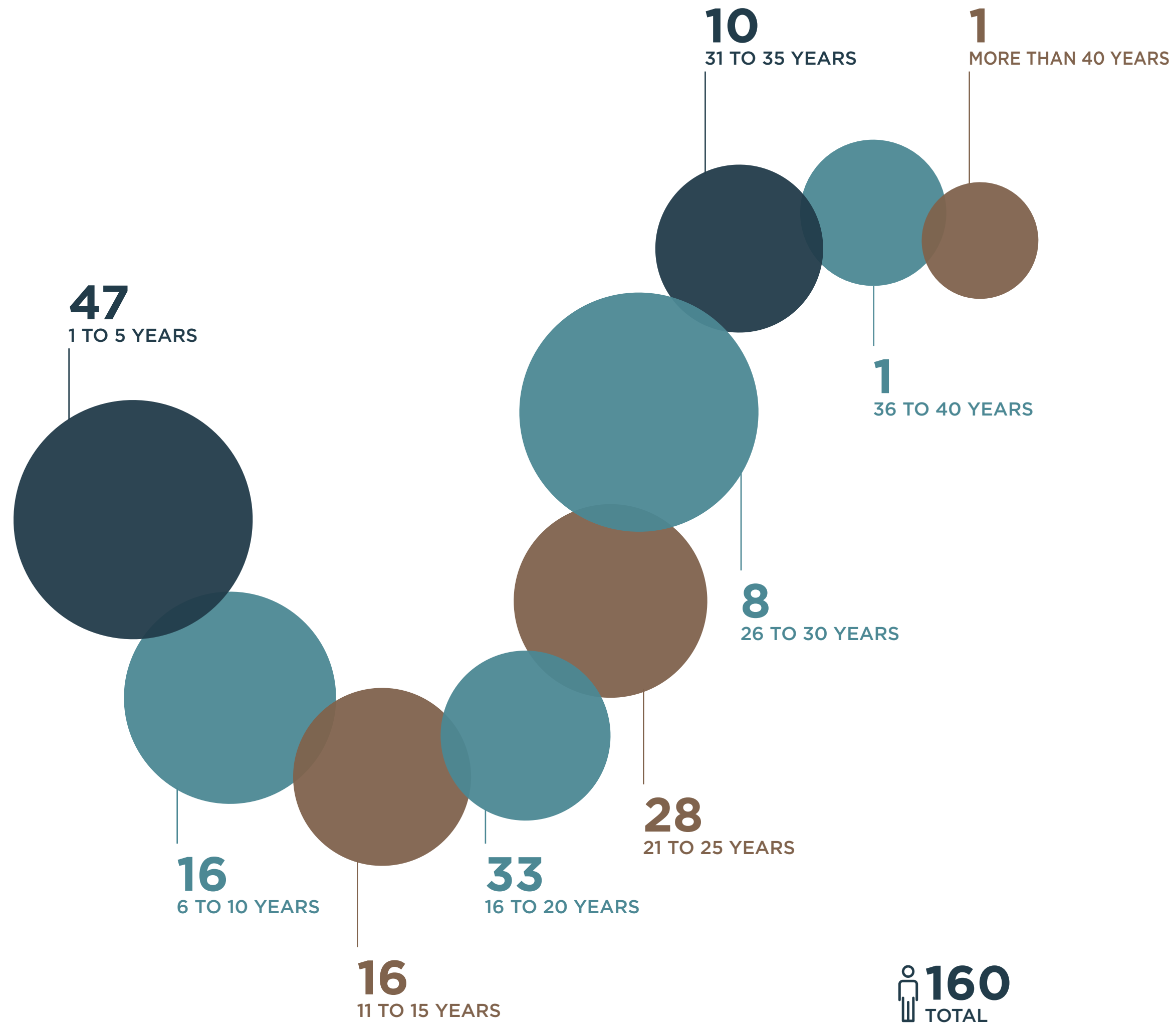
WHITE COLLAR



BLUE COLLAR



COMPANY SENIORITY



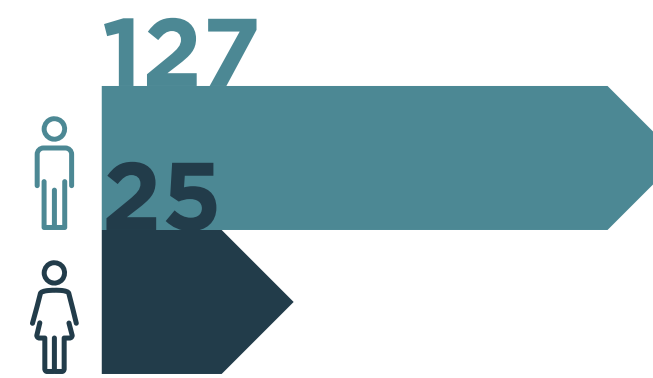
17.2_RETENTION RATE 2021

The graph shows a high rate of employee loyalty.

91.95%

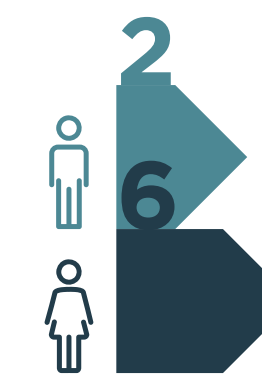


FULL-TIME



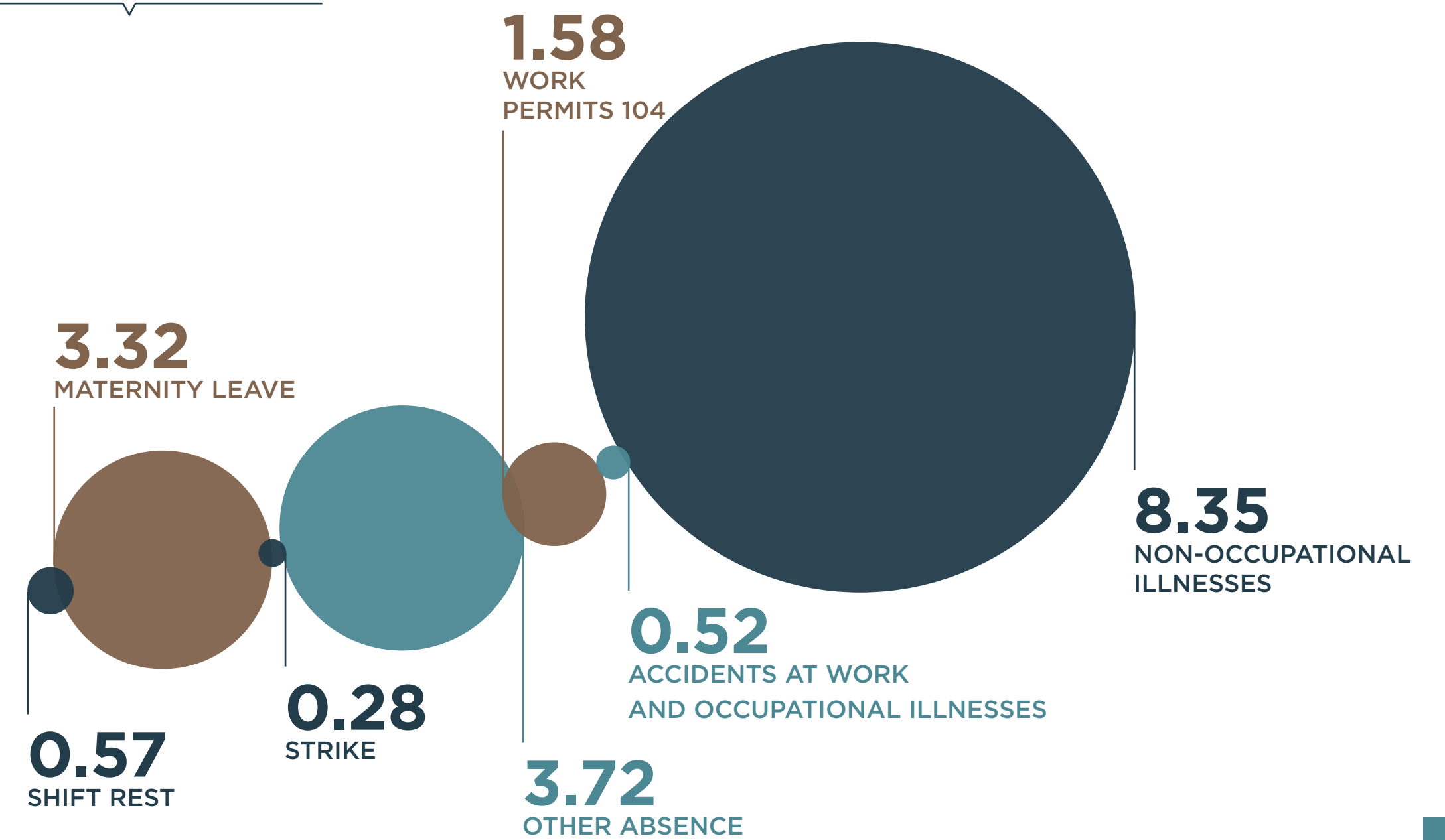
TOT. 152

PART-TIME



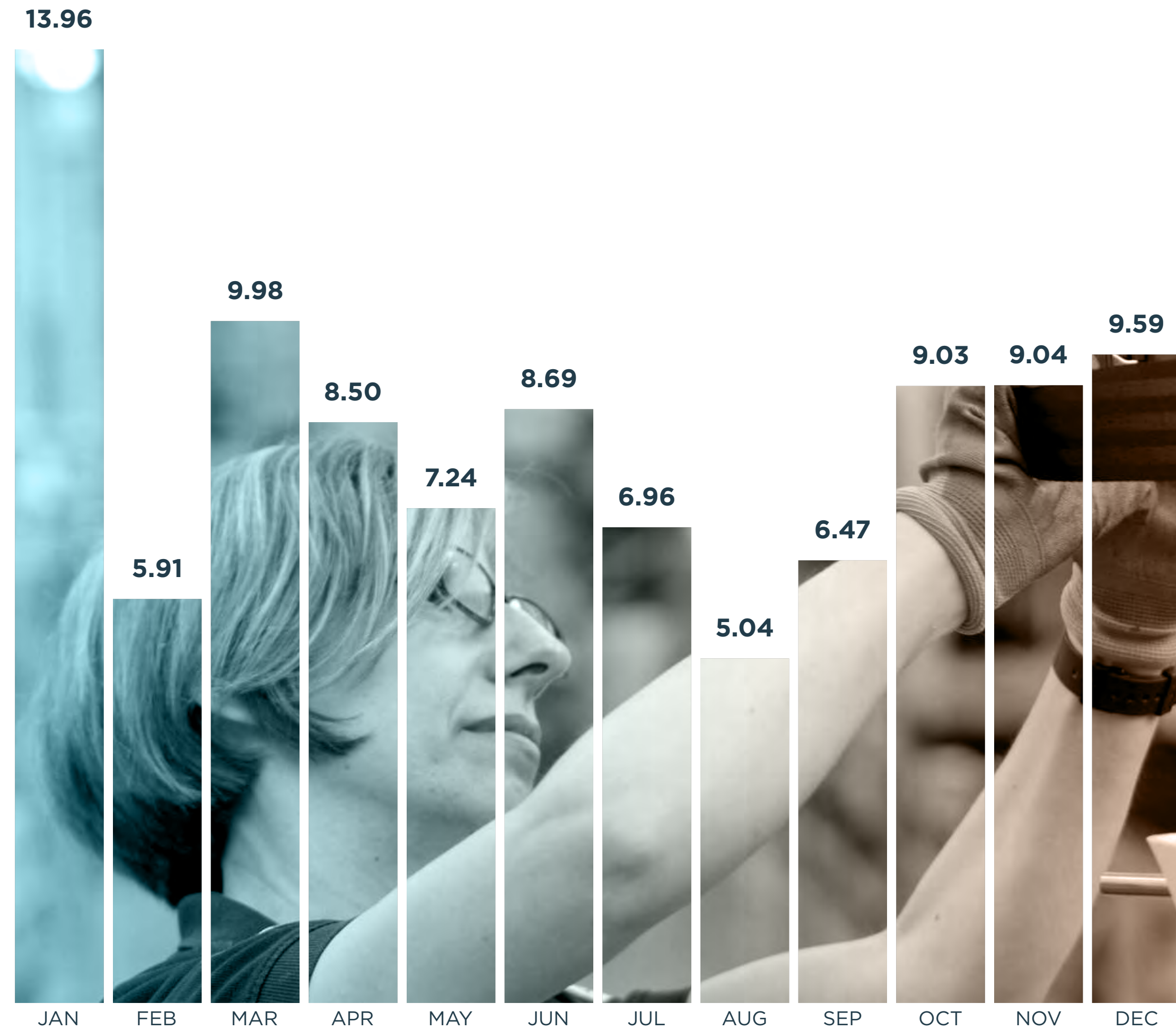
TOT. 8

ABSENTEEISM



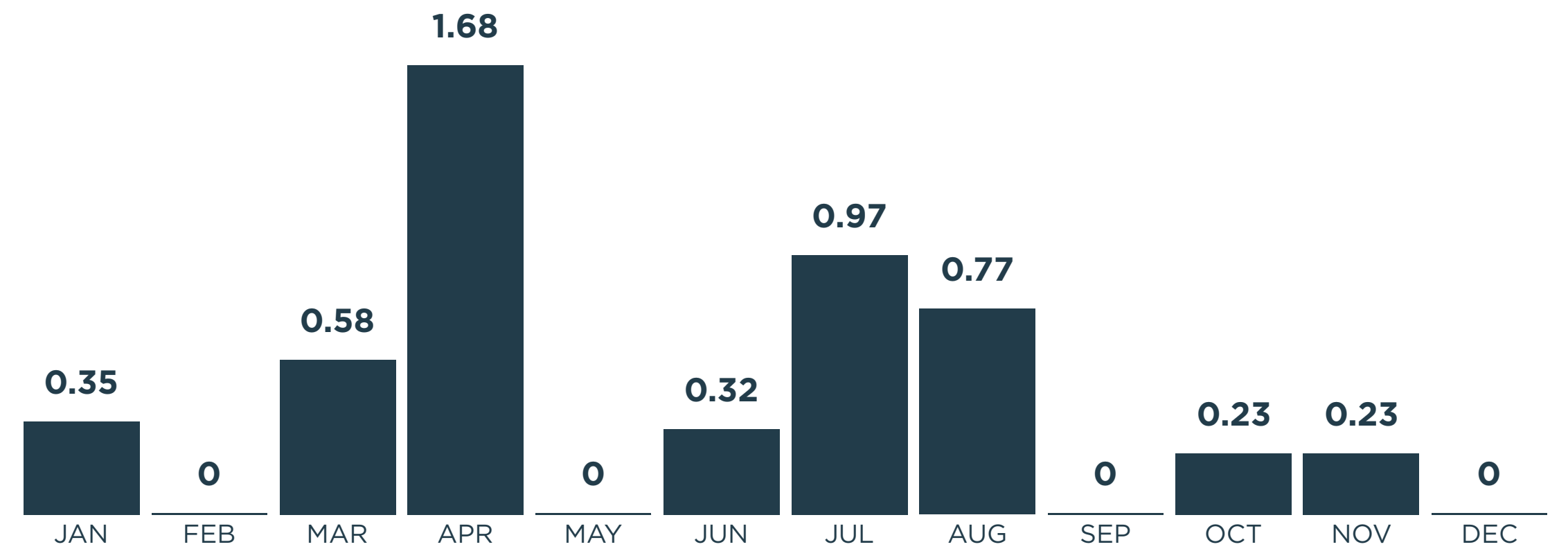
The figure for general absenteeism on the shop floor is characterised for the year 2022 mainly by absences due to non-occupational illnesses and maternity leave.

% SICK LEAVES 2022



% ACCIDENTS AT WORK YEAR 2022

The company is committed to improving the already contained percentage of accidents following the provisions envisaged by Italian Decree 81/08; from the risk assessments carried out at the intervals provided for by the occupational safety decree, we have obtained improvement actions that allow us to keep this data low and also the Risk Assessment Document (DVR) has been updated.



17.3_INTERNAL MOVEMENT 2022

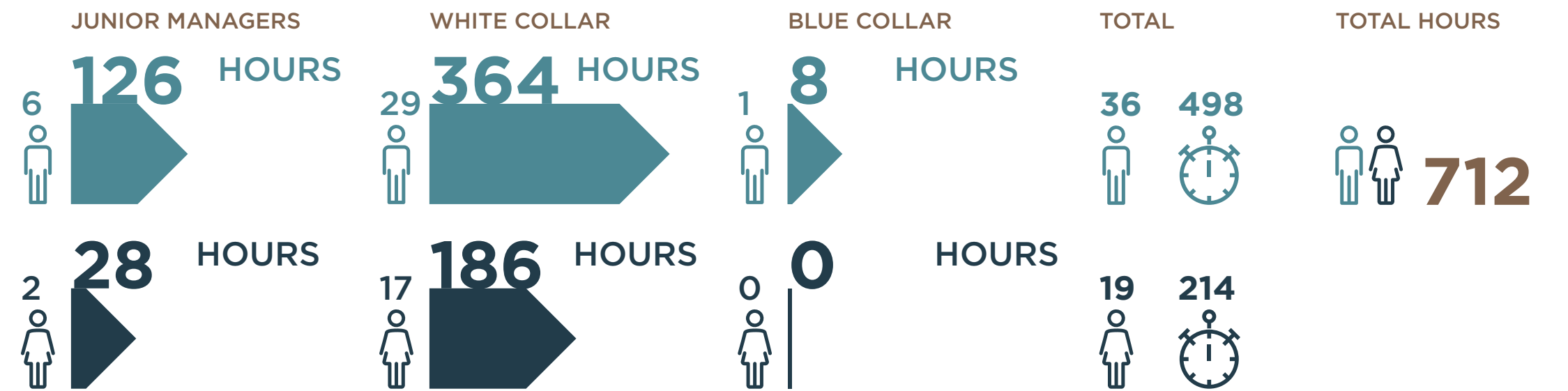
8.45%

Internal job rotation is favoured by process reorganisations in the workshop and in the offices and some collaborators have been given the opportunity to manage areas of activity or new projects with responsibility.

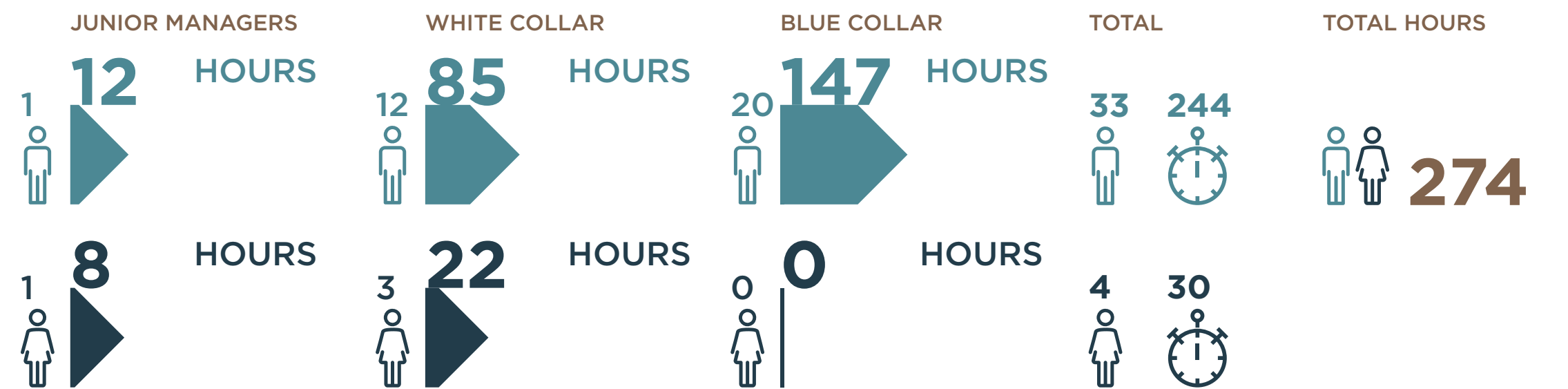
Below is a summary of the hours of training for employees during 2022.



