



# Cebi Motors 2023 Sustainability Report



Cebi Motors has been designing  
state-of-the-art motorisation  
solutions since 1976, combining  
innovation, quality and safety  
Our experience  
is the force that drives our vision  
for a more sustainable tomorrow.



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# Highlights



# The Cebi Motors story

1976

Nuova SME is established in Grisignano di Zocco (VI) for the manufacture of DC electric motors for toys, produced almost entirely in an artisan manner and with mostly manual workmanship.

2001

Following the expansion of the factory in Veggiano, the covered surface area becomes 16,000 m<sup>2</sup>.

1980-85

Production of electric motors and introduction to the IT sector continues. Continuing to invest in research and development, in the second half of the 1980s there was the definitive qualitative leap that led the company to enter the automotive sector, which still accounts for 90% of its turnover today.

2011-12

Cebi International is established with headquarters in Luxembourg.

2016

For a clearer identification with the Cebi Group, the company changes its name to Cebi Motors Spa.

90s

Nuova SME attracts increasingly important automotive and process automation customers such as Alfa Romeo, FIAT, Renault and Olivetti. Quality standards become paramount in order to remain in the market.

2017

The revamping of a factory that had been disused for years in Bardello (VA) allows the company to expand its manufacturing activities in Italy.

1994-95

Nuova SME changes ownership, becoming part of a foreign group. In 1995, production of motors for electric windows begins (the first manufacturer in the world to use the 4 mm diameter motor shaft) for the new Fiat Punto.

2022-24

Cebi Motors presents its first Sustainability Policy and in 2024 its first sustainability report

1998

The company moves to a new site in Veggiano (PD) with a covered surface area of 9,700 m<sup>2</sup>, set in an area of around 20,500 m<sup>2</sup>.

# Letter to the stakeholders

Dear stakeholders,

It is with great pleasure that we turn to you to share the milestones which Cebi Motors has achieved and its future goals. This year has been characterised by numerous challenges and opportunities, and our achievements have only been possible thanks to your contribution and trust.

In the automotive sector, innovation and quality are crucial for meeting the growing needs of a rapidly evolving market, and for us at Cebi Motors they also represent two material topics. With this in mind, our company has invested significantly in energy efficiency processes, obtaining ISO 50001 certification, and in the development of cutting-edge technologies, with particular attention paid to the environmental sustainability of our products, with particular reference to the carbon footprint.

One of our core values is quality, which is why we continue to strive to ensure high standards at every stage of production, from design to distribution. We have adopted rigorous quality control and testing processes to ensure that every product meets the highest standards of safety and reliability. The safety of our customers and their passengers is a number-one priority for us.

We believe that a company's strength also lies in its bond with its employees.

That is why we are committed to promoting an approach to safety that is also guaranteed by ISO 45001 certification and by a positive corporate climate.

We also care about the local community in relation to which we support a number of initiatives, contributing as much as possible to the social and economic development of the areas in which we operate.

Looking ahead, we are developing strategies to adapt to the rapid change that characterises the automotive industry.

Our vision is to keep innovation at the core of our business activities, proactively responding to the challenges of the future.

We would like to thank you for your continued support, which has been fundamental to our path of growth. We will continue to work hard to create value for our customers, employees, partners and all of you who have placed your trust in our company.

With gratitude and esteem,

*Maurizio Basso*  
General Manager

# 01 Cebi Motors, from innovation to sustainability



## Cebi Motors Today

Cebi Motors operates in the metalworking and mechanical engineering sector and designs, develops and manufactures DC electric micro-motors and gearmotors to be used to activate servo-mechanisms, for the automotive and household appliance sectors.

Founded in 1976 by an entrepreneur from Vicenza, since 2012 it has been part of the Cebi International industrial group, which operates in the automotive and household appliance components sector and which has enabled it to become a leading company in its specific sector.

Between the headquarters in Veggiano (PD) and the production plant in Bardello (VA), the company now employs around 350 people, with a total turnover of close to Euro 90 million. Annual production capacity is currently around 20 million motors, the result of a business strategy based on a strong drive towards innovation, which allows Cebi Motors to maintain a competitive position in a highly competitive market context, also in relation to its main Asian competitors and some manufacturers in Eastern Europe.

Thanks to synergies with the Group to which it belongs, the company has been able to make important and significant investments both in the area of Research & Development for product innovation, and in the manufacturing sphere by means of continuous modernisation of the machine base and the implementation of a high degree of automation, and this also according to the Industry 4.0 logic.

The manufacturing activities take place within four departments, a qualified R&D area, which has technologically advanced equipment and instrumentation for test measurements and equipment life cycles, and a mechanical workshop for repairs of production machinery.

On the distribution front, in the automotive sphere car manufacturers are called OEMs (Original Equipment Manufacturers) and name companies according to their position in the supply chain as Tier 1, Tier 2 and so on. For its own products Cebi Motors is positioned in the OEM supply chain as Tier 2 and its customers are therefore generally qualified as Tier 1 as they are fitters of seat structures, electric windows and doors, through which Cebi Motors' product reaches all the main European and non-European car manufacturers. All products are then assembled by the customer within the final product.

### Product range

Window movement

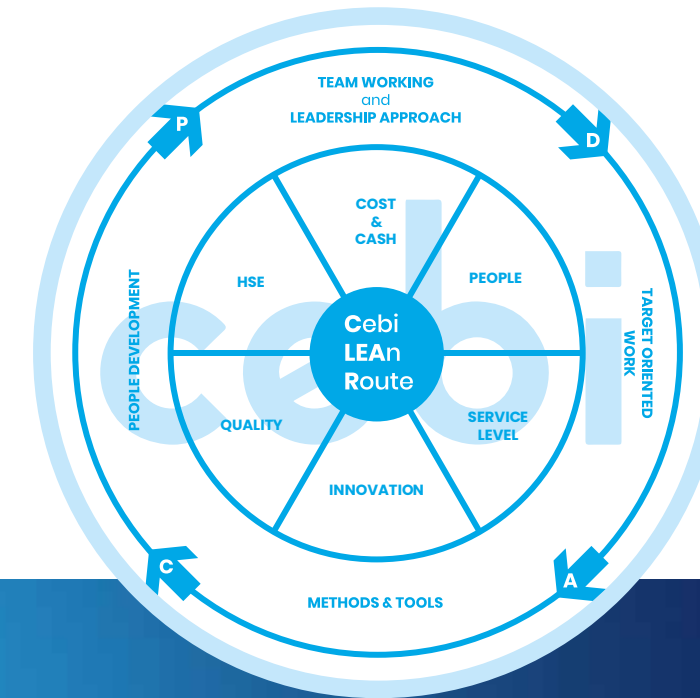
Seat movement

Sliding door opening

## Cebi Motors values

Cebi Motors has, over the years, built a process of identifying values that characterise its operations. Through a circular model, which involves management and the work group, the company

develops a multidisciplinary approach to the various aspects that encourages the increase of individual and team skills.



### CEBI MOTORS' VALUES CAN BE SUMMARISED AS:



FOCUS ON PEOPLE



ATTENTION TO SAFETY



ATTENTION TO THE ENVIRONMENT



QUEST FOR TOTAL QUALITY



FOCUS ON INNOVATION



VALUE OF SERVICE



ECONOMIC RESPONSIBILITY



## Sustainability-focused governance management-focused governance

Cebi Motors has opted for a dynamic, cross-functional governance model that involves senior company management, the internal business organisation and the parent company at international level to pool market strategy and vision and share sustainability goals that become increasingly challenging throughout the company's value chain.

The company is 55% owned by Cebi Italy and 45% by the parent company Cebi International. With the exception of the management, finance and I.T. areas, which are coordinated and supervised by the Holding company, for the other units we work on the exchange of synergies between the various Group entities.

In order to make product development more effective, given the considerable variety of products, and to make the most of the various skills, the Group has an organisation based on the Competence Centre model; Cebi Motors is such for the DC electric motor product line.

### THE GOVERNANCE PILLARS

- ▶ **Sharing of corporate objectives:** strategy and corporate objectives are shared with the entire organisation, thanks to a model of cross-functional relational exchanges involving senior management and the corporate structure
- ▶ **Risk Management:** ensured with regard to every profile thanks to constant monitoring activities, risk analysis takes into account business needs and impacts on the environment, society and human rights
- ▶ **Total Quality:** guaranteed by the Integrated Quality, Safety and Environment Management System, which places this vision at the heart of the product, processes and service
- ▶ **Health and Safety:** by means of 45001 certification, the company is committed to spreading a culture of safety within its structure, developing awareness and assumption of responsibility
- ▶ **Attention to environmental impacts:** a strategic issue for the company, which furthers continuous improvement through the commitments of the ISO 14001 certification
- ▶ **Innovation:** to ensure a sustainable growth strategy the company focuses resources and investments to develop innovative projects in terms of internal processes, products and services
- ▶ **Ethics and business integrity:** furthered and guaranteed as these are the driving forces of a sustainable business

## Risk management

In-house, risk is managed with regard to each profile thanks to precise analysis and monitoring activities, both with regard to business needs and to findings concerning environmental, social and governance (ESG) issues.

The company has an Integrated Management System (IS) that applies to all locations and levels of the organisation, based on certifications:



**IATF 16949**, Quality standard for the Automotive industry, based on ISO 9001



**ISO 14001**, Environmental Management System



**ISO 45001**, Occupational Health and Safety Management System

which most recently has been joined by



**ISO 50001**, Energy Management System

This overview allows the company to optimise performances with a view to on-going improvement, but also enables it to carry out a system risk assessment, by means of the creation of procedures to prevent and control them. A series of documents support the company in this analysis on various fronts:

**Environmental analysis of the site**, to identify and assess the environmental aspects and impacts that can be controlled directly by the company and those over which the company has influence, and to provide a general reference framework relating to the applicable legal requirements

**Risk Assessment Document (DVR)**, to assess and identify risks for occupational health and safety **Risk analysis**, completed by the various unit managers to define critical points inside and outside the company, in order to prevent or eliminate potential critical events

**Control plans**, which bring together operational data concerning production lines: product description and configuration and variants, manufacturing cycles, flow charts, control sheets, etc. As a company operating in the automotive sector, Cebi is aware that climate change can have

economic and financial repercussions on its business model. Therefore, from as early as this year, the company has equipped itself to better detect this risk factor within its procedures, in order to implement the correct countermeasures. With this in mind, see the Carbon Footprint studies on page 30.

## Integrity and ethics, driving forces for sustainable action

In terms of corporate conduct and behaviour, integrity, transparency and ethics are the cornerstones of Cebi Motors' business, mainstays of its action vis-à-vis its stakeholders, both internal, its employees, and external.

On this strategic aspect too, Cebi Motors' vision matches that of the entire organisation and is expressed in the Group's Code of Ethics, which indicates and defines the requirements of correct company practices and procedures, furthering sharing, collaboration and assumption of responsibility.

