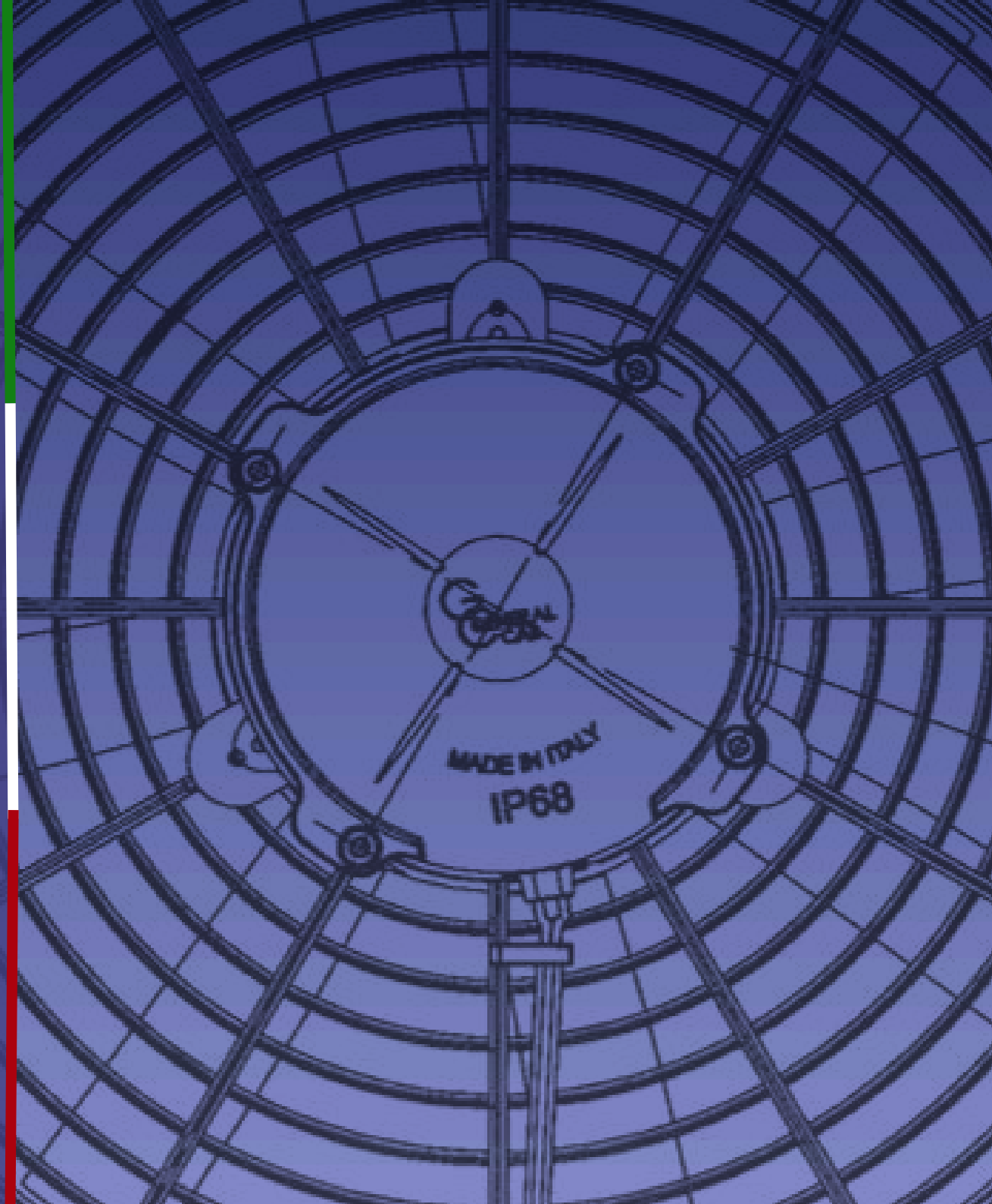
GENERAL CAB SRL

SUSTAINABILITY REPORT

2025



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LETTER TO STAKEHOLDERS



Dear stakeholders,

In 2025, the fourth year of reporting on our sustainability journey, we focused on a limited number of priorities, aiming to bring them to completion. We brought some actions forward while allowing more time to assess other areas for improvement, also in light of changes to the company's organisational structure.

On the environmental front, following the full commissioning of the photovoltaic system installed in 2023 and the replacement of the boiler, we chose to purchase electricity certified as 100% renewable, bringing our market-based Scope 2 emissions close to zero. We also continued to direct waste materials, offcuts and materials no longer in use towards recycling. Compared with 2023, waste decreased by 18%.

On the social front, following the introduction of employee assessment forms, we obtained UNI/PdR 125 gender equality certification on 14 April 2025, renewed in 2026. We introduced a measure to support parental leave and are assessing supplementary insurance coverage for employees.

We continued to support the community and non-profit organisations through financial and company resources. We reconfirmed the materiality matrix; we took action on pay equity in 2025 and 2026. Occupational health and safety, product quality and safety, and technological innovation remain priorities.

Some improvement measures were not completed within the planned timeframe, partly because we prioritised other initiatives. The next two years will require particular attention to the business. For this reason, we will not immediately pursue compliance with the European ESRS standards, which are not mandatory for General Cab, while retaining the goal of assessing them in the medium term.

MARIO TORCHIO
CEO

OUR STAKEHOLDERS

In 2024, the first phase of developing the materiality matrix was completed by mapping stakeholders.
As shown in the diagram below, stakeholders were divided into:
Direct/indirect internal stakeholders
Direct/indirect external stakeholders
This work helped identify the stakeholders to involve in the materiality matrix shown on the following pages.



Direct internal
- Employees
- Shareholders

Direct external
- Suppliers
- Customers
- Third-party lenders
- Trade union representatives
- Auditors
- Associations

Indirect internal
- Consultants

Indirect external
- Community
- Public administration
- Competitors
- Families

MATERIALITY MATRIX

In 2024, General Cab developed its first materiality matrix.
The materiality matrix is a tool organisations use to assess and prioritise the issues most important to their business. It identifies and clarifies which matters have the greatest impact on the company and its stakeholders.

Its main purpose is to help companies focus their resources and efforts on the issues most relevant to their business and interested parties. It supports informed decisions on priorities, better risk management, an improved reputation and meeting stakeholder expectations.

The first phase identified the material topics considered most relevant and influential for General Cab: 9 environmental topics, 11 social topics and 5 governance/performance topics. Stakeholders were then mapped to determine which groups, including customers, employees and lenders, should participate in the survey.
The third phase involved preparing and administering the survey to the most relevant stakeholders.

