

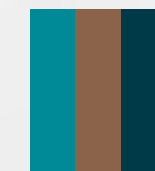
vimec



SUSTAINABILITY

REPORT
2022

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



VIMEC s.r.l.
Via Parri, 7 | 42045 Luzzara (RE) | Italy
Ph. +39 0522 970666 | Fax +39 0522 970677
P.I. 00758850358 | info@vimec.biz
www.vimec.biz/en

VIMEC Subsidiaries: Madrid - Spain
Avignon - France | London - United Kingdom
Warsaw - Poland | Munich - Germany

Share Capital Euro 1.000.000,00 i.v.
Fiscal Code E Reg. Impr. RE n. 00596150201
REA n.185748 | PEC: vimecsrl@legalmail.it

Company subject to management and coordination by Investmentaktiebolaget Latour.

INDEX

1.0_HIGHLIGHTS	<u>01</u>	13.0_ECONOMIC PERFORMANCE	<u>34</u>
2.0_CEO LETTER	<u>02</u>	13.1_TURNOVER TREND	
3.0_GOVERNANCE AND ORGANISATIONAL STRUCTURE	<u>03</u>	13.2_BREAKDOWN OF TURNOVER	
4.0_HISTORY	<u>05</u>	13.3_ECONOMIC VALUE DISTRIBUTED	
5.0_OUR JOURNEY TOWARDS SUSTAINABILITY	<u>06</u>	13.4_RESEARCH AND DEVELOPMENT	
5.1_INTRODUCTION		14.0_ENVIRONMENTAL MANAGEMENT	<u>39</u>
5.2_DEFINITION OF SUSTAINABILITY		14.1_SOURCES OF ENERGY, ENERGY EFFICIENCY, CONSUMPTION	
5.3_THE UN 2030 AGENDA IS BASED ON FIVE KEY CONCEPTS		14.2_CONSUMPTION	
5.4_ACTIONS FOR SUSTAINABLE DEVELOPMENT		14.3_WASTE MANAGEMENT	
5.5_“360° SUSTAINABILITY” PROJECT		15.0_PEOPLE, LABOUR RELATIONS AND DIVERSITY	<u>42</u>
6.0_ACTIVITY AND LOCATION	<u>13</u>	15.1_EMPLOYMENT POLICIES	
7.0_LEGAL FORM, ADMINISTRATION AND CONTROL SYSTEM	<u>14</u>	15.2_RETENTION RATE 2021	
8.0_OWNERSHIP AND ORGANISATIONAL ASPECTS	<u>15</u>	15.3_INTERNAL MOVEMENT 2021	
9.0_ORGANISATION OF THE COMPANY	<u>18</u>	15.4_ATTENTION TO THE NEEDS OF THE EMPLOYEE	
10.0_BRAND	<u>19</u>	15.5_ATTENTION PAID TO INCLUSIVENESS	
11.0_COMPANY PROFILE	<u>22</u>	16.0_RESPONSIBILITY TOWARDS CUSTOMERS	<u>53</u>
11.1_OUR MISSION		16.1_REFERENCE MARKET	
11.2_OUR VISION		16.2_STAKEHOLDER ENGAGEMENT	
11.3_OUR VALUES		16.3_PRODUCT AND SERVICE QUALITY: CUSTOMER LOYALTY	
12.0_CERTIFICATION AND AWARDS, GUARANTEE FOR STAKEHOLDERS	<u>28</u>	16.4_NPS Q4 2021 CUSTOMER SATISFACTION INDEX: 50.2%	
12.1_CERTIFICATION		16.5_HOW DO YOU KNOW VIMEC	
12.2_ORGANISATION, MANAGEMENT AND CONTROL MODEL		16.6_WHY CHOOSE VIMEC	
12.3_ACCREDITATIONS AND RECOGNITION		17.0_RELATIONS WITH SUPPLIERS	<u>57</u>
12.4_LEGALITY AND ANTI-CORRUPTION		18.0_RELATIONS WITH THE COMMUNITY AND TERRITORY	<u>58</u>
12.5_ANTI-CORRUPTION		STAKEHOLDER ANALYSIS	<u>60</u>
		MATERIALITY	<u>61</u>
		KPI'S	<u>62</u>
		OBJECTIVES	<u>74</u>
		AUDIT	<u>75</u>

1.0_HIGH LIGHTS (2021 vs 2022)

INTERNAL AND EXTERNAL
CODE OF CONDUCT
IMPLEMENTED AT

100%

GENDER EQUALITY BOD

+40%

TRAINING NOT REQUIRED
BY LAW

+102%

ACHIEVEMENT
OF ENVIRONMENTAL
CERTIFICATION

ACCIDENTS AT
THE WORKPLACE

-60%

2.0_CEO LET TER

Vimec was founded with the aim of making products to overcome architectural barriers; **today the company's objective is to create a barrier-free, inclusive world**, shifting the focus of analysis and intervention from the person to the context, **offering the opportunity to be citizens in their own right, with ever-increasing standards of quality of life.**

In these 40 years of activity, we have improved the lives of hundreds of thousands of people worldwide and with the passion that distinguishes us we have always tried to propose the most innovative and cutting-edge solutions, in technologies, comfort and customisation opportunities to guarantee a tailor-made product with an eye to sustainability throughout the value chain.

Our "360° SustainAbility" project aims to highlight our achievements in sustainable development, ranging from reducing emissions, ethical behaviour and equal opportunities for our employees.

This report is a confirmation of our commitment to continuous improvement policies, with reference to company performance, but also, and above all, to the progress we make on environmental and social issues, to contribute to the change of the world (as well as in our company), to transform it into a better place for us and for future generations.

Today the company's objective is to create a barrier-free, inclusive world [...] offering the opportunity to be citizens in their own right, with ever-increasing standards of quality of life.

Andrea Veggian

3.0_ GOVERNANCE AND ORGANISATIONAL STRUCTURE

COMPANY DESCRIPTION AND HISTORY

COMFORT, SAFETY, WELLNESS.

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

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

**We take people's mobility
to the next level.**





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

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

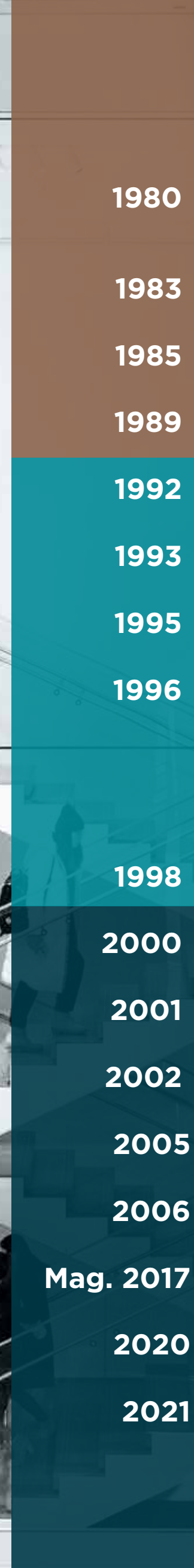
We have always worked here, faithful to our land and to our influence as an Italian company.

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

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

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

4.0_HISTORY



- 1980** VIMEC (Villastrada Meccanica) was founded by 4 members in Villastrada (MN) to operate as a mechanical workshop for third parties with 5 employees.
- 1983** The first stair lift model (V1) was created.
- 1985** The production of the stair lifts reaches 100 units per year.
- 1989** VIMEC's activity focuses exclusively on the production of stair lifts.
- 1992** The plant is transferred to Luzzara (RE) in its current location (4500 m² covered).
- 1993** Production of lifting equipment and technical aids for people with disabilities begins.
- 1995** Production reaches 2300 units with 100 employees.
- 1996** Achievement of the UNI EN ISO 9001 certification. The field of application is "Design, production, installation and servicing of lifting equipment, technical aids for disabled people and stair lifts". VIMEC is certified by the accredited body DNV.
- 1998** Expansion of headquarters.
- 2000** Expansion of headquarters.
- 2001** Production reaches 4500 units with 140 employees.
- 2002** Expansion of the carpentry department (5500 m² covered for a total of 12000 m²).
- 2005** Expansion of the assembly department (7500 m² covered for a total of 19500 m²).
- 2006** Opening of branch offices in France, Spain, United Kingdom and Poland.
- Mag. 2017** Acquisition by the present owner, Latour Investment Fund (Sweden).
- 2020** Opening of branch offices in Germany.
- 2021** Achievement of the UNI EN ISO 14001 certification. VIMEC is certified by the accredited body DNV. Reached 140,000 machines installed worldwide.



5.0 OUR JOURNEY TOWARDS SUSTAINABILITY

TRIPLE BOTTOM LINE

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

5.1 INTRODUCTION

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

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



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

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

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

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

For this purpose, **indicators are used that are measuring instruments** capable of providing a summary representation of the phenomenon under investigation, in order to preserve the informative content of the analysis. **Economic, social and environmental indicators need to be integrated in order for sustainability to be assessed.** This makes it possible to monitor the evolution of the phenomenon by facilitating the comparison of the data, orienting the programming and planning choices towards more sustainable approaches and management models and facilitating the dissemination and communication of the results of the surveys. The elaboration of indicators, through the use of analysis models, makes it possible to arrive at indices that are representative of a given phenomenon.

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

W. Edwards Deming

5.2_DEFINITION OF SUSTAINABILITY

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

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

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

ECONOMIC SUSTAINABILITY

Can be defined as the ability of an economic system to generate lasting growth in economic indicators, through the creation of income and work for the livelihood of populations and through an effective combination of resources. Economic sustainability is pursued through the control of capital (natural, human, social, cultural) with the objective of not making it decrease so as “not to endanger the possibilities of future generations to generate wealth and well-being”.

ENVIRONMENTAL SUSTAINABILITY

Refers to the ability to preserve over time the three functions of the environment: the function of resource supplier, of waste recipient and the direct source of utility function. Within a territorial system, environmental sustainability means the ability to enhance the environment as a “distinctive element” of the territory, while ensuring the protection and renewal of natural resources and heritage.