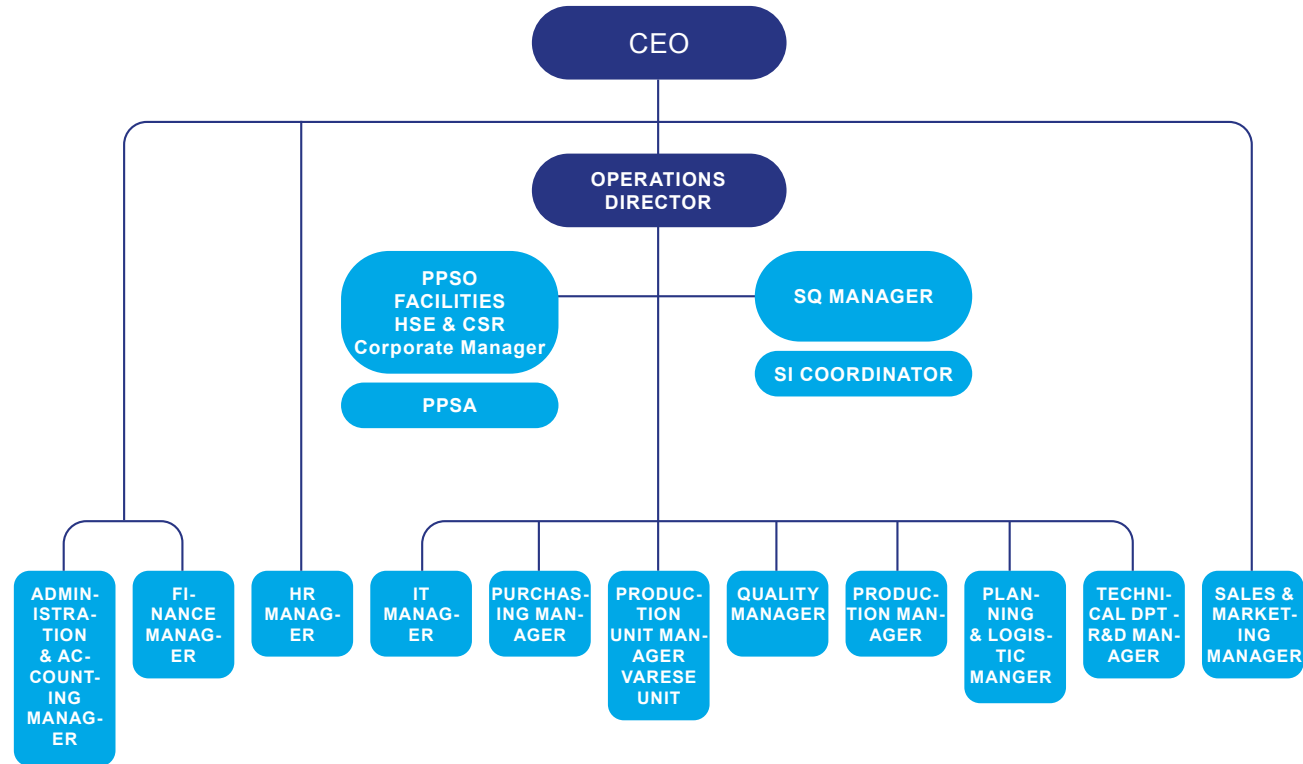
The company and the entire Group also value the principles of respect and inclusion, recognising diversity as a value and combating any form of discrimination in the workplace with reference to gender, sexual orientation, race, nationality, language, religion, political opinion, age, and other personal and social conditions. Special efforts are made to protect equal opportunities and the right to motherhood and fatherhood. For more information:

[https://www.cebi.com/sites/default/files/cebi/Code%20of%20ethics\\_03.2024.pdf](https://www.cebi.com/sites/default/files/cebi/Code%20of%20ethics_03.2024.pdf)

### 2024 IMPROVEMENT OBJECTIVE

The company is undertaking a voluntary assessment process that will lead it to TISAX (Trusted Information Security Assessment Exchange) certification, a common minimum security standard for data exchange in the automotive industry.





## Attention towards economic responsibility

Cebi Motors contributes to the sustainable development of the environment in which it operates by **producing and distributing value to its stakeholders**.

The company, which has always been characterised by consistent and transparent governance, is in fact able to maintain a constant sharing of objectives, actions and results with its main stakeholders. The strategies have been inspired over time by the desire to ensure solid economic continuity, to **constantly strengthen customer relations and to establish strong technological partnerships with associates and suppliers**, while maintaining a constant

focus on environmental impacts, as can also be seen in the materiality analysis.

Furthermore, Cebi has always strongly believed in investing in research and innovation to maintain its safety standards high in both product and service quality.

The tables below disclose the economic value generated by Cebi Motors and its breakdown, the balance of which are expressed on the basis of the GRI 201-1 indicator, which has as its source the data from the income statement in the Consolidated Financial Statements as at 31 December 2023.

### ECONOMIC VALUE GENERATED AND DISTRIBUTED

	2023	2022
ECONOMIC VALUE DIRECTLY GENERATED	90,494,953.00	86,022,499.00
ECONOMIC VALUE DISTRIBUTED	88,442,757.00	84,833,825.00
OPERATING COSTS/ SERVICE PROVIDERS	75,302,249.00	73,307,946.00
STAFF REMUNERATION	13,777,488.00	12,577,252.00
REMUNERATION OF THE PUBLIC ADMINISTRATION AUTHORITIES	-436,012.00	-856,195.00
FINANCIAL BACKERS/SUPPLIERS OF CAPITAL	-209,468.00	-196,178.00
INVESTMENTS IN THE COMMUNITY	8,500.00	1,000.00
EBITDA	6,196,906.00	6,114,397.00
SHAREHOLDERS' EQUITY	17,258,430.00	24,206,237.00
NET FINANCIAL POSITION	-4,294,003.33	-9,102,617.31
ECONOMIC VALUE RETAINED	2,052,196.00	1,188,674.00





# 02 Materiality Analysis



The objective of sustainability reporting which uses the GRI Standards is to transparently disclose how an organisation contributes or intends to contribute to sustainable development. The concepts of “impact” and “materiality” are the focus.

According to the GRI definition, an impact is an “effect that the organisation has or could have on the economy, the environment and people and which, in turn, can indicate the contribution, negative or positive, to sustainable development.”

Carrying out a materiality analysis therefore means **understanding the significance of the impacts generated by one’s organisation, assessing their importance for the company**

**and its stakeholders**, arriving at the identification of important economic, environmental and social sustainability issues, defined as “material topics”.

For the preparation of its first Sustainability Report, during 2023 Cebi Motors’ management undertook the process of identifying and understanding its impacts, which ended with the identification of 13 material topics.

The activity involved a series of meetings of the internal work group, made up of Management and the Quality and Sales units, which, under the supervision of a consulting firm with proven experience in sustainability reporting, worked along the following lines.

## ••• The process stages

### STAGE 1 ANALYSIS OF THE SUSTAINABILITY CONTEXT

Cebi Motors is aware that it is part of a supply chain, that of the automotive industry, which is heavily involved in sustainability processes that are mainly aimed at measuring, managing and mitigating the environmental, social and economic impacts linked to the production and distribution of its products throughout the value chain. Being part of a value chain that is strongly oriented towards the containment of environmental and social impacts has prompted Cebi Motors to draw up its first sustainability report, which sees materiality analysis as an initial moment of engagement with the various stakeholders. Cebi Motors’ sustainability context is essentially that of the automotive segment, which brings within it a series of strategic focuses that range from the transition to alternative mobility to circular economy logics for product design and energy efficiency in operations to mitigate environmental and social impacts throughout the supply chain. The issue of transition to alternative mobility does not pose particular problems and/or critical issues for Cebi Motors, considering the type of products manufactured, while in terms of the circular economy it is always adopting eco-design logics in order to better address both the issue linked to measuring the environmental impact of products and that of their end-of-life. On the energy efficiency front, the effort is aimed at improving processes to be able to effectively start defining greenhouse gas mitigation plans in compliance with the requests of the supply chain leaders and the challenging objectives that the European Union, with the Green Deal, has set on this issue.

### STAGE 2 ANALYSIS AND CLASSIFICATION OF THE IMPACTS

Starting from an analysis of the context and the company’s operational specificities, the main impacts that Cebi Motors generates on the economy, the environment, society and human rights were analysed and classified, dividing them into positive impacts generated and potential negative impacts and assessing their relevance.

The impacts are classified as follows:

**NEGATIVE OR POSITIVE:** an impact is defined as positive if it contributes to the sustainable progress of people, communities and the environment. By contrast, the impact is considered negative if it causes harm or disadvantages;

**ACTUAL OR POTENTIAL:** an impact is considered actual when its effects have already occurred or are occurring. It is, on the other hand, defined as potential when its effects could occur, but at the time of analysis they have not yet manifested themselves. The degree of significance was then associated for each identified impact. With regard to negative impacts, the significance is determined by the severity, if it is actual, while for potential impacts the likelihood of occurrence is also taken into account. Specifically, the following variables were used to determine the severity of each negative impact:

- ▶ Severity scale: severity of the impact;
- ▶ Scope of application: diffusion of the impact throughout the company’s spheres of action;
- ▶ Irremediability: difficulty in remedying the harm caused.

By contrast, the significance of a positive impact was determined by taking into account only the variables scale of severity and scope of application.

At the end of this assessment process, each impact was associated with a material issue that the work group rated by assigning it a value from 1 to 10. As shown in the impact table on page 22, 13 material topics emerged.



The internal and external stakeholder groups to be involved in the assessment process were then identified. For this first Report, a number of stakeholders were identified as being relevant for the purpose of the impact assessment, specifically: a representation of employees, chosen from within their various jobs, the two most important customers and the most representative suppliers by type of product and/or service provided. Stakeholder engagement was developed by means of the organisation of an initial focus group on Cebi Motors' sustainability issues and a subsequent distribution of an evaluation questionnaire, based on the material topics identified by company management, asking them to assign a score from 1 to 10 to each topic. A final open-ended question made it possible to suggest any additional topics that had not already been taken into consideration, but were of interest to the stakeholder.

The materiality threshold was identified as scores of 8 or higher.

The materiality matrix of material topics was then created, according to the principle of the relationship between importance for the company and importance for the stakeholders. The matrix chart can be seen on page 21.