Responses on understanding the survey and the importance of sharing opinions with General Cab were positive, scoring 3.9 and 4.1 out of 5 respectively.

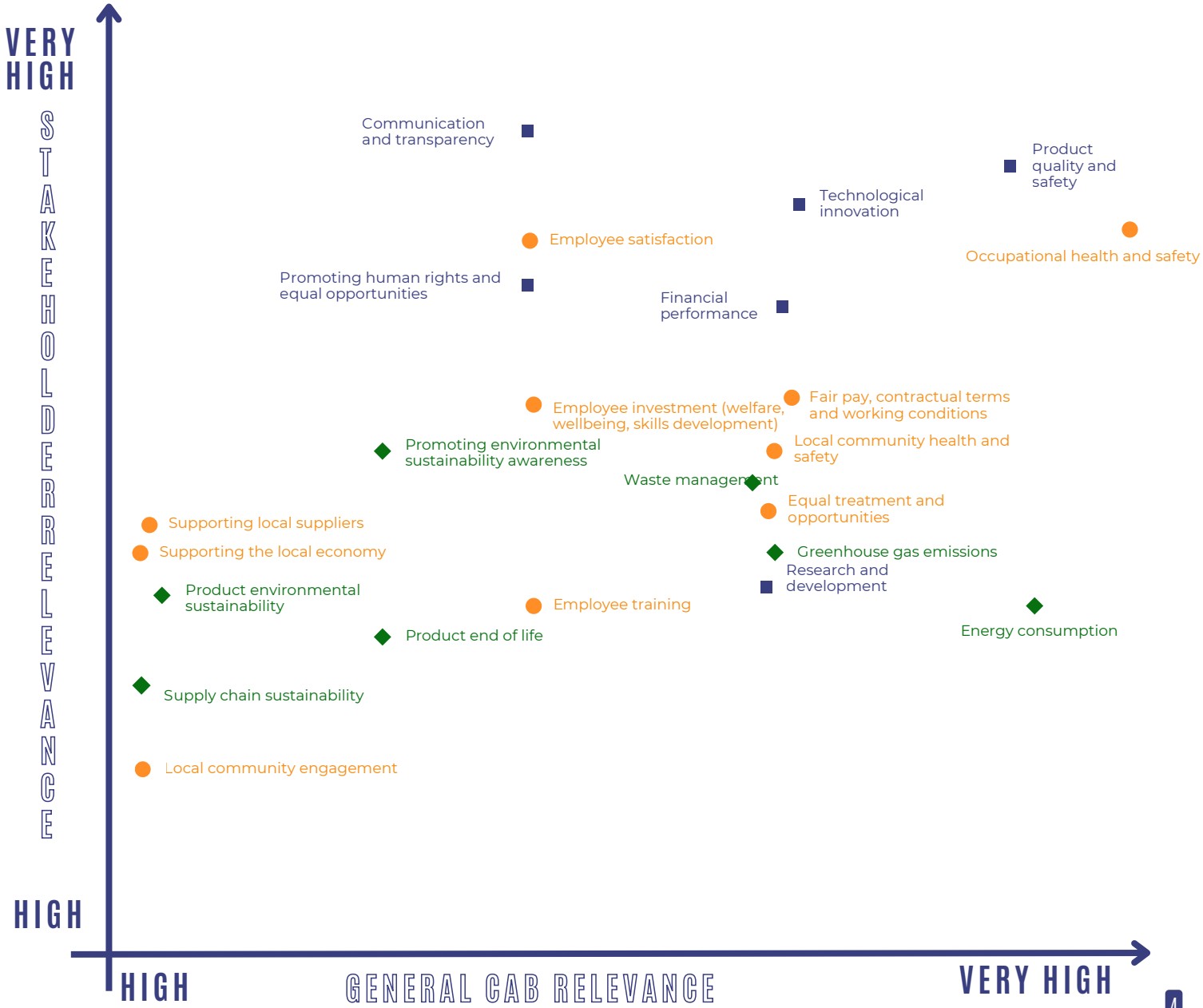
This work resulted in the materiality matrix shown on the next page. The chart shows the first quadrant, containing topics considered most relevant by both General Cab and its stakeholders. The further towards the top right a topic appears, the more relevant it is.

Ongoing dialogue with stakeholders will remain essential to align with their expectations and jointly address emerging challenges. The materiality matrix is not an end point but the beginning of a journey towards greater sustainability and transparency.

In 2025, the matrix remained unchanged given the size of the sample surveyed in 2024 and the absence of significant changes among stakeholders.

[GRI 2-29]

MATERIALITY MATRIX



OUR HISTORY



Founded in Asti in 1982, General Cab S.r.l. has been an independent Italian company operating in the automotive market across EMEA and NAFTA since its inception.
General Cab began operations in the 1980s by manufacturing wiring harnesses, mainly for Italian customers. It gradually moved into producing electric motors for cooling fans and moulding the associated fan blades and complex support components.
By the early 2000s, 80% of General Cab's production was dedicated to automotive radiator cooling fans, with full control of the entire manufacturing process.
At the end of the first decade of the 2000s, building on its sector expertise, the Company also expanded contract manufacturing of electromechanical/mechatronic components through the management of foreign subsidiaries.
Its markets are primarily European—Sweden, Spain, Poland, Germany and Italy—but also include Brazil and the United States. Its main sectors are automotive, logistics and transport, construction and agriculture.

- General Cab currently operates in two main business areas:
- (A) Electromechanics — contract manufacturing of electromechanical components, including:
- Brush holders for electric motors
- Overmoulded thermoplastic parts for geared motors and other applications
- Plastic injection-moulded components
-
- (B) Electric ventilation — manufacture and sale of proprietary ventilation systems designed and produced in-house, including:
- 2- and 4-pole electric motors
- Axial and centrifugal electric fans.
-
- The company's main customers operate in the Automotive and Heavy Duty sectors (both on-road and off-road). The principal end users of General Cab products include passenger cars, light commercial vehicles and heavy-duty vehicles, for both transport and specialised operations (earthmoving, construction, etc.). In Automotive, the company mainly supplies components as a subcontractor (business area A above); in Heavy Duty, it develops tailored solutions with a high degree of originality (business area B above).

[GRI 2-1]

OUR HISTORY



Based on the activities described above, General Cab operates in two officially recognised sectors:

Specialists: highly specialised manufacturers of technologically advanced parts and components with distinctive features that provide a competitive advantage. They may operate at the top of the supply chain (Tier I) or as second-tier suppliers (Tier II). This category relates to the Electric Ventilation business area.