SOCIAL SUSTAINABILITY

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

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

Dimensions are closely interrelated by a multiplicity of connections and must be analysed in a systemic way, as elements that together contribute to the achievement of a common goal. Mutual interrelationships must be taken into account in any choice, decision or act of programming and design; in the event that only one or two of the dimensions are privileged, sustainable development does not occur.

5.3_THE UN 2030 AGENDA IS BASED ON FIVE KEY CONCEPTS:

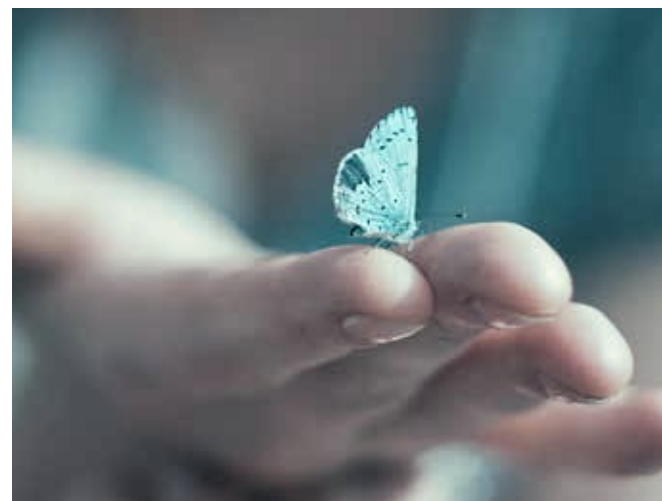
PEOPLE.

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



PROSPERITY.

Guarantee prosperous and full lives in harmony with nature.



PEACE.

Promote peaceful, just and inclusive societies.



PARTNERSHIP.

Implement the Agenda through strong partnerships.



PLANET.

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



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

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

Ban Ki-moon,
Secretary General of the United Nations

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

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

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

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

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

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

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

5.4 ACTIONS FOR SUSTAINABLE DEVELOPMENT

On 25 September 2015, the United Nations approved the Global Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs), divided into 169 Targets to be achieved by 2030. It is a historical event, from various points of view:

- _ A clear judgement was made on the non-sustainability of the current development model, not only environmentally, but also economically and socially. In this way, and this is the highly innovative character of the Agenda, the idea that sustainability is only an environmental issue is definitively overcome, and an integrated vision of the complex dimensions of development is affirmed.
- _ All countries are called to contribute to the effort to put the world on a sustainable path, without any distinction

between developed, emerging and developing countries, although obviously the problems can be different depending on the level of development achieved. This means that each country must commit to defining its own sustainable development strategy that allows reaching the SDGs, reporting on the results achieved within a process coordinated by the UN.

_ The implementation of the Agenda requires a strong involvement of all components of society, from private

companies to the public sector, from civil society to philanthropic institutions, from universities and research centres to information and culture operators.



Defeating poverty
Ending all forms of poverty in the world



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



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



Consumption and responsible production
Ensuring sustainable production and consumption patterns



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



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



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



Underwater life
Conservation and sustainable use of the oceans, seas and marine resources for sustainable development



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



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



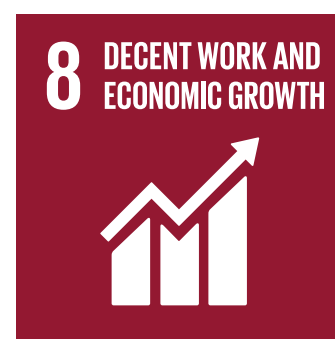
Life on earth
Protect, restore and promote a sustainable use of the terrestrial ecosystem, to stop and reverse the degradation of the soil, and stop the loss of biological diversity



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



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



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



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



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



Reduce inequalities
Reducing inequality within and between nations

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

5.5_“360° SUSTAINABILITY” PROJECT

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

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

What is our approach to the project?

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

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

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

The only thing that is constant is change.

Buddha

6.0 ACTIVITY AND LOCATION

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

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

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

The plant consists of two separate buildings separated by a municipal road and divided into three buildings (called A,

B and C); in the front of the buildings are located all the offices, behind the buildings A and B we find the warehouse, the goods reception, the production lines and the storage department of the finished product and shipments; behind the building C, we find the carpentry, packaging and showroom department.

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

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

Machining areas	9.792 Mq
Raw mat. warehouses	3.172 Mq
Finished prod. warehouses	2.590 Mq
Offices	3.324 Mq
Showroom	428 Mq
Other (Technical Rooms)	103 Mq
<hr/>	
Total	19.408 Mq

The most important hydrographic element in the area is the Po river, whose main embankment runs about 2 km west of the area under consideration; secondary hydrographic elements are the numerous natural and artificial canals and ditches used for irrigation and drainage of surface water.

The plant is located in the municipality of Luzzara (RE) in via Parri n.7 and n.5, in an artisan area, about 2 km west of the village of Casoni. From an urban viewpoint, the area is classified in the current General Zoning Plan of the municipality of Luzzara as an area for industrial and craft activities.

7.0 LEGAL FORM, ADMINISTRATION AND CONTROL SYSTEM

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

Our Board of Directors consists of:

- _Veggian Andrea**
(Chairman and CEO)
- _Karlsson Lenander Bjorn Alexander**
(Director)
- _Nalato Ilaria**
(Director)

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



8.0 OWNERSHIP AND ORGANISATIONAL ASPECTS

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

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

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

THE TABLE BELOW SHOWS THE SUBSIDIARIES OF LATOUR INDUSTRIES AB:



**THE CURRENT HR ORGANISATION
OF VIMEC INCLUDES THE ACTIVITIES
OF 178 COLLABORATORS:**

- _158 employees at the headquarters
in Luzzara
- _13 colleagues in European branches
(France, Spain, England, Poland, Germany)

**THE ORGANIZATION CHART SHOWS 7
FIRST LINES THAT REPORT TO THE CEO.**

The business areas correspond
to the first lines:

- _HR**
- _R&D**
- _Production & Safety**
- _BU Italy**
- _BU Export**
- _Amministration/IT/Purchasing/CDG**
- _Marketing**



Graziano Calciolari
Production Manager



Jacopo Poggioli
Italy Business
Unit Manager



Andrea Sorio
Export Business
Unit Manager



Dario Manicardi
Chief Technical
Officer



Fabio Bertoli
HR Manager



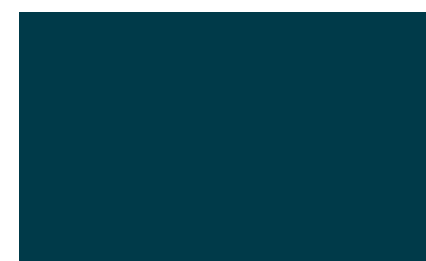
Andrea Veggian
CEO Vimec since 2018



Ilaria Nalato
CFO Chief Financial Officer



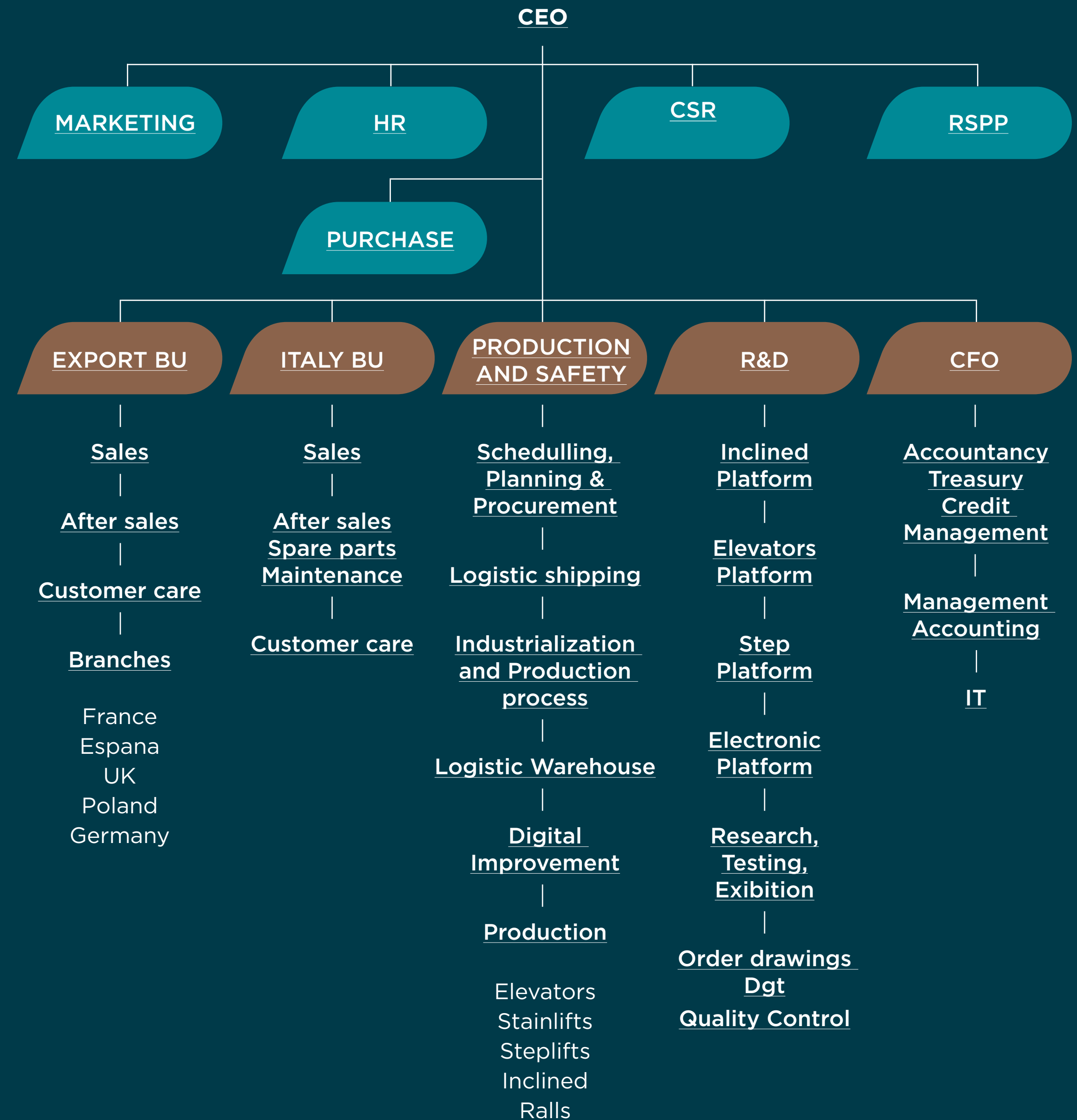
Michele Mingori
Chief Marketing
Officer



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

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

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



9.0_ORG ANISA TION OF THE COMPANY

SALES:

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



INSTALLATION, ASSISTANCE:

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



TYPE OF PRODUCT

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

METHOD

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

STAFF

- _Approximately 160 people

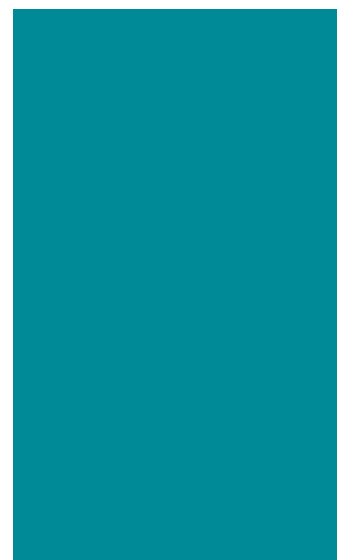
10.0_BR AND

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

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

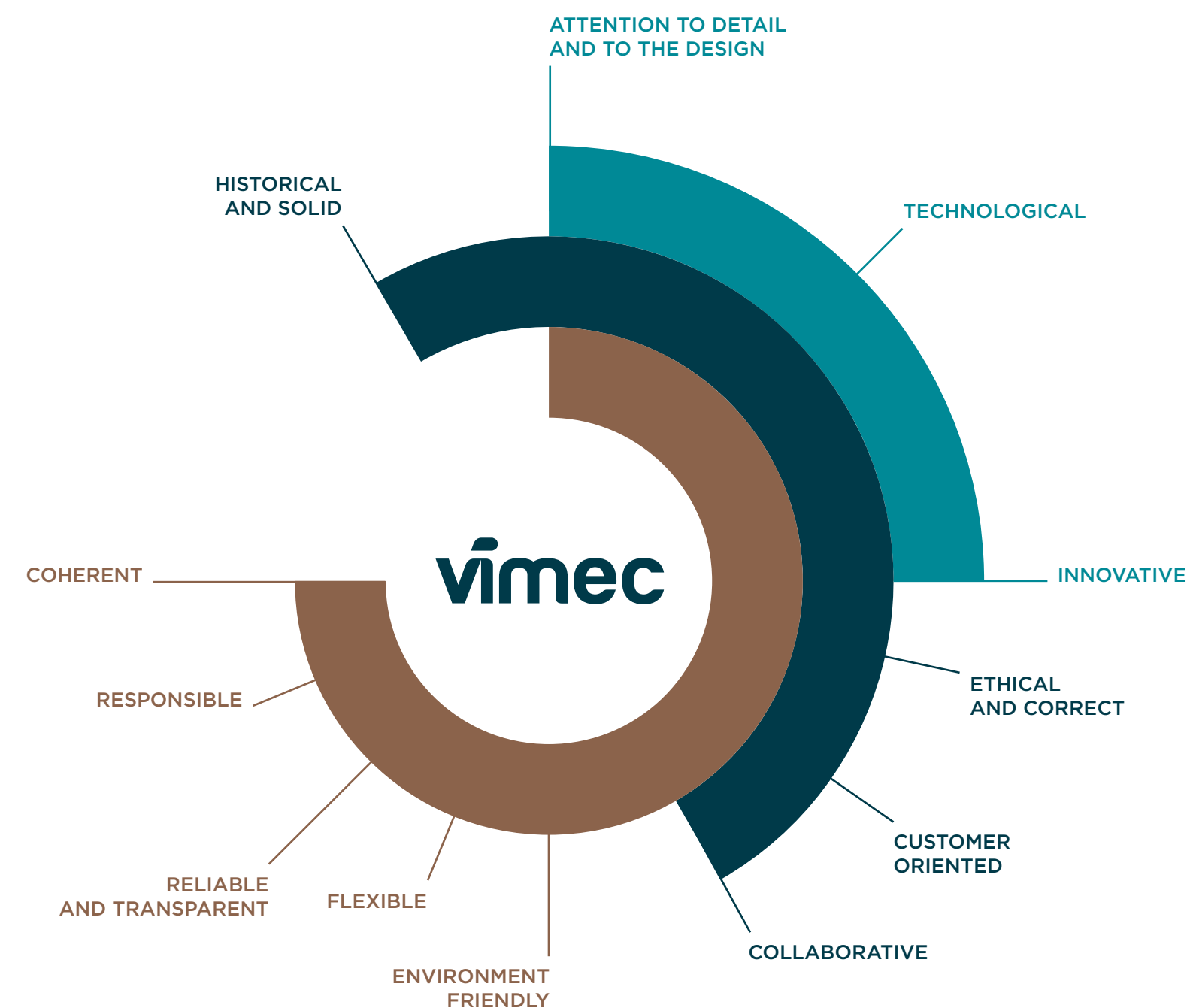
Sharing the values of a brand makes it possible to identify the audience that in many cases becomes the spokesperson.

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



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

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



The image shows the Vimec logo centered on a light gray grid background. The logo consists of the word "vimec" in a lowercase, bold, sans-serif font. The letter 'v' has a distinctive graphic element above it, which is a horizontal bar that curves downwards at its ends, resembling a stylized 'v' or a bridge. The rest of the letters are solid and uniform in weight.

vimec

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

There are some values that Vimec shares with its Business Units and they are mainly values linked to solidity and reliability. The typographic part is blue, the colour represented by Brand Equity, which is the founding element of Vimec **Brand Identity** and **Corporate Identity**.

Blue is the “309 Pantone”, which is a blue that turns to green, it has been chosen to represent **solidity** and **institutionality**, while the green, fused with the blue, gives life to a colour close to octanium, chosen

to represent **technology**. To summarize, the Logo colour represents institutionality and technology.

The nature of the typography used is a “**bastoni**” **font** that was customized, softening by means of curves, some angles more defined than the letters, the result is a clean and harmonious structure.

The typography is thick and symbolizes the **solidity** of the brand. Above the letters “V” and “I” there is a graphic element that has a double meaning, the first is to fulfill the requirements of the dot function above the letter “I” and it has been extended to create a distinctive graphic; the second meaning is to represent a **continuity element** with the previous logo and its shape has changed to represent **the evolution of the brand**.

11.0_ COMPANY PRO FILE

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

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

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



vimec ACCESSIBILITY

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

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

Martin Luther King



vimec ACCESSIBILITY

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

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

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

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

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

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

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





vimec homelift

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

Creativity, excellence
manufacturing,
sustainability:
Made in Italy “design”
has conquered the world
this way.

vimec homelift

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

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

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



11.1_ OUR MISSION

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

11.2_ OUR VISION

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

11.3_ OUR VALUES

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

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

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

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

12.0_ CERTIFICATION AND AWARDS, GUARANTEE FOR STAKEHOLDERS

12.1_ CERTIFICATION

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

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

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



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

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

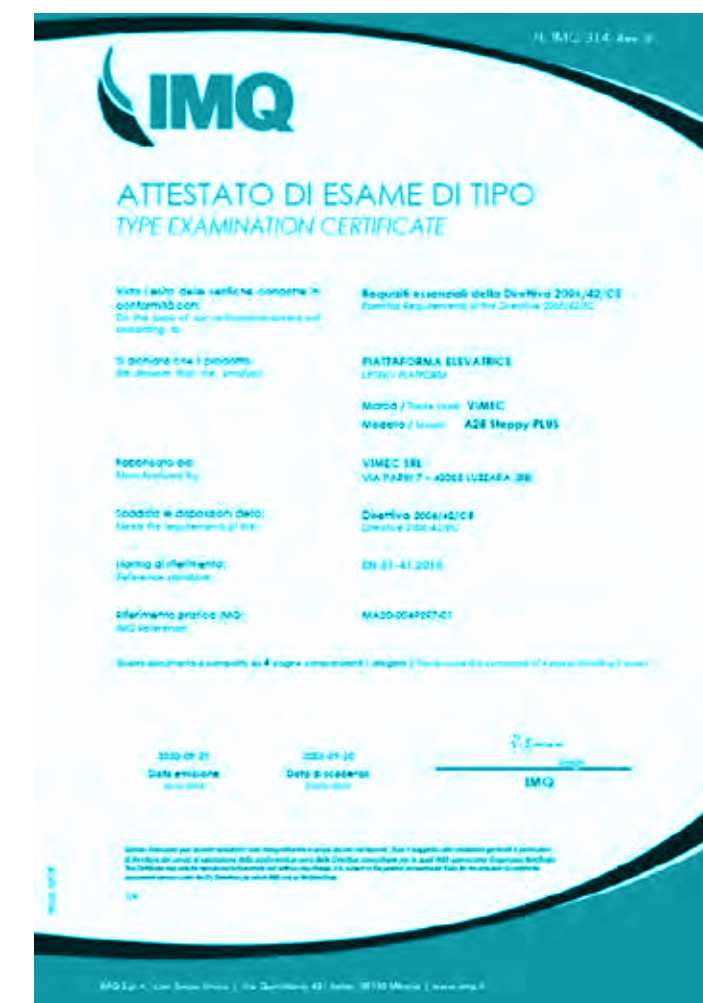
_The **Company Management System** has been certified by **DNV** and the field of application is that of “Design, production, installation and assistance of lifting equipment, technical aids for people with disabilities and stair lifts”

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

_Hydraulic scissor platform

_Hydraulic platform

_Electric platform



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

12.2_ORGANISATION, MANAGEMENT AND CONTROL MODEL

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

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



12.3_ACCREDITATIONS AND RECOGNITION

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

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

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



HOME LIFT IS ALREADY OFF TO A GOOD START: ON FRIDAY 27 NOVEMBER 2020 IT WAS ANNOUNCED AS ONE OF THE WINNERS OF THE ARCHIPRODUCTS DESIGN AWARD, WHICH IS ASSIGNED EVERY YEAR AT THE SAME TIME AS THE INITIATIVE LAUNCHED BY THE PORTAL OF THE SAME NAME.