#### STAGE 4 LINKAGE TO GRI INDICATORS AND CORRELATION WITH THE SUSTAINABLE DEVELOPMENT GOALS

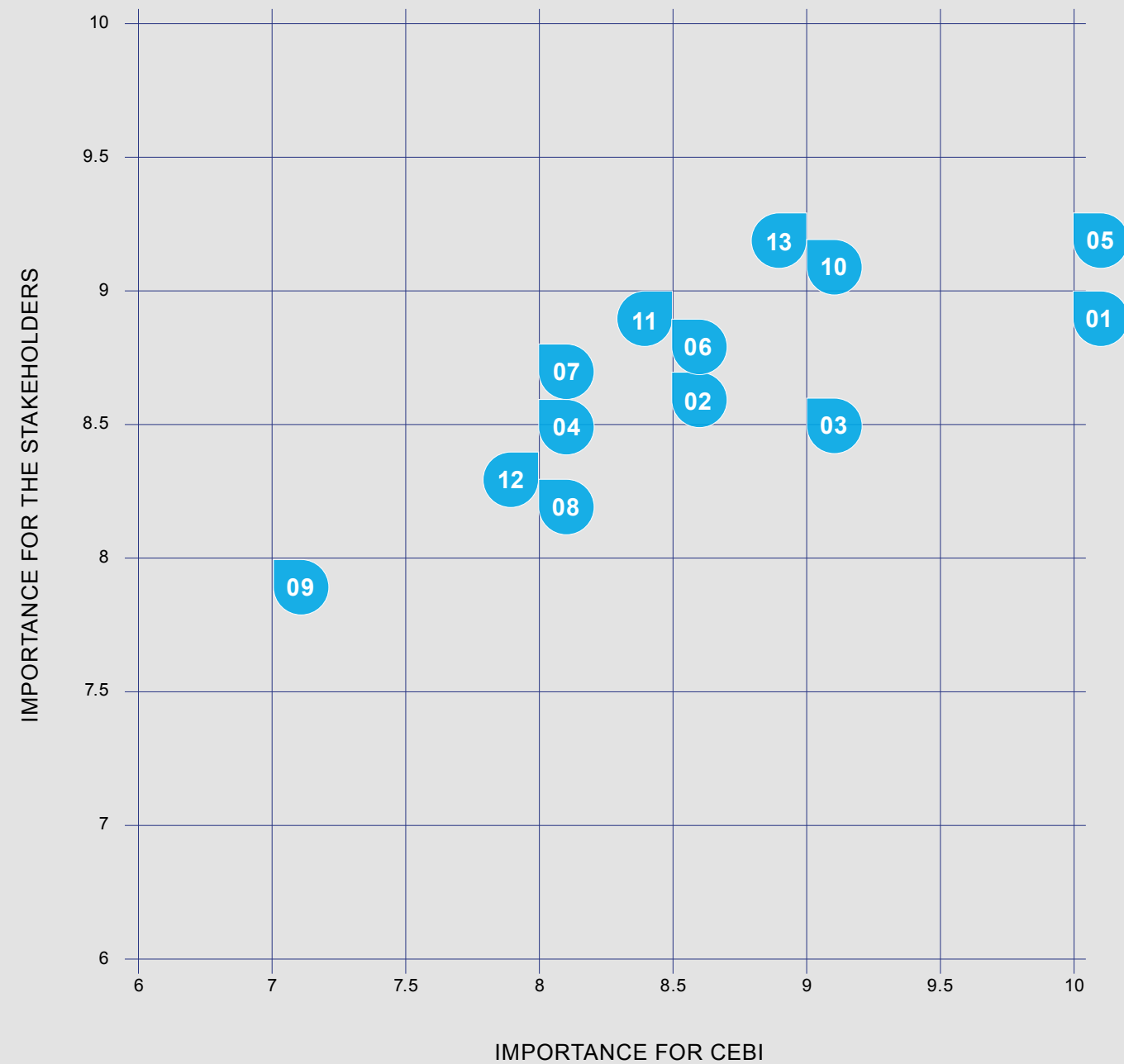
In the final stage of the materiality analysis process, the material issues were linked with the GRI Topic Standards and consequently correlated with the SDGs, via the "Linking the SDGs and the GRI Standards Last updated May 2022", a tool provided by the Global Reporting Initiative<sup>1</sup>. The correlation between topics, GRI indicators and Sustainable Development Goals can be seen in the impact table on page 22.

1 - For more on GRI standards and the related analysis and utilisation instruments see [www.globalreporting.org](http://www.globalreporting.org)





No.	TOPIC	COMPANY	STAKEHOLDER
1	Create economic value and pursue a sustainable growth strategy	10	9.0
2	Ensure integrity and transparency in the business model	8.5	8.7
3	Adopt constant attention to risk management	9	8.6
4	Invest in innovation of the processes, products and services	8	8.6
5	Pay constant attention to the health and safety of the workers	10	9.3
6	Promote a good corporate climate and employee well-being	8.5	8.9
7	Create a project for the enhancement of employees through professional development processes	8	8.8
8	Support respect for human rights and inclusion, with a particular focus on the topic of gender difference	8	8.3
9	Support the local community for the enhancement of the local area	7	8
10	Monitor, measure and where possible reduce environmental impacts (emissions, consumption, waste, water, etc.)	9	9.2
11	Focus on the product life cycle	8.5	9
12	Assess the supply chain with sustainability criteria	8	8.4
13	Ensure product quality and safety	9	9.3



MATERIAL ISSUES		ACTUAL AND POTENTIAL POSITIVE IMPACTS (Actual/Potential)	POTENTIAL NEGATIVE IMPACTS GENERATED* (severity/probability/irremediability)	SCOPE OF THE IMPACT	COMPANY ASSESSMENT	MAIN REFERENCE SDGS FOR POSITIVE IMPACTS	GRI INDICATOR
1	Create economic value and pursue a sustainable growth strategy	<b>A.</b> Market permanence; (refer to the integrated system policy) <b>P.</b> Create brand value for the company and the community	<ol style="list-style-type: none"> <li>1. Lack of business continuity;</li> <li>2. Supply chain and workers risk</li> </ol>	internal/ external	10	 	GRI 201
2	Ensure integrity and transparency in the business model	<b>A.</b> Increased trust of employees, customers and stakeholders <b>P.</b> Brand value	<ol style="list-style-type: none"> <li>1. Risk of business discontinuity</li> <li>2. Reputation crisis</li> </ol>	internal/ external	8.5		GRI 2-24 GRI 205 GRI 206
3	Adopt constant attention to risk management	<b>A.</b> Business continuity (overall management e.g.: financial and product risk, etc.)	<ol style="list-style-type: none"> <li>1. Risk of crisis on different fronts, reputational risk</li> </ol>	internal/ external	9	 	G2-23, 24, 25, 26 GRI 201
4	Invest in innovation of the processes, products and services	<b>A.</b> Enable the company to respond to market demands in line with sustainable development policies	<ol style="list-style-type: none"> <li>1. Reduction of competitiveness,</li> <li>2. Risk of business interruption</li> <li>3. Customer dissatisfaction,</li> <li>4. Loss of brand value</li> </ol>	internal/ external	8	  	NON GRI
5	Pay constant attention to the health and safety of the workers	<b>A.</b> Mitigation of the environmental impact and safe processes	<ol style="list-style-type: none"> <li>1. Damage to individuals and reputation risk</li> </ol>	internal/ external	10		GRI 403
6	Promote a good corporate climate and employee well-being	<b>A.</b> Motivation and engagement of individuals <b>A.</b> Attractiveness of the brand	<ol style="list-style-type: none"> <li>1. High turnover risk, absenteeism</li> <li>2. Company malaise</li> <li>3. Loss of image of the company in the community</li> </ol>	internal/ external	8.5		GRI 401
7	Create a project for the enhancement of employees through professional development processes	<b>A.</b> Motivation and engagement of individuals <b>A.</b> Attractiveness of the brand	<ol style="list-style-type: none"> <li>1. High turnover risk, absenteeism</li> <li>2. Company malaise</li> <li>3. Loss of image of the company in the community</li> </ol>	internal/ external	8		GRI 404
8	Support respect for human rights and inclusion, with a particular focus on the topic of gender difference	<b>A.</b> Awareness of the culture of inclusion in-house <b>A.</b> Improvement of the work climate and performances	<ol style="list-style-type: none"> <li>1. High turnover risk, absenteeism</li> <li>2. Company malaise</li> <li>3. Loss of image of the company in the community</li> </ol>	internal/ external	8	 	GRI 405

\* The potential negative impacts were listed according to the materiality criteria described in stage 2 of the materiality analysis



MATERIAL ISSUES		ACTUAL AND POTENTIAL POSITIVE IMPACTS (Actual/Potential)	POTENTIAL NEGATIVE IMPACTS GENERATED* (severity/probability/irremediability)	SCOPE OF THE IMPACT	COMPANY ASSESSMENT	MAIN REFERENCE SDGS FOR POSITIVE IMPACTS	GRI INDICATOR
9	Support the local community for the enhancement of the local area	<ul style="list-style-type: none"> <li>A. Support the economic activities of the local community</li> <li>A. Contribute to the improvement of the conditions of the most disadvantaged people</li> <li>A. Contribute to the promotion of the social value of sporting activities</li> </ul>	<ol style="list-style-type: none"> <li>Greater difficulty in recruiting activities,</li> <li>Deterioration in the attractiveness of the brand</li> </ol>	internal/external	7		GRI 413
10	Monitor, measure and where possible reduce environmental impacts (emissions, consumption, waste, water, etc.)	<ul style="list-style-type: none"> <li>A. Improvement of the environmental performances to more fully protect the environment</li> <li>A. Awareness of operating in the direction of sustainable development</li> <li>A. Spreading of a culture of respect for the environment among employees and the local community</li> </ul>	<ol style="list-style-type: none"> <li>Risk of interrupting the business continuity due to the failure to address customer requests</li> <li>Deterioration of the brand attractiveness, high reputational risk, compromise of relations with the local community, greater difficulty in recruiting activities</li> <li>High reputational risk</li> <li>Compromise of relations with the local community</li> </ol>	internal/external	9		GRI 302 GRI 303 GRI 305 GRI 306
11	Focus on the product life cycle	<ul style="list-style-type: none"> <li>A. Improvement of the environmental performances of the product</li> <li>A. Awareness of operating in the direction of sustainable development</li> <li>P. Possible improvement of economic performances</li> </ul>	<ol style="list-style-type: none"> <li>Risk of interrupting the business continuity due to the failure to address customer requests</li> <li>Deterioration of the brand attractiveness, high reputational risk, compromise of relations with the local community, greater difficulty in recruiting activities</li> <li>High reputational risk</li> </ol>	internal/external	8.5		GRI 301
12	Assess the supply chain with sustainability criteria	<ul style="list-style-type: none"> <li>A. Business continuity</li> <li>A. Improvement of the environmental and social performances throughout the supply chain</li> <li>A./P. Monitoring of a potential area of risk</li> </ul>	<ol style="list-style-type: none"> <li>interruption of the business continuity</li> <li>Loss of brand value</li> </ol>	internal/external	8		GRI 308 GRI 414
13	Ensure product quality and safety	<ul style="list-style-type: none"> <li>A. Contribute substantially to the dissemination of the safety culture in the automotive sphere</li> <li>A. Observe regulatory compliance</li> <li>A. Guarantee business continuity</li> </ul>	<ol style="list-style-type: none"> <li>Interruption of the business continuity</li> <li>Brand reputation crisis</li> <li>Risk of loss of job for the employees</li> <li>Social damage</li> </ol>	internal/external	9		GRI 416

\* The potential negative impacts were listed according to the materiality criteria described in stage 2 of the materiality analysis