Subcontractors: manufacturers of standard parts and components made to specifications supplied exclusively by customers or developed jointly with them. They generally operate at the second and third levels of the supply chain, producing items that major competitors can replicate. This category relates to the Electromechanics business area. General Cab Srl exports more than 80% of its production, mainly to the EU.

General Cab growth milestones

1982

START OF OPERATIONS

Production of wiring harnesses for automotive applications

1988



BRUSH HOLDERS

Brush holder production

OUR HISTORY



1994 — **ELECTRIC MOTORS**

Start of assembly of electric motors for cooling fans

1994 — **PLASTIC INJECTION DEPARTMENT**

Introduction of plastic injection moulding processes

2000 — **NEW TUNISIAN PLANT**

Start of operations in Tunisia

2005 — **IN-HOUSE ELECTRICAL DEVELOPMENT**

Start of electric motor development

2005 — **EU SALES OPERATIONS**

Launch of sales and marketing network in Europe

2010 — **SEMAR ACQUISITION**

Acquisition of brush holder manufacturer

OUR HISTORY



2016

US SALES OFFICE

Start of operations in the USA

2019

ITALIAN PLANT

Expansion of the Italian plant

2020

BRUSHLESS MOTOR

Start of brushless motor production

2021

TURNOVER

Airflow turnover: 10 million

2022

FIRST SUSTAINABILITY REPORT

Publication of the first sustainability report

2025

EXPANSION INTO CHINA

Joint venture, General Cab AT Hefei, to expand General Cab's presence in the Chinese market.

GENERAL CAB IN FIGURES

	2025	2024
Total customers	118	121
Tonnes of material produced	1790	1768
Revenue	21.292.000 €	21.298.000 €
Profit	403.000 €	310.000 €
EBITDA as a percentage of revenue	10%	8,8%

CERTIFICATIONS HELD
ISO 9001 · ISO 14001 · IATF 16949 · UNI/PDR 125:2022

UNI/PdR 125:2022

9001

14001

[GRI 201-1 (A. I. & III.)]

GENERAL CAB IN FIGURES

In 2025, General Cab S.r.l. once again faced a challenging year and relied on its resilience to continue its growth and innovation journey in an automotive market experiencing ongoing difficulties.
Despite the general decline in automotive sales, the company managed pricing effectively, protecting its profitability. The organisation demonstrated maturity and a culture of continuous improvement, with every department working to improve performance and update working methods.

Sales were broadly in line with budgeted revenue and the previous year. The company adjusted production to market fluctuations, also aiming to reduce employees' accumulated outstanding holiday hours.
The Purchasing Department helped reduce losses by renegotiating contracts for plastic raw materials, achieving savings of €40,000 compared with 2024 (approximately €90,000 compared with 2023).

Over the coming years, volumes are expected to decline in Europe but grow in the new Chinese and US markets through the Chinese joint venture General Cab Automotive Technology Hefei and the US branch General Cab USA. Growth is also expected in Latin America and Asian markets outside China. The electromechanical business is expected to strengthen with completion of the new plant in Tunisia, supporting additional volumes in this division.

Objectives for 2026 focus on expanding the product portfolio, with production of brushless motors starting alongside or replacing traditional brushed motors, developing the new overseas initiatives in the USA and China, and strengthening operations in Tunisia.

In line with these goals, General Cab launched and continued major development projects in 2024 and 2025, particularly for the brushless motor.

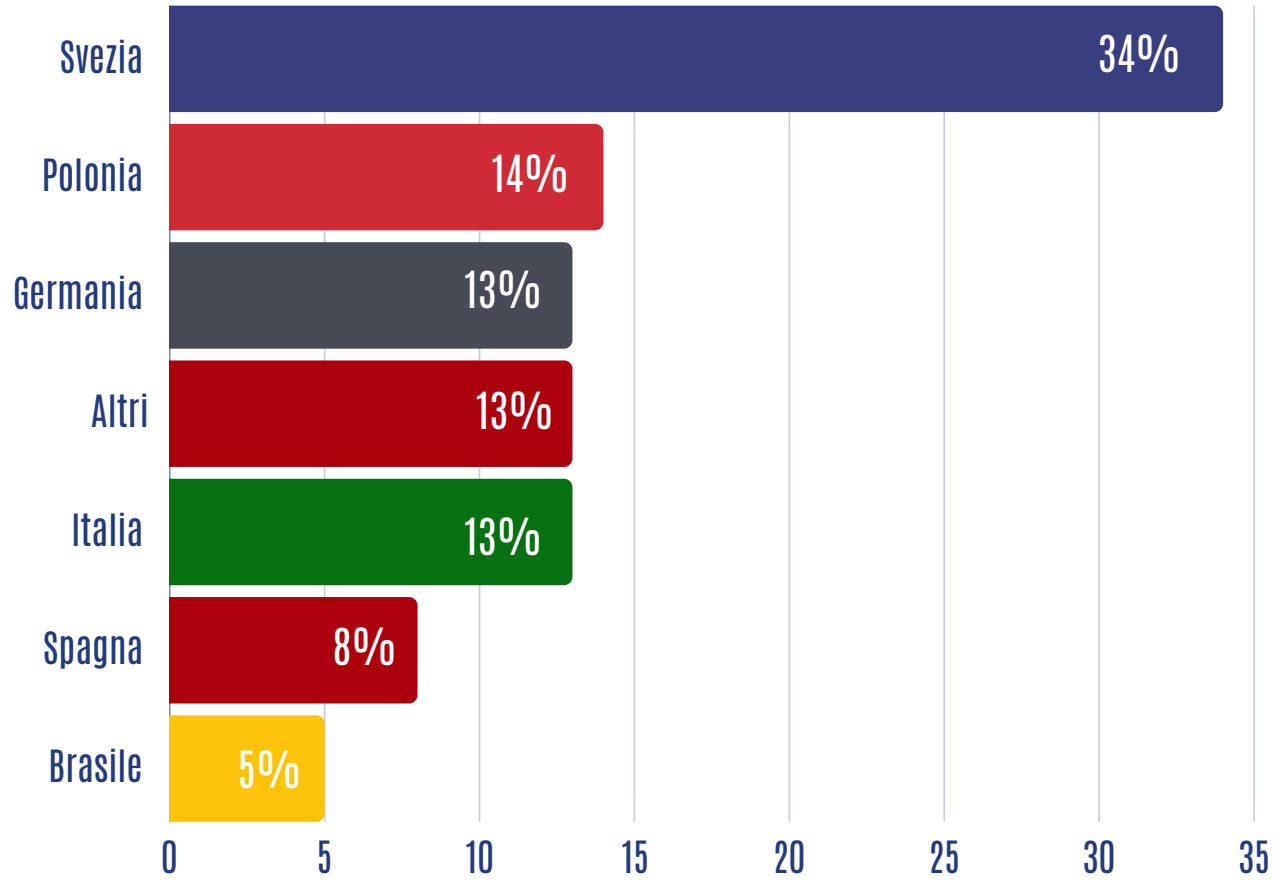
The aim was to develop a new version of the electronic controller to reduce component costs by 40%. At the same time, production began on new fan shrouds and higher-power motors.