THE PRIZE WAS AWARDED AFTER A CAREFUL EVALUATION OF OVER 750 PRODUCTS BY AN INTERNATIONAL JURY MADE UP OF NUMEROUS EXPERTS IN THE FIELD (ARCHITECTURAL FIRMS, COMMUNICATION AGENCIES, JOURNALISTS AND ARCHITECTURAL PHOTOGRAPHERS) WHO EVALUATED THE BEST SOLUTIONS FOR ORIGINALITY, INNOVATION AND EXPERIMENTATION.

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


archiproducts
DESIGN AWARDS
WINNER 2020

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

E20 Home lift has achieved another success and can now boast the "Red Dot Award: Product Design", one of the most prestigious international design awards. This award follows that of the Archiproducts Award received in autumn 2020.

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



reddot award
winner

12.4 LEGALITY AND ANTI-CORRUPTION

WHISTLE BLOWING

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

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

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

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

ALTERNATIVE 1

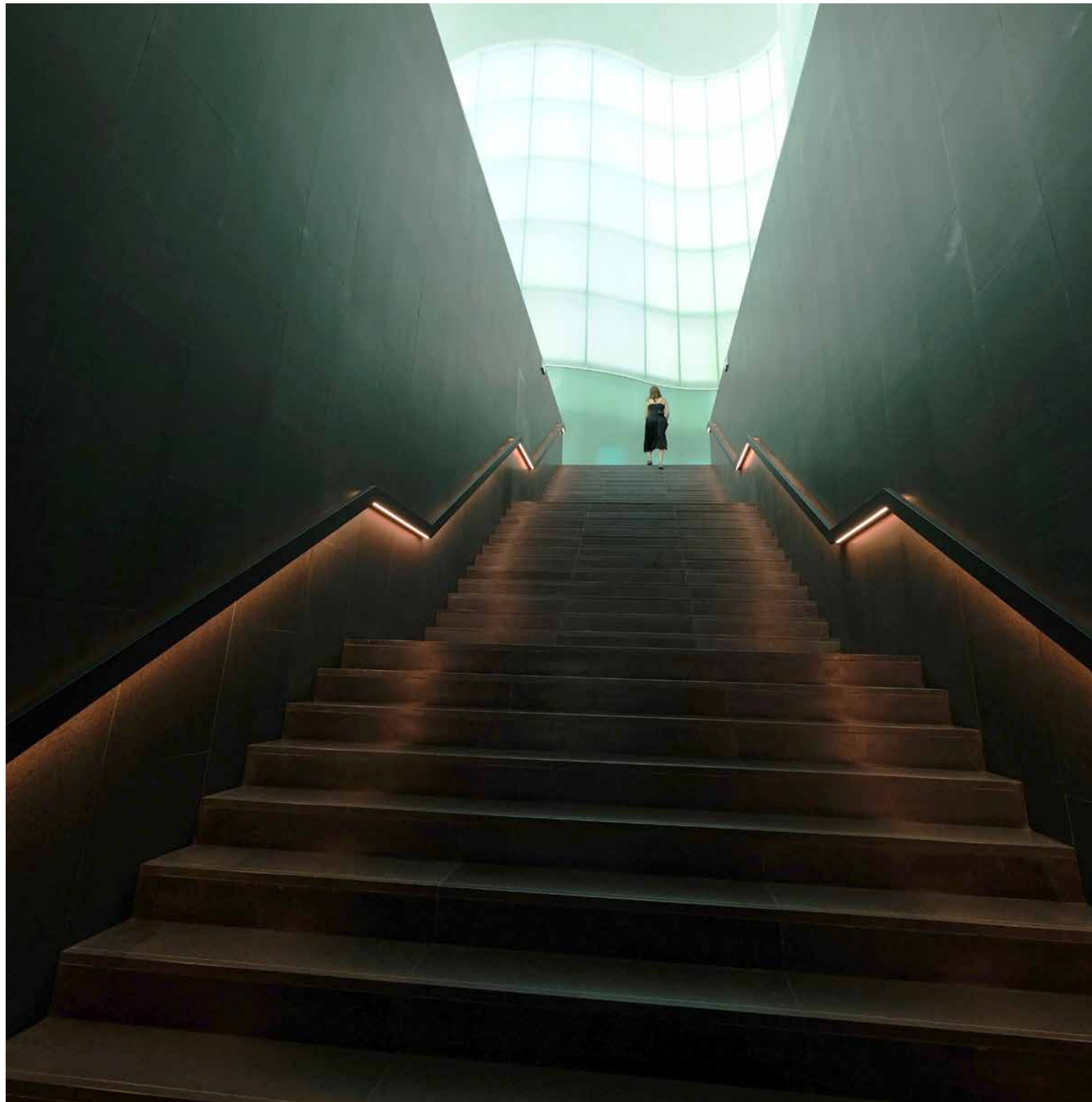
_Contact a supervisor or a manager within the company organisation of Vimec S.r.l.

ALTERNATIVE 2

_Contact the CEO of Vimec S.r.l.

ALTERNATIVE 3

_Anonymously through the group whistleblowing communication channel.



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

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

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

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

12.5_ANTI-CORRUPTION

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

All group employees must comply with the Latour Code of Conduct, which emphasizes the principles that guide our approach to employees, the environment and business partners, as well as the Anti-Corruption Policy and the Latour Export Control and Sanctioning Policy.

Each individual has to take responsibility for understanding and observing these documents.

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

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

_Long-sightedness

_Professionalism

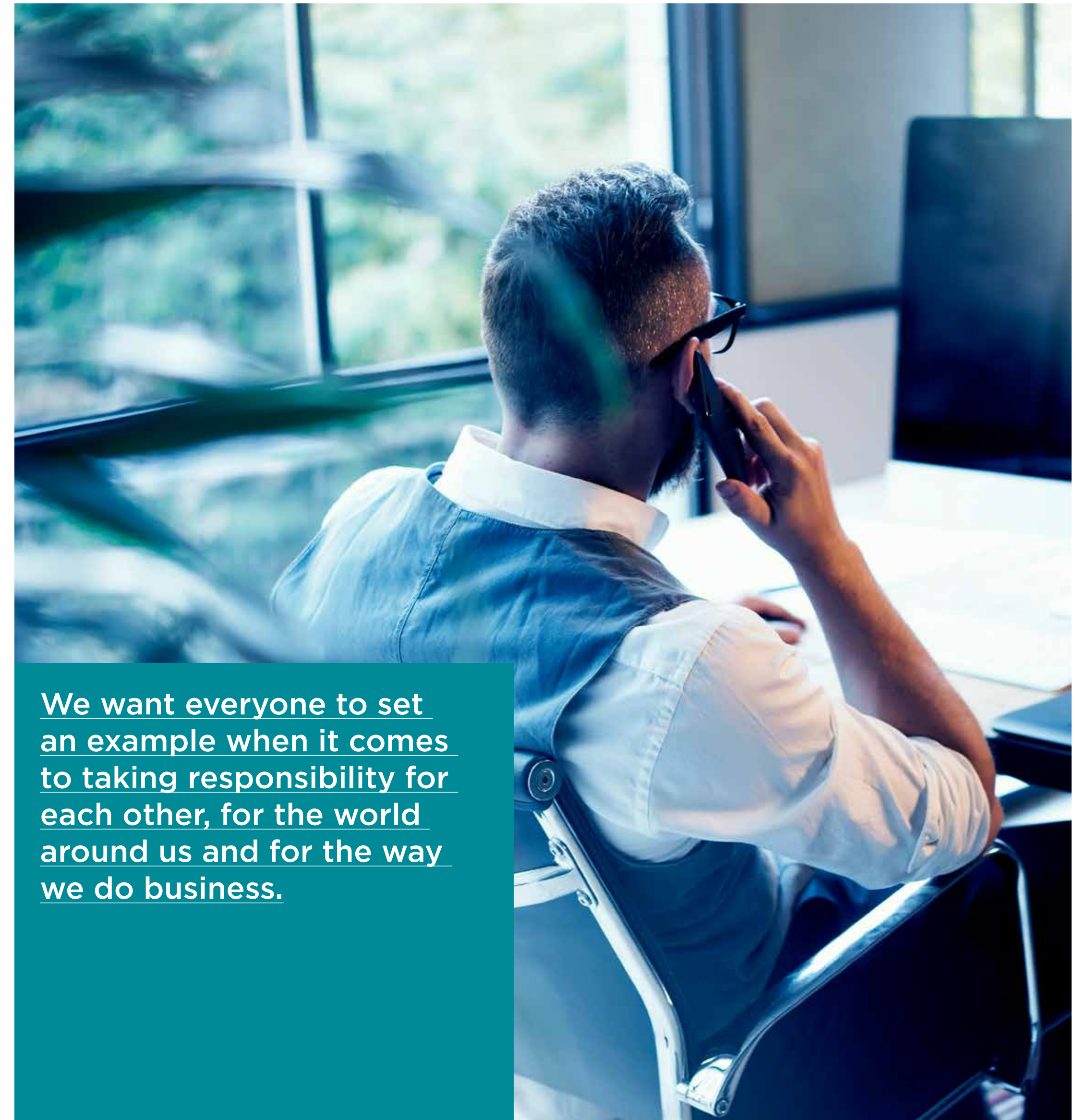
_Trust and Responsibility

_Development

Leadership is essential!