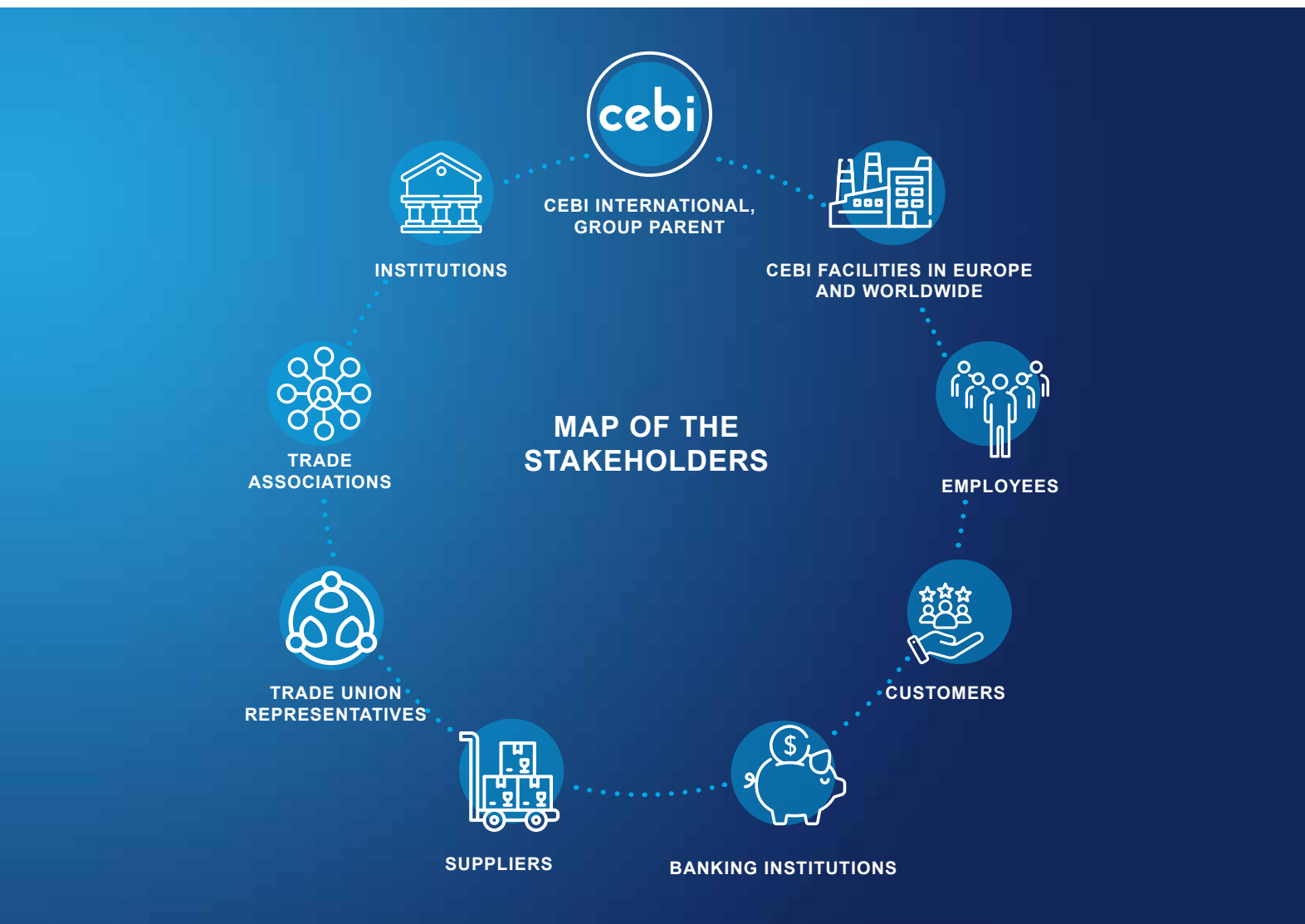
## The relationship with the stakeholders

The increased attention of institutions, public opinion and consumers towards issues related to sustainability, climate change and major social challenges, places businesses in the face of the need to modulate the relationship with their stakeholders - that is, with all those groups that influence and/or are influenced by the activities of an organisation, its products or services and the related performance results. Increasingly, businesses must be aware of the importance of their involvement, recognising the right to be heard and accepting the commitment to be accountable for their activities and choices. Cebi Motors is committed to a process of continuous improvement in its relations with its

stakeholders, in the knowledge that dialogue based on multilateralism and mutual involvement can become one of the instruments for managing the complexity of the market and for defining effective business strategies over the medium-long term. For ease of consultation, it has been decided to list the various initiatives that are carried out with stakeholders in a table and to highlight the main activities and improvement objectives, in order to be able to account for, understand and identify the correct KPIs so that stakeholder engagement becomes increasingly effective in qualitative and quantitative terms.

## The activities with the stakeholders

STAKEHOLDERS	KEY TOPICS AND POSSIBLE CRITICAL ISSUES	MAIN DIALOGUE INITIATIVES	2024/25 IMPROVEMENT OBJECTIVES
<b>CEBI INTERNATIONAL</b>	Partnership with the group parent for all corporate issues  Sharing of defined objectives	Dialogue on the Group's governance issues	Build on what has been achieved so far
<b>CEBI PRODUCTION SITES IN EUROPE</b>	Partnership on the objectives linked to the various competence centers	Dialogue on specific issues	Greater integration and sharing of information so as to be even more reactive vis-à-vis the market
<b>EMPLOYEES</b>	Focus on one's own people  Renewal of skills  Protection of Health and Safety	Assessment interviews  Training projects	Analysis of needs for the delivery of more appropriate training projects
<b>CUSTOMERS</b>	Cebi Motors is a TIER 2 in the automotive value chain management model, so it has a small number of strategic customers that the company takes particularly good care of and with whom it collaborates on strategic product development projects	Strategic meetings  Joint development of new product lines and new production lines	Opening up of new market segments
<b>SUPPLIERS</b>	Dialogue oriented towards supply relationship management  Dissemination of awareness of sustainability issues  Initiation of KPI monitoring for environmental and social impacts of the supply chain	Supply chain governance through implementation of audits and procedures	Supplier audits also focused on broader sustainability issues (environmental, social, governance-related)
<b>BANKING INSTITUTIONS</b>	Credit and financing issues also in view of the forthcoming Eu Taxonomy	Dialogue channels always open	
<b>TRADE UNION REPRESENTATIVES</b>	Constant dialogue on management methods and objectives		
<b>ASSOCIATIONS</b>	Confindustria (Italian General Confederation of Industry)	Building of solid institutional relationships	
<b>INSTITUTIONS AND LOCAL COMMUNITY</b>	Continuous improvement of dialogue with institutions and local communities		

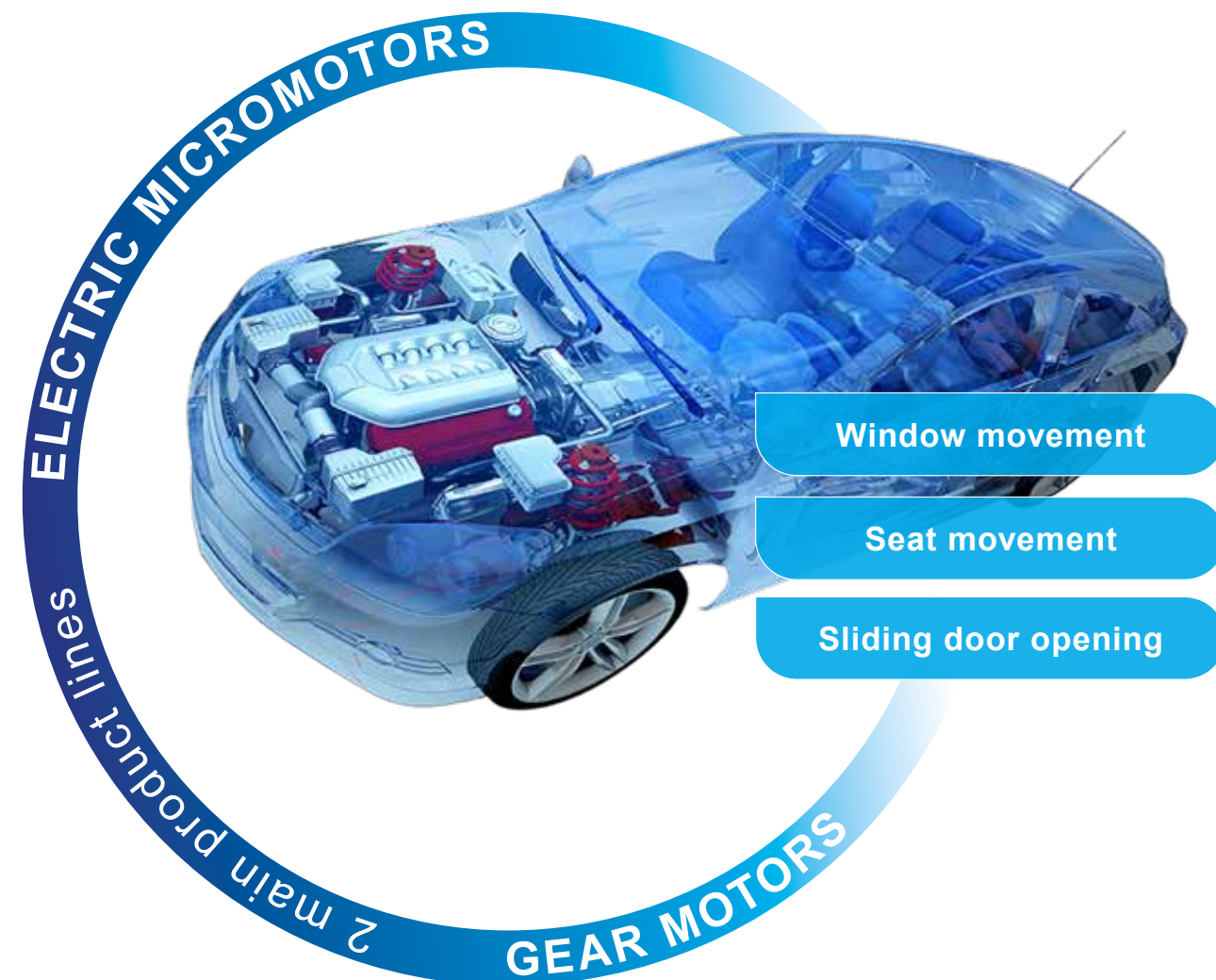




# The product, research, quality and innovation

## Research and innovation

Cebi Motors is the Competence Centre for DC electric motors. The know-how for this specific type of product is held in Veggiano and production is distributed between the Veggiano and Bardello sites.



Cebi Motors maintains its position as a leading company in its market by developing a product that can be a benchmark for competitiveness, innovation and reliability, understanding the customer's needs right from the start.

All activities in this perspective.

With this in mind, all company activities are oriented towards seeking and maintaining the resulting competitive advantage, an essential condition for remaining a reference point for the customer, for creating the capacity to invest in research, innovation and development of new products and, at the same time, for guaranteeing employment and wealth in the local area.

**On-going improvement is in fact one of the company's commitments**, which works by linking objectives, company indices and reporting, and data analysis to create plans based on the indications and methodologies originating from the **Integrated Quality Environment Safety Energy Management System**.