The company also revised the speed controller design to optimise costs, simplify assembly and add new functions, such as reversing fan rotation.

Laboratory KPIs were regularly updated and confirmed good performance in test management.

GEOGRAPHICAL REVENUE BREAKDOWN

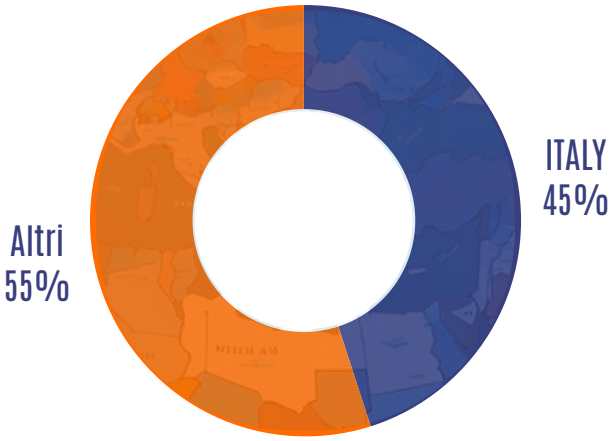
This chart shows the main markets in which General Cab operates

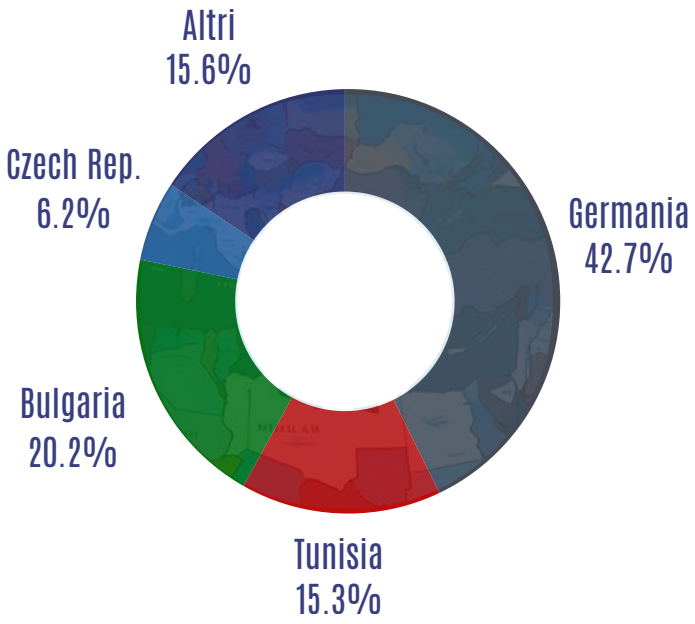


[GRI 2-1]

SUPPLIER COUNTRIES

In 2025, the geographical distribution of suppliers shifted towards foreign countries, slightly changing the balance towards north-eastern Europe. General Cab nevertheless maintains strong ties with nearby suppliers. Italian suppliers account for 45% of the total, and approximately 36% of these are located within 300 km. The remaining 55% are foreign suppliers, whose geographical distribution is shown in the chart.





Suppliers in 2025: Italy 45%, abroad 55%. The breakdown of foreign suppliers is shown in the chart below.

[GRI 204-1]

BUSINESS SECTORS

The sectors in which General Cab S.r.l. operates are shown below.

LOGISTICS AND TRANSPORT



PASSENGER BUSES



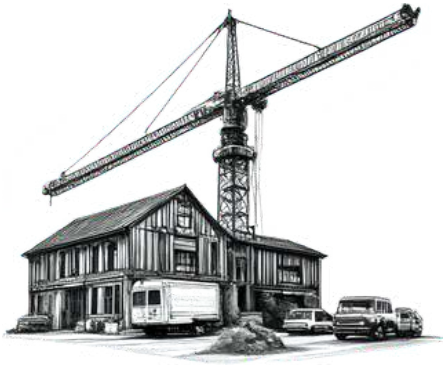
50%

AUTOMOTIVE



37%

CONSTRUCTION / INFRASTRUCTURE



13%

[GRI 2-6 a]

MISSION



To build a company committed to the continuous development of its know-how and technologically advanced ventilation products, tailored to customer requirements.
To operate in international markets while maintaining a manufacturing presence and a centre of excellence in its country of origin.

VISION



To develop highly specialised air management systems for the wellbeing of end users, continuously improving our products and processes and paying particular attention to customer feedback and the environment, while respecting stakeholders and aiming to create value for them.

SUSTAINABLE DEVELOPMENT STATEMENT



General Cab places environmental and social sustainability at the heart of its business development, regarding them as essential to its strategy and to life itself.

One of our main objectives is to launch initiatives promoting sustainability and social awareness, especially for underrepresented groups. We have therefore undertaken community initiatives and measures to reduce the company's gender pay gap.

Environmental sustainability and benefits for our community are priorities, particularly through sustainable mobility, renewable energy generation and improved wellbeing. Every initiative supporting these goals advances our corporate mission. We are committed to making our use of energy resources increasingly sustainable and reducing the environmental impact of our operations.

Our next steps will focus even more on General Cab's carbon footprint, developing young talent, fair remuneration for our people and engagement with the community.

We prefer to serve markets and customers committed to sustainability and peace, prioritising business initiatives with positive impacts on economies, society and the environment.