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

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



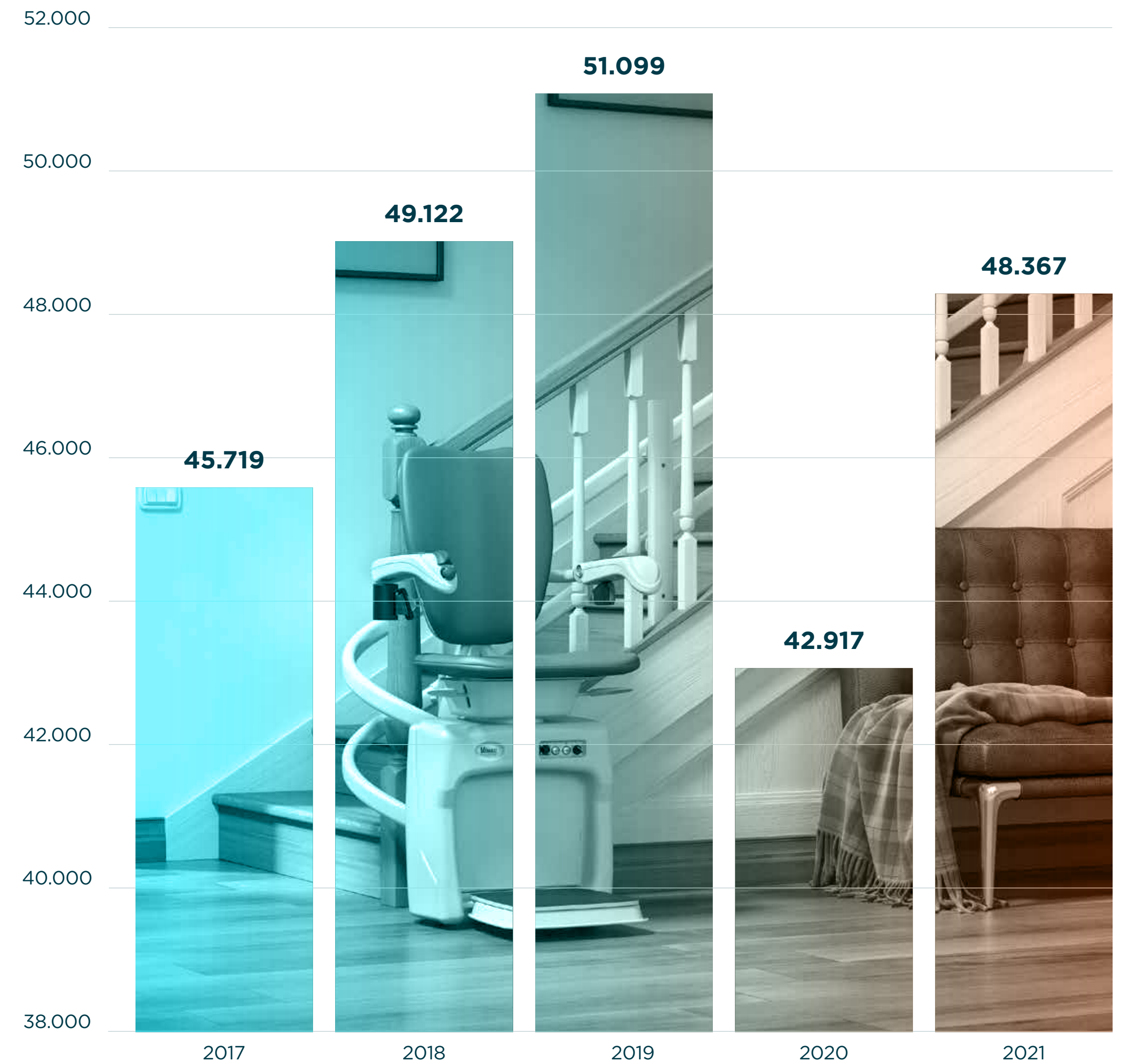
We want everyone to set an example when it comes to taking responsibility for each other, for the world around us and for the way we do business.

13.0_ ECONOMIC PERFORMANCE

13.1_ TURNOVER TREND

Following its growth strategy, Vimec has seen its turnover increase over time and despite the decrease due to the pandemic crisis of 2020, already in 2021 there was a sharp increase in sales.

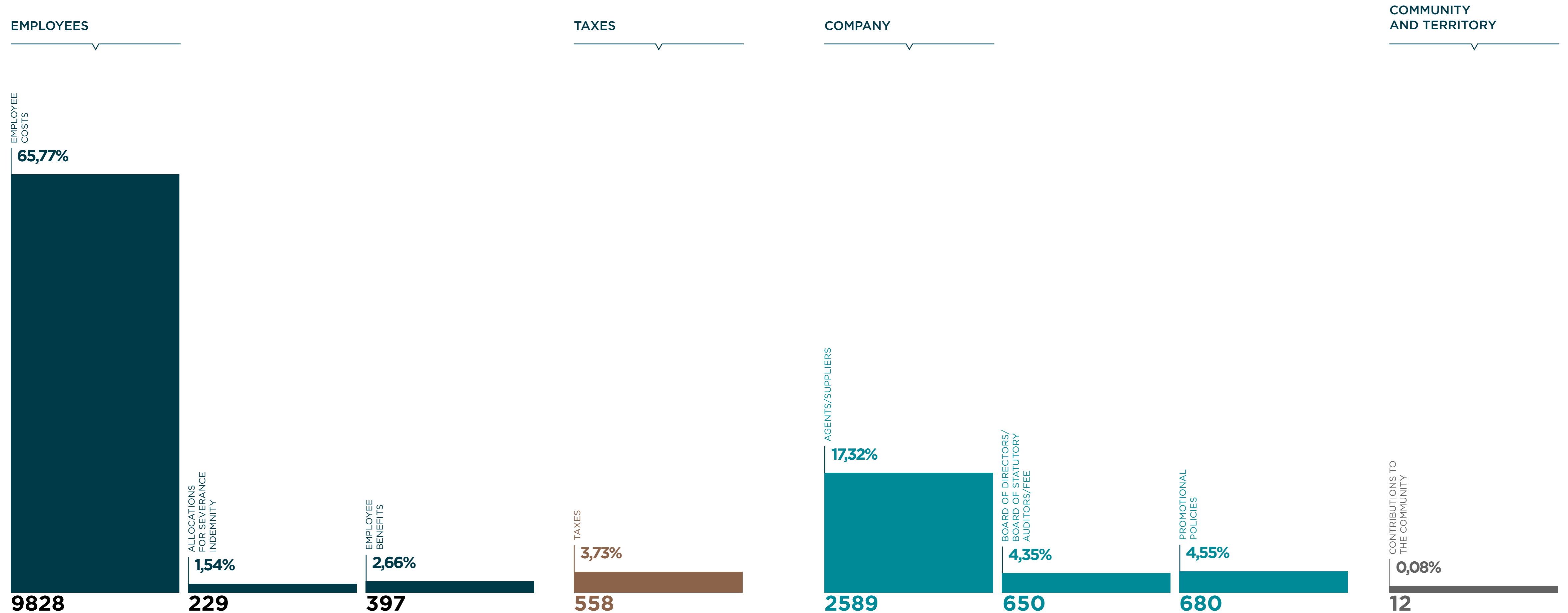
BREAKDOWN OF TURNOVER €/1000



13.3_ECONOMIC VALUE DISTRIBUTED

Against a turnover of 48.367 thousand, the economic value distributed to stakeholders was 14,943 thousand.

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



13.4_RESEARCH AND DEVELOPMENT

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

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

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

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

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

The application has two main areas:

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

The objectives of this new IoT project are:

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

With this project we want to:

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



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

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

14.0_ ENVIRONMENTAL MANAGEMENT

14.1_ SOURCES OF ENERGY, ENERGY EFFICIENCY, CONSUMPTION

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

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

The monitoring of the consumption of electricity, gas for heating and water is also active. The energy consumption is functional to the operation of the office activities, the warehouse and auxiliary services. A part of the electricity supply comes from renewable sources and is equivalent to about 45%.

14.2_CONSUMPTION

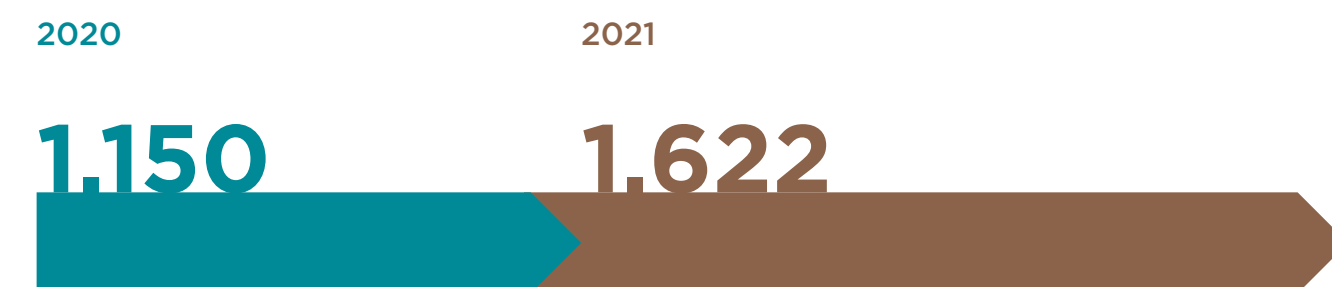
ELECTRIC ENERGY (VALUES IN KWH)



HEATING OIL (VALUES IN SMC)



WATER (VALUES IN CUBIC METRES)