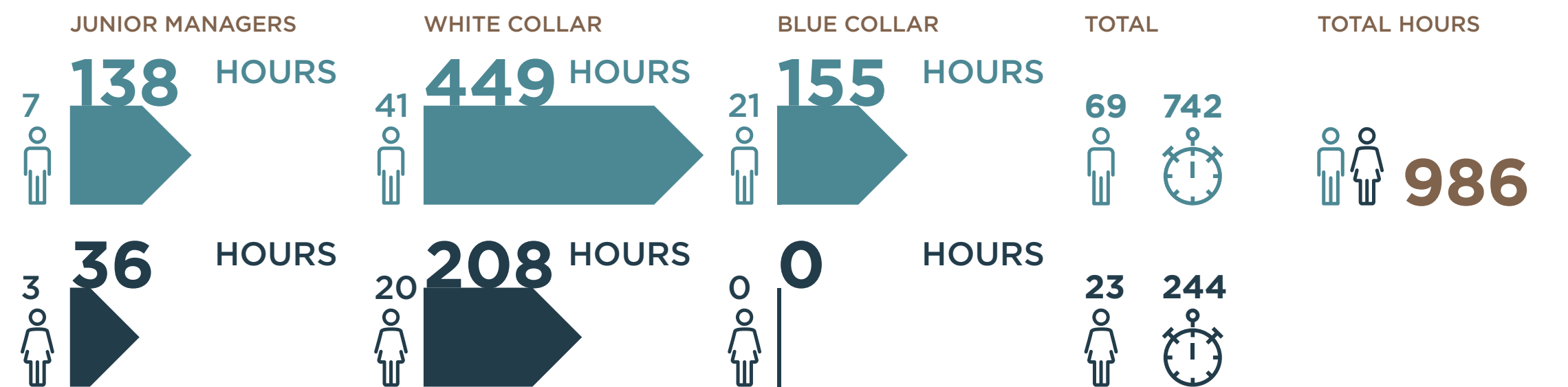
TRAINING NOT REQUIRED BY THE LAW



TRAINING REQUIRED BY LAW

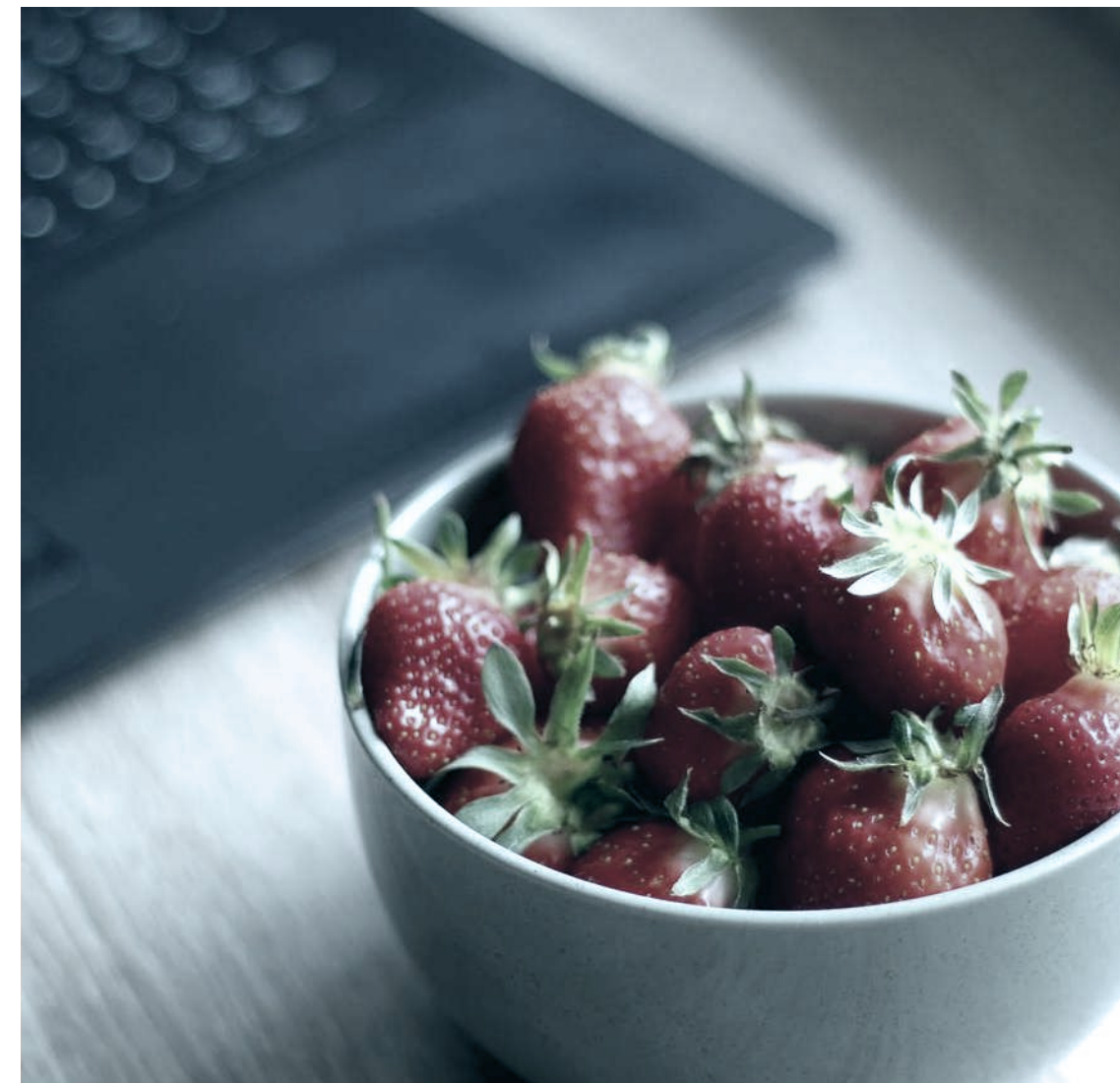


TRAINING TOTALS



17.4 ATTENTION TO THE NEEDS OF THE EMPLOYEE

A company's main asset is its employees. Ensuring valuable business benefits means implementing a good employee retention strategy and lowering/cancelling the turnover rate while maintaining an excellent level of commitment.

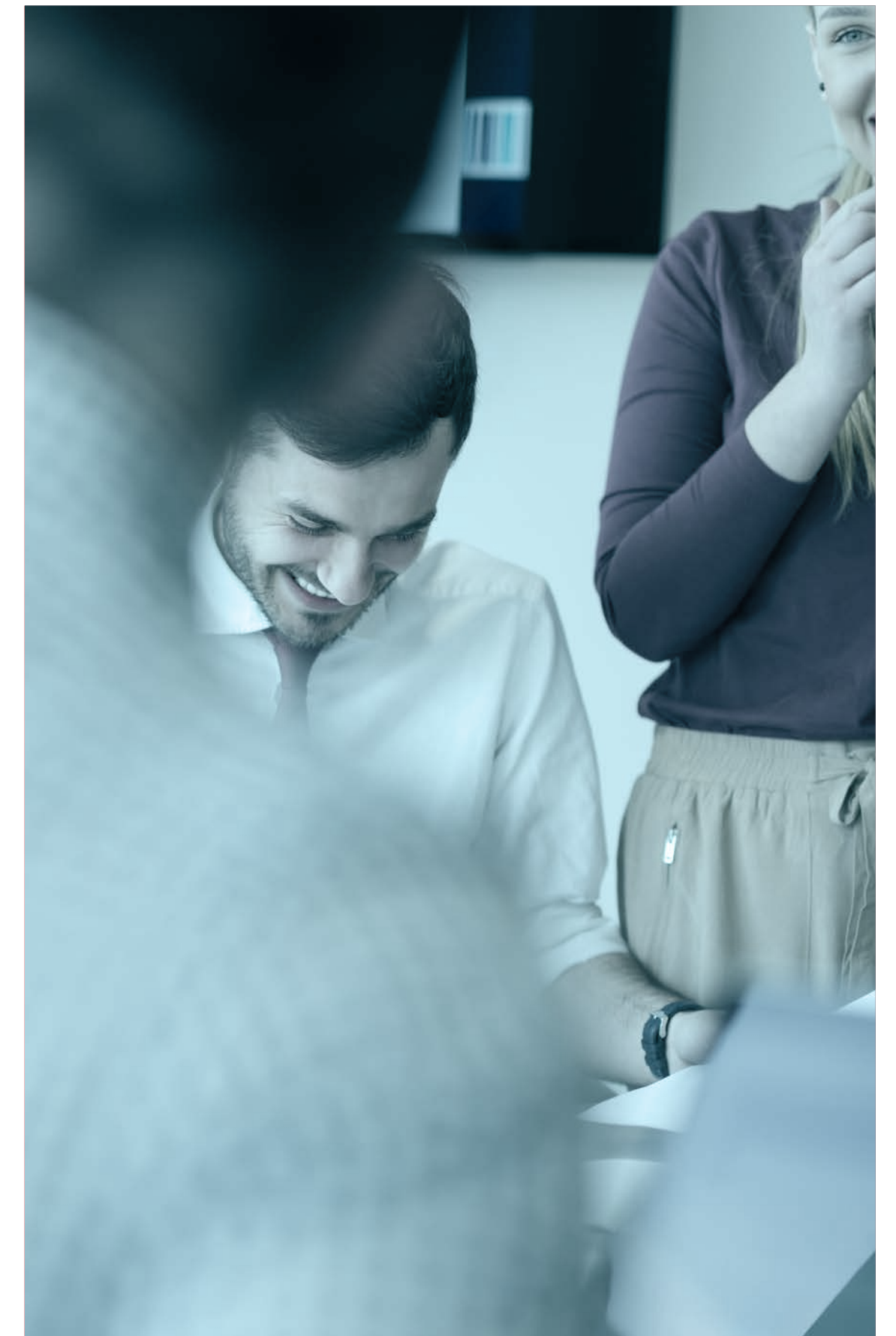


To date, the following benefits have been activated:

- _BIRTHDAY HOUR, 1h of leave paid by the company on their birthday
- _8 HOURS TO HELP, 8 hours of volunteering paid by the company in recognised organisations
- _1st MONDAY COFFEE, the first Monday of the month coffee is free
- _FRUIT DAY, one day a month OKM fruit for everyone



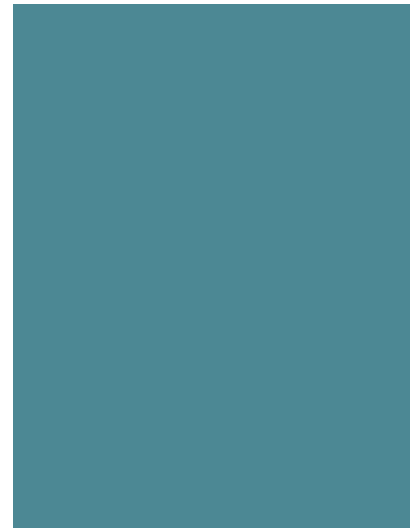
- _MATERNITY SUPPLEMENT, 50% maternity supplement in addition to the 30% granted by the CCNL (max €500 per month)
- _2h leave for medical appointments, in the event that a person has finished their availability
- _HOME FRUIT AND VEGETABLES, collaboration with local farmers for delivery of fruit/vegetables to the company
- _SURPRISE BREAKFAST, croissants for everyone surprise one day a month
- _VIMEC LOCKER, vending machine that allows the collection, delivery and short-term storage of goods and documents 24/7/365



Company events are a moment of exchange, sharing and discussion; an opportunity to show the face of the company and to make yourself known in person:

_FALL PARTY 2022

_XMAS PARTY 2022



17.5_ATTENTION PAID TO INCLUSIVENESS

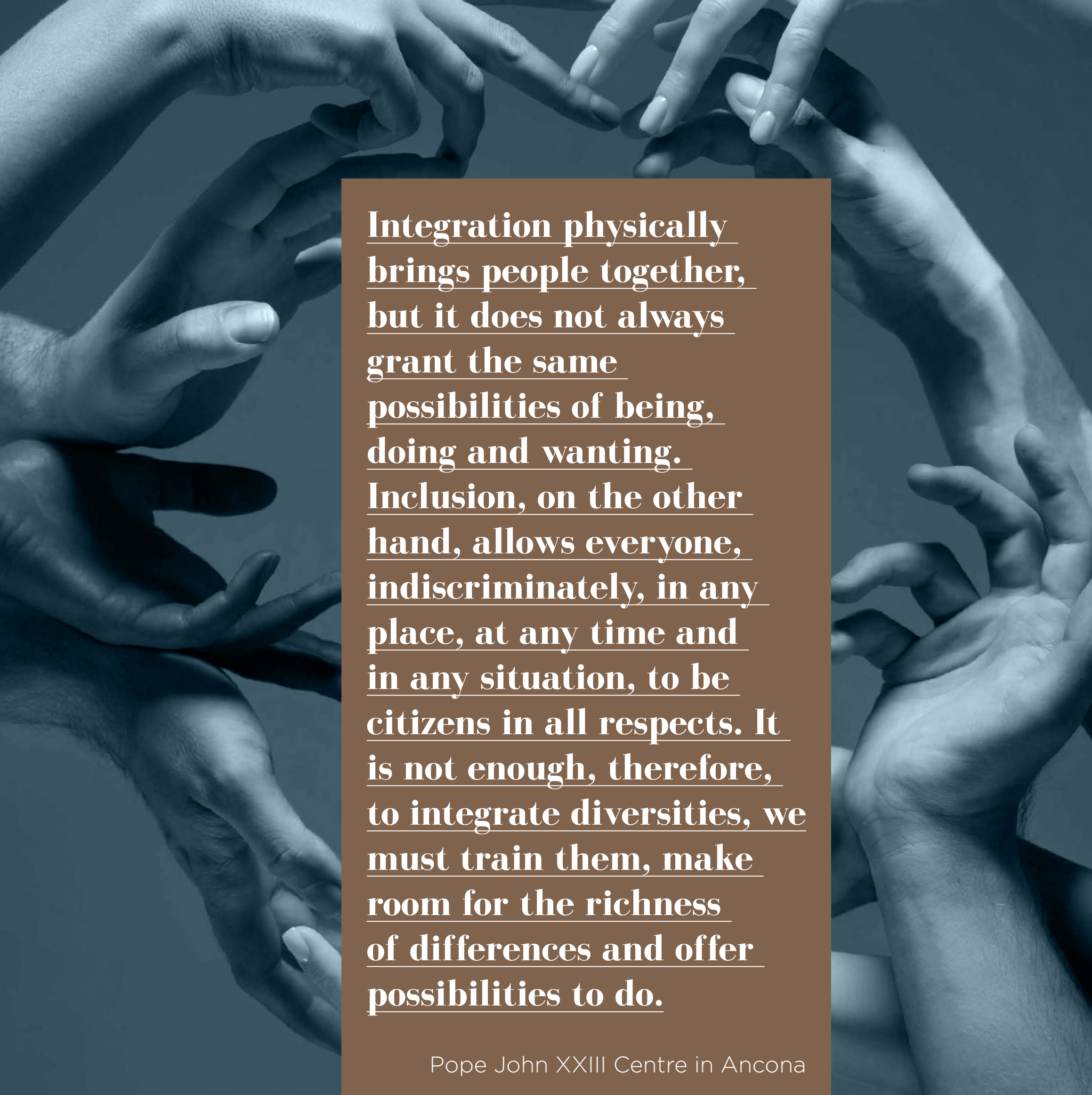
An inclusive company is a company that looks to progress.

An inclusive company is built day after day, Vimec by vocation has inclusiveness in its vision: **create a world without barriers.**

Any form of diversity is a value, a wealth, inclusion is our intrinsic value, a distinctive feature of our activities worldwide, starting from our strategic markets. Respect for the range of human differences is one of the key elements of our growth.

We work on all continents, with people of dozens of different nationalities, of different gender, age, religion, psychophysical skills, all together we contribute to the success of the business because the only parameters that condition us in the choice and evaluation of the teams are competence, merit and results.

We will strive to implement policies of equal opportunities, diversity and inclusion, in order to change the cultural attitude of society towards diversity.



Integration physically brings people together, but it does not always grant the same possibilities of being, doing and wanting. Inclusion, on the other hand, allows everyone, indiscriminately, in any place, at any time and in any situation, to be citizens in all respects. It is not enough, therefore, to integrate diversities, we must train them, make room for the richness of differences and offer possibilities to do.

Pope John XXIII Centre in Ancona



WHITE COLLAR



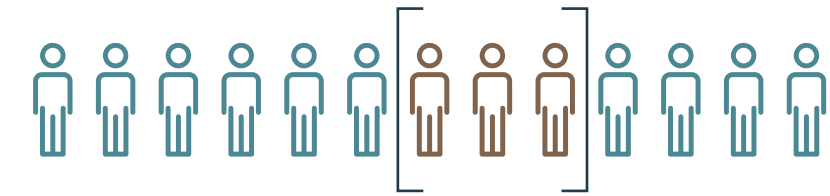
BLUE COLLAR



INCLUSION



INTEGRATION



ASSIMILATION



EXCLUSION



SEGREGATION

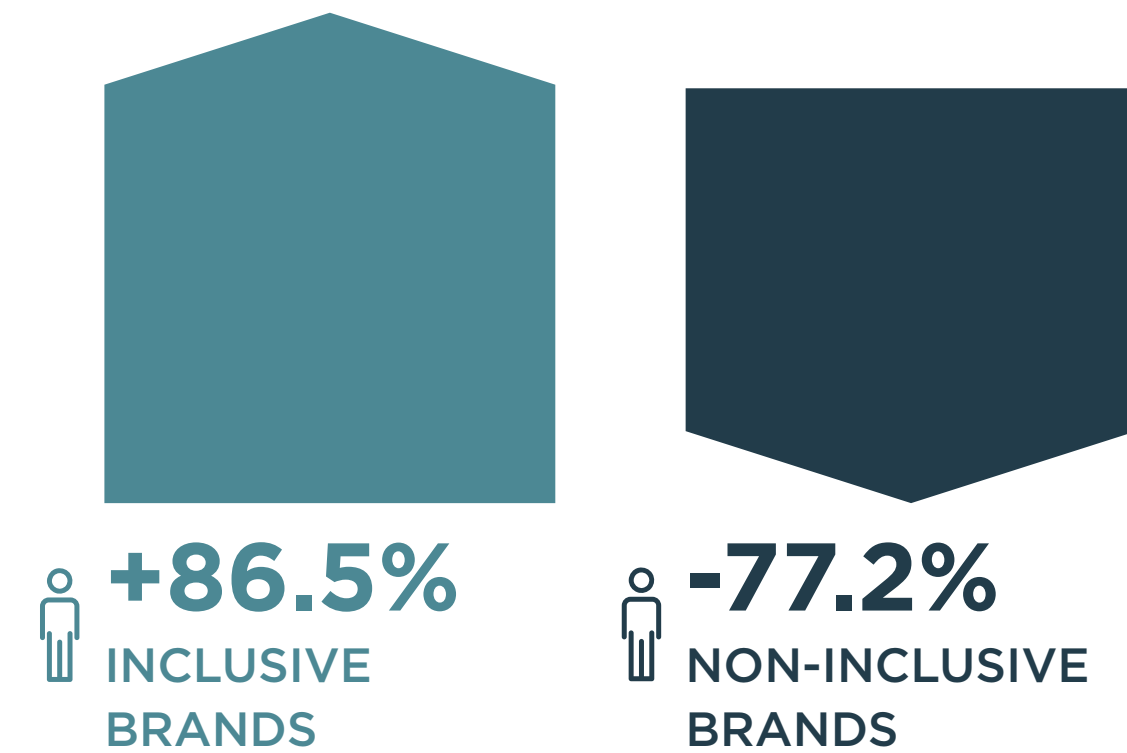


The advantages of an inclusive company are linked, not only to the progress of the company, but also to the economic growth of the company itself, in fact **non-inclusive brands do not inspire confidence in consumers and therefore do not generate a positive word of mouth.**