[GRI 2-22]

ENVIRONMENTAL HIGHLIGHTS

Electricity



94%
Electricity used covered by Guarantees of Origin



26%
Energy demand met by self-generated renewable energy



61 %
Share of renewable sources in total energy consumption (including electricity and fuels)

Emissions (market-based)



89 %
Direct emissions (Scope 1)



11 %
Emissions from purchased energy (Scope 2)



0,10
Emissions intensity ratio

Waste



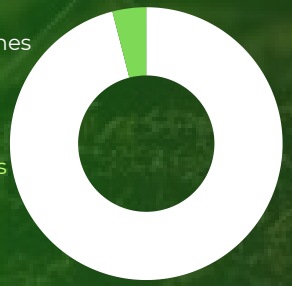
Waste generated **29,86** Tonnes



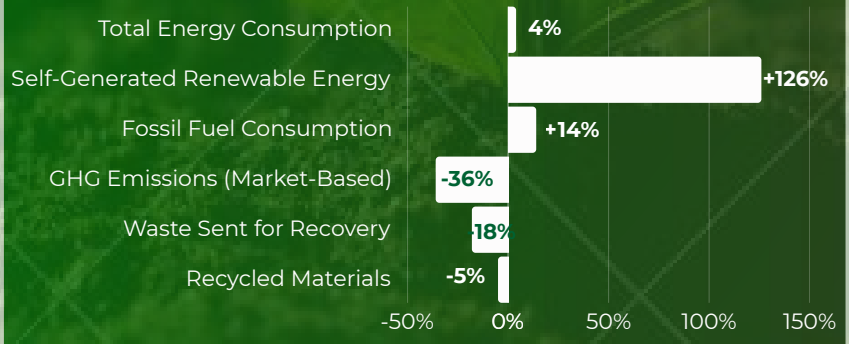
Hazardous waste **1.2** Tonnes



Waste sent for recovery



Changes since 2023*



* Changes adjusted for tonnes produced.

SOCIAL HIGHLIGHTS

Employees

- 102 — Total number of employees
- 48% — Female employees
- < 30 — 8,7% — Employees under 30

Turnover

- 6% — Overall turnover
- 3,9% — Employee departures rate
- 4% — Overall female turnover

Employment contracts

- 100% — Permanent contracts
- 97% — Full-time

Training

- 100% — Employees who received training
- 100% — Women employees who received training
- 4,3 — Average training hours per employee

Employee nationalities

- 94% — ITALY
- 3% — MOROCCO
- 1% — ALBANIA
- 1% — VIETNAM
- 1% — ARGENTINA

GOVERNANCE HIGHLIGHTS

Board of Directors composition

ITALY	100%
Women	50%
Over 50 years	100%

Shareholders' Meeting composition

ITALY	100%
Women	60%
Over 50 years	100%

4 SUSTAINABILITY INDICATORS

ENVIRONMENT & IMPROVEMENT ACTIONS

GENERAL CAB

HIGH PERFORMANCE
FAN COOLING VENTILATION



SUSTAINABILITY INDICATORS ENVIRONMENTAL

During 2025, General Cab strengthened its commitment to responsible environmental management by improving monitoring and updating company practices.

ISO 14001 environmental management certification was renewed in 2026 and will be updated again in 2028.

According to the data provided for this report, the share of purchased non-renewable energy fell by 83%. Output from the photovoltaic system increased by 3.5%.



Total use of renewable energy (including fuels) increased by 68%.
The share of self-generated renewable electricity consumed increased by 4.3%.
Self-generated energy increased by 3.5%.

Combined Scope 1 and 2 CO_2e emissions (market-based) decreased by 30% compared with 2024; direct Scope 1 emissions increased by 10%. The reduction was also supported by the purchase of electricity certified as renewable. Percentage changes were adjusted for production volumes.

In 2025, total waste generation fell by 51%, mainly due to non-hazardous waste (-52%). In 2024, waste accumulated in previous years had been sent for recovery or disposal. Compared with 2023, the share of waste sent for recovery fell by 19%. These changes were also normalised for production volumes.

General Cab completed approximately one third of its improvement actions, postponing the remaining measures for rescheduling in 2027.

ENERGY

In 2025, General Cab continued systematically monitoring energy consumption to improve efficiency and reduce environmental impact.

Following the 2024 energy audit and upgrades to lighting, extraction and heating systems, the photovoltaic system reached its full potential in 2025. The company chose to purchase certified renewable electricity for 100% of its supply.

Total energy consumption within the organisation was 1,863.53 MWh (6.71 TJ), compared with 1,769.55 MWh in 2024 (+5.3%).
Electricity consumption amounted to 1,211.44 MWh; photovoltaic generation reached 462.89 MWh, of which 150.41 MWh was sold.

Purchased renewable electricity amounted to 821.08 MWh. Fuel consumption was 57,532 litres of LPG and 27,188 litres of diesel for transport.

The conversion factors used mainly come from ISPRA's table of national standard parameters.

ENERGY METRICS

	2025	2024	CHANGE*
Total energy consumption within the organisation	6,71 TJ	6,37 TJ	+5,3%
Total consumption of non-renewable fuels within the organisation	2,35 TJ	2,15 TJ	+9,4%
LPG (stationary use)	57.532 L	54.218 L	
Diesel (transport)	27.188 L	23.747 L	

[GRI 302-1]

* Absolute changes 2025/2024, not normalised for production.

ENERGY

	2025	2024	CHANGE*
Total electricity consumption	**4,36 TJ**	**4,22 TJ**	**+3,2%**
Purchased renewable electricity	821,08 MWh	404,53 MWh	+103%
Photovoltaic system generation	462,89 MWh	446,87 MWh	+3,6%
Electricity sold	150,41 MWh	146,82 MWh	+2,4%
Energy intensity (all energy types) MWh / t of material produced	**1,04**	**1,00**	**+4,0%**
Use of energy from renewable sources	**60,8%**	**39,8%**	**+21,0 pp**
Use of electricity from renewable sources	**93,6%**	**60,0%**	**+33,5 pp**
Use of electricity from owned photovoltaic system	**25,8%**	**25,6%**	**+0,2 pp**

[GRI 302-1 b.c.d. GRI 302-3 a.b.]

* Absolute changes 2025/2024. Shares: differences in percentage points (pp). Intensity calculated using 1,790 t (2025) and 1,768 t (2024).

ENERGY

IMPROVEMENT ACTIONS 2025

1 Purchase of 100% of electricity with Guarantees of Origin

Brought forward and completed in 2025

EMISSIONS

In 2025, General Cab Srl continued measuring greenhouse gas emissions, currently limited to Scope 1 (direct emissions) and Scope 2 (emissions associated with purchased electricity).

Scope 2 reductions demonstrate the positive effects of energy measures and the use of renewable sources, including purchased energy. The increase in direct Scope 1 emissions remains limited. Changes are normalised for production volumes.