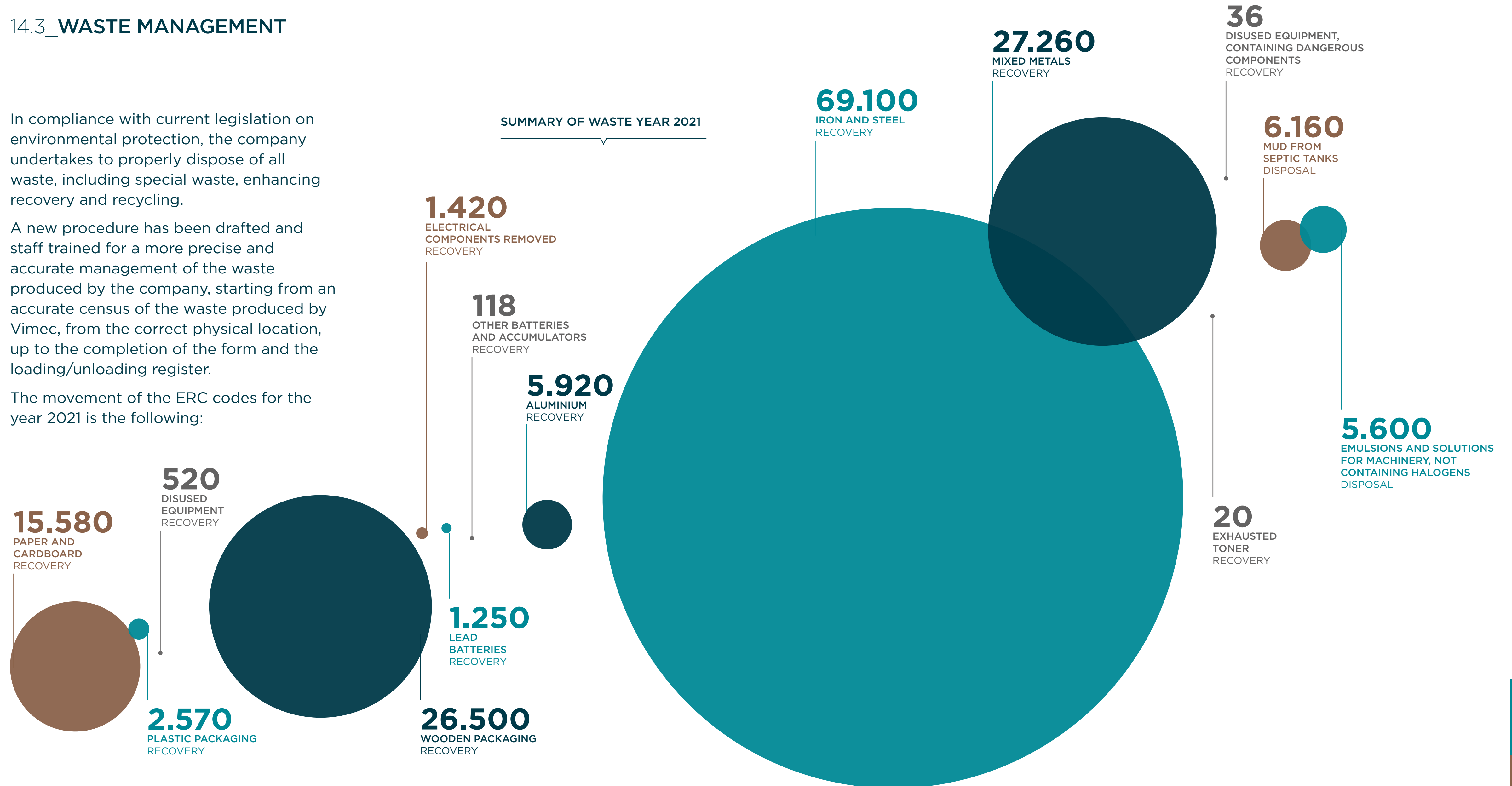
14.3_WASTE MANAGEMENT

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

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

The movement of the ERC codes for the year 2021 is the following:

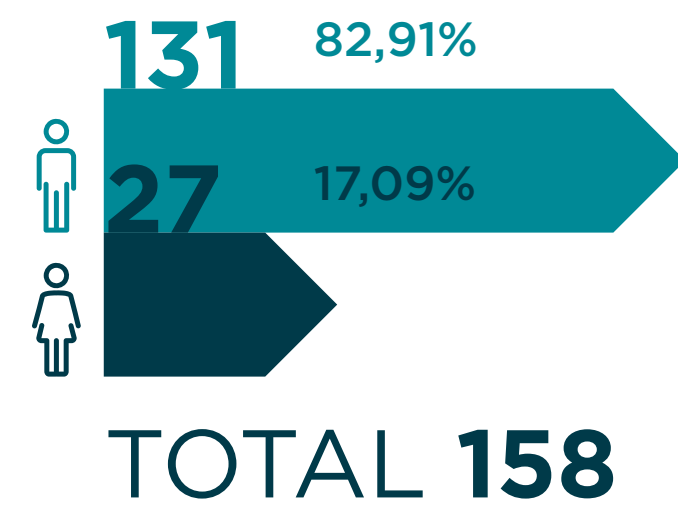
SUMMARY OF WASTE YEAR 2021



15.0 PEOPLE, LABOUR RELATIONS AND DIVERSITY

15.1 EMPLOYMENT POLICIES

NUMBER OF EMPLOYEES

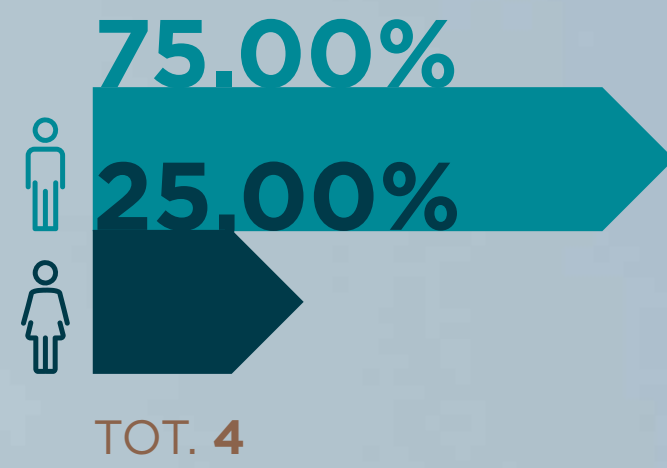


At the end of 2021, the situation of employees has remained the same since last year and is represented by the following tables:

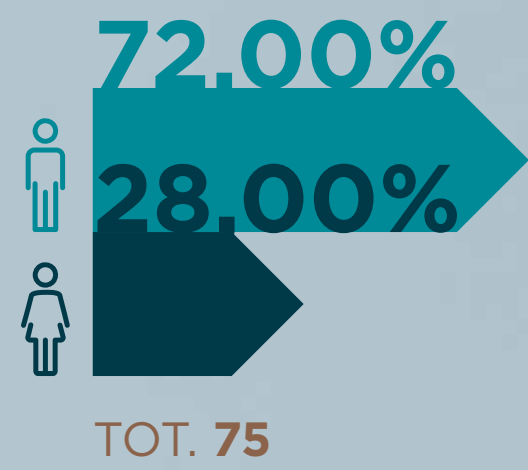


EMPLOYEE CATEGORY

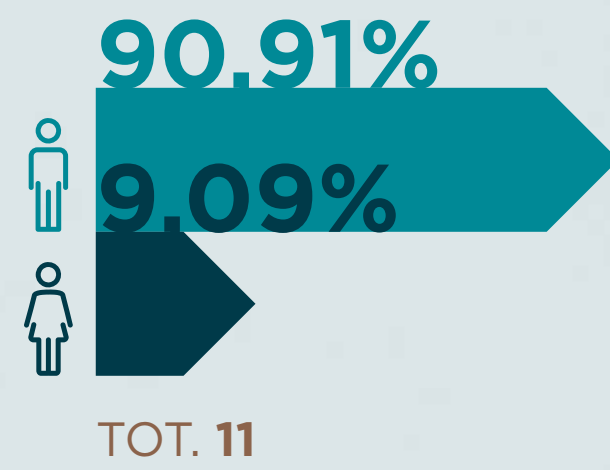
MANAGER



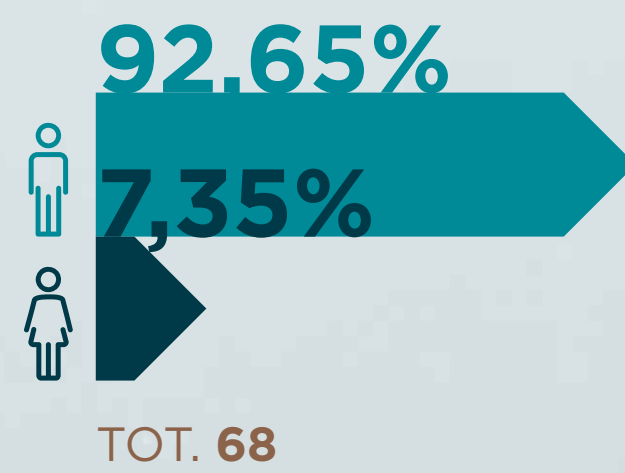
WHITE COLLAR



JUNIOR MANAGER

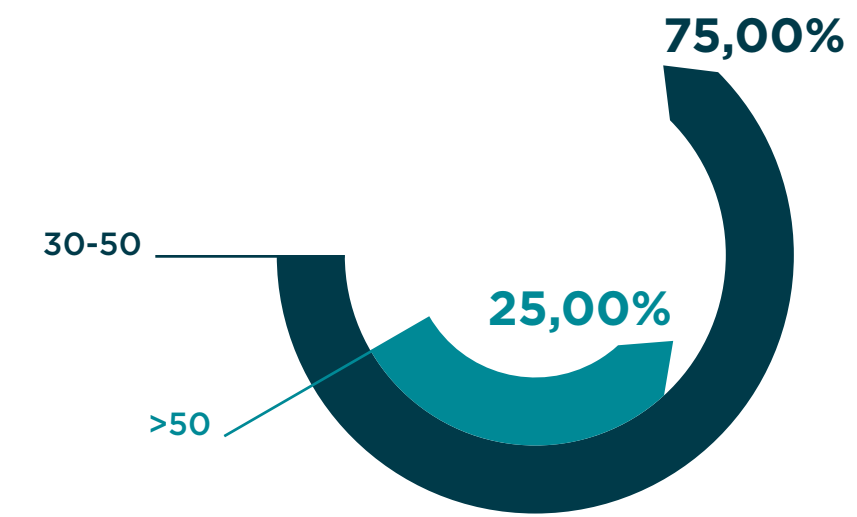


BLUE COLLAR

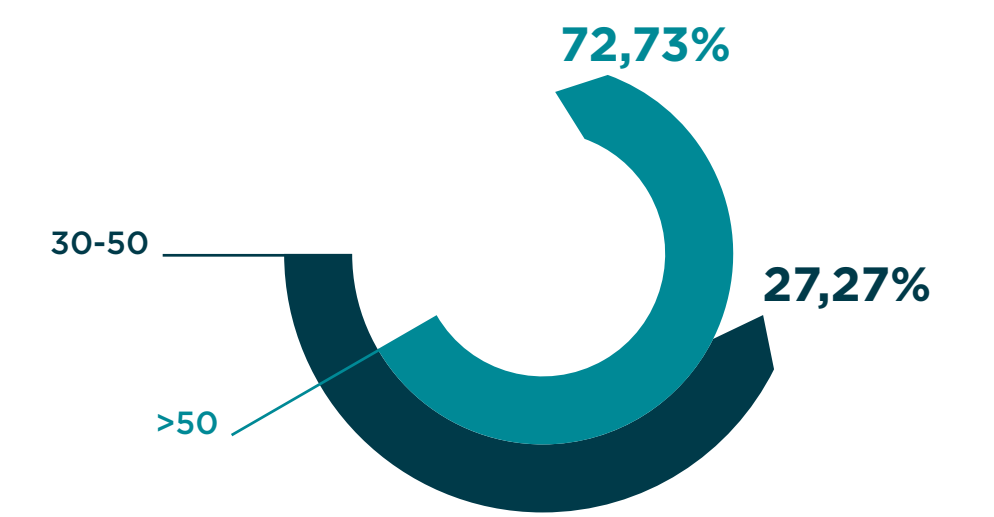


AGE EMPLOYEE CATEGORY

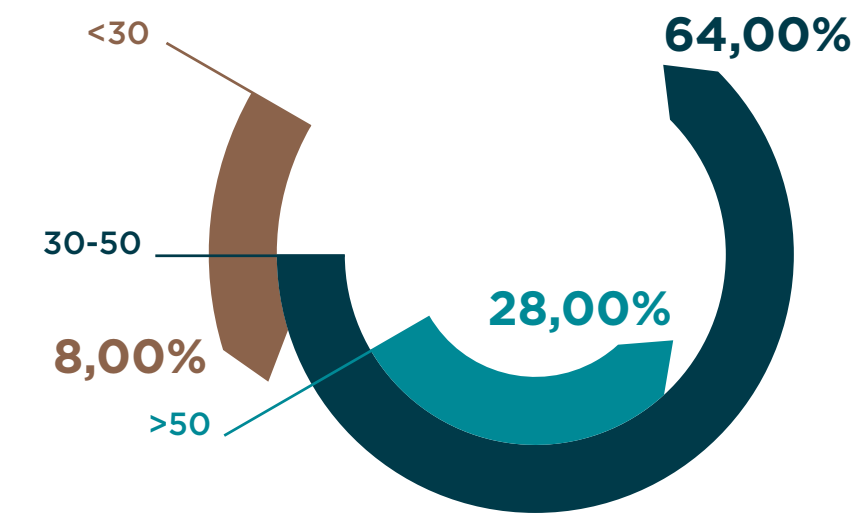
MANAGER



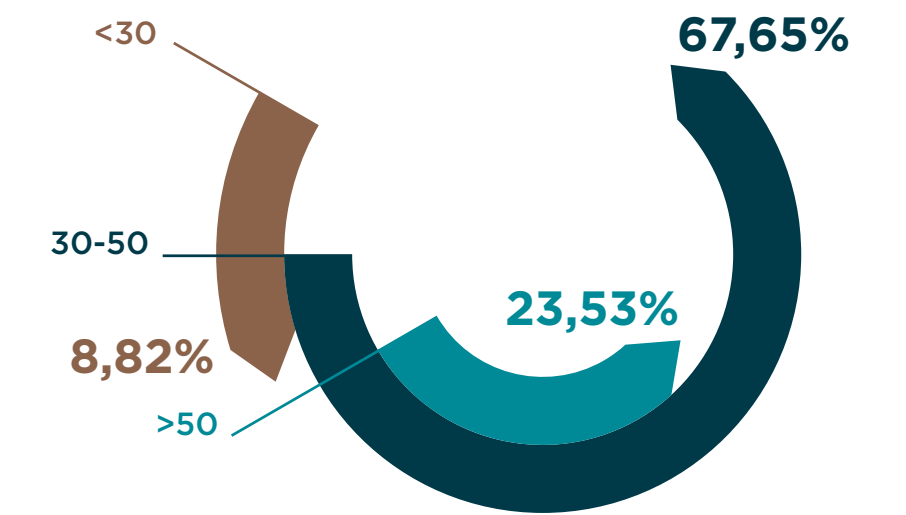
JUNIOR MANAGER



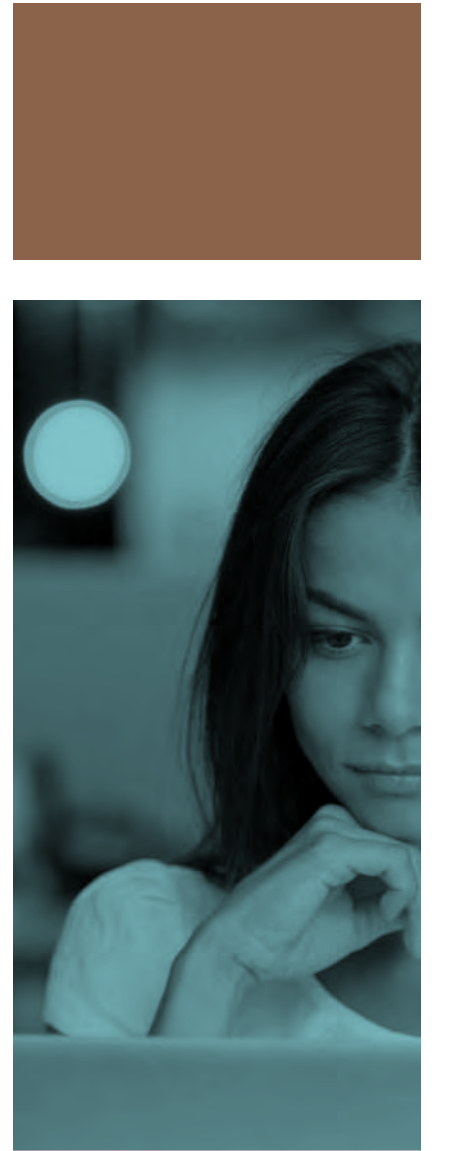
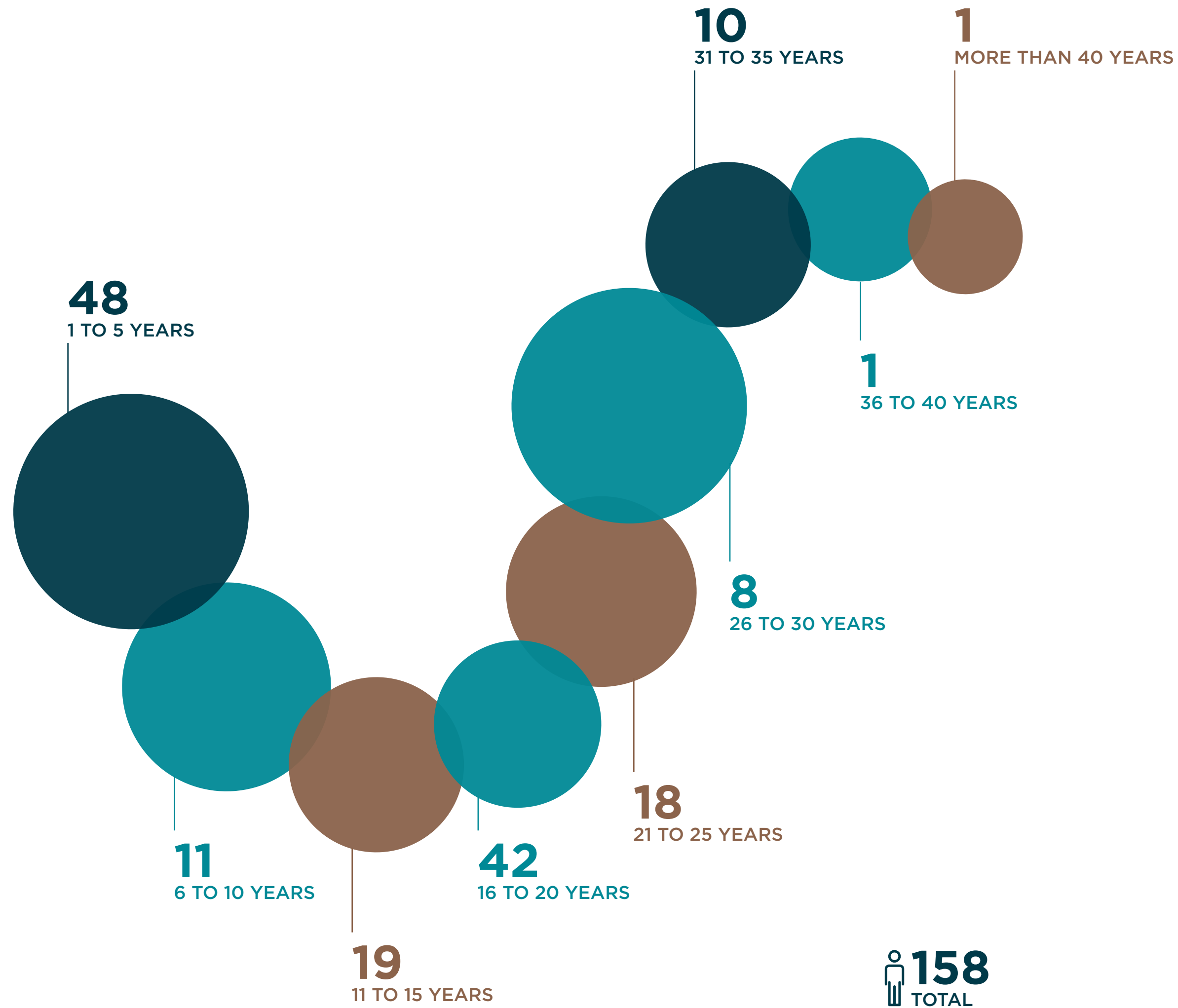
WHITE COLLAR