Accordingly, the company is committed to a policy of investment in processes, services and, above all else, product research and development that enables it to respond to market demands, while also pursuing the guidelines of sustainable development, a strategy that is now an essential part of the company's development and growth.

Cebi Motors has two in-house laboratories: one dedicated to dimensional analysis, one dedicated to product validation and qualification tests for product and process accreditation.

Benchmarking between own and competitor products is also developed within the laboratory, consisting of various types of tests, trials and experiments.

With regard to materials, the following are used in Cebi:

- ▶ VARIOUS TYPES OF METAL
- ▶ PLASTIC POLYMERS
- ▶ LUBRICANTS
- ▶ ELECTRONIC COMPONENTS
- ▶ SEMI-FINISHED PRODUCTS,
- ▶ PACKAGING MATERIALS.

Around 99% of materials come from non-renewable sources, with the exception of paper and cardboard for packaging, which are renewable materials.

As far as processes are concerned, mainly electromechanical component assembly operations are carried out using automated compressed air lines, which is why the company is committed to obtaining ISO 50001 certification (Energy Management System).

Production is managed according to the Lean Production organisational approach and the Industry 4.0 logic.

The company in fact has a highly automated production department and there is a fully interconnected assembly system in Bardello.

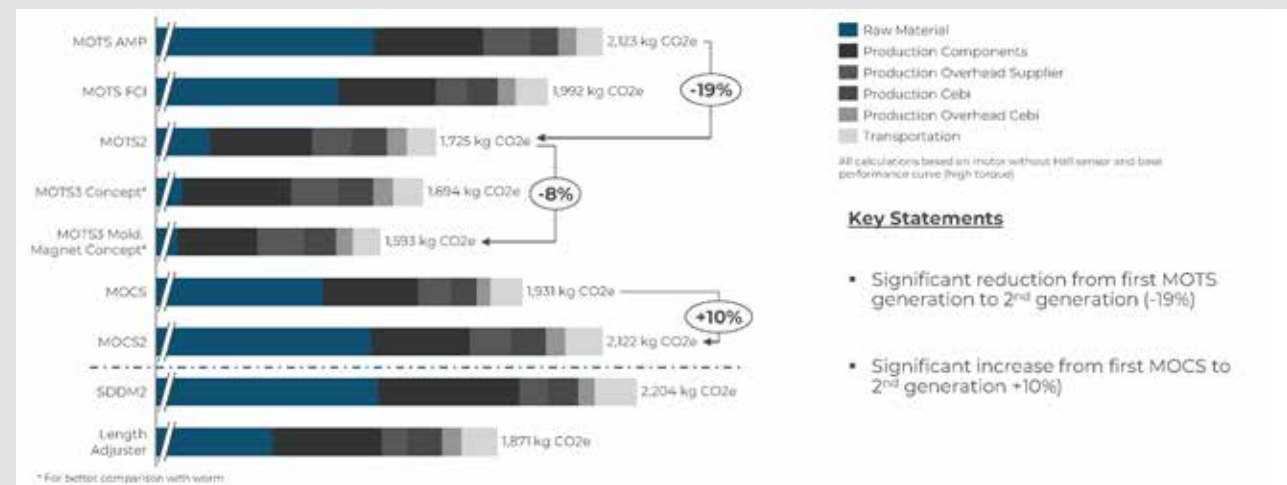
By means of its Integrated Quality and Environmental Management System, which complies with quality certification (IATF 16949) and ISO 14001 environmental certification, Cebi Motors, in addition to its total quality objectives, has increasingly integrated environmental impact improvement objectives, effectively incorporating sustainability into the planning and creation of its products.

## Product Carbon Footprint and value chain

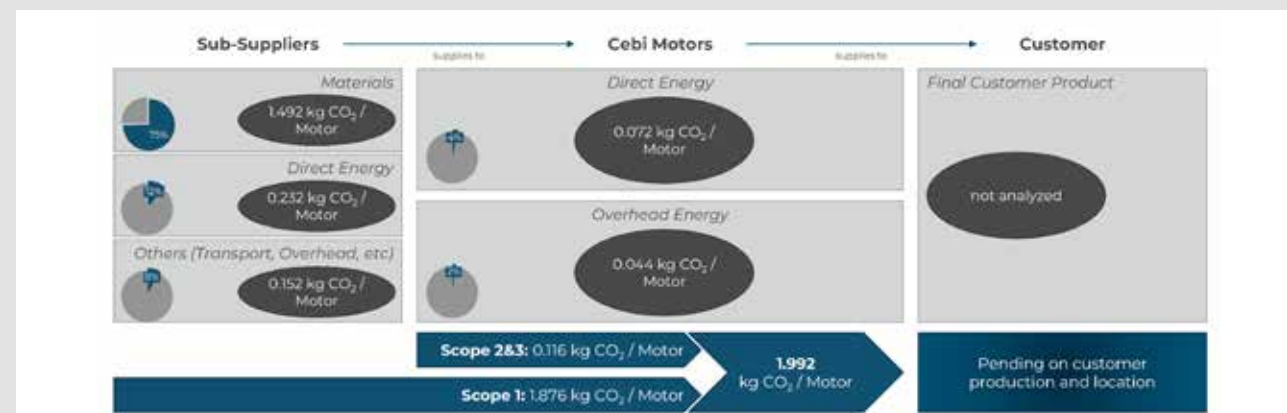
The attention dedicated to the product life cycle led the company to set up a comparative carbon footprint study this year, using the Life Cycle Assessment-LCA calculation methodology, according to the ISO 14067 standard. A systemic analysis which revealed some significant evidence of Cebi Motors' commitment to making its products increasingly less environmentally impactful, adapting in proactive terms to the increasingly stringent requirements of the automotive market. The study was carried out on seat movement motors (correct?) and allowed the company to analyse the CO<sub>2</sub> footprint of first and second generation products and, at the same time, to analyse possible hypotheses for improvement.

The results showed that raw materials are the main contributor to the product CO<sub>2</sub> footprint (70-75%), followed by the production of the individual components (10/15%) and Cebi's own production processes accounting for 5-8%. In addition, as can be seen from the second chart, the company was able to compare the CO<sub>2</sub> emissions from its own processes with those resulting from the activities of its suppliers, obtaining a clear picture of Scope 1, 2 and 3 emissions per motor produced. From the results obtained, the company was able to identify a series of improvement actions aimed at reducing its emission profile, either through greater involvement of its suppliers or by choosing to adopt the use of energy from renewable sources.

### EMISSIONS OF CO<sub>2</sub> / MOTOR



### EXAMPLE OF A SHARED VALUE CHAIN FOR THE CO<sub>2</sub> FOOTPRINT



## Total quality

Guaranteeing product quality and safety, going beyond regulatory compliance and pursuing the demands of its customers, represents for Cebi Motors one of the pillars on which all company activities are based.

To pursue these primary objectives, the company works according to the principles of **Total Quality Management**, guaranteed by the application of the Integrated Quality, Safety and Environment Management System. Cebi works on a comprehensive and structured approach towards on-going improvement, placing Total Quality of product, process and service at the centre.

The company's Quality Policy complies with the requirements of **ISO 9001:2015** and **IATF 16949:2016**, a specific standard for the automotive sector.

In this sense, the effectiveness and efficiency of the product creation processes are ensured and periodically reviewed by company management, but, at the same time, all personnel at all levels are directly involved and participate in quality-related processes. **The Integrated System Manager and the Quality Control Unit are the internal points of reference** regarding the quality trend of products and processes and are kept constantly informed.

Each production shift is guaranteed to be attended by a contact person, either from the controlling body or suitably trained, dedicated to quality assurance. The Quality Assurance staff also has the authority to stop production, if necessary, so as to intervene to correct any quality problems.

The control instruments at the company's disposal are located within the Quality Body's two laboratories, the Incoming Acceptance and Metrology Laboratory and the Outgoing Quality Laboratory, within the Research and Development Laboratory and in the Production area, each with different purposes depending on their location and the type of intervention dedicated to them.

Product acceptance criteria are duly formalised, in particular if a Production Part Approval

Process (PPAP) is handled and, if required, are approved by the customer. The acceptance criterion for attribute-assessed features is "zero defect".

### QUALITY SYSTEM FOR THE AUTOMOTIVE SECTOR

IATF 16949 is a specific standard for the Quality Management System of the automotive sector that was initiated and supported by car manufacturers.

The standard was developed in 1999 jointly by the members of the International Automotive Task Force (IATF), to which the world's major car manufacturers belong, and submitted to the International Organisation for Standardisation (ISO) for approval and publication. The latest amendment defined the latest version of the IATF 16949:2016 standard.

This takes into account, as in the case of ISO 9001, all of the company's processes to ensure the optimisation of the use of its resources, reduce production costs, achieve expected targets and maintain a constant level of quality of its product in order to increase customer satisfaction by means of compliance with requirements.

The certification supports companies in:

- ▶ improving processes and product quality, emphasising prevention and reduction of variability;
- ▶ improving the management of the risk linked to the supply chain;
- ▶ reducing waste and increasing productivity;
- ▶ increasing corporate trust and credibility for sourcing contracts;
- ▶ reducing audits by customers and multiple certification, thanks to the common industry-wide approach.



## Product safety

Similar observations can also be made in relation to product safety, an equally strategic issue for Cebi Motors and an essential requirement to ensure people's health and respect for the environment.

What is more, the company is committed to contributing substantially to the dissemination of a safety culture within its reference sector.

As shown in the Integrated Manual, there is an in-house **Product Safety and Conformity Representative (PSCR)**, appointed by company Management and made up of a multifunctional team whose role is to define and manage product safety features.

Interfacing with the customer on the one hand to receive their requests and with suppliers on the other to transfer the indications received, the team carries out feasibility analysis, defines a risk assessment, identifies the production

phases and finally arrives at the phases for validation of a product and the compilation of the related documentation. It identifies, also and if necessary, any staff training needs.

In the event of introducing changes, Cebi has specific methodologies at its disposal to assess the effects and impact on customer requirements, people and the environment. Any type of change must pass the test procedures for approval and actual entry into production.



## Focus on the supply chain

The purchasing of materials, components and services at Cebi Motors is carried out, first and foremost, in such a way as to guarantee adequate quality levels in compliance with legal requirements. In fact, the suitability of suppliers is checked on the basis of the ISO 9001, IATF 16494 quality standards, the ISO 14001 environmental management standard and the ISO 45001 occupational safety standard.

This overall assessment allows Cebi to monitor suppliers' compliance with national and international laws and, in the event of the purchase of hazardous materials or substances, to verify that they are handled correctly to avoid harm to people and the environment.

Particular attention is paid to the purchase of so-called 3TG materials (tantalum, tin, tungsten and gold), managed in compliance with the 'Mineral Conflict Free' regulation aimed at avoiding the purchase of minerals from areas rich in natural resources but affected by conflict or at high risk of conflict.