Market-based Scope 2 emissions decreased by 81%, thanks to the shift towards renewable energy and efficiency measures. Location-based emissions remained broadly stable (+3%), while Scope 1 emissions increased by 10%.

METRICS

	2025	2024	CHANGE*
Direct emissions (Scope 1), tCO_2e *Gases included: CO_2, CH_4, N_2O*	164,93	150,55	+10%
Indirect emissions from purchased electricity (Scope 2), tCO_2e | Location-based *Gases included: CO_2, CH_4, N_2O*	237,33	230,61	+3%
Indirect emissions from purchased electricity (Scope 2), tCO_2e | Market-based *Gases included: CO_2, CH_4, N_2O*	20,56	106,79	-81%
Total CO_2e (Scopes 1 and 2) | Location-based	402,26	381,16	+6%
Total CO_2e (Scopes 1 and 2) | Market-based	185,49	257,35	-28%
GHG emissions intensity (market-based) (tCO_2e per tonne of material produced)	0,104	0,146	-29%

[GRI 305-1, 305-2, 305-4 a.b]

* Changes were adjusted based on tonnes of material produced.

EMISSIONS

IMPROVEMENT ACTIONS 2025

1 Establish a programme to reduce the environmental footprint of commuting	***Not completed — to be rescheduled in 2027***
2 Target to reduce tCO_2/km across the supply and distribution chain	***Not completed — on hold pending carbon footprint assessment***
3 Assess the feasibility of a product or company carbon footprint	***Not completed — to be rescheduled in 2027***
4 Employee survey to assess a carpooling programme	



WASTE

In 2025, General Cab continued monitoring and managing waste generated by production processes, aiming to reduce volumes and improve recovery.

Total waste generation decreased by 51% compared with 2024, mainly due to lower non-hazardous waste (-52%). The comparison is affected by the recovery and disposal, in 2024, of waste accumulated in previous years. Compared with 2023, the share of waste sent for recovery fell by 19%. Percentage changes were normalised based on production volumes.

METRICS



	2025	2024	CHANGE**
Tonnes of waste generated	29,86	60,35	-51%
Tonnes of hazardous waste*	1,22	0,60	+103%
EWC 06.13.02* | Spent activated carbon	0,07	0,00	
EWC 13.01.05* | Non-chlorinated emulsions	0,54	0,33	
EWC 13.01.12* | Hydraulic oils	0,27	0,27	
EWC 15.02.02* | Absorbents, filter materials and rags	0,01	0,00	
Tonnes of non-hazardous waste	28,64	59,75	-52%
EWC 08.03.18 | Waste printing toner other than 08 03 17	0,00	0,03	
EWC 12.01.04 | Non-ferrous metal dust and particles	1,08	2,04	
EWC 15.01.01 | Paper and cardboard packaging	8,72	9,98	
EWC 15.01.02 | Plastic packaging	3,20	0,00	
EWC 15.01.06 | Mixed packaging	13,64	31,22	
EWC 16.02.13 | Discarded equipment containing hazardous components other than 16 02 09 and 16 02 12	0,00	0,08	
EWC 16.02.14 | Discarded equipment	0,16	0,62	
EWC 16.02.16 | Components removed from discarded equipment	0,00	0,00	

[GRI 306-3 a]

** Changes were adjusted based on tonnes of material produced.



METRICS

	2025	2024	CHANGE**
EWC 16.06.01 | Lead batteries	0,00	0,07	
EWC 16.06.04 | Alkaline batteries	2,00	8,90	
EWC 17.04.05 | Iron and steel	0,00	0,00	
EWC 17.04.07 | Mixed metals	0,00	0,08	
EWC 20.01.21 | Fluorescent tubes and other mercury-containing waste	0,00	0,01	
EWC 20.03.04 | Septic tank sludge	0,00	6,72	
Total weight of waste sent for recovery	**29,86**	**52,74**	**-43%**
Total weight of hazardous waste* sent for recovery	1,22	0,60	+103%
ii. Recycling;			
EWC 13.01.05* | Non-chlorinated emulsions (R9)	0,54	0,33	
EWC 13.01.12* | Hydraulic oils (R9)	0,27	0,27	
Total weight of non-hazardous waste sent for recovery	28,64	52,14	-45%
ii. Recycling;			
EWC 15.01.01 | Paper and cardboard packaging (R3)	8,72	9,98	
iii. Other recovery operations.			
EWC 12.01.04 | Non-ferrous metal dust and particles	1,08	2,04	
EWC 15.01.02 | Plastic packaging (R13)	3,20	0,00	
EWC 15.01.06 | Mixed packaging	13,64	31,22	
EWC 16.02.16 | Components removed from discarded equipment	0,00	0,00	

** Changes were adjusted based on tonnes of material produced.

[GRI 306-3 a.; 306-4]

METRICS



[GRI 306-3 a.; 301-2 ; 306-5]

	2025	2024	CHANGE**
Total weight of waste sent for disposal	0,00	0,00	
Total weight of non-hazardous waste sent for disposal	0,00	0,00	
iv. Other disposal operations.			
EWC 20.03.04 | Septic tank sludge (D8)	0,00	0,00	
Percentage of recycled input materials used to manufacture products	11,32%	9,07%	+2,25 PP
Tonnes of plastic materials used to manufacture and package main products and services	197,81	181,60	+9%

** Changes were adjusted based on tonnes of material produced.



WASTE

IMPROVEMENT ACTIONS 2025

1 Develop a paperless policy and targets to reduce printing and toner use.	☒ ***Partially completed — reduction target approved; further measures to be assessed***
2 Assess the feasibility of a product or company carbon footprint	☒ ***Not completed — to be rescheduled in 2027***
3 Assess the purchase and use of more environmentally friendly fuels	☒ ***Not completed — to be rescheduled in 2027***

WATER

General Cab monitors and records water consumption in its manufacturing processes, which take place almost entirely within its own departments.
Very little water is used during production, and no hazardous or toxic industrial wastewater is generated.

In recent years, measures have been introduced to conserve water and reduce consumption.

General Cab also regularly assesses the microbiological, chemical and physical characteristics of discharged water.

METRICS

	2025	2024	CHANGE*
Total water consumption across all areas, in megalitres	1,238	1,233	+0,4%

[GRI 303-5 a.]

* Absolute change 2025/2024. The 2024 figure is from Excel and differs from the previous report.