BLUE COLLAR



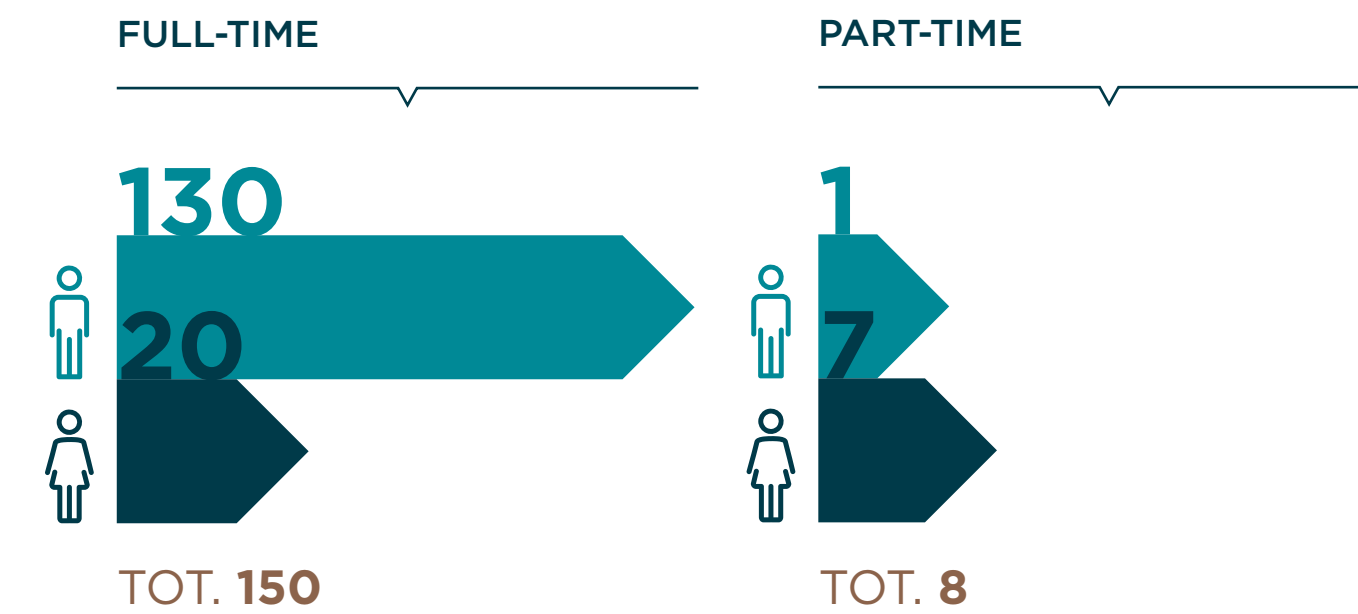
COMPANY SENIORITY



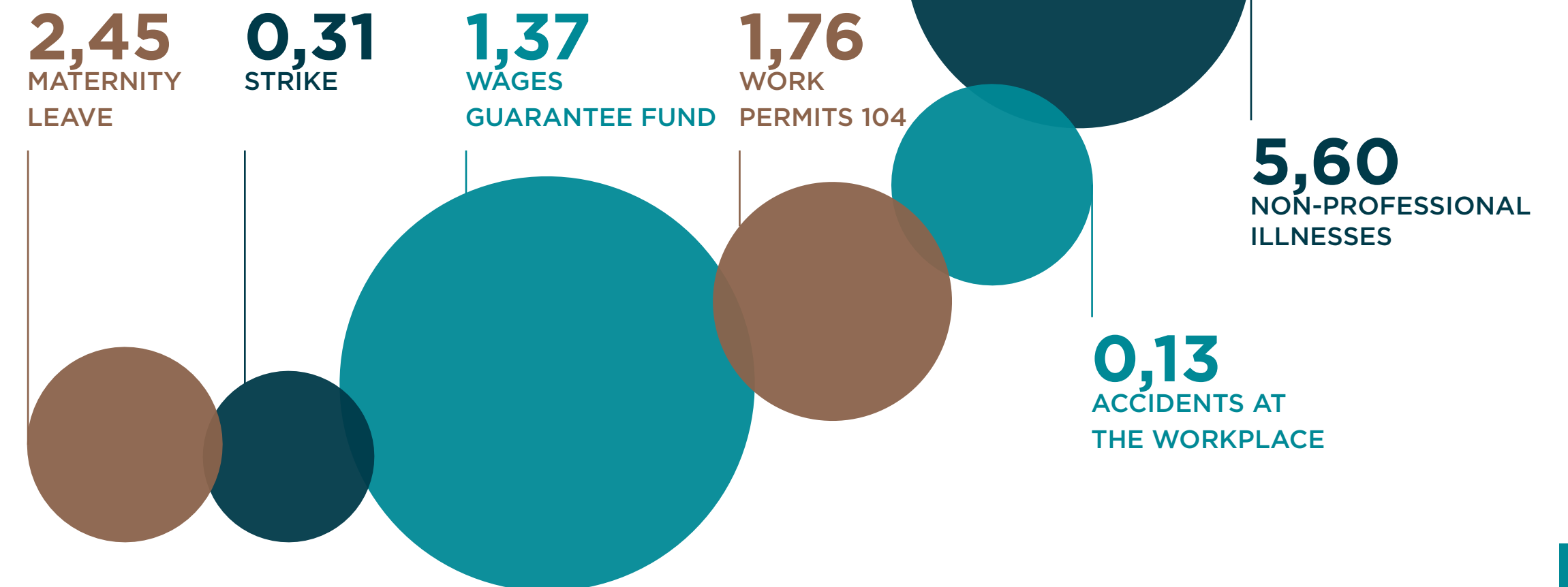
15.2_RETENTION RATE 2021

The graph shows a high rate of employee loyalty.

94,74%

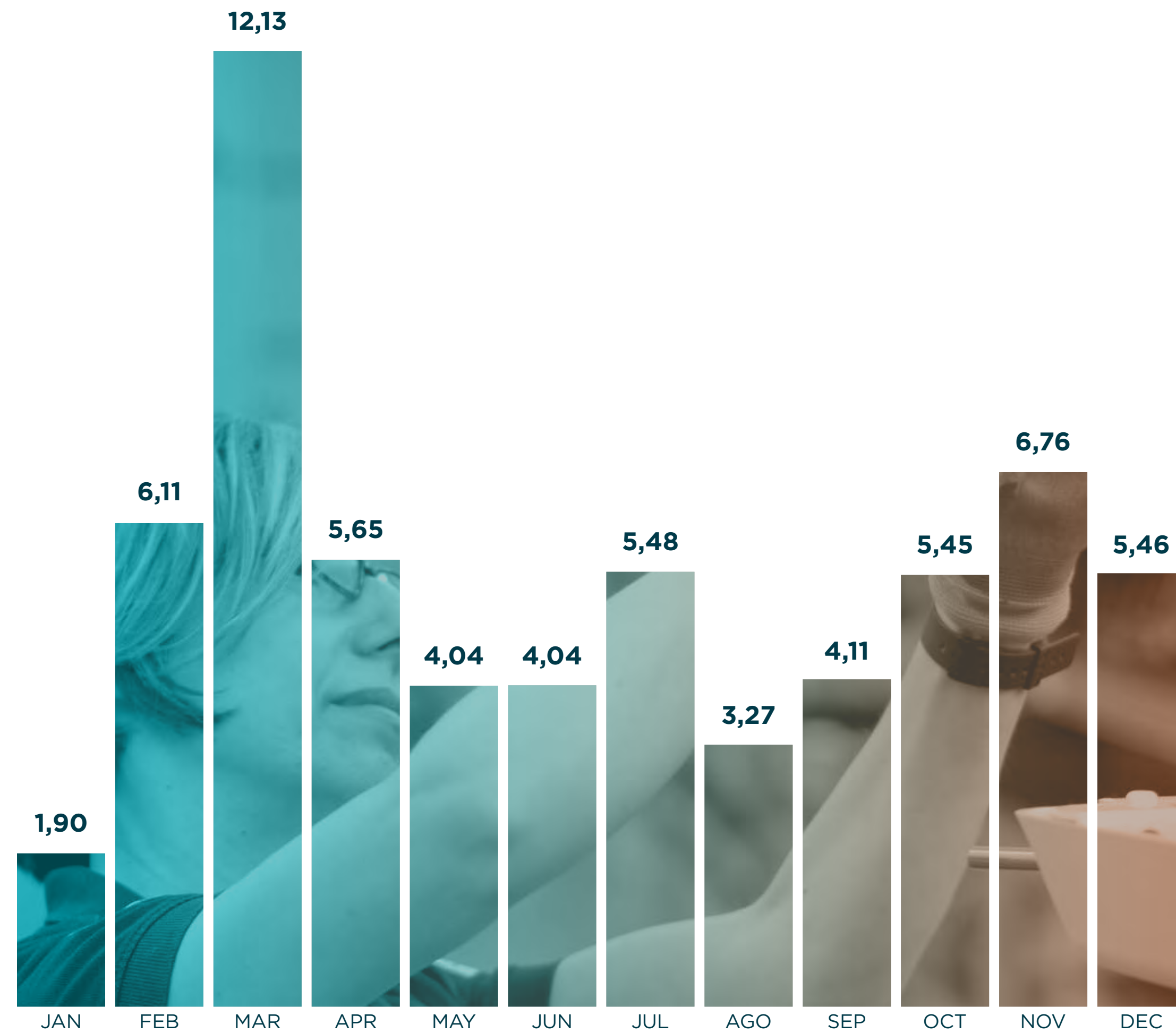


ABSENTEEISM %