In general, Cebi Motors' purchases can be divided into:

- ▶ **SUPPLIES CRITICAL TO PRODUCT FUNCTIONALITY,**
- ▶ **SUPPLIES OF ENVIRONMENTAL SERVICES AND PRODUCTS WITH ENVIRONMENTAL IMPACT.**

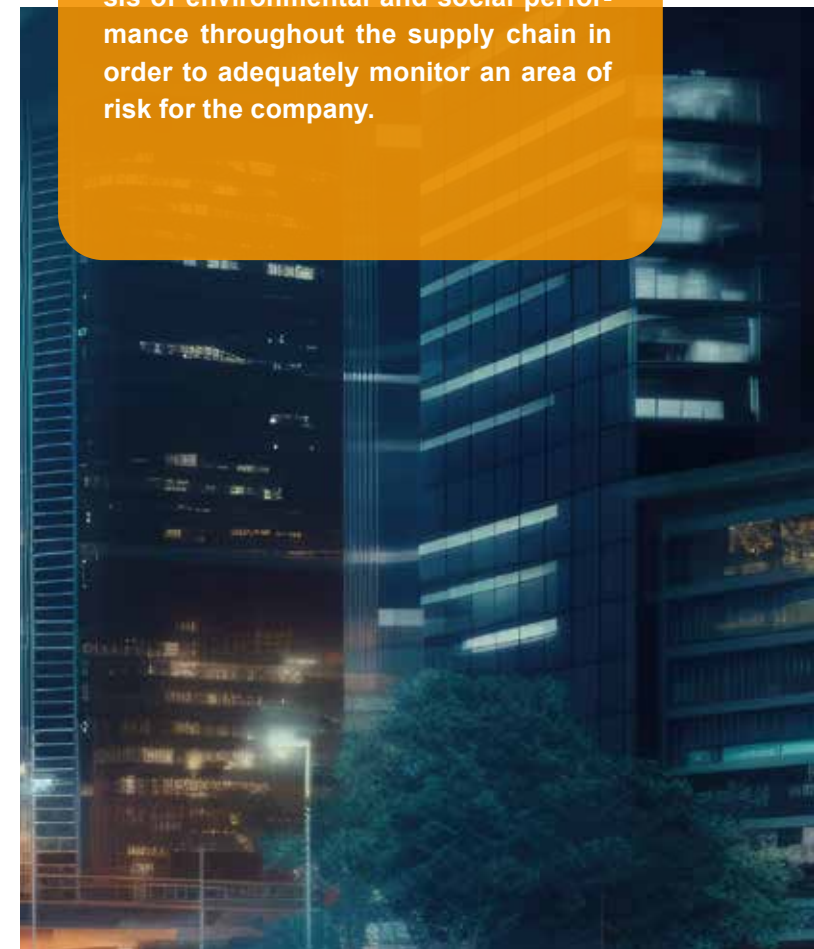
All goods arriving at the company, destined for processing and directly influencing product quality, are appropriately identified and registered and are checked in accordance with the appropriate procedures, in order to prevent non-compliant products from being used.

The purchasing manager, assisted in this by the Quality unit, oversees the activities necessary for ensuring the required quality level and defines the type and extent of the controls to be performed on suppliers.

The company favours relations with suppliers who are already experts in the automotive sector, but in the event of new partnerships, Cebi Motors pays particular attention to the approval phase, requesting, as soon as the order is issued, the necessary documentation and analyses required by the IATF 16949 standard, providing special specifications for machines and moulds and informing the supplier of the company's assessment method (vendor rating). At the same time, Cebi has a helpful attitude towards its suppliers, accompanying them in the development of quality systems that comply with the standard itself.

### 2024 IMPROVEMENT OBJECTIVE

When assessing suppliers, Cebi Motors aims to carry out more in-depth analysis of environmental and social performance throughout the supply chain in order to adequately monitor an area of risk for the company.





# 04 Environmental responsibility



## Cebi Motors' commitments

Cebi Motors is committed to carrying out its activities in the most sustainable manner possible. The company adopts a responsible management of natural resources and is dedicated to reducing impacts, a commitment to the environment in line with the guidelines of Cebi International, its parent company.

Cebi Motors has dedicated increasing attention to environmental issues as demonstrated by the adoption of the Integrated Quality, Safety and Environmental Management System and ISO 50001 certification for the Energy Management System.

Today, the fundamental principles on which Cebi Motors bases its approach to defining and measuring environmental impacts can be summarised as follows:

- ▶ prevent any form of pollution and operate responsibly with regard to safety;
- ▶ orient all business processes to a responsible use of energy sources;
- ▶ assess in advance any effects on the environment and on the energy dynamics regarding new activities/products/processes;
- ▶ adopt operational expedients that are the most cautious for worker safety and have the least environmental impact;
- ▶ carry out training, information and awareness-raising activities, involving all company personnel, making them aware of their individual obligations and the importance of each individual action in achieving the expected results.

## Attention towards environmental impacts

The company has focused its attention on the monitoring of the indicators relating to:

- ▶ ENERGY
- ▶ EMISSIONS
- ▶ WASTE

Water, on the other hand, is not to be considered a natural resource on which Cebi's production process has a significant impact, using it only for services and hot water. For both the year 2023 and 2022, the company withdrew 11,954 m<sup>3</sup>.

## Energy

In CEBI MOTORS, energy management is monitored by ISO 50001. The purpose of certification is to keep the Energy Management system functioning properly at all times with a view to energy procurement, efficiency, and savings. These issues represent an area of great attention for the company also because they respond to some of the Group's efficiency-improvement logics. Today, cautiously monitoring energy markets and defining purchase agreements able to combine the economic aspect with environmental sustainability is a necessary activity to protect the company against potential supply risks. On the energy front, the table below reveals that in 2023 the company consumed 7.39 million Kwh, around 97% of which coming from the purchase on the free market and the rest from

internal production from renewable sources, thanks to photovoltaic panels on the roof. The drop in the energy produced by the panels is due to a shutdown of the plant for maintenance.

### ENERGY CONSUMED IN GJ

	2023	2022
TOTAL	29,574.68	31,267.78
of which renewable	684	825.23

### BREAKDOWN OF CONSUMPTION (kwh)

	2023	2022
VEGGIANO	6,351,104.00	7,065,511.57
VARESE	1,035,353.00	929,281.00
TOTAL	7,386,457.00	7,994,792.57





# 04 Emissions

It is clear that there is a direct link between human activities and the abrupt climate changes that are seriously compromising the natural balances of our planet.

Cebi Motors has started measuring both Scope 1 and Scope 2 CO<sub>2</sub> emissions, aware of the impact that its business model has on this front. From the perspective of the production process, the company does not have significant direct emissions; other than those deriving from the combustion of methane gas for heating.

As for indirect emissions, these come from the purchase of electricity from suppliers without a guarantee of origin. Therefore, CO<sub>2</sub> emissions were accounted for according to the "location based" and "market based" accounting method 2 as required by the GHG Protocol. The tables show the trend of the direct and indirect emissions.

## DIRECT SCOPE 1 EMISSIONS in tCO<sub>2</sub>

	2023	2022
NATURAL GAS	171.38	173.32
<b>TOTAL</b>	<b>171.38</b>	<b>173.32</b>

## DIRECT SCOPE 2 EMISSIONS in tCO<sub>2</sub>

	2023	2022
ELECTRICITY LOCATION BASED	2,021.16	2,187.62
ELECTRICITY MARKET BASED	3,697.44	4,001.95

## DIRECT (SCOPE 1) AND INDIRECT (SCOPE 2) EMISSIONS in tCO<sub>2</sub>

	2023	2022
TOTAL SCOPE 1 + SCOPE 2 LOCATION BASED	2,192.54	2,360.93
TOTAL SCOPE 1 + SCOPE 2 MARKET BASED	3,868.82	4,175.27



# Waste

Waste is a very well monitored issue at Cebi Motors. There is a circular economy project active on the recovery of primary packaging

material and the intention is to further increase the portion of waste sent for recovery compared to that disposed of.

## COMPOSITION OF WASTE IN TONNES

	WASTE COMPOSITION	NON-HAZARDOUS	HAZARDOUS	TOTAL WASTE
2023	PRODUCTS	100.861	28.897	130
	INTENDED FOR RECOVERY	99.201	1.617	101
	INTENDED FOR DISPOSAL	1.66	27.28	29
2022	PRODUCTS	61.755	1.526	63
	INTENDED FOR RECOVERY	61.755	1.526	63
	INTENDED FOR DISPOSAL	0	0	0





# 05 The commitment towards people



## Report and its employees and associates

In an economic context in which innovation, agility and flexibility are decisive for business continuity and growth, Cebi Motors considers its employees to be one of the strategic assets for correctly managing its business model.

Human capital, an aggregate of skills, knowledge, experience and, last but not least, employee motivation, makes it possible to achieve the company's objectives, differentiation from competitors and adaptability to changing market conditions.

Accordingly, **the company promotes a participatory style that enables people to express and develop their potential, recognising a highly qualifying value in the diversity of each one.**

The protection of people's rights as well as the health and integrity of employees are indispensable and priority objectives, as is the fight against any form of discrimination.

This aspect is even more significant in relation to the fact that Cebi Motors is a company with an important manufacturing division, 285 workers out of 348 employees at 31 December 2023, within which the female component is preponderant (64%).

Of the total staff, including employees and temporary workers, 302 people work at the Veggiano site, while 46 work at Bardello, a site exclusively dedicated to production processes.

The company structure is then made up of a strategic area dedicated to product and process innovation, comprising a technical design unit with 6 people, a laboratory with 10 people,

industrialisation with 4 people, quality assurance with 7 people and 1 HSE manager. Two individuals on work placement are also part of the staff group.

In the overall count, female employees make up 57% of the workforce, a percentage that has remained stable over the two years of reporting. In fact, attention to gender equality is a value that the company has been tenaciously and willingly pursuing for several years.

For this first Report, Cebi has counted turnover only on the data of employees with permanent contracts and stable temporary workers, whose table can be seen on page 40. From the next reports, all employee categories will be included in the count, with incoming and outgoing data of the company.