7 SUSTAINABILITY INDICATORS & IMPROVEMENT SOCIAL ACTIONS

GENERAL CAB

HIGH PERFORMANCE
FAN COOLING VENTILATION





EMPLOYEES

For General Cab, people are at the heart of the company. In 2025, as in 2024, there were no serious or fatal workplace injuries; only one minor injury was recorded. The injury rate was 1.24 per 200,000 hours worked, and no occupational illnesses were identified.

The employee departure rate was 3.9%. The gender pay gap, calculated under UNI/PdR 125:2022 using fixed gross annual pay by category, was 5% overall. Details by level and role are provided on the following pages.

In 2025, every employee attended at least one training or professional development course. Average training hours per employee decreased by 52% compared with 2024, as the company prioritised wider access to training, including a course continuing into 2026 that will be reported in the next edition.

In 2025, General Cab strengthened its commitment to employee wellbeing through its Corporate Welfare Plan, designed to foster a balanced, positive and inclusive workplace.

Initiatives include the Welfare HUB platform, providing easier access to goods and services; mobility support through company cars when needed; a fully equipped break area; a relaxation area; and an additional month of maternity leave funded by the company and paid at 80%.

These measures support employees' physical, psychological and financial wellbeing and contribute to sustainable business growth.



METRICS

		2025	2024	Women in 2025	CHANGE 2024-2025
Total employees at year-end		102	104	47,1%	-1,9%
Workforce by age group					
	Under 30	8,8%	8,7%		
	30 to 50 years	18,6%	29,8%		
	Over 50	72,5%	61,5%		
Employee nationalities, 2025		ITA 94%	MAROCCO 3%	ALBANIA 1%	VIETNAM 1%	ARGENTINA 1%
Workforce by employment contract	Fixed-term	ITA –	0	0	–	–
	Permanent	ITA 94%	102	104	47,1%	-1,9%
		MAROCCO 3%				
		ALBANIA 1%				
		VIETNAM 1%				
		ARGENTINA 1%				

[GRI 2-7 a.b. ; GRI 405-1 b.]

METRICS

			2025	2024	Women in 2025	CHANGE 2024-2025
Workforce by working-time arrangement, 2025	Part-time	ITA N.D.	3	4	100%	-25%
	Full-time	ITA N.D.	99	100	45,5%	-1%
		MAROCCO N.D.				
		ALBANIA N.D.				
		VIETNAM N.D.				
		ARGENTINA N.D.				
Non-employee workers whose work is controlled by the organisation			6	4		+50%
	Production workers		50%	0%		
	Office employees		50%	100%		
	Self-employed contractors		50%	100%		
	Temporary agency workers		50%	0%		

[GRI 2-7 a.b. / 2-21 a]



METRICS

		2025	2024	Women in 2025	CHANGE 2024-2025
Total number of employees hired		2	6	0%	-66,7%
New hires by age group					
	Under 30	0	3		
	30 to 50 years	2	3		
	Over 50	0	0		
Total number of employees who left		4	6	50%	-33,3%
Departing employees by age group					
	Under 30	1	1		
	30 to 50 years	0	1		
	Over 50	3	4		
Overall turnover		5,8%	11,5%	4,1%	-49,5%
Employee departure rate		3,9%	5,8%	2,0%	-32,7%
Overall turnover by age group					
	Under 30	11%	50%		
	30 to 50 years	11%	13%		
	Over 50	4%	6%		

[GRI 401-1 / 405-1 b.]



METRICS

	2025	2024	Women in 2025	CHANGE 2024-2025
Total employees entitled to parental leave	22	17	40,9%	+29,4%
Total employees who took parental leave	8	4	87,5%	+100%
Total employees who returned to work during the reporting period after parental leave	8	4	87,5%	+100%
Employees who received professional development skills training (%)	100%	23,1%	100%	+76,9 PP
Average training hours per employee	4,3	9,0		-52,4%
Average training hours per female employee	1,5	3,54		-57,6%

[GRI 404-1 / 401-3 a.b.c.]



METRICS

	2025	2024	Women in 2025	CHANGE 2024-2025
Ratio of the highest-paid individual's annual total compensation to the median annual total compensation of all employees	3,36	3,30		+1,8%
Lowest hourly wage paid by the company	10,07 €/H	9,94 €/H		+1,3%
Average employee satisfaction score (scale 1–10)	8,0	7,62		+5,0%
Employees who received a performance review (number)	36		9	
Age: Under 30	5			
30 to 50 years	11			
Over 50	20			

[GRI 404-1 / 401-3 a.b.c. / 404-3]

METRICS



	2025	2024
Number of fatalities resulting from work-related injuries	0	0
Rate of fatalities resulting from work-related injuries	0	0
Number of high-consequence work-related injuries (excluding fatalities)	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0
Number of recordable work-related injuries	1	1
Rate of recordable work-related injuries (per 200,000 hours worked)	1,24	1,26
Total hours worked	154.550	159.237
Number of fatalities due to work-related ill health	0	0
Number of recordable cases of work-related ill health	0	0

[GRI 403-9 a.e. / 403-10 a.b]



METRICS

	2025
Percentage of women with delegated authority over an expenditure/investment budget	50%
Percentage of women in the first reporting line to top management	33%
Gender Pay Gap	3,9%
Gender Pay Gap | C2 Production workers	5,2%
Gender Pay Gap | C2 Office employees	4,7%
Gender Pay Gap | C3 Office employees	2,6%
Gender Pay Gap | D2 Production workers	1,5%
Gender Pay Gap | D2 Office employees	1,4%

[GRI 405-2]



EMPLOYEES

IMPROVEMENT ACTIONS 2025

1	Monitor and assess employee satisfaction and engagement	***Completed***
2	Formalise parental leave policies	***Completed***
3	Develop a regular management training/coaching programme incorporating environmental and social sustainability topics	***Not completed — to be rescheduled in 2027***

IMPROVEMENT ACTIONS 2026

1	Near-miss reporting system	***Completed***
2	Integrate specific objectives for health, safety and near-miss management	***Not completed — to be rescheduled in 2027***



COMMUNITY

In 2025, General Cab continued supporting its local community through initiatives aligned with its values.

The company supports the local community through donations and investments, involving employees and customers in selecting beneficiaries. In 2025, charitable donations and contributions totalled approximately €3,350.

Local suppliers account for 36% of the supplier base, reflecting the company's commitment to supporting the regional economy and building lasting, trusted relationships. All suppliers must sign General Cab's Code of Ethics, which requires compliance with applicable laws, human rights, labour standards and environmental regulations.



METRICS

	2025	2024	CHANGE
Local suppliers	36%	40%	-10%
Percentage of revenue generated in Italy	45%	53%	-15,6%
Total amount donated to charities	3.350 €	140.064 €	-97,6%
Percentage of cost of goods sold sourced from Italian companies or citizens	45%	53%	-15,6%



COMMUNITY

IMPROVEMENT ACTIONS 2025

1 Assess accessibility across company premises and identify changes to make spaces accessible to all people with disabilities, including employees and visitors	***Not completed — to be rescheduled in 2027***
2 Monitor diversity within the company through anonymous surveys	***Not completed — to be rescheduled in 2027***
3 Develop a policy to improve and monitor company donations to external organisations	***Not completed — to be rescheduled in 2027***

IMPROVEMENT ACTIONS 2026

1 Assess a customer satisfaction evaluation system	***Partially completed — to be completed in 2027***

7 SUSTAINABILITY INDICATORS & IMPROVEMENT ACTIONS GOVERNANCE





GOVERNANCE

In 2025, General Cab's management reaffirmed a governance model based on transparency, accountability and continuous improvement, ensuring alignment between strategy, objectives and performance.

In 2025, the company obtained UNI/PdR 125:2022 Gender Equality certification. The system supported the establishment of a Steering Committee and the development of a strategic plan dedicated to equal opportunities and valuing people.

Renewal of ISO 14001 is scheduled for 2026, while ISO 9001 and IATF 16949 renewals are planned for 2027.

Process monitoring and control tools were strengthened, encouraging greater integration between business functions and shared goal-setting.

General Cab intends to continue developing ethical and inclusive governance, including through school partnerships and local initiatives to promote equality and respect for diversity.

METRICS

		2025	2024
Board of Directors composition			
ITA 100%	Over 50 years	100%	100%
	Women	50%	50%
	Vulnerable groups	50%	50%
Shareholders' Meeting composition			
ITA 100%	Over 50 years	100%	100%
	Women	60%	60%
	Vulnerable groups	20%	20%

[GRI 405-1 (b.)]



GOVERNANCE

IMPROVEMENT ACTIONS 2025

1 Develop an internal communication process	☒ Not completed — to be rescheduled in 2027
2 Better integrate environmental and social impacts into business decisions	☒ Not completed — to be rescheduled in 2027
3 Assess managers' performance against social/environmental objectives	☒ Not completed — to be rescheduled in 2027
4 Obtain UNI/PdR 125:2022 Gender Equality certification	☑ Completed in 2025

IMPROVEMENT ACTIONS 2026

1 Document all policies implemented through the improvement actions planned for 2024	☒ Not completed — to be rescheduled in 2027
2 Integrate an employee welfare system	☑ Completed
3 Implement methodologies to manage product/service quality assurance	☒ Not completed — to be rescheduled in 2027

IMPROVEMENT ACTIONS 2027

1 Hold an annual meeting with department heads to review the company's financial, environmental and social performance	☒ Not completed — to be rescheduled in 2027
2 Update the materiality matrix	☒ Not completed — to be rescheduled in 2027

METHODOLOGICAL NOTE

To disclose the information contained in this report, General Cab has chosen to use a selected set of GRI Standards (GRI-referenced claim).
GRI indicators were selected based on the importance of the various material topics to General Cab.

This report was prepared using the reporting principles for defining content and quality set out in section 101 of the GRI Standards, particularly:

Reporting principles for defining report content
- Stakeholder inclusiveness
- Sustainability context
- Materiality
- Completeness

Reporting principles for defining report quality
- Accuracy
- Balance
- Clarity
- Comparability
- Reliability
- Timeliness

GRI STANDARDS STATEMENT OF USE

General Cab has reported the information cited in this GRI content index for the period from 01/01/2024 to 31/12/2024 with reference to the GRI Standards.

GRI 1 USED

GRI 1: Foundation 2021

GRI INDEX

GRI STANDARD	DISCLOSURE	CHAPTER
GRI 2: General Disclosures 2021	Disclosure 2-1 Organisational details	*General Cab*
	Disclosure 2-6 (a) Activities, value chain and other business relationships	*General Cab*
	Disclosure 2-7 (a, b) Employees	*Social*
	Disclosure 2-8 Workers who are not employees	*Social*
	Disclosure 2-21 Annual total compensation ratio	*Social*
	Disclosure 2-22 Statement on sustainable development strategy	*General Cab*
	Disclosure 2-29 Approach to stakeholder engagement	*Stakeholder*
GRI 201 Economic Performance 2016	Disclosure 201-1 Direct economic value generated and distributed (a. I. & III.)	*General Cab*

GRI INDEX

GRI STANDARD	DISCLOSURE	CHAPTER
GRI 204: Procurement Practices 2016	Disclosure 204-1 Proportion of spending on local suppliers (a)	2 *General Cab*
GRI 301: Materials 2016	Disclosure 301-2 Recycled input materials used	4 *Environment*
GRI 302: Energy 2016	Disclosure 302-1 Energy consumption within the organisation Disclosure 302-3 Energy intensity	4 *Environment*
GRI 303: Water and Effluents 2018	Disclosure 303-5 (a) Water consumption	4 *Environment*

GRI INDEX

GRI STANDARD	DISCLOSURE	CHAPTER
GRI 305: Emissions 2016	Disclosure 305-1 (a) Direct (Scope 1) GHG emissions Disclosure 305-2 (a) Energy indirect (Scope 2) GHG emissions Disclosure 305-4 (a, b) GHG emissions intensity	*Environment*
GRI 306: Waste 2020	Disclosure 306-3 (a) Waste generated Disclosure 306-4 Waste diverted from disposal (a, b, c) Disclosure 306-5 Waste directed to disposal (a, b, c)	*Environment*
GRI 401: Employment 2016	Disclosure 401-1 New employee hires and employee turnover Disclosure 401-3 (a, b, c) Parental leave	*Social*

GRI INDEX

GRI STANDARD	DISCLOSURE	CHAPTER
GRI 403: Occupational Health and Safety 2018	Disclosure 403-9 Work-related injuries (a, e) Disclosure 403-10 Work-related ill health	*Social*
GRI 404: Training and Education 2016	Disclosure 404-1 Average hours of training per year per employee Disclosure 404-2 Programmes for upgrading employee skills and transition assistance programmes Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews	*Social*
GRI 405: Diversity and Equal Opportunity 2016	Disclosure 405-1 Diversity of governance bodies and employees (a, b, i, ii)	*Social* *Governance*
	Disclosure 405-2 Ratio of basic salary and remuneration of women to men	*Social*