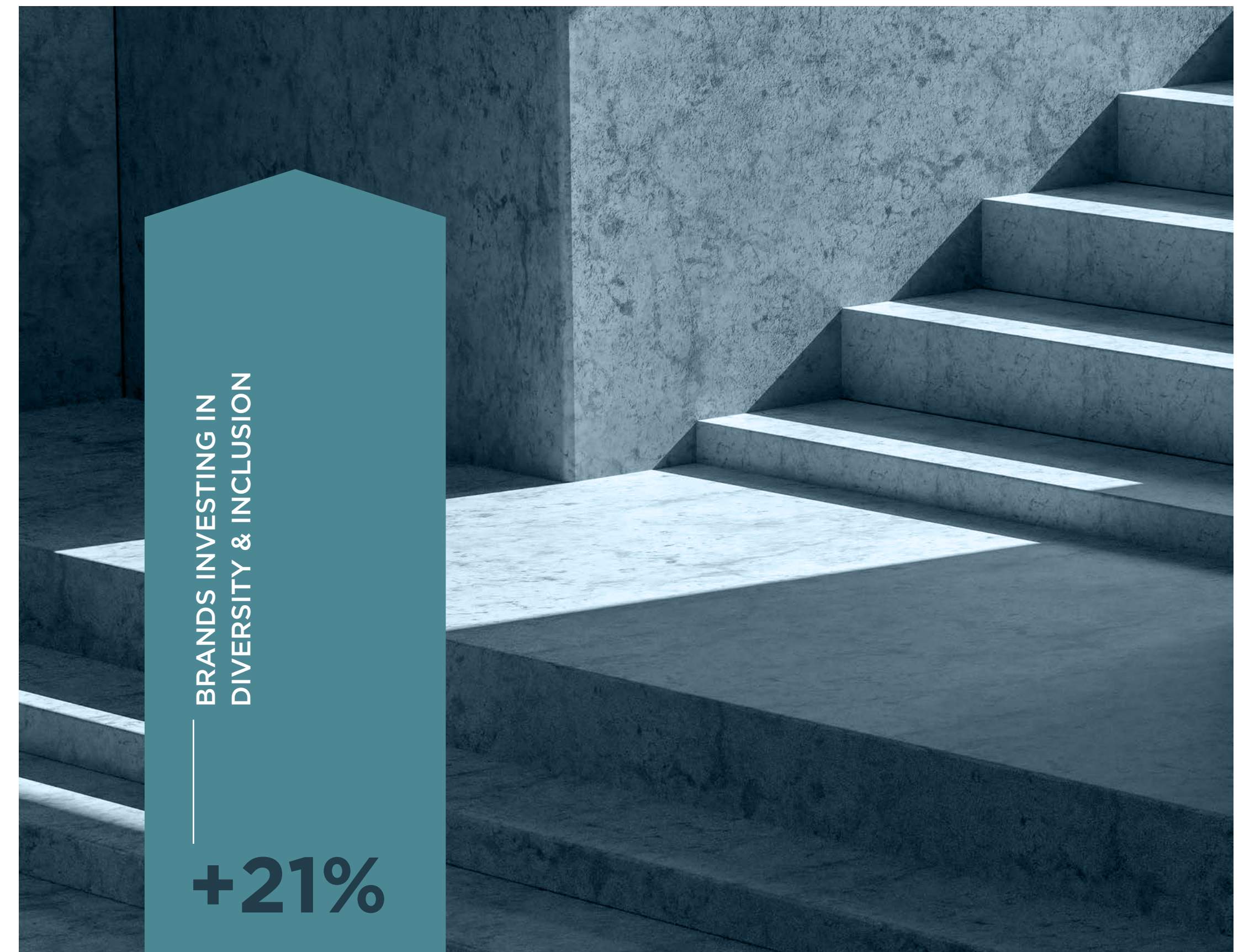
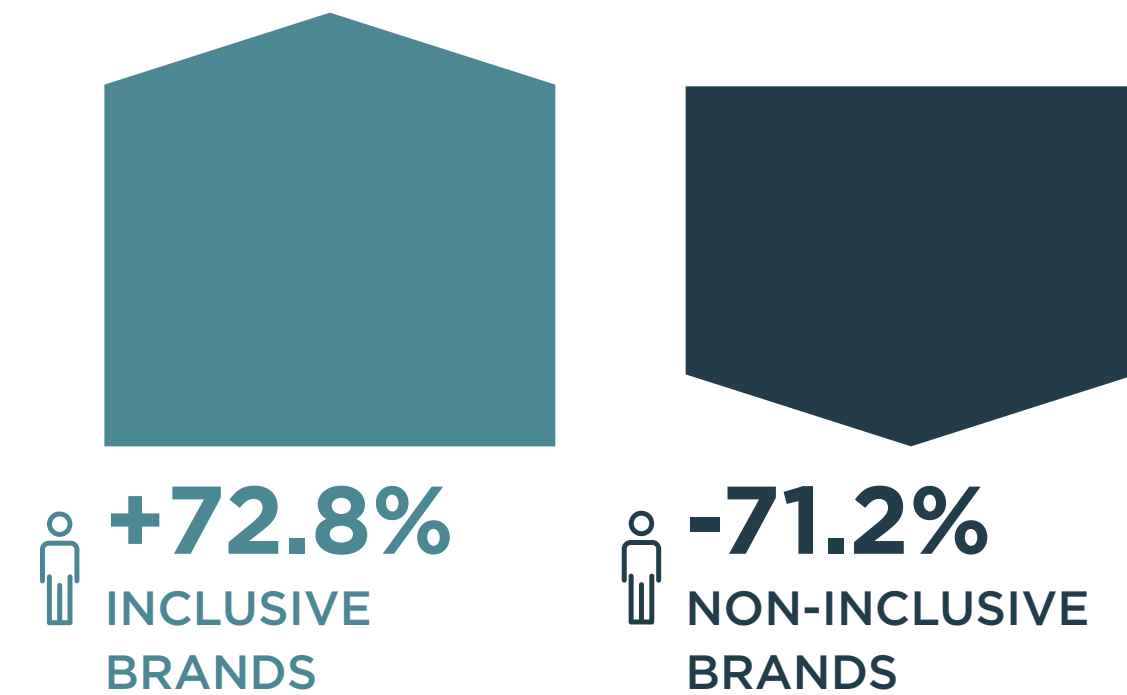
Diversity is a tangible reality, a company that does not know how to speak, think and act including remains outside of it and consequently from the market.

Society is an organism and evolves thanks to the diversity that generates innovation and progress.

2021



2022



18.0_RESPON SIBILITY TOWARDS CUSTOMERS

18.1_REFERENCE MARKET

VIMEC serves the Italian and foreign markets differently.

The Italian market is approximately made up of **70% of end customers** (BtoC, served through agencies), **25% by distributors** and **5% by Public Administration**.

The foreign market consists of 100% **dealers** (BtoB) managed through our subsidiaries.

ITALIAN MARKET

69.56%

END CONSUMER

24.53%

DEALERS

4.76%

PUBLIC ADMINISTRATION

1.15%

OTHERS

FOREIGN MARKET

29.39%

REST OF THE WORLD

19.49%

VIMEC FRANCE

14.29%

VIMEC IBERICA

11.18%

VIMEC UK

11.16%

VIMEC POLSKA

10.30%

VIMEC DEUTSCHLAND

4.19%

MIDDLE EAST/ASIA

In Italy, through the agent channel, we sell the machine, its installation and the maintenance contract, which is required by law for all systems with a stroke of more than 2 metres. The machine is sold abroad to distributors. The installation at the premises of the end user is the responsibility of the distributor.

The expectations of the end customer (BtoC), who purchases VIMEC products (which are mainly divided 50:50 between stair lift seats for the elderly and vertical lifts for the home or a public space) for their own use or that of a family member, **are very different from those of the BtoB customer.**

In the first case, the customer buys to solve a problem. They are not focused on the performance of the product (which the customer takes for granted and is often unable to evaluate from a technical/performance viewpoint).

For the BtoC customer, it is essential to receive a good service in terms of pre-sales and after-sales consultancy (for example, the presence of a maintenance contract that facilitates management).

Lift operators, Italian distributors and foreign dealers are more focused on reliability, functionality, price, production time and after-sales support.

In order to facilitate and improve relations between the operational areas within the company and to present ourselves more clearly and effectively to markets and customers, the configuration of the functional organisational structure has changed to a structure divided into Business Units.

Two Business Units have been implemented for relations with Italian Customers and Export Customers: both are organised for Sales, Post-Sales and Customer Care management. This leads to more effective customer service and more rational and responsive internal management.



In Italy, through the agent channel, we sell the machine, its installation and the maintenance contract, which is required by law for all systems with a stroke of more than 2 metres. The machine is sold abroad to distributors. The installation at the premises of the end user is the responsibility of the distributor.



18.2_STAKEHOLDER ENGAGEMENT

To be sustainable, a company must witness a change of perspective, the overcoming of an old business model that saw the customer at the centre of all company activity. The deep understanding and implementation of sustainability within companies considers as main actors all subjects of their reference environment, such as customers, suppliers of any nature, public administration, communities and, of course, collaborators.

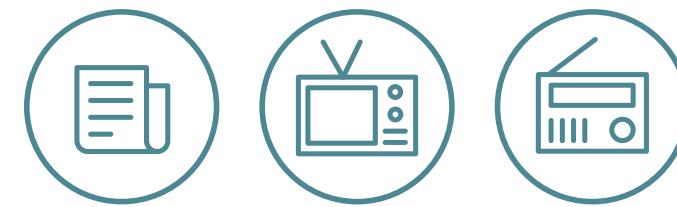
Relations with stakeholders, therefore, become strategic in order to correctly position the VIMEC brand in their mind maps and thus create a reputation based on the company's actions, as well as on the satisfaction derived from the product/service.

It is by observing the context and listening to the stakeholders that we can develop a correct communication, studying and structuring an engagement path articulated on different channels and with different messages and codes to reach our reference targets, both actively and passively.

SOCIAL MEDIA



MEDIA



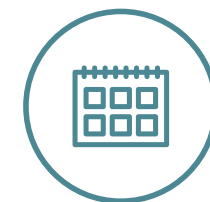
INTERNAL & EXTERNAL COMMUNICATION



PUBLIC REPORTS AND DOCUMENTS

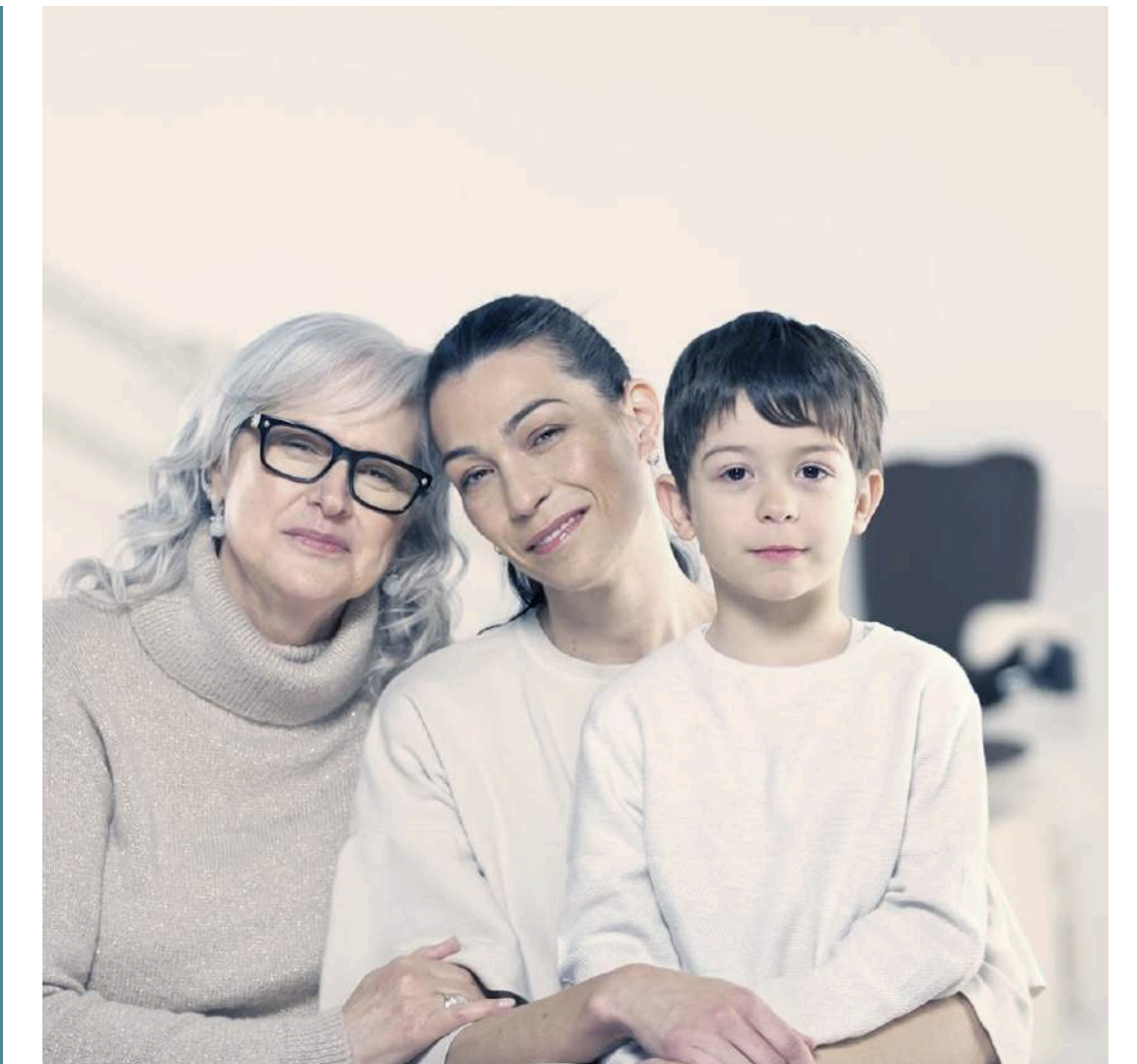


EVENTS



18.3_PRODUCT AND SERVICE QUALITY: CUSTOMER LOYALTY

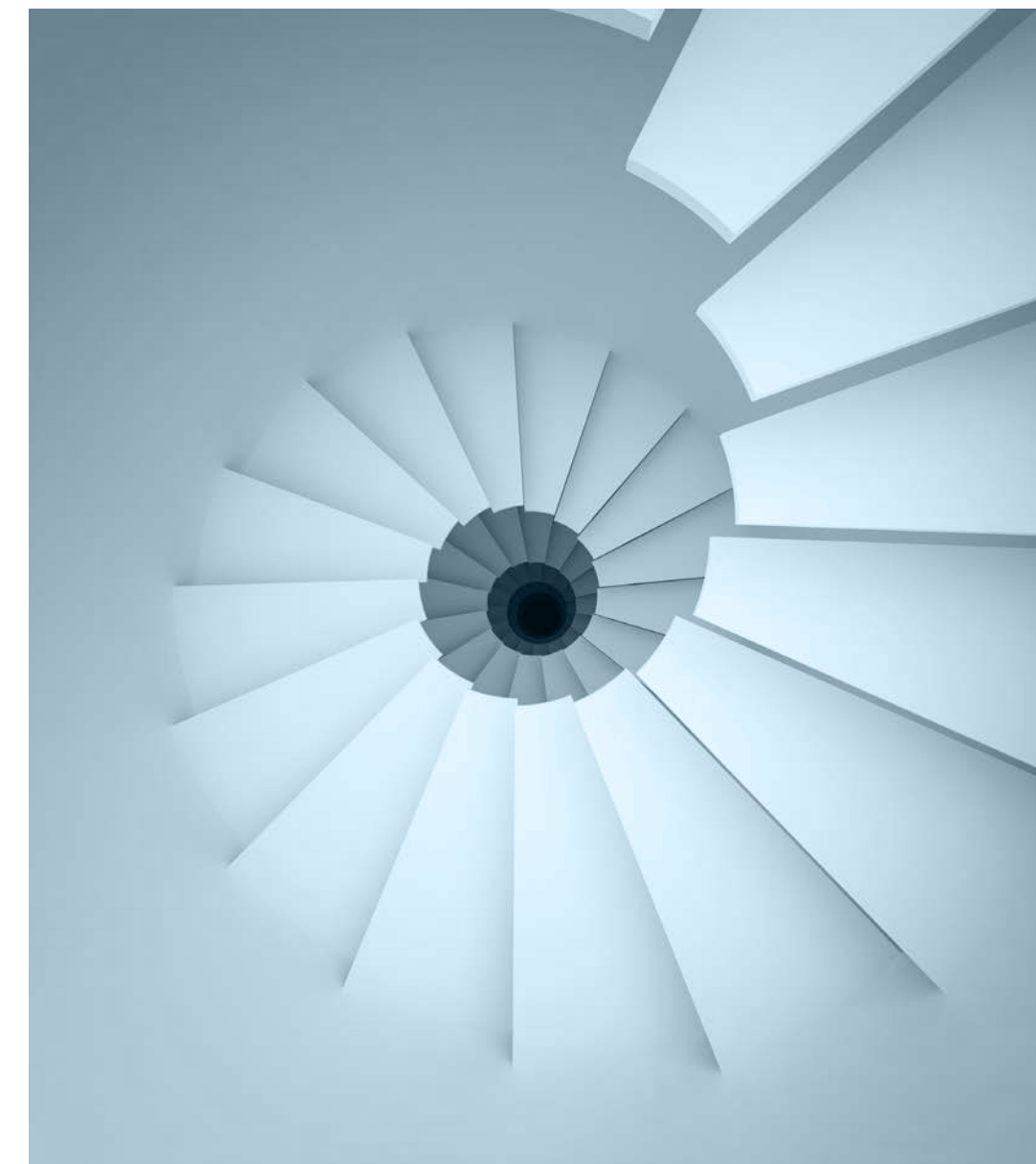
The value of a customer over time is represented by the net profit that the company has achieved during the course of the business relationship with them, to maximise this value, an organisation must:



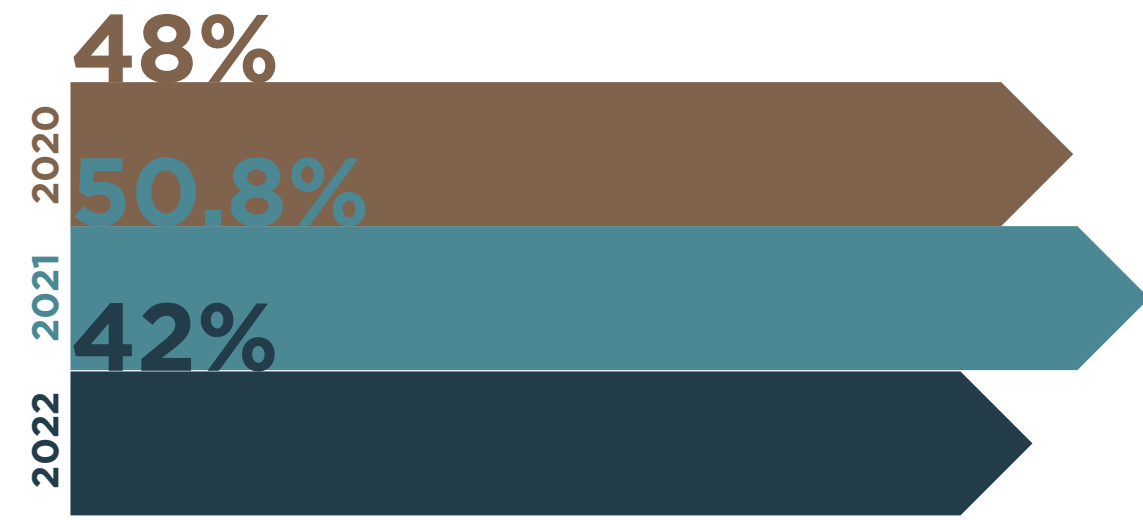
_Convince customers to purchase their product/service

_Keep promises over time

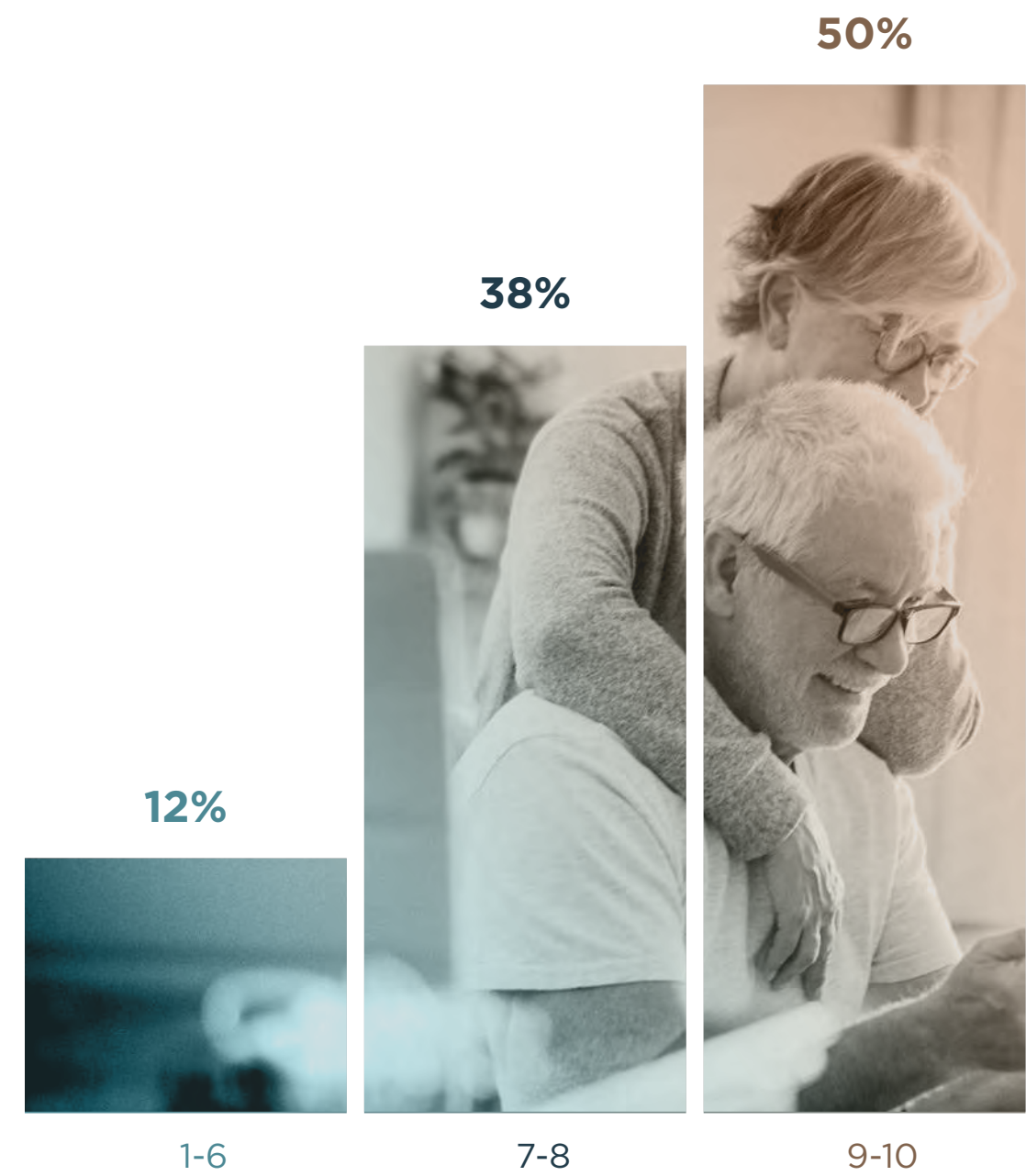
_Ensure that the most satisfied customers become brand ambassadors



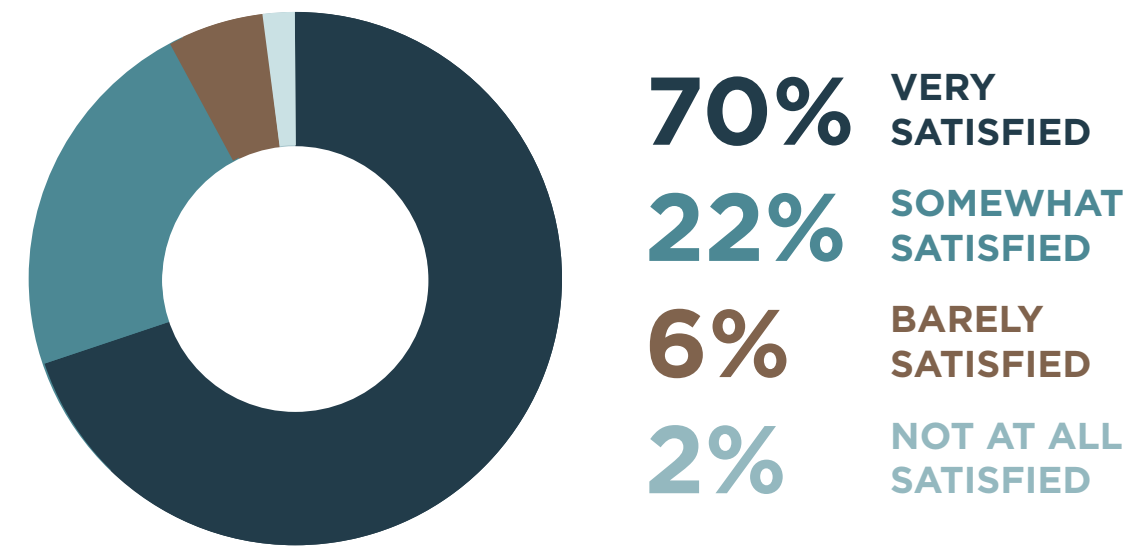
18.4_NPS Q4 CUSTOMER SATISFACTION INDEX



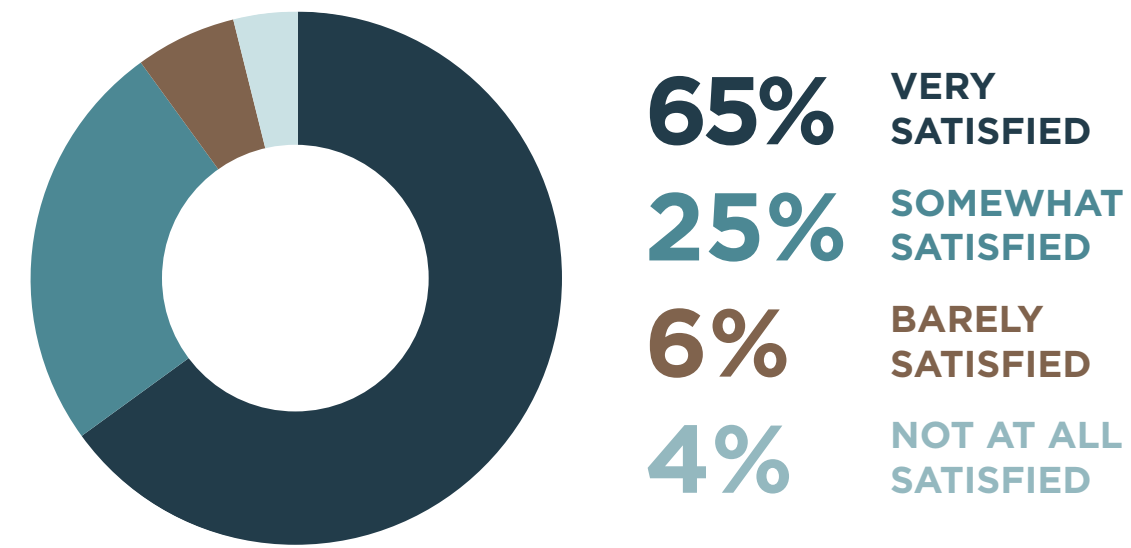
CUSTOMER SATISFACTION



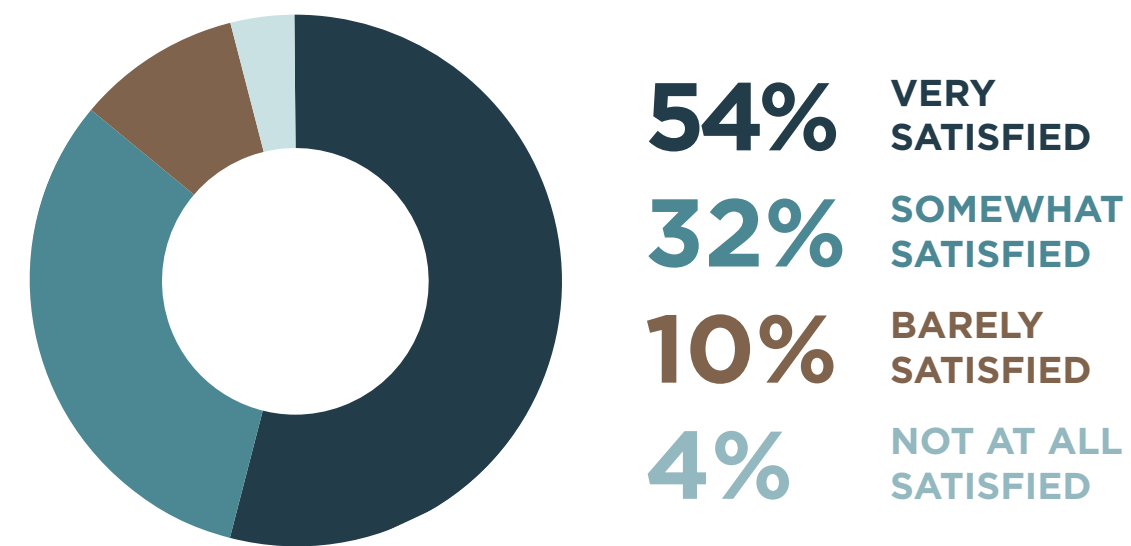
AREA MANAGER SATISFACTION



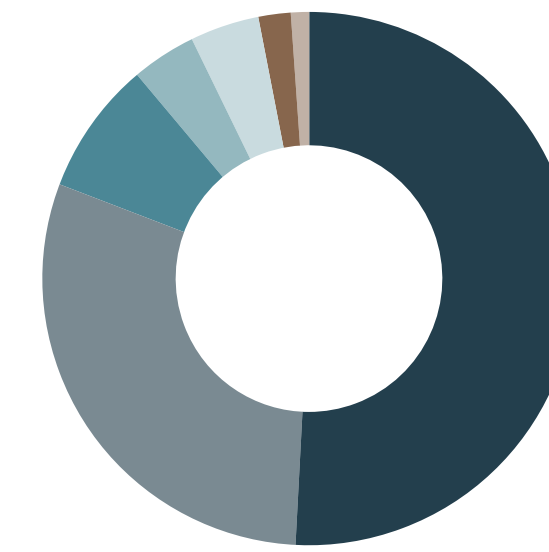
PRODUCT SATISFACTION



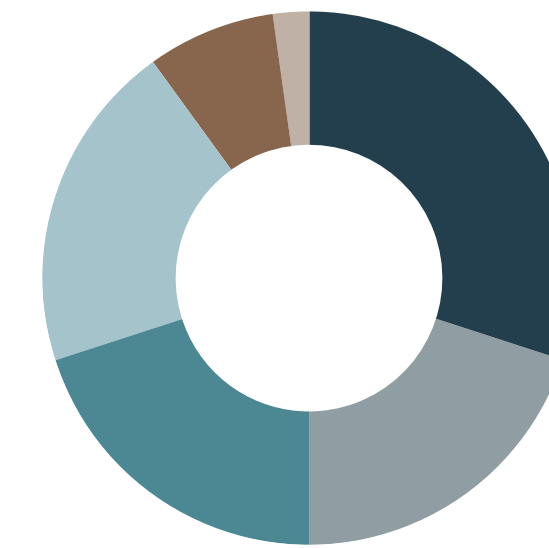
SERVICE SATISFACTION



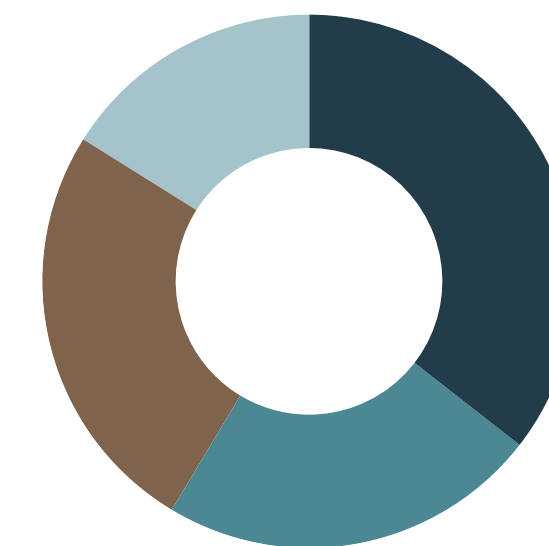
HOW DID YOU LEARN ABOUT VIMEC



PRODUCT SATISFACTION



BREAKING DOWN THE OTHER SECTION THE MAIN REASONS ARE



19.0_RELATIONS WITH SUPPLIERS

VALUE CHAIN, EVALUATION AND MONITORING OF SUPPLIERS

We have always worked true to our land and our influence as an Italian company, favouring local suppliers, employing people from our community and collaborating with small local artisan companies.

VIMEC has always established a relationship with suppliers aimed at mutual benefit. VIMEC collaborates with its suppliers and helps them grow, not only indirectly promoting their image, but also helping them to identify and target investments for growth and the establishment of new processes; to this end, ad hoc multi-year agreements have been created, the definition of a vendor rating and the opening of a portal dedicated to suppliers.

An event was created in 2022 dedicated to suppliers to share the results achieved during the year and the objectives that the company intends to set for the future within the supply chain: this is the meaning of the Supplier Day.

This conference represented an opportunity for a strategic meeting, with the intention of improving the collaboration between the company and its Supply Chain, while fostering a relationship of mutual trust. In fact, it is considered that the sharing of achievements, perspectives and medium- to long-term projects is a fundamental aspect to support bilateral growth.

On a monthly basis, the company will check the trend of the performance related to quality and deliveries, which must be aligned with the standards required by an increasingly demanding market.

This constant monitoring will, on the one hand, allow the supplier to keep its activities under control, in order to aim to guarantee an adequate level of service, and, on the other, it will constitute a fundamental indicator for Vimec to efficiently and effectively support market demands.

Sustainability is a key success factor for all sectors and an increasingly important and urgent issue. Now more than ever, social issues, environmental protection and good business management represent fundamental values and essential assets for the growth and evaluation of every company.

In pursuing these objectives, for Vimec, it is essential to understand the route to satisfying the ESG Criteria adopted by our suppliers, to ensure that they share our commitment towards these issues.

VIMEC has always established a relationship with suppliers aimed at mutual benefit.



In order to verify the degree of sustainability in our supply chain, we are considering relying on a global digital platform for the analysis and management of sustainability information of Italian and non-Italian companies.

This platform will allow us to identify the strengths and areas of improvement of the Vimec supply chain and to create, together, a methodology for improving and sharing aspects of corporate sustainability, in order to pursue, together, these shared objectives.

20.0_RELATIONS WITH THE COMMUNITY AND TERRITORY

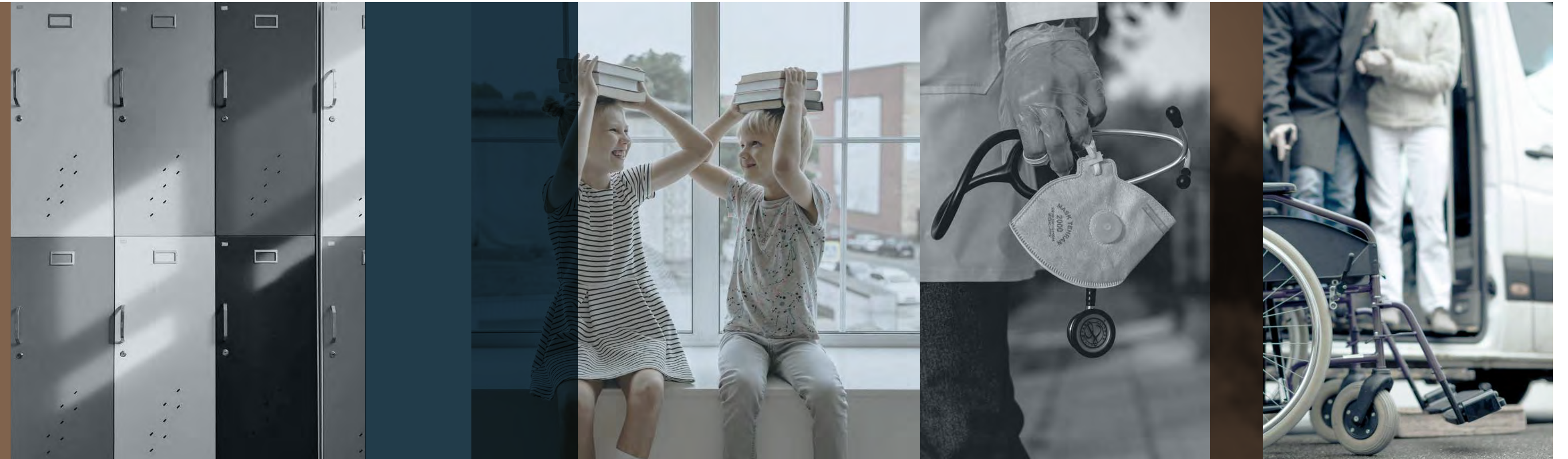
Vimec represents a pragmatic example of the economic development of small and medium-sized companies in Italy: in fact, over 65% of suppliers operate within a radius of a few kilometres from the production plants in Luzzara, and the income generated by Vimec involves more than a thousand families.

To this positive economic and social impact, Vimec adds the implementation of local projects including charitable initiatives, such as in the last two years:

- _Donations in cash to **support local authorities** (schools, AUSERS - self-managed organisations providing support services - municipalities, etc.) by participating in various projects
- _Donation to the **AURORA association**, a voluntary organisation that has always been appreciated in the world of inclusion
- _During the Covid-19 pandemic, **Vimec donated 250 masks to the Municipality of Luzzara**, of the FFP2 type, intended for social and health operators in the municipal territory employed to support the most vulnerable sections of the population

- _The Management Team at Vimec **donated the annual prize to the charity, Caritas Luzzara (RE)**, in support of activities aimed at families in difficulty
- _Collaboration with Buonristoro in the **Green Style** project to contribute together to the protection of the environment by aiming to reduce CO2 emissions
- _Support for the **Solvatten project**, to contribute to the supply of hot and clean water to villages in Uganda. This aspect is not only important for food and cleanliness, but also and above all for reducing the spread of diseases, such as malaria, and intestinal viruses

Vimec involves more than a thousand families.



– **“Guaranteed mobility” project:** in collaboration with the Municipality of Luzzara, **Vimec contributed with a sponsorship that allowed the purchase of a minibus to transport disabled** residents of the municipality to the hospital facilities at the provincial capital, Reggio Emilia

– **“Vimec Liberi Tutti” project:** to celebrate the 40th anniversary of the establishment of the company (21 April 1980), Vimec promoted a project **to assign a free system for the removal of architectural barriers.** Through their Facebook social network page, people were able to vote for their “favourite place”: the votes were over 10,000, and they rewarded the Petraio station of the Naples Funicular, which achieved the highest number of votes, and the structure for the voluntary associations of Borgoricco (Padua), which won the second position in terms of preferences collected

At both locations **Vimec has installed or will install its own system for removing architectural barriers free of charge:** this initiative will significantly improve the accessibility of two highly frequented public spaces and implement the mobility of people with motor disabilities, who will finally be able to use the two most popular facilities

– **“Giveaway Vimec” project** that allowed us to donate our mobile stair lift free of charge to the Villastrada Nursing Home in the province of Mantua

– **Donations of food and medicine** to the populations affected by the war in Ukraine

– **Collaboration with the University of Modena and Reggio** to realise new projects

– **Collaboration with local companies** (shops of various kinds attentive to the environment) to increase purchasing from them, with a mutual advantage, and to simultaneously support environmental sustainability



STAKEHOLDER ANALYSIS

Potentially relevant issues have been identified taking into account the **United Nations Sustainable Development Goals (SDGs)**.

Through a survey, the Management Team assessed the relevance of sustainability issues for our Group and our Stakeholders.

The results of the analyses reported in this graph are that the main focus is on the social level, in particular on SDG no. 8, which also emerges at a business level.

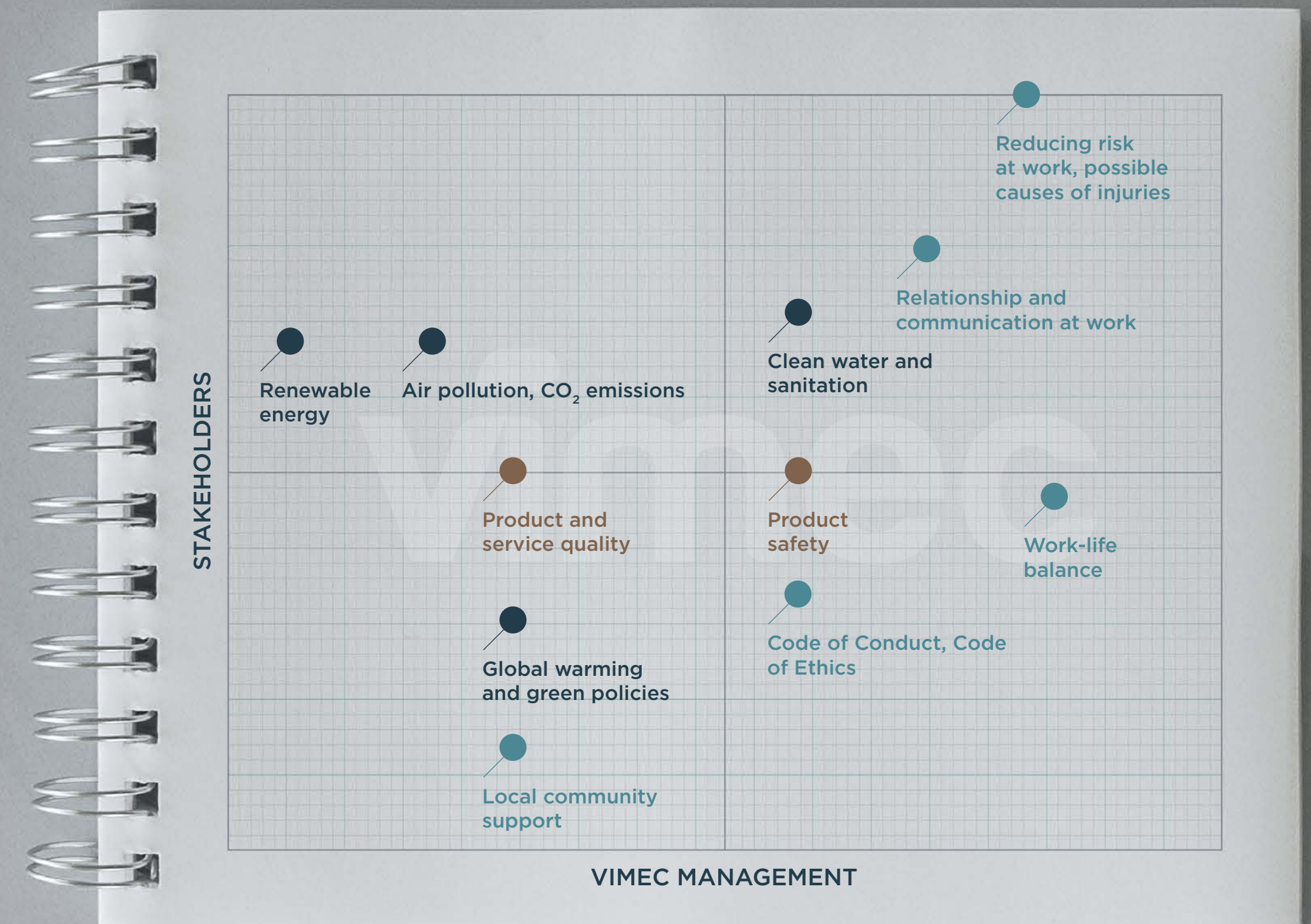
The other main SDGs involved are no. 6, no. 7 and no. 13.

The company's vision mostly coincides with that of the stakeholders, with few understandable differences on the business side due to the different level of expertise.

The Sustainable Development Goals are all interlinked: everyone is called upon to contribute.

_STAKEHOLDER ANALYSIS

● ENVIRONMENTAL ● SOCIAL ● BUSINESS

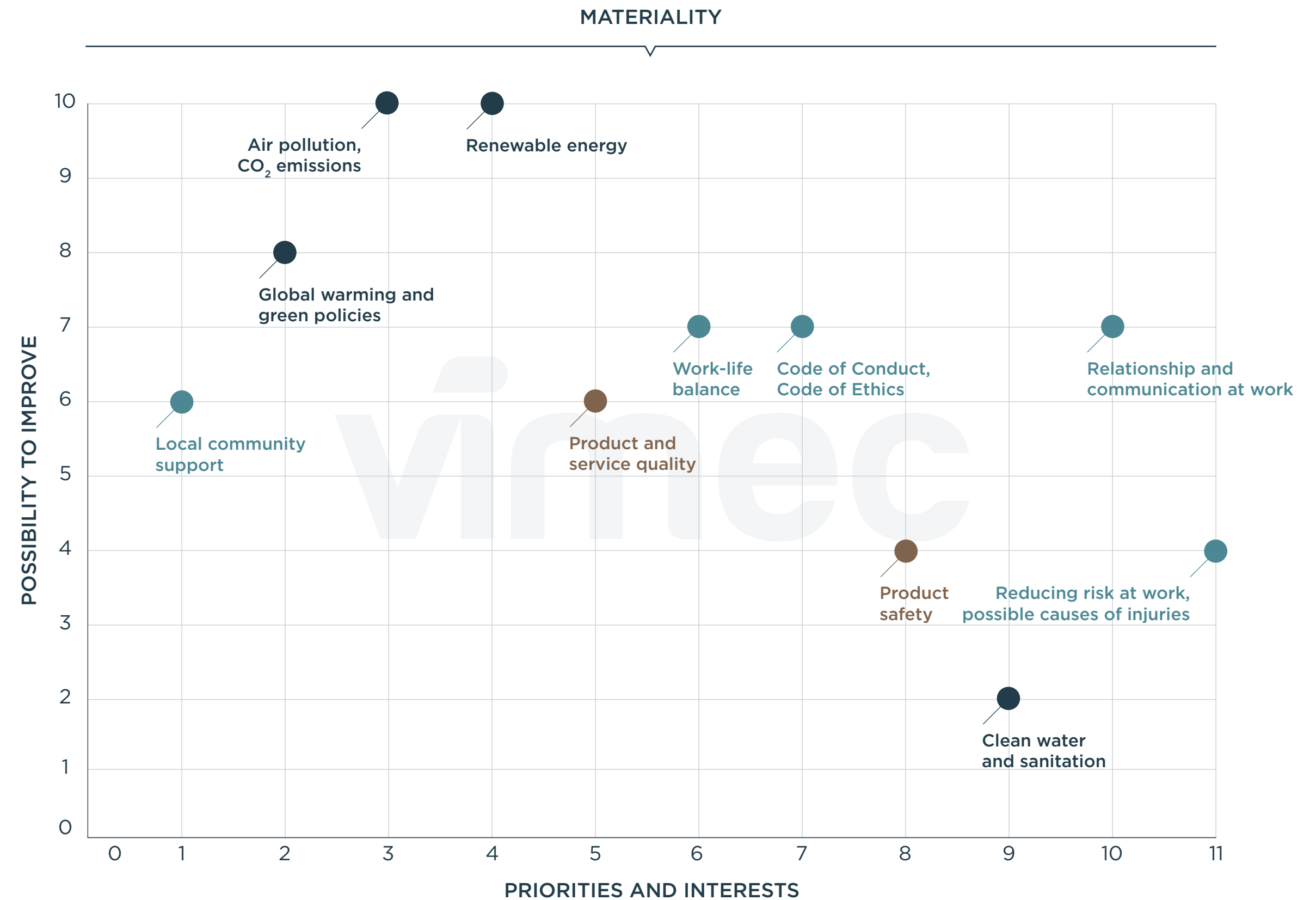


The topics cover the best interests of both parties involved and our focus will be on implementing practices and policies that follow this report as our guideline.

MATERIALITY

After collecting and processing the data from the Stakeholder Analysis, which helped us describe our objective, the next step is to identify, based on our priorities, the possibility of improving our impact in the selected topics.

The materiality matrix below shows the intersection between the previous analysis and a qualitative analysis of the Management Team to highlight the areas in which the company has the ability to improve better and faster, thus representing our strategic sustainability priorities.



On the basis of the graph above, we have listed the main policies for each topic that the company is evaluating

11

REDUCING RISK AT WORK, POSSIBLE CAUSES OF INJURIES

_DISPOSAL OF HAZARDOUS WASTE:

As a result of the need to eliminate hazardous waste, the company has removed and replaced the asbestos roofing with sheets, improving the quality of working life and the safety of workers in the company. In addition, the procedure for the internal collection of waste and its disposal has been reorganised (see paragraph “Environmental management”)



10

RELATIONSHIP AND COMMUNICATION AT WORK

_PARTNERSHIP WITH THE CONSULTING COMPANY, GREAT PLACE TO WORK:

Since 2019, the company has been working to improve the quality of the environment within its operations and to do so we have asked GPtW to help us manage and coordinate a team dedicated to this task, improving relations and communication. At the beginning of 2023 Vimec obtained the Great Place to Work certification (see HR Letter)

9

CLEAN WATER AND SANITATION

The situation is already good but work has begun on a company restructuring project that will further improve this point.



8

PRODUCT SAFETY

Our R&D team has created new procedures and dedicated action plans in order to improve our products from a safety viewpoint, especially on new products.

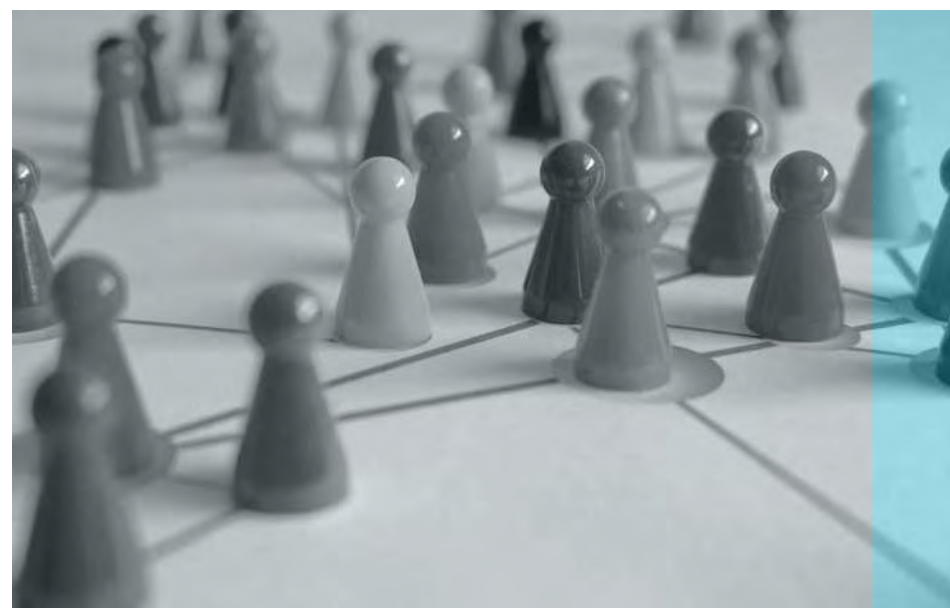
7

CODE OF CONDUCT AND CODE OF ETHICS

During 2020, the new company code of conduct was completely rewritten and redistributed and during 2021, the code of conduct for suppliers/agents/distributors was fully implemented and published.

Vimec has adopted the Organisational Model provided for by Italian Legislative Decree 231/01, in order to consolidate the company's organisation from the point of view of procedures and compliance with regulations; the HR Portal contains all the specific documentation that the company has developed and adopted, to ensure responsible conduct and compliance with the regulations relating to corporate responsibility.

The company has also appointed the Supervisory Body in office with effect from 1 January 2021.



6

WORK-LIFE BALANCE

_FLEXIBLE HOURS:

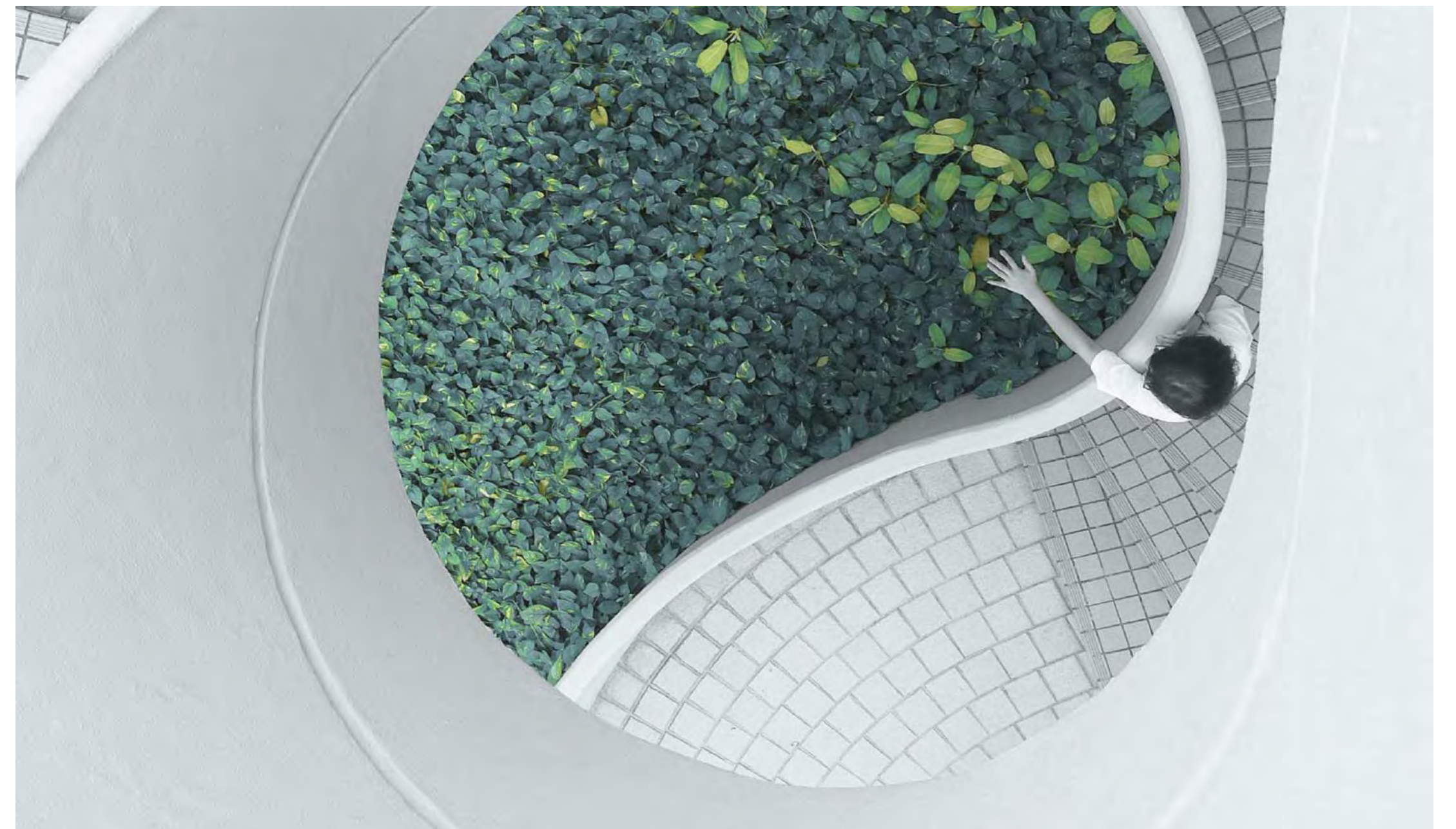
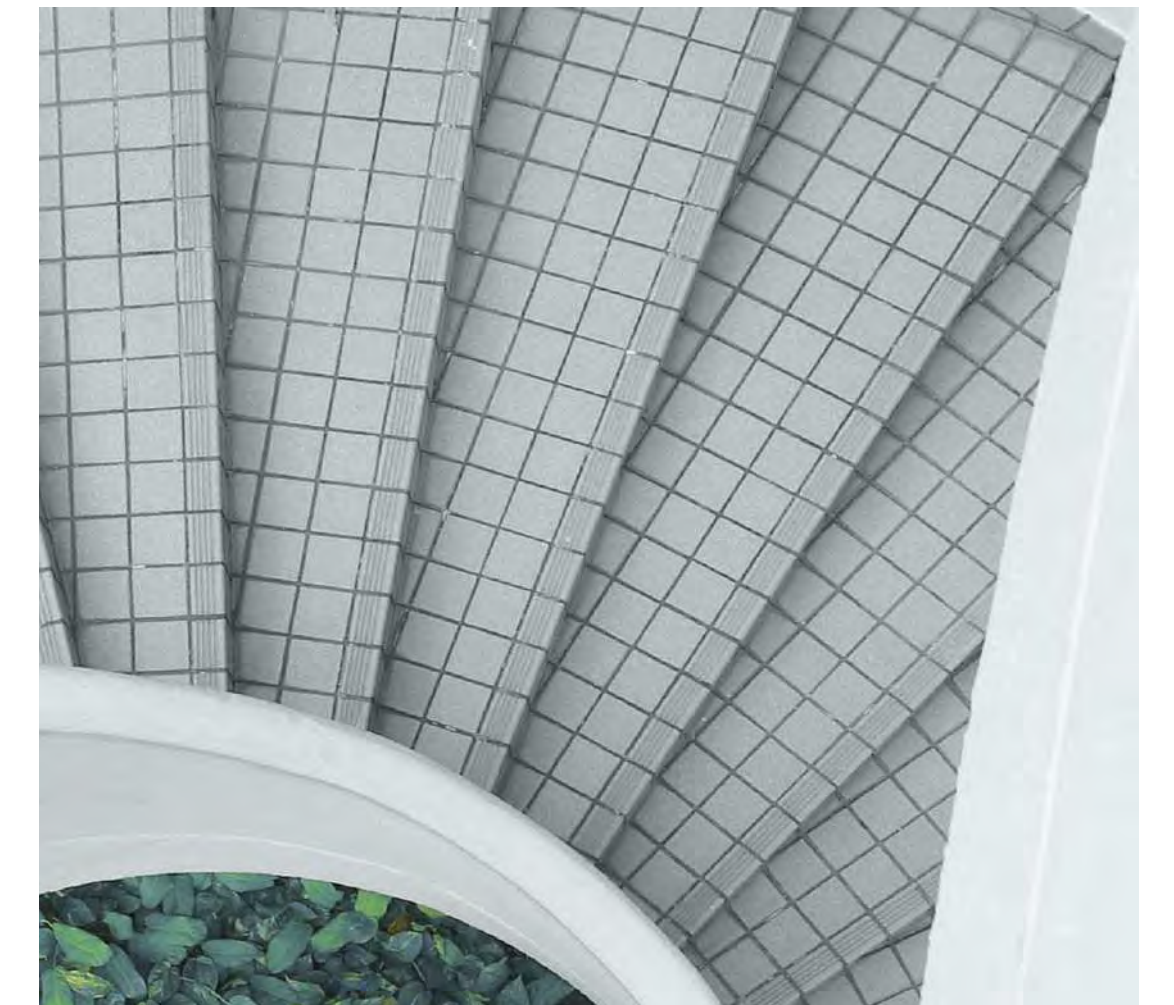
We have given our employees the opportunity to improve their working conditions by becoming more flexible during office hours and regulated a new procedure dedicated to meeting staff needs

5

PRODUCT AND SERVICE QUALITY

_NET PROMOTER SCORE (NPS):

This policy is a metric resulting from the customer satisfaction survey and ensures that we are able to recognise the relationship of our customers with the brand. The data is going well. Any negative feedback determines a review on the dissatisfied customer



4

RENEWABLE ENERGY

Currently the only renewable energy used is that from the electricity supplier; a contract was signed at the end of 2021 for the supply and installation of a photovoltaic system aimed at significantly improving this data. The final installation of the photovoltaic system was completed in February 2023.



3

CO₂ EMISSIONS AND AIR POLLUTION

_HYBRID FLEET (COMPANY CARS):

As our company fleet reaches the expiration of its leasing contracts, we are moving to a more sustainable option by renting only hybrid cars, with the aim, when the time is right, to having a fully electric car fleet, installing charging columns within the company

2

GLOBAL WARMING AND GREEN POLICIES

_REDUCTION IN THE USE OF PLASTIC:

This policy, which will always be applied within our facilities, was already adopted in 2019, eliminating the consumption of water bottles from the offices and replacing them with a water dispenser, reducing the production of plastic waste by 75,000 units

_PROCESS DIGITISATION

In order to pursue a faster and better management of our products, we have digitised all paper archives, from the order of our customer to the product maintenance sheets, foreseen a new digitalisation linked to some types of processes and planned to introduce the use of recycled printer paper



1

LOCAL COMMUNITY SUPPORT

_DESIGNED TO SUPPORT THE COMMUNITY:

We have created several projects and collaborations to help local communities; for an example of Vimec's commitment, see the chapter dedicated to this topic



KPIS

Divided into three main categories we present our annual results

_ENVIRONMENT

INTERNAL OBJECTIVE

KPI

ENERGY CONSUMPTION



-5% PER YEAR **-7%**

Decrease compared to the previous year

ENERGY MIX



+3% PER YEAR **-6%**

Increase compared to the previous year

CO₂ EMISSIONS



-5% PER YEAR **-8.5%**

Decrease compared to the previous year

ENVIRONMENTAL CERTIFICATION (ISO 14001)



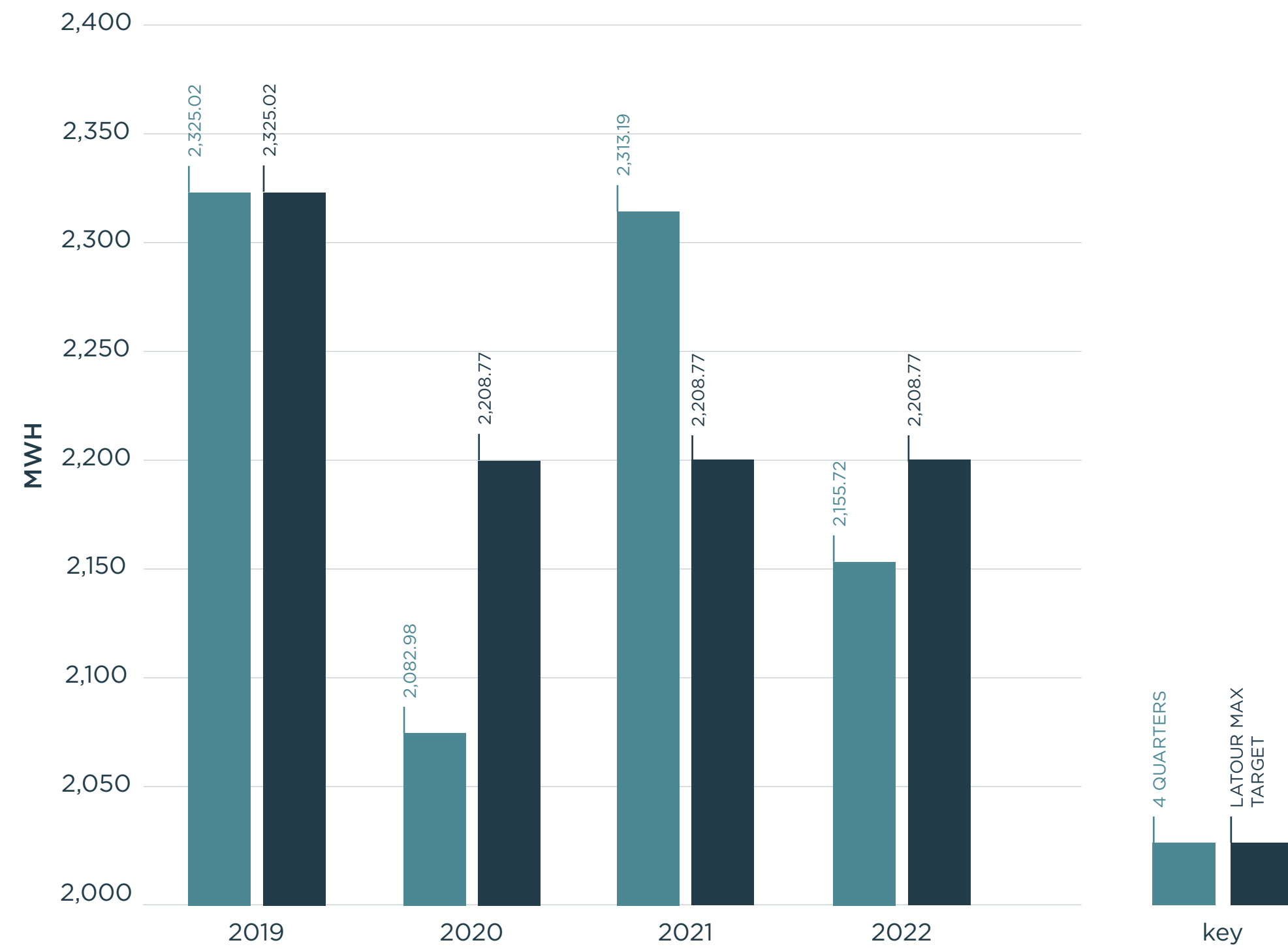
100%

100%

Obtaining certification



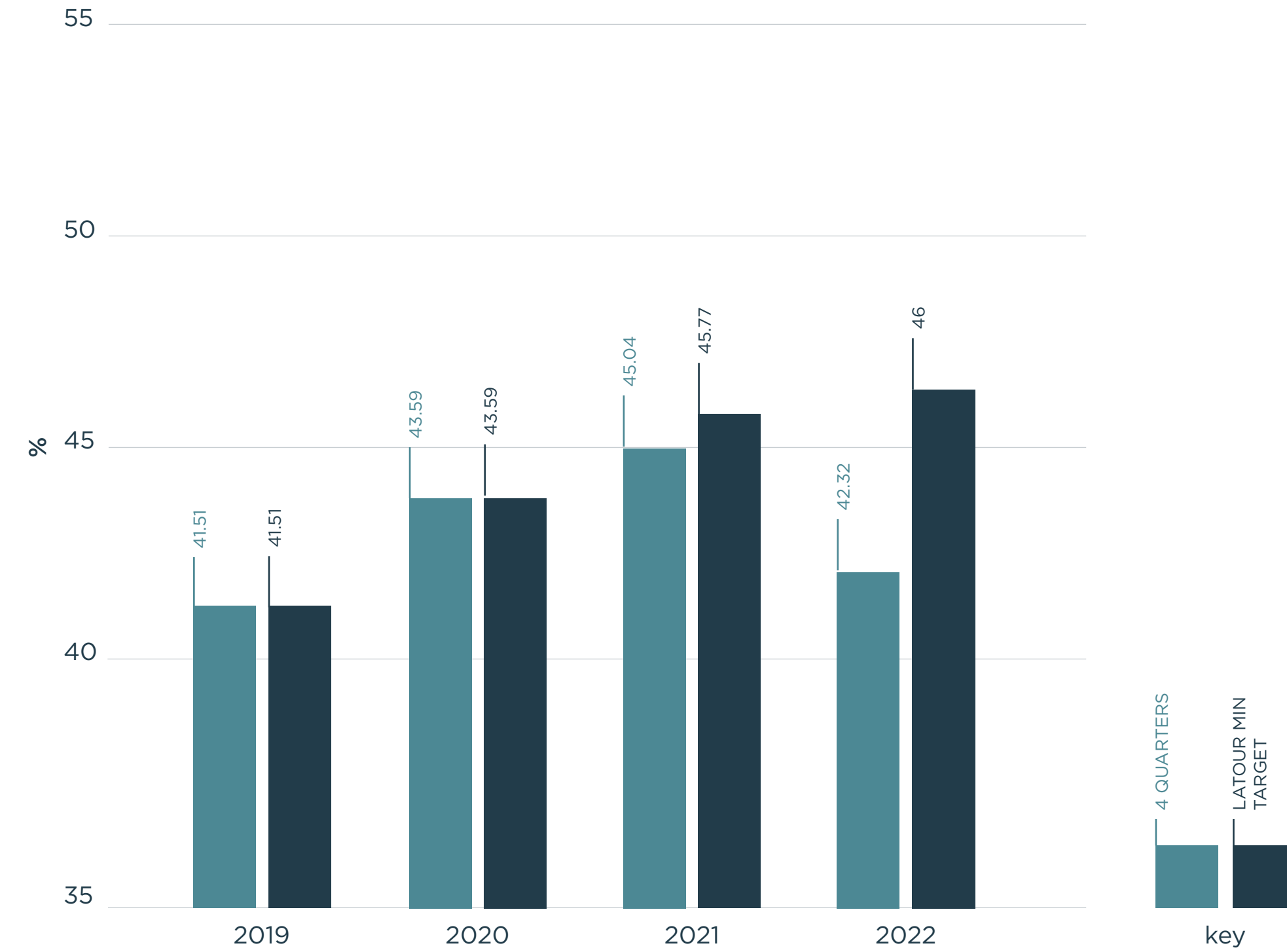
ENERGY CONSUMPTION



Values in MWh given by the sum of electricity and heating.

Objective achieved

ENERGY MIX

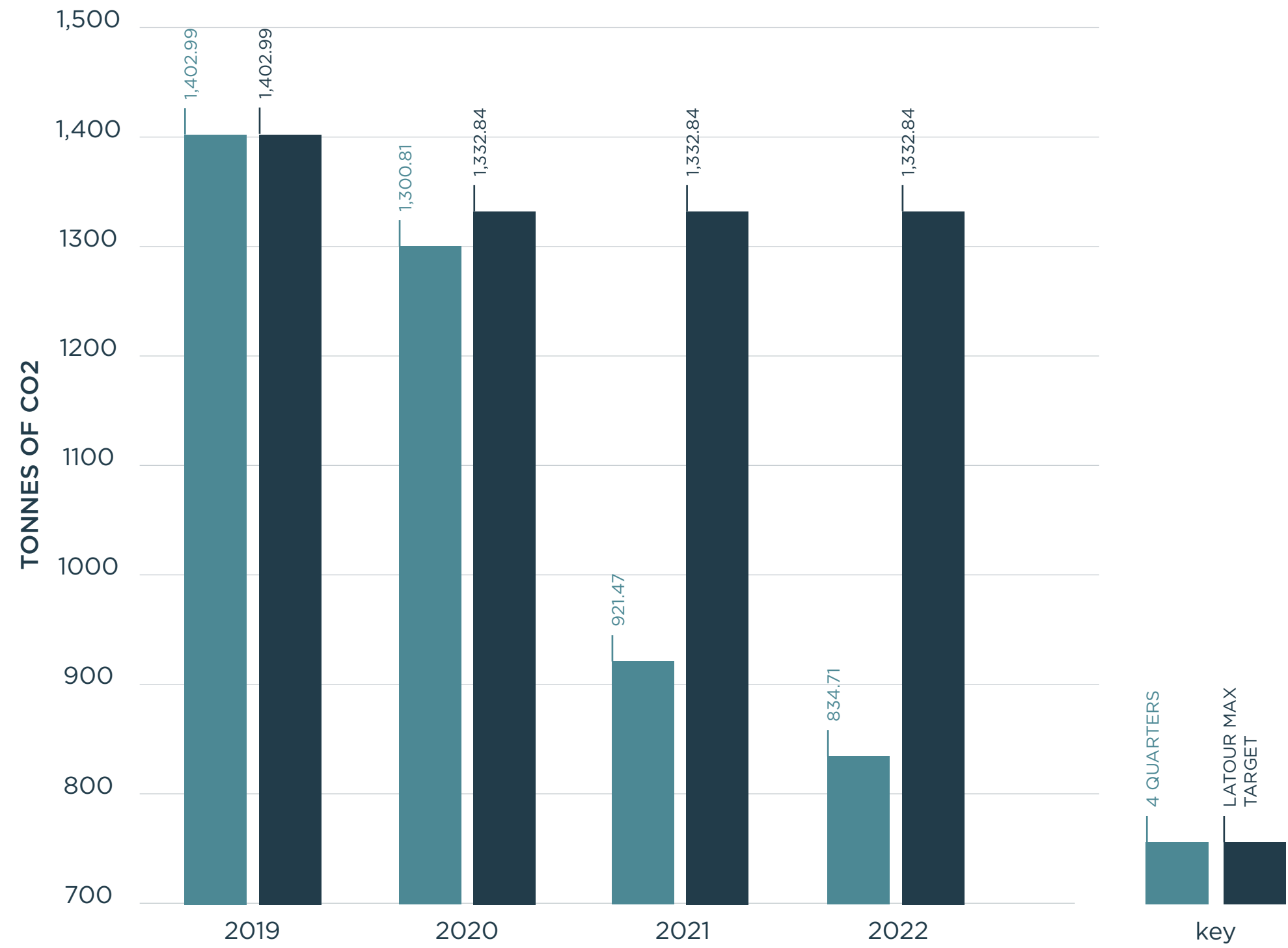


Electricity invoice % values.

The installation of the photovoltaic system will allow us to reach the set targets and to considerably increase current KPIs.

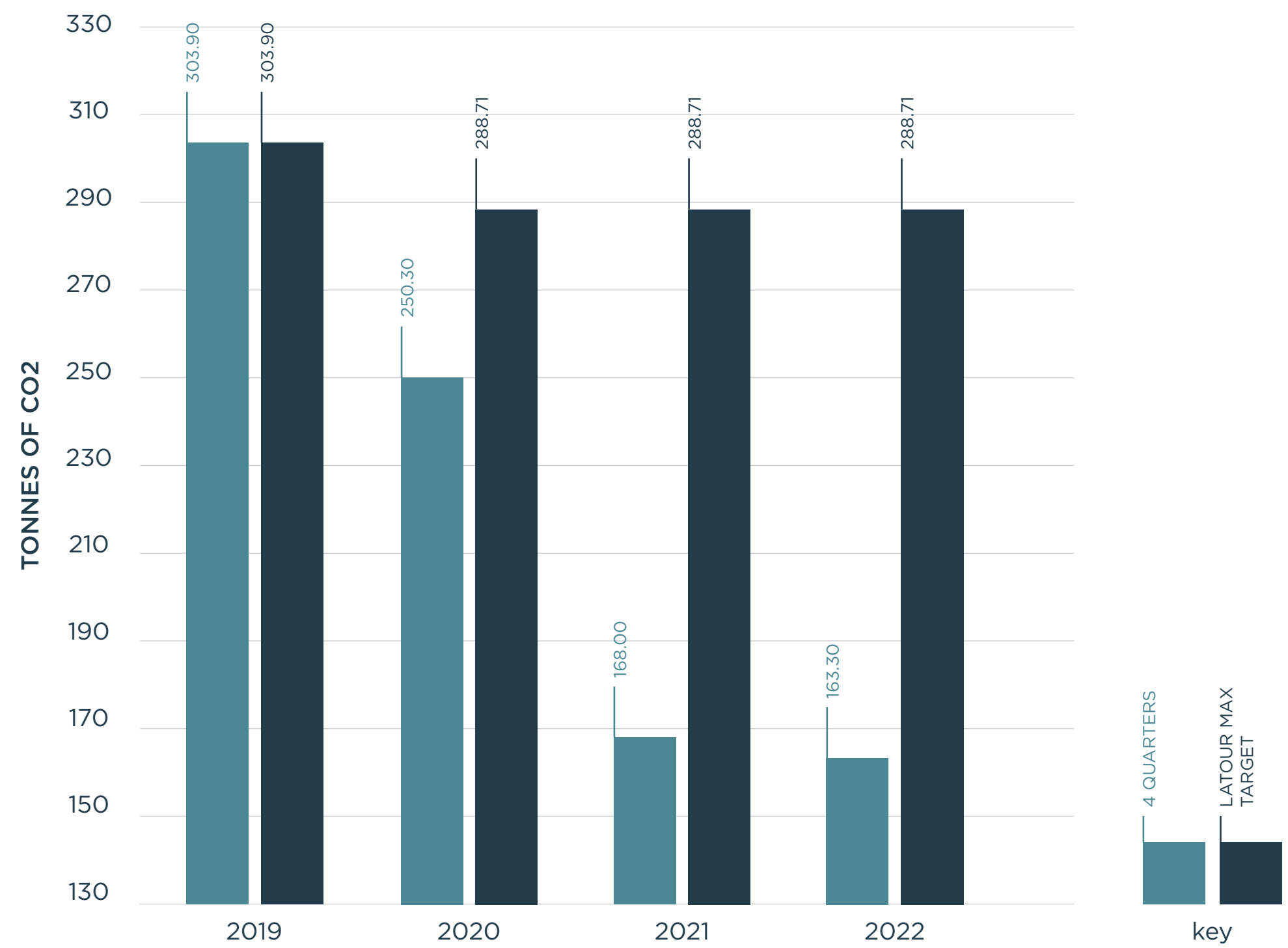
Objective not reached

SCOPE 1 CO2 EMISSIONS



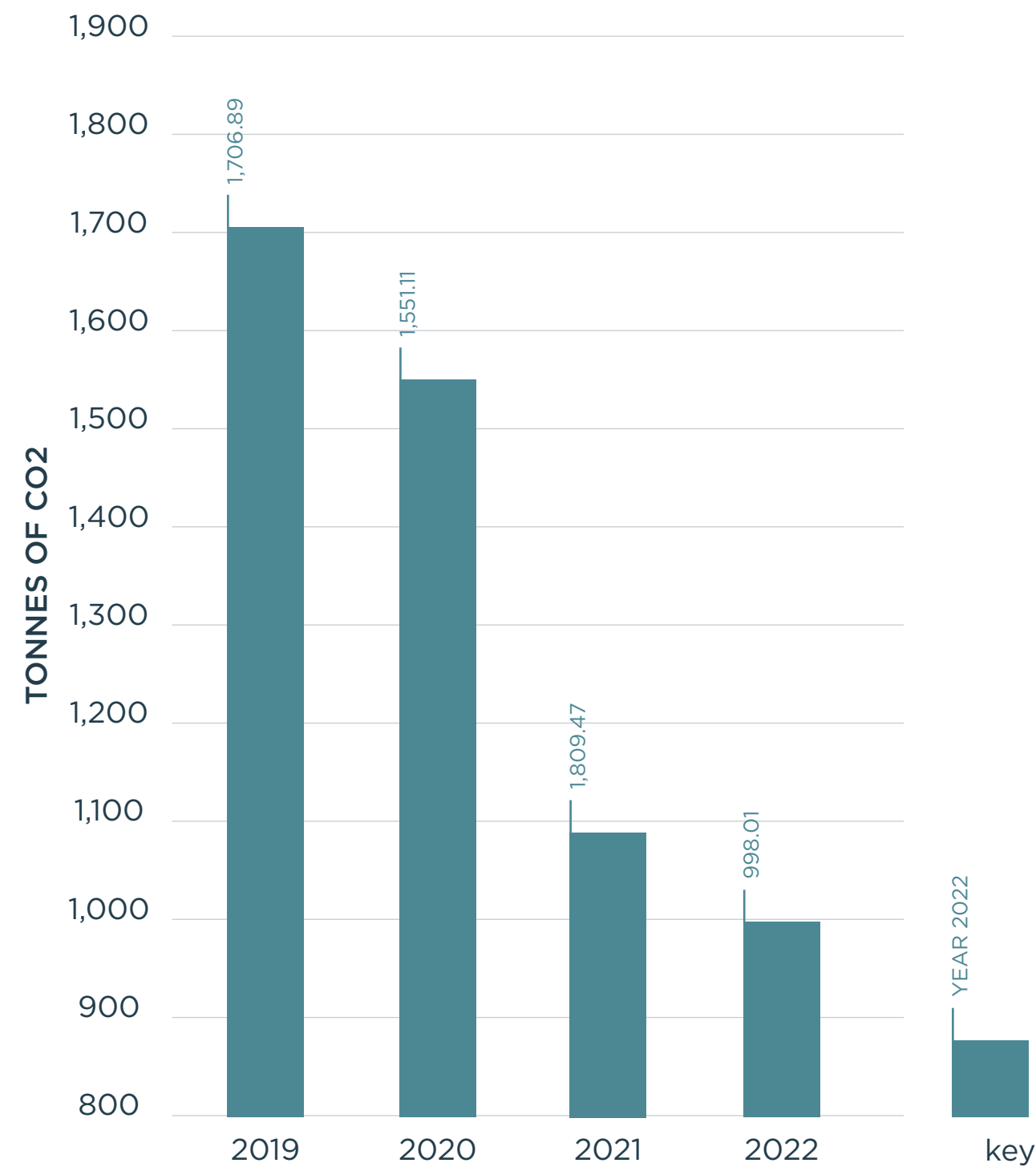
SCOPE 1: tonnes of CO2 equivalent of cars and heating.

SCOPE 2 CO2 EMISSIONS



SCOPE 2: tonnes of CO₂ equivalent of electricity.

TOTAL CO2 EMISSIONS (SCOPE 1 + SCOPE 2)



The objective for this KPI has been achieved, above all thanks to the replacement of the entire lighting system in the production departments and the installation of the photovoltaic system. These KPIs will see a further increase resulting from the imminent refurbishment of all offices and the consequent updating all the electrical systems, heating/cooling systems, insulation, etc.

Objective achieved

ENVIRONMENTAL CERTIFICATION:



Environmental certification obtained for compliance with ISO 14001; the Management System is implemented and certified by DNV.

Objective achieved



_SOCIAL

INTERNAL OBJECTIVE

KPI

GENDER EQUALITY IN MANAGEMENT



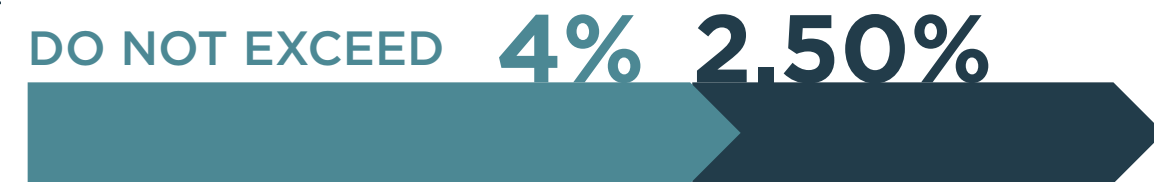
Management team represented by women

GENDER EQUALITY ON THE BOARD OF DIRECTORS

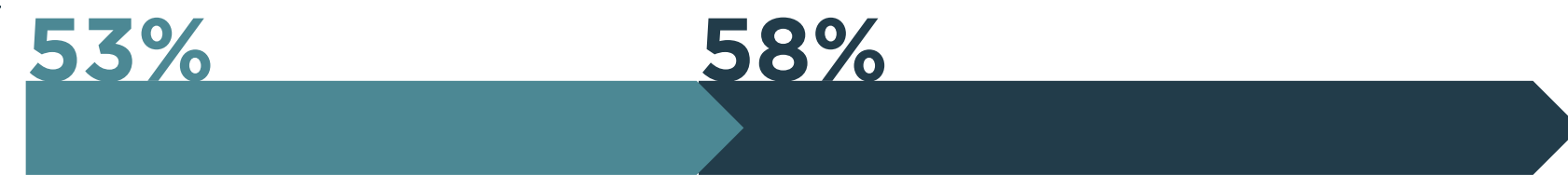
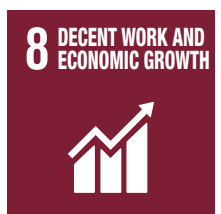


Board of Directors represented by women

ACCIDENTS AT WORK



ENGAGEMENT



Employees who say they are happy to work at VIMEC

INTERNAL OBJECTIVE

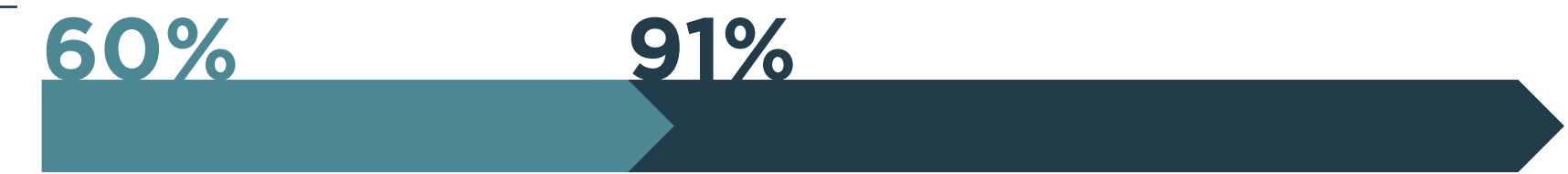
KPI

HOURS OF TRAINING NOT REQUIRED BY LAW FOR EMPLOYEES



Increase compared to the previous year

PERCENTAGE OF CUSTOMER SATISFACTION WITH THE PRODUCT

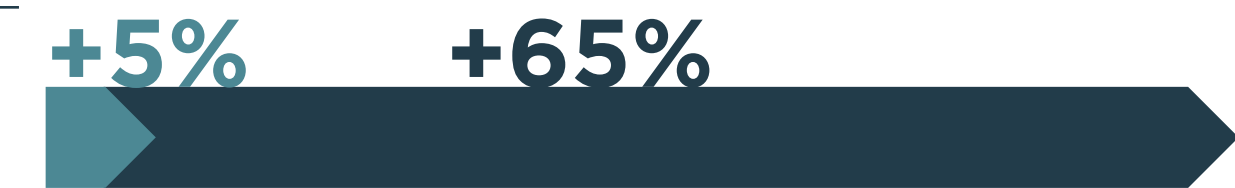


Achievement of positive responses

ATTENTION TO THE PERSONAL NEEDS OF EMPLOYEES



ATTENTION TO THE NEEDS OF THE COMMUNITY



Increased percentage in economic value of the support given to the community compared to the previous year

GENDER EQUALITY

This figure is clearly improving compared to the past; there are no company preclusions to the recruitment of female staff. In all the searches for new people to be included in the company we specify that the positions are aimed at men and women. We strongly believe that an increased female presence in Vimec can improve the conduct of activities and decisions.

Objective partially achieved



ATTENTION TO THE NEEDS OF THE COMMUNITY

Several projects and collaborative programmes have been launched to support local communities. For an example of Vimec's commitment, see the dedicated chapter. **Objective**

achieved



ACCIDENTS AT WORK: (4 ACCIDENTS IN 2022)

The company is committed to improving the already contained data of accidents through the training of personnel and the constant update of the Risk Assessment Document (DVR).

- _Updating the Risk Assessment Document
- _Training courses on safety
- _Capturing daily reports and discussing events to identify similar situations
- _Distributing an informational brochure on accident prevention
- _Launching a scheduled maintenance and control programme covering safety devices

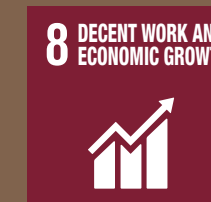
Objective achieved



ENGAGEMENT

The Trust Index figure has improved considerably compared to the past. This comforts us about the direction we have taken: the new initiatives (all proposed by Team Vimec Experience) will help us to further improve, together with the important professional and managerial development project aimed at company figures who have taken or will soon take on roles of responsibility, in order to develop skills so that they can become aware and prepared future managers.

Objective achieved



TRAINING NOT REQUIRED BY THE LAW

After the pandemic, which significantly reduced this figure, courses and training sessions were fully resumed both online and face-to-face.

Objective achieved



PERCENTAGE OF CUSTOMER SATISFACTION WITH THE PRODUCT

For details on this KPI, see the section, "Responsibility towards customers".

Objective achieved



ATTENTION TO THE PERSONAL NEEDS OF EMPLOYEES

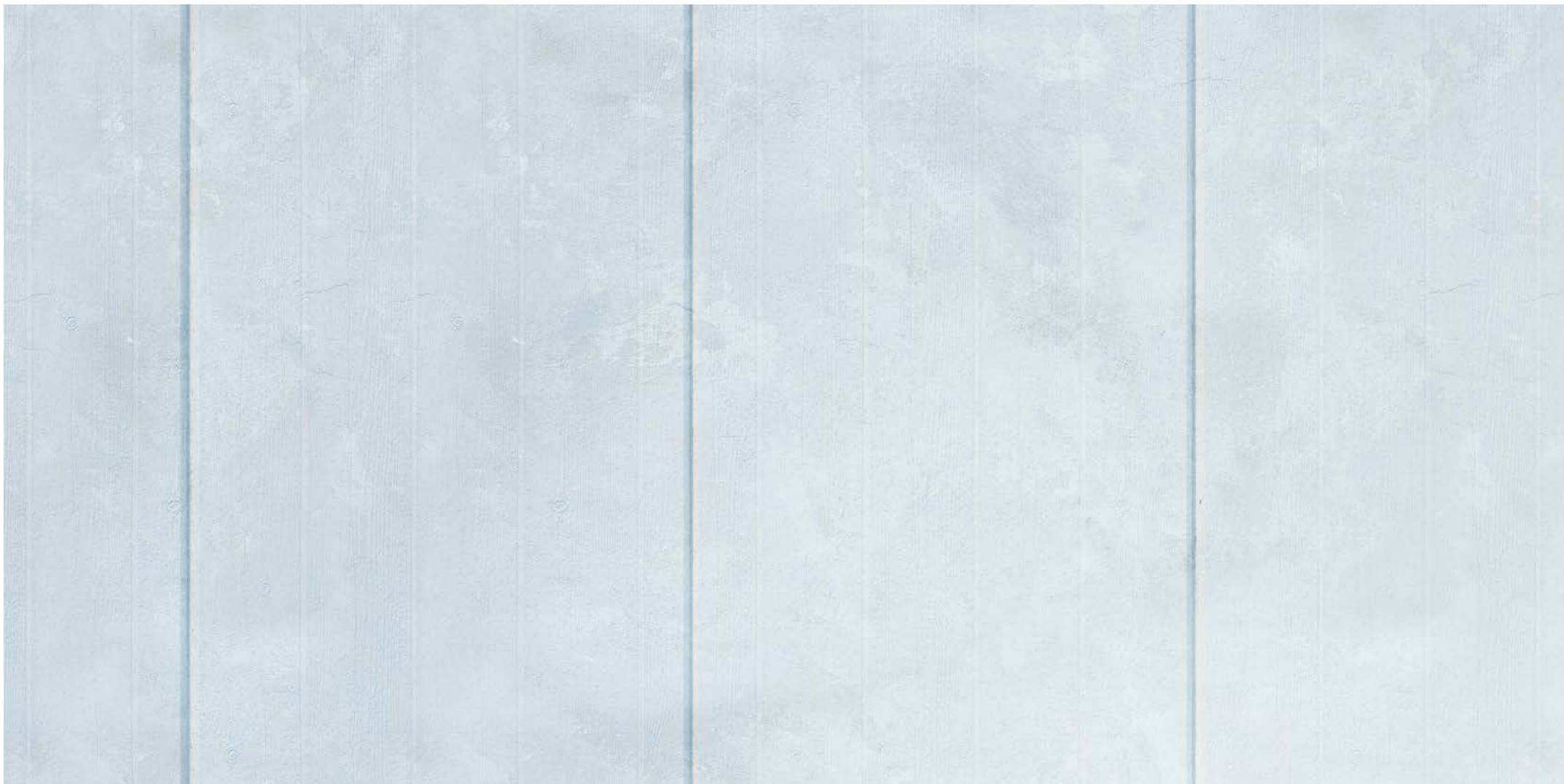
Vimec has adopted a procedure which defines the formalisation of requests made by employees, for individual needs as an exception to internal regulations. Requests to the HR Manager, made directly or through a Section Manager, are formalised by completing a document which will report the outcome, positive or negative, following an assessment done by HR and/or by the company's management team.

Objective achieved



_BUSINESS ETHICS





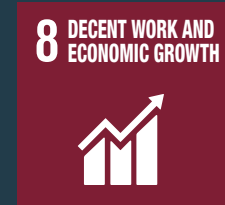
CODE OF ETHICS

Latuor, among the minimum requirements to be achieved in the sustainability project, requires us to implement a code of conduct/code of ethics both internally and with suppliers/agents.

In 2020, Vimec published and shared the internal code of conduct through the HR portal. When entering the portal for the first time, employees have to read the text before being able to perform any further operation.

In 2021, the external code of conduct was also published and shared through the Supplier portal. When entering the portal for the first time, suppliers have to read the text before being able to perform any further operation.

Objective achieved



SUPPLY CHAIN CONTROL

Sustainability is a key success factor for all sectors and an increasingly important and urgent issue. Now more than ever, social issues, environmental protection and good business management represent fundamental values and essential assets for the growth and evaluation of every company. In pursuing these objectives, for Vimec, it is essential to understand the route to satisfying the ESG Criteria adopted by our Suppliers, to ensure that they share our commitment towards these issues.

In order to verify the degree to which our supply chain is sustainable, we have launched a collaborative project with external consultants who can offer us a global digital platform to analyse and manage sustainability information from Italian and non-Italian companies. This will allow us to identify the strengths and the areas for improvement and will allow us to obtain a participation certificate, valid for one year, which can then be published on our website and social media channels.

Objective on plan



OBJECTIVES

Vimec is focusing on various improvements in the quality of the company, in fact, over the last two years, we launched several more or less demanding initiatives (already mentioned in this report) and ambitious projects were planned from a sustainability viewpoint, partly following the directives dictated by Latour and partly decided and organised by Vimec.

Among the projects already approved by management and the owner, and partly implemented, the most important are certainly:

- _The complete refurbishment of the offices, including all the electrical systems, heating, cooling, insulation, etc., which will significantly increase the energy class of our plants
- _The installation of a photovoltaic system that will allow to increase the energy mix and use of renewable energy
- _The renovation of the lighting system of the production departments that will bring an economic saving and a lower emission of CO2

These projects consider all aspects of corporate sustainability (social, environmental and economic) and contribute substantially to improving all the KPIs just discussed.

Furthermore, each member of the Management Team was invited to study and present, in collaboration with their teams, a new sustainability project to be developed during the coming year.

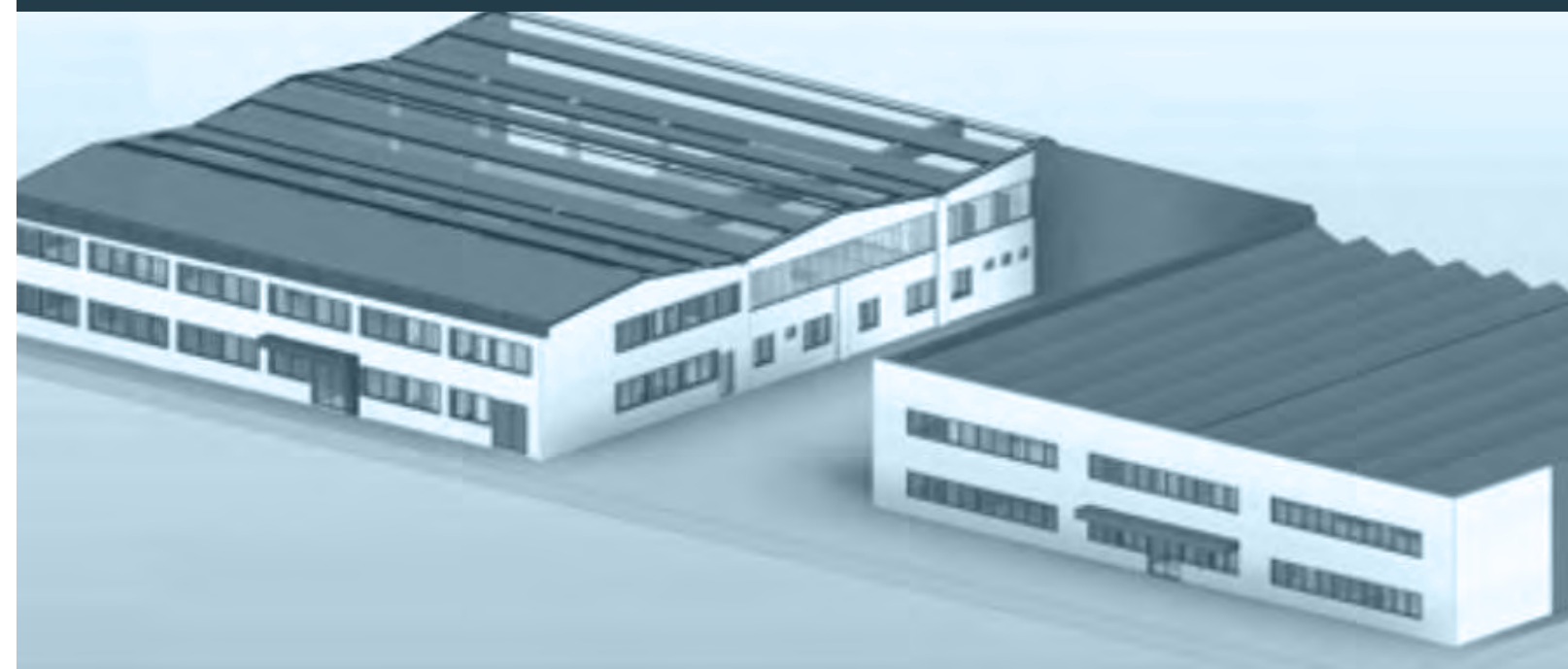
For more details, see the next chapter, which examines the current and future projects that Vimec is planning to further improve its sustainable impact.

_CURRENT PROJECTS

OFFICE REFURBISHMENT

Technical improvements planned as part of the project:

- _air microfiltration
- _LED lighting
- _elimination of gas-fired heating stations for office heating (this will allow us to avoid increases in gas prices)
- _management through zone sensors and automation of the air conditioning and lighting systems
- _constant, real-time control of air quality and temperature
- _thermoacoustic insulation



PHOTOVOLTAIC SYSTEM

750 panels in total already installed

Start of works: May/June 2022

End of works: February 2023

CO2 Savings: 261 tonnes/year

Percentage increase of the "Energy mix": 46%



LIGHTING SYSTEM FOR PRODUCTION DEPARTMENTS

CO2 Savings: 261 tonnes/year

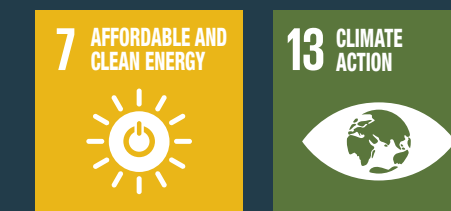
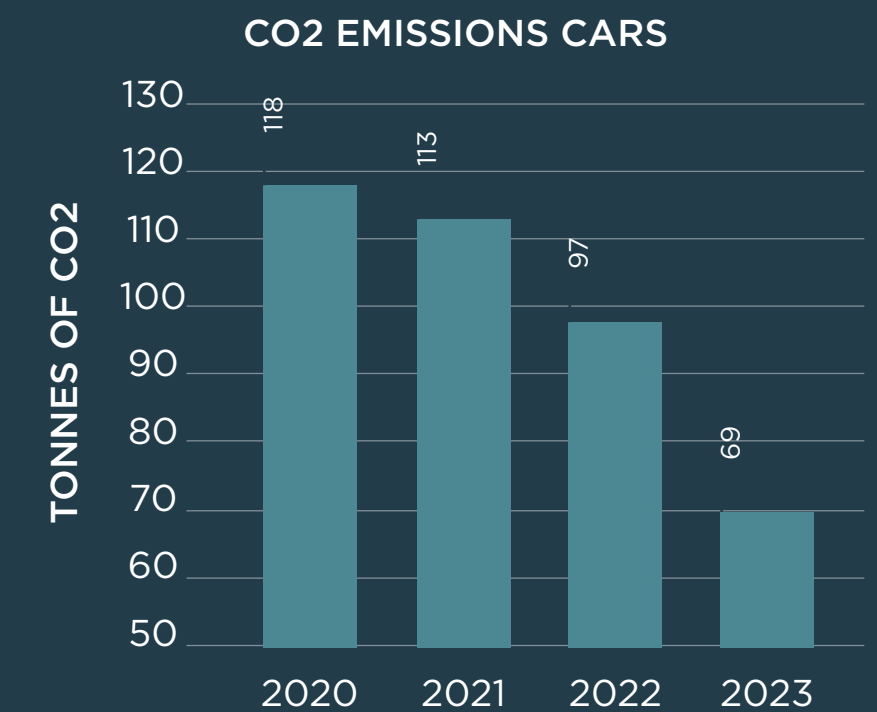
Completion of the system August 2022



HYBRID CORPORATE FLEET

In 2020, Vimec decided to replace the cars in the company's fleet (once the current contract expires) with hybrid cars with lower environmental impact.

This led to a notable decrease in CO2 emissions.



VIMEC GIVEAWAY

What is the **GIVEAWAY**? The Giveaway is a prize draw that puts a T09 movable stair lift up for grabs.

The Friends of the Oncology Day Hospital Association (Associazione Amici del Day Hospital Oncologico), who won the draw, told us that they wish to waive the prize since they are unable to truly make the best use of the stair lift and, therefore, the decision was made to donate it to the runner-up, the "Fondazione Sabbadini di Villastrada di Dosolo" nursing home.

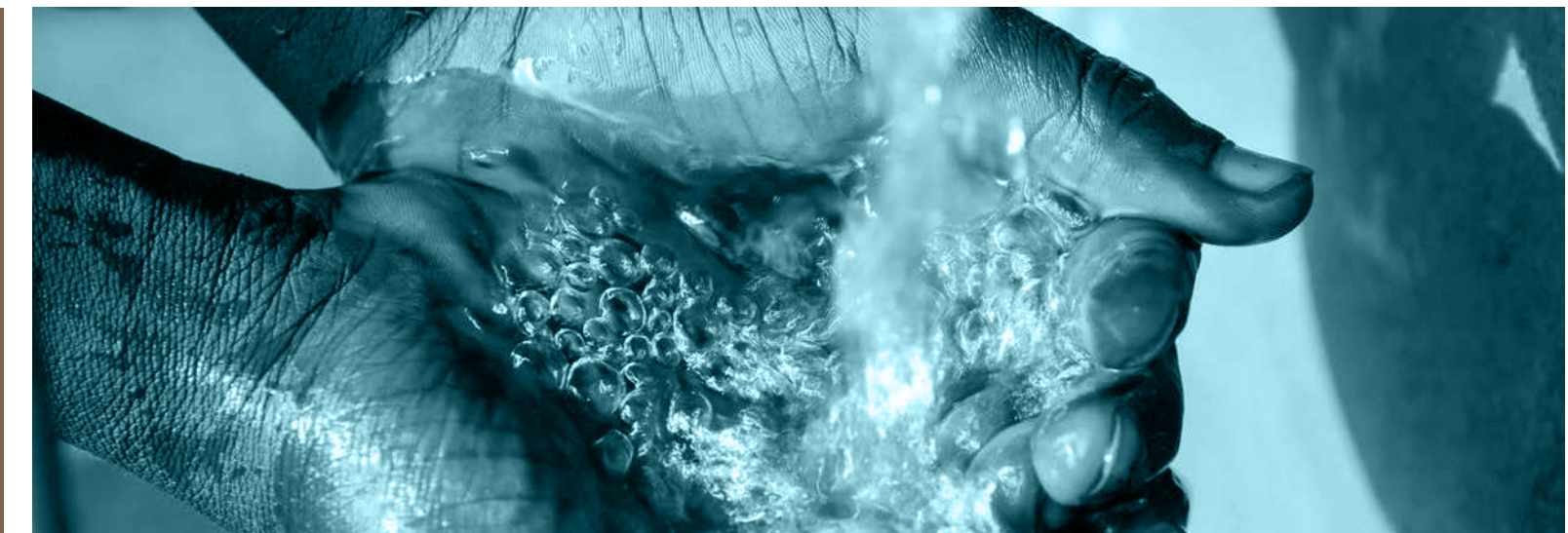
The prize was awarded on 23/12/22.



NATÙ PROJECT

Natù is an Italian firm that works to spread a culture of environmental protection and the reforestation of urban areas. Through concrete actions, involving public bodies, schools and companies, they strive for a future where people and nature can live in balance. By reducing CO2 emissions, new, green areas can be created through urban reforestation, launching environmental education programmes in schools and engaging vulnerable people through social inclusion projects.

"A Tree for the Future" is a guaranteed and certified project for CO2 abatement. Vimec's participation in the project can thus be included in the company's emissions reduction programme aimed at carbon neutrality.



THE SOLVATTEN

Solvatten is a combined, portable water treatment and water heating system designed for off-grid domestic use in developing countries. Thanks to its durable, simple and innovative design, Solvatten is a cost-effective way to provide people around the world with access to clean, hot water.

In the developing world, millions of women and children have to travel tens of miles every day to fetch water and firewood. Solvatten helps reduce the daily use of wood and makes it possible to use unimproved water sources close to home. It has an average lifespan of 7-10 years, essential during the first years of life, when children are most susceptible to water-borne diseases.

Latour invites group companies to start collaborating on this project with an annual one-off donation. Vimec is committed to creating a new "donation formula" based on a percentage of sales/turnover during 2023.



SUPPLY CHAIN

In production processes, on average, **90% of the impact** is determined by **the supply chain**.

Based on this figure, the need arises to evaluate suppliers against international standards, using the same principles that define a company's level of sustainability in order to have a realistic view of their sustainability.

Knowing your supply chain is the first step on which to then set your sustainability strategy.

Vimec has decided to use Synesgy, the global digital platform developed by the CRIF Group, which can collect and manage ESG information to verify the sustainability criteria of its suppliers, identifying their strengths and their areas for improvement and allowing them to obtain the Synesgy Certificate of Participation.



DISPOSING OF PLASTIC BOTTLES

In 2019, we decided to eliminate water bottles from offices and replaced them with a water dispenser, reducing the production of plastic waste by 75,000 units.

In collaboration with Buonristoro, we have made free drinking water available through dispensers throughout the company (subject to installing an appropriate system to make the water potable) and now employees no longer need to use plastic water bottles.



COLLABORATION WITH BUONRISTORO

In collaboration with Buonristoro, we installed hot beverage dispensers throughout the company. These dispensers use cups with a high ecological content and their separate collection allows for easier and faster recycling.

This project allows us to save about 400 Kg of CO2 per year!!!



AURORA ASSOCIATION

Among the activities that Vimec promotes in support of Sustainability, we are pleased to share an initiative that specifically concerns the social sustainability of the company.

To enhance Vimec's contribution in support of this non-profit organisation, chosen from among the beneficiaries of dedicated activities in 2021, we offered 6 young people (who are supported by the association) the opportunity to gain direct experience of an online system, completing its implementation with simple and safe operations.

In this way, these young people will also have helped overcome an architectural barrier!



WASTE MANAGEMENT

In order to eliminate hazardous waste, the company has:
 _removed and replaced the asbestos roof covering with metal sheets, thereby improving the quality of working life and the safety of workers in the company
 _optimised the collection and proper disposal of waste by reorganising the area used for waste collection and disposal on the basis of a new procedure drawn up following studies and an analysis of the waste produced by Vimec
 _revised, in a much more in-depth way, the procedure and the relative management of waste, in order to arrive at an optimal situation

The following table shows some processes that have already undergone considerable improvement:

2020

- Two annual scrapping projects with "mixed metals"
- About 50 loading/unloading operations from the register
- Scraps and shavings considered as single waste
- Open-air waste containers
- Single loading/unloading register for via Parri 5 and 7/9
- Identification and management of fewer than 10 EWC codes

2022

- Monthly scrapping projects with specific EWC code
- About 250 loading/unloading operations from the register
- Separation of scrap waste from shavings
- Closed waste containers and more of them
- Double loading/unloading register in use for the two sites
- Identification and management of approx. 10+20 EWC codes (in both sites)
- Signs (constantly updated)
- Creation of a special waste management procedure



NEW PRODUCTION DEPARTMENT COMPRESSOR

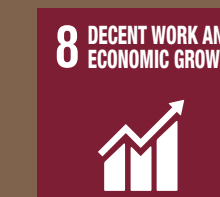
New compressor installed on 22/12/21 in workshop no. 7-9, and lowered the network pressure by almost 1 bar.

This has led to a significant decrease in CO2 emissions and electricity consumption estimated at around 30-35% .



GPTW

The "Great Place To Work" (GPTW) policy started in 2019 and the initiatives carried out by the Team Experience, in collaboration with the management team, are realising several benefits and improving the work/life balance of employees, spreading the opinion that the new Latour management has brought important changes to the company with regard to attention to personnel.



RECOVERY AND RECYCLING OF CARDBOARD PACKAGING

Shredders play an important role as they can process a wide variety of waste materials such as scrap metal, aluminium, copper and brass but also materials such as plastic, paper, wood, tyres and food waste.

In 2020, Vimec purchased a professional shredder with the aim of recycling the cardboard packaging in the company and reusing the "shredded" cardboard in the spare parts department to fill boxes containing items to be sent to customers.

This has made it possible to reduce plastic wrapping and avoid purchasing material used for this purpose by using specially shredded cardboard chipboard panels derived from the various packaging.

The annual amount of recycled and reused cardboard is about 3 tonnes and considering that the ecological footprint (source: Pro Carton) is 915kg of CO₂-equivalent per tonne of cardboard produced and converted, thanks to this project, Vimec is avoiding about 3 tonnes of CO₂ emissions annually.



USE OF RECYCLED PAPER FOR PRINTERS

What can you save with a tonne of recycled paper?

A tonne of recycled paper saves 20 trees

Recycled paper saves new trees being felled

Of all the trees felled, approximately 35% is used to extract cellulose to produce paper.

The production of recycled paper reduces the need to fell new trees because cellulose is reused to create new paper. To produce a tonne of normal paper, it takes 2 to 2.5 tonnes of timber (source: CONAI) equivalent to the weight of 20 medium-sized trees.

THANKS TO THE USE OF RECYCLED PAPER, VIMEC "SAVES" 60 TREES A YEAR!!!

A tonne of recycled paper saves 400,000 litres of water

Producing recycled paper means less water is consumed. Another resource that is exploited in the production and processing of paper is water. It has been calculated that, for certain types of paper, to obtain the same amount of finished product, starting with 100% waste paper (rather than from the tree), considerable savings in water consumption (up to 80%) can be achieved.

The U.S. Environmental Protection Agency (EPA) has estimated that recycling paper cuts water pollution by 35%.

THANKS TO THE USE OF RECYCLED PAPER, VIMEC "SAVES" 1,200,000 LITRES OF WATER A YEAR!!!

A tonne of recycled paper saves 5,000 kWh of electricity

Producing recycled paper means less electricity is consumed.

Recycling paper drastically cuts the amount of energy and materials used in terms of electricity. It has been calculated that by producing recycled paper we save 5,000 kWh of electricity. The equivalent of the annual electricity consumption of 2 households.

THANKS TO THE USE OF RECYCLED PAPER, VIMEC "SAVES" 15,000 kWh OF ELECTRICITY A YEAR!!!

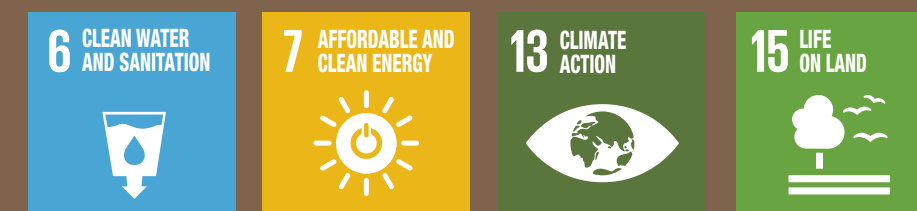
A tonne of recycled paper pollutes -74%

Producing recycled paper means less pollution.

According to the U.S. Environmental Protection Agency (EPA), recycling paper cuts air pollution by 74%.

Paper can be recycled up to 7 times and this allows you to keep CO₂ out of the atmosphere for longer.

THANKS TO THE USE OF RECYCLED PAPER, VIMEC ACHIEVES "LOWER POLLUTION" EQUAL TO 222% A YEAR!!!



SMART WORKING

After the period of the pandemic, which forced many employees to work from home, Vimec decided to continue to apply its smart working policy, allowing employees to work from home at least one day a week.

This project, in addition to improving the quality of life of employees, also results in a significant decrease in CO2 emissions (estimated at about 20%) thanks to the fact that cars are not being used to commute.

By comparing the average kilometres that an employee would typically commute against those travelled under smart working, and taking into account the grams per km (source: website), we were able to calculate that Vimec, thanks to its smart working policy, helps save more than 15 tonnes of CO2 emissions a year!!!

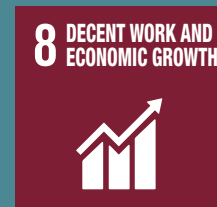
To give you an idea, a tonne of CO2 corresponds to:

_3,300 km driven with a petrol car

_a flight from Frankfurt to New York

_8,800 cups of coffee

_a balloon with a diameter of 9 metres and a volume of about 380 m³



Thanks to these projects, in 2022, Vimec was able to save about 100 tonnes of CO2 emissions.

_PROJECTS UNDER EVALUATION

LUZZARA, ONE TOWN

The “One Town” Foundation (Fondazione Un Paese) promotes the culture of a territory, the enhancement of a unique heritage and the visual arts through exhibitions and cultural, theatrical and educational activities.

Its spaces, which constitute the new cultural system of Luzzara, become a platform on which projects are realised, where opportunities are built to discover, explore, live and share works of art. The Foundation’s activities have a strong impact on the territory and attract tourists and enthusiasts from across Italy and beyond.

Supporting the “One Town” Foundation means joining a cultural project that generates opportunities for growth throughout the territory by offering companies exclusive opportunities and advantages: visibility in the national communication campaign, development of shared projects, corporate events in exhibition venues, conventions and corporate welfare solutions.



Certified



Corporation

OBTAINING B-CORP CERTIFICATION

The B-Corp mark (Benefit Corporation) identifies companies that are committed to regenerating and improving the world.

We are talking about openly for-profit companies, in terms of corporate form and operations, that want to demonstrate their excellence in the fields of environmental policies, respect for workers’ rights, dealings with local communities and transparency in governance.

The B-Corp certification has two steps. The first consists of a self-assessment of the company’s sustainability profile against five areas – governance, community, people, the environment and customers – through a free, online questionnaire that anyone can take.

A score in this questionnaire of at least 80 points out of 200 means that the company generates more value for society than it consumes. Those who exceed this score can continue in the certification process, which involves verifying and validating the requirements declared in the test.

The certification body is B Lab and the certificate has to be renewed every 3 years.



ONBOARDING

By Onboarding we refer to the process by which employees are involved within a company. Specifically, the intention is to create greater knowledge of what Vimec is doing (from the point of view of sustainability) and to make people aware of organisational and cultural practices, so that every employee joining the company can become an integral part of it.



COLLABORATION WITH THE UNIVERSITY OF MODENA AND REGGIO EMILIA (UNIMORE)

Life Cycle Assessment (LCA)

A **Life Cycle Assessment (LCA)** is a useful tool for assessing the environmental aspects of and the potential impacts associated with a product, process or service throughout its life cycle.

EPD (Environmental Product Declaration)

This is a declaration containing clear, understandable, verified and relevant information on the environmental impacts of products and services. The **EPD** is a tool that allows the environmental communication of products or services to be disseminated between distributors and consumers, and between manufacturers themselves. Its aim is to improve such communication through the use of objective, comparable and credible information.

Scope 3 emissions calculation

Scope 3: includes all emissions related to the company's operation that do not fall under **Scope 1** and **Scope 2** (e.g. emissions relating to employee mobility, the supply chain, use of goods produced, etc.).

Once this data is obtained, the company can understand and then decide what to do in order to improve its environmental impact.



UNIMORE

UNIVERSITÀ DEGLI STUDI DI
MODENA E REGGIO EMILIA

MISTER LAVAGGIO

WeGreen is the car wash service designed for companies that care about the environment.

Perfect for corporate fleets and benefit programmes.

It is the solution for an eco-friendly car wash anywhere: without the use of water, without dispersing residue into the environment, completely by hand and without moving the cars.

Companies that join the WeGreen programme have access to a discount on all types of washing through a dedicated company profile, which allows them to conveniently book one or more washes. A first demonstration wash can also be booked completely free of charge.

To date, more than 2,000 companies, entities and dealers make use of Mister Lavaggio services in more than 200 Italian cities.



ECO-FRIENDLY CAR WASH ANYWHERE



1. Without water
2. Without releasing chemicals into the environment
3. Completely by hand
4. Without having to move your car*



A LIGHT STORE

LIGHTER EXPENSE, WITHOUT THE PACKAGING!

Founded in 2009 in Italy, we have the distinction of being the first network in the world of stores specialising in the sale of loose items and with returnable containers. We offer more than 1,500 products: food products, household hygiene and body care items, all selected and formulated by our research body, Ecologos, and sold exclusively in our stores.

Our goal is to make the ZEROWASTE lifestyle choice simple and convenient. We work for people who want to contribute to protecting the environment by reducing their impact on it, for people who want to eat healthy, good food, verified throughout the supply chain, and for people who want to take care of their bodies and their home with natural products which are both effective and pleasant to use.

We have 20 physical stores in Italy and Switzerland and the ONLINE SHOP

Every day we try to make a contribution to change.

Bring your own containers. You can always reuse them with us, for a lifestyle oriented towards sustainability!

Choose from over 1,500 loose products. Local produce, tradition and innovation, sold without packaging!

You only pay for what you take. And save on the cost of the container, thus reducing packaging waste!



AUDIT

This sustainability report has been verified internally.

The contents of this report have been collected by interviewing the personnel responsible for certain business areas, by analysing documents and calculating data, by reading and interpreting reports according to our professional judgement.

It is, therefore, our duty and in our interests to determine and periodically verify that the quantitative and qualitative criteria are consistent in order to determine the level of sustainability that our company is able to achieve and/or maintain and/or exceed.

Vimec has the ambition of being a truly sustainable company. Sustainability is a path: it focuses on actions, behaviour and development choices that create value not only for the company, but for the entire world, both in the short term but also, and above all, in the long term. This is an approach that allows today's generation to meet their needs without compromising the ability of future generations to meet their own.

Luzzara, 8 March 2023

CEO: ANDREA VEGGIAN

Corporate Sustainability Manager: PIERPAOLO PICCOLI

The Vimec logo is displayed in white on a dark blue background. It features the word "vimec" in a lowercase, sans-serif font. The letter "i" has a distinctive dot that is a small circle with a horizontal line extending to the right, resembling a stylized lowercase "v" or a unique brand mark.