The following benefits are envisaged for employees:

### VEGGIANO SITE:

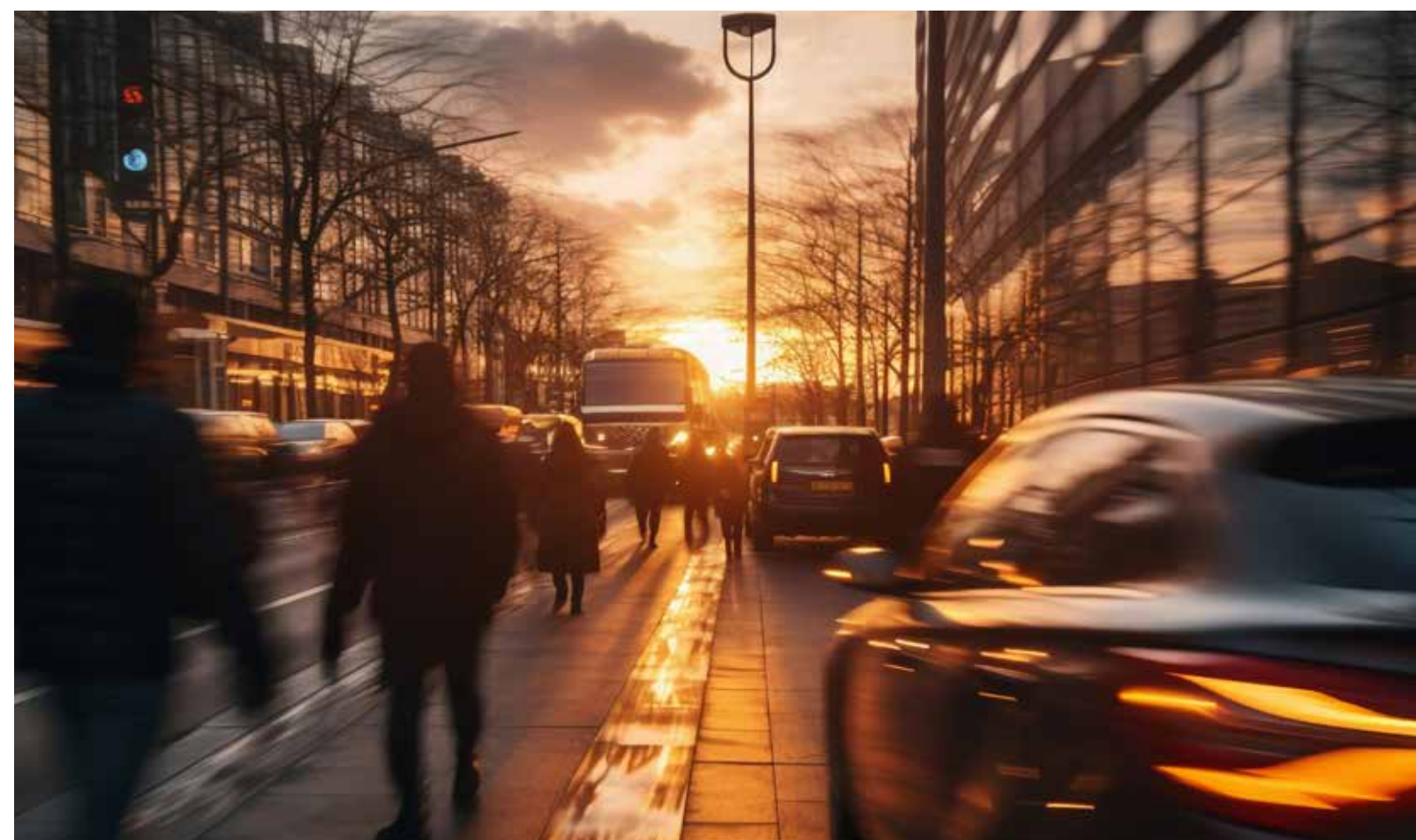
- ▶ **Night shift bonus and overtime Saturday and Sunday**
- ▶ **Luncheon vouchers**
- ▶ **€uro 50 shopping voucher**
- ▶ **Results bonus**
- ▶ **Flexible working hours for office workers**
- ▶ **Smart Working (3 days a week)**

### BARDELLO SITE:

- ▶ **Results bonus**
- ▶ **Smart Working (3 days a week)**

PEOPLE AT CEBI MOTORS as of 31 December (Employees + agency workers)

	2023			2022		
	men	women	total	men	women	total
<b>TOTAL</b>	<b>147</b>	<b>201</b>	<b>348</b>	121	163	284
<b>BLUE-COLLARS</b>	103	182	285	80	146	226
<b>WHITE-COLLARS</b>	36	18	54	34	16	50
<b>EXECUTIVES</b>	1	-	1	2	-	2
<b>APPRENTICES</b>	7	1	8	5	1	6





## A wealth of knowledge serving innovation

TURNOVER (Fixed-term employees + stable agency workers)

	2023	2022	2021
NO. INCOMING	10	14	14
NO. OUTGOING	21	32	18
AVERAGE ANNUAL WORKFORCE	269	277	291.83
TURNOVER	11.5	16.6	10.97

At Cebi Motors the strategic development of the business model goes hand in hand with the professional growth of its employees, who thus become the true protagonists of the company's success.

Maintaining the wealth of knowledge effective is one of the most complex challenges given the rapid evolution not only of technologies but also of social and economic aspects of the market. The company fully understands that investing in skills development and employee welfare leads to the creation of a working environment that attracts high-quality talent and encourages innovation, contributing to the creation of value in order to maintain the company's competitiveness. Employee motivation is built on knowledge of one's role, understanding of one's tasks and awareness of the effect that the quality of one's work has on the overall activities performed.

The degree of employee awareness and motivation is also monitored by means of the involvement of trade union representation.

The training action can be divided into four macro-categories, which summarise the approach introduced with regard to improving employees' skills:



- ▶ SAFETY
- ▶ TECHNICAL AREA
- ▶ LANGUAGE TRAINING
- ▶ PROGRAMS ON THE DEVELOPMENT OF SOFT SKILLS, MANAGERIAL AND RELATIONAL SKILLS

In 2023, the company provided **2,215 hours of training**, an average of **6.4 hours per employee**.





HOURS OF TRAINING

	2023		2022	
	TOTAL H	H / EMP	TOTAL H	H / EMP
 WOMEN	282	1.4	237.5	1.5
 MEN	905.5	6.2	571	4.7
BLUE-COLLARS	433.8	1.5	861.5	3.8
WHITE-COLLARS	1,435	26.6	1,699.5	34
EXECUTIVES	-	-	10	5
APPRENTICES	346.5	43.3	401	66.8
<b>TOTAL</b>	<b>2,215.3</b>	<b>6.4</b>	<b>2,972</b>	<b>10.5</b>



Health and safety:  
tangible values

In addition to guaranteeing legal compliance, Cebi Motors pursues on-going improvement on health and safety issues thanks to ISO 45001 - Occupational Health and Safety Management System certification, via which all employees are proactively involved in the correct handling of these aspects.

The planning process of the Management System takes into account:

- ▶ the **ordinary and extraordinary work activities**, including emergency situations;
- ▶ the **activities of all personnel** (including workers with atypical contracts, suppliers, visitors, etc.) who have access to the workplace and interfere with the work activities carried out;
- ▶ the **facilities**, places and **methods of work**, machines, plants, equipment;
- ▶ the **substances used**, whether they are the company's own or supplied by third parties;
- ▶ the **most appropriate ways to monitor company processes** so as to prevent inefficiencies;
- ▶ the **planning of the organisational**, structural, procedural, production and technological changes, so as to take into account the needs to protect the health and safety of workers.

The company defines the risks related to its activities by means of risk assessment analysis (DVR) for health and safety, with the aim of identifying the measures to be implemented of a technical (e.g. adaptation/replacement of equipment, etc.), managerial (e.g. information/training needs, staff organisation) or procedural nature (need to draw up specific operating procedures/instructions), in order to eliminate or at least minimise the dangers of accidents or injuries and to assign priorities and time-scales for the implementation of these measures. The department Heads concerned, the Head of the Prevention and Protection Service (RSPP) and the workers participate in its preparation. The Medical Officer is also involved for the parts that pertain to him/her.



## Cebi and the local community

The Head of the Prevention and Protection Service (RSPP) is appointed by Management, while the workers have elected a representative who acts as a liaison between the employees and the company for all matters related to safety and environmental issues.

In addition to ensuring the compliance of procedures and actions with the ISO 45001 Management System, the RSPP has the tasks of:

- ▶ periodically reporting to Management on the implementation, effectiveness and monitoring of the System in order to propose improvement action;
- ▶ drawing up accident prevention and protection measures in compliance with the regulations in force and on the basis of knowledge of the company organisation;
- ▶ managing and investigating in the event of accidents, accidental events and non-conformities, implementing the appropriate corrective action and defining those for preventive purposes;
- ▶ collaborating with the company doctor in planning periodic control activities on workers' health and the healthiness of the workplace;
- ▶ providing employees with information on existing hazards, associated risks, and safety measures;
- ▶ managing relations with external safety bodies and cooperating with the workers' representative for the implementation of the Safety System.

By choosing to be ISO 45001 certified, company Management demonstrates that it believes in the value of the involvement and participation of all staff on safety issues and their key role for the achievement of the objectives in this respect. For this reason, the RSPP, in collaboration with the Human Resources unit, defines annually planned education and training programmes, as well as frequent communication and awareness-raising action.

As far as accidents are concerned, 1 occurred in 2023.

The 0.39 frequency index confirms the good work done in this area by carefully and consistently promoting safety in the work environment.

### ACCIDENTS AND INJURIES

	2023	2022
HOURS WORKED	505,696.21	454,999.78
TOTAL NUMBER ACCIDENTS AND INJURIES	1	3
FREQUENCY INDEX*	0.39	1.32
NUMBER OF ACCIDENTS/INJURIES WITH SERIOUS CONSEQUENCES	-	-

\* Accidents & injuries/hours worked \* 200,000 (or 1,000,000)

\*\* Number of accidents/injuries with serious consequences/hours worked \* 200,000 (or 1,000,000)

The local community undertakes increasing importance in the relationships that a company establishes with its local area. Through these relationships, an organisation can build trust, gain access to resources, create connections, demonstrate its social commitment and contribute to long-term success.

Over the years, Cebi Motors, which has always embraced a vision oriented towards philanthropy and social responsibility, **has participated in the implementation of various projects aimed at enhancing and supporting local economic activities**, improving the well-being of the community, contributing to improving the condition of the most disadvantaged people, and promoting the social value of sporting activities.

Among the projects worth mentioning, **Cebi has prioritised the purchase of local products** for gifts to employees during the festivities, has committed to **charity for the purchase of means of transport for the disabled**, and is a **sponsor of Virtus Basket in Padua**.

For the future, the goal is to capitalise on the experience gained, further expanding and improving the value of Corporate Social Responsibility by planning action aimed at strengthening ties with the local community.





# Methodological note

This document represents the first Sustainability Report of Cebi Motors (hereinafter Cebi or the Company) and covers the financial year 2023 (from 1 January 2023 to 31 December 2023). Starting with this reporting year, the Sustainability Report will be published annually; as from 2024 Cebi Motors' Sustainability Report will be included within that of the group parent Cebi International. This will make it possible in subsequent editions to further compare with previous years and with other Group plants. The purpose of the 2023 Sustainability Report is to report on Cebi Motors' operations in relation to economic, social and environmental aspects and has been prepared in accordance with the GRI Sustainability Reporting Standards, published by the Global Reporting Initiative -GRI 2021 and according to the "With reference to the GRI Standards" option, as envisaged by GRI Standard 1: 2021 Fundamental Principles, chapter 3. The scope of the Report includes:

- the **corporate headquarters** located in Via Enrico Fermi 3, Veggiano (PD), Italy;
- the **production plant** located in Via Piave 35, Bardello (VA), Italy.

As required by the GRI Standards, the contents of this Sustainability Report have been identified and reported according to the principles of accuracy, balance, clarity, comparability, completeness, timeliness and verifiability, taking into account all potential impacts of the company in the broader context of sustainable development. For more on the content of the individual reporting principles, see footnote<sup>1</sup>.

The drafting of the document was coordinated by a dedicated work group, co-ordinated by an external consultant, and saw the involvement of management and various corporate units in multiple stages, from the identification of material topics, to defining the structure of the document and collecting the necessary data and information. The document has not been audited by an independent third party and has been approved by Management. For further information or clarification, please send an e-mail to [christian.mosele@cebi.com](mailto:christian.mosele@cebi.com).

## GRI content index with correlation between material topics and GRI disclosure

The contents concerning sustainability issues included in the document have been defined starting from the results of the materiality analysis carried out according to the GRI Sustainability Reporting Standards, as described in the chapter "The materiality analysis" on page 16. The analysis was carried out by identifying the actual and potential impacts generated by Cebi Motors' activities in relation to environmental, social and economic aspects. The GRI content index with correlation between material topics and the GRI Standards is presented below.

1 - For more on the content of the individual reporting principles, see GRI Standard 1: 2021 Foundation at the following link <https://www.globalreporting.org/>



# GRI content index with correlation between material topics and GRI disclosure

1	Create economic value and pursue a sustainable growth strategy	GRI 201 - Economic Performance 201-1 Direct economic value generated and distributed		
2	Ensure integrity and transparency in the business model	GRI 2-24 Embedding policy commitments GRI 205 - Anti-corruption 205-1 Operations assessed for risks relating to corruption 205-3 Confirmed incidents of corruption and actions taken GRI 206 - Anti-competitive behaviour 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		
3	Adopt constant attention to risk management	GRI 2-23 Policy commitments GRI 2-24 - Embedding policy commitments GRI 2-25 Processes to remediate negative impacts GRI 2-26 Mechanisms for seeking advice and raising concerns GRI 201 - Economic Performance 201-2 Financial implications and other risks and opportunities due to climate change		
4	Invest in innovation of the processes, products and services	NON GRI		
5	Pay constant attention to the health and safety of the workers	GRI 403 - Occupational health and safety 403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment and accident investigation 403-3 Occupational health services 403-4 Worker participation, consultation, and communication on occupational health and safety 403-5 Worker training on occupational health and safety 403-6 Promotion of worker health 403-8 Workers covered by an occupational health and safety management system 403-9 Work-related accidents and injuries 403-10 Work-related ill health		
6	Promote a good corporate climate and employee well-being	GRI 401 - Employment 401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		
7	Create a project for the enhancement of employees through professional development processes		GRI 404 - Training and education 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs	
8	Support respect for human rights and inclusion, with a particular focus on the topic of gender difference		GRI 405 - Diversity and equal opportunity 405-1 Diversity of governance bodies and employees	
9	Support the local community for the enhancement of the local area		GRI 413 - Local communities 413-1 Operations with local community engagement, impact assessments, and development programs	
10	Monitor, measure and where possible reduce environmental impacts (emissions, consumption, waste, water, etc.)		GRI 302 - Energy 302-1 Energy consumption within the organization GRI 303 - Water and effluents 303-1 Interactions with water as a shared resource 303-3 Water withdrawal GRI 305 Emissions 305-1 Direct greenhouse gas (GHG) emissions (Scope 1) 305-2 Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2) GRI 306 Waste 306-1 Waste generation and significant waste-related impacts 306-3 Waste generated	
11	Focus on the product life cycle		GRI 301 - Materials 301-1 Materials used by weight or volume 301-2 Recycled input materials used	
12	Assess the supply chain with sustainability criteria		GRI 308 - Supplier environmental assessment 308-1 New suppliers that were screened using environmental criteria	
13	Ensure product quality and safety		GRI 416 - Customer health and safety 416-1 Assessment of the health and safety impacts of product and service categories 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	

## CONVERSION FACTORS:

**Scope 1 emissions:** emission factors published by DEFRA were applied to calculate emissions for fuels (e.g. petrol, diesel and natural gas), Conversion factors - Full set 2023

**Scope 2 emissions - Location-based:** the emission factor used for electricity purchased from the national electricity grid according to the location-based methodology comes from the AIB European Grid Mixes, 2023 edition.



# GRI content index

Declaration of use: CEBI MOTORS has submitted a report with reference to the GRI Standards for the period 1 January 2023-31 December 2023

GRI 1 used: GRI 1 – Foundation – 2021 version

STANDARD GRI / OTHER SOURCE	DISCLOSURE	LOCATION / PAGE	NOTE / OMISSION
<b>General disclosures</b>			
<b>GRI 2 General Disclosures 2021 version</b>	2-1 Organizational details	46	
	2-2 Entities included in the organization's sustainability reporting	10, 46	
	2-3 Reporting period, frequency and contact point	46	
	2-4 Restatements of information		First Report
	2-5 External assurance		Not envisaged
	2-6 Activities, value chain and other business relationships	10, 28-33	
	2-7 Employees	39	
	2-11 Chair of the highest governance body	12, 14	
	2-12 Role of the highest governance body in overseeing the management of impacts	13	
	2-16 Communication of critical concerns	13	
	2-22 Statement on sustainable development strategy	9	
	2-23 Policy commitments	13	
	2-24 Embedding policy commitments	13	
	2-25 Processes to remediate negative impacts	13	
	2-26 Mechanisms for seeking advice and raising concerns	13	
	2-27 Compliance with laws and regulations		There are no non-compliances in the reporting year
	2-28 Membership of associations	27	
	2-29 Approach to stakeholder engagement	26-27	
	2-30 Collective bargaining agreements		National Collective Labour Agreement (CCNL) metalworking and mechanical engineering sector

STANDARD GRI / OTHER SOURCE	DISCLOSURE	LOCATION / PAGE	NOTE / OMISSION
<b>MATERIAL ISSUES</b>			
<b>GRI 3 - Material topics 2021 version</b>	3-1 Process to determine material topics	16-18	
	3-2 List of material topics	20	
<b>1. Create economic value and pursue a sustainable growth strategy</b>			
<b>GRI 3 - Material topics 2021 version</b>	3-3 Management of material topics	15	
<b>GRI 201 - Economic Performance</b>	201-1 Direct economic value generated and distributed	15	
<b>2. Ensure integrity and transparency in the business model</b>			
<b>GRI 3 - Material topics 2021 version</b>	3-3 Management of material topics	13	
<b>GRI 2 - General Disclosures - 2021 version</b>	2-24 Embedding policy commitments	13	
<b>GRI 205 - Anti-corruption</b>	205-1 Operations assessed for risks related to corruption 205-2 Communication and training about anti-corruption policies and procedures. 205-3 Confirmed incidents of corruption and actions taken		There were no incidents linked to corrupt practices in the reporting period associated with anti-competitive behaviour
<b>GRI 206 - Anti-competitive behaviour</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		There was no legal action in the reporting period associated with anti-competitive behaviour
<b>3. Adopt constant attention to risk management</b>			
<b>GRI 3 - Material topics - 2021 version</b>	3-3 Management of material topics	13	
<b>GRI 2 - General Disclosures - 2021 version</b>	2-23 Policy commitments 2-24 - Embedding policy commitments 2-25 Processes to remediate negative impacts 2-26 Mechanisms for seeking advice and raising concerns	13	
<b>GRI 201 - Economic Performance</b>	201-2 Financial implications and other risks and opportunities due to climate change	13, 15	
<b>4. Invest in innovation of the processes, products and services</b>			
<b>GRI 3 - Material topics - 2021 version</b>	3-3 Management of material topics	28-33	
<b>NON GRI</b>			
<b>5. Pay constant attention to the health and safety of the workers</b>			
<b>GRI 3 - Material topics - 2021 version</b>	3-3 Management of material topics	43-44	

STANDARD GRI / OTHER SOURCE	DISCLOSURE	LOCATION / PAGE	NOTE / OMISSION
<b>GRI 403 - Occupational health and safety</b>	403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment and accident investigation 403-3 Occupational health services 403-4 Worker participation, consultation, and communication on occupational health and safety 403-5 Worker training on occupational health and safety 403-6 Promotion of worker health 403-8 Workers covered by an occupational health and safety management system 403-9 Work-related accidents and injuries 403-10 Work-related ill health	43-44	
<b>6. Promote a good corporate climate and employee well-being</b>			
<b>GRI 3 - Material topics - 2021 version</b>	3-3 Management of material topics	38	
<b>GRI 401 Employment</b>	401-1 New employee hires and employee turnover 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	40 38	
<b>7. Create a project for the enhancement of employees through professional development processes</b>			
<b>GRI 3 - Material topics - 2021 version</b>	3-3 Management of material topics	41-42	
<b>GRI 404 - Training and education</b>	404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs	42 41	
<b>8. Support respect for human rights and inclusion, with a particular focus on the topic of gender difference</b>			
<b>GRI 3 - Material topics - 2021 version</b>	3-3 Management of material topics	33, 38	
<b>GRI 405 - Diversity equal opportunity</b>	405-1 Diversity of governance bodies and employees	39	Calculated only for employees
<b>9. Support the local community for the enhancement of the local area</b>			
<b>GRI 3 - Material topics - 2021 version</b>	3-3 Management of material topics	45	
<b>GRI 413 - Local communities</b>	413-1 Operations with local community engagement, impact assessments, and development programs	45	
<b>10. Monitor, measure and where possible reduce environmental impacts (emissions, consumption, waste, water, etc.)</b>			
<b>GRI 3 - Material topics - 2021 version</b>	3-3 Management of material topics	34-37	
<b>GRI 302 - Energy</b>	302-1 Energy consumption within the organization	35	
<b>GRI 303 - Water and effluents</b>	303-1 Interactions with water as a shared resource 303-3 Water withdrawal	34	
<b>GRI 305 Emissions</b>	305-1 Direct greenhouse gas (GHG) emissions (Scope 1) 305-2 Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	36	
<b>GRI 306 - Waste</b>	306-1 Waste generation and significant waste-related impacts 306-3 Waste generated	37	

STANDARD GRI / OTHER SOURCE	DISCLOSURE	LOCATION / PAGE	NOTE / OMISSION
<b>11. Focus on the product life cycle</b>			
<b>GRI 3 - Material topics - 2021 version</b>	3-3 Management of material topics	30	
<b>GRI 301 - Materials</b>	301-1 Materials used by weight or volume 301-2 Recycled input materials used	29	
<b>GRI 414 - Supplier social assessment</b>	414-1 New suppliers that were screened using social criteria	33	
<b>13. Ensure product quality and safety</b>			
<b>GRI 3 - Material topics - 2021 version</b>	3-3 Management of material topics	28-33	
<b>GRI 416 - Customer health and safety</b>	416-1 Assessment of the health and safety impacts of product and service categories 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	28-33	



For any information relating to this Report please contact  
Christian Mosele - PPSO FACILITIES HSE & CSR Corporate Manager  
christian.mosele@cebi.com

The Sustainability Report has been compiled by company management

Consulting, communication project and implementation:



We would like to thank the entire staff of Cebi Motors  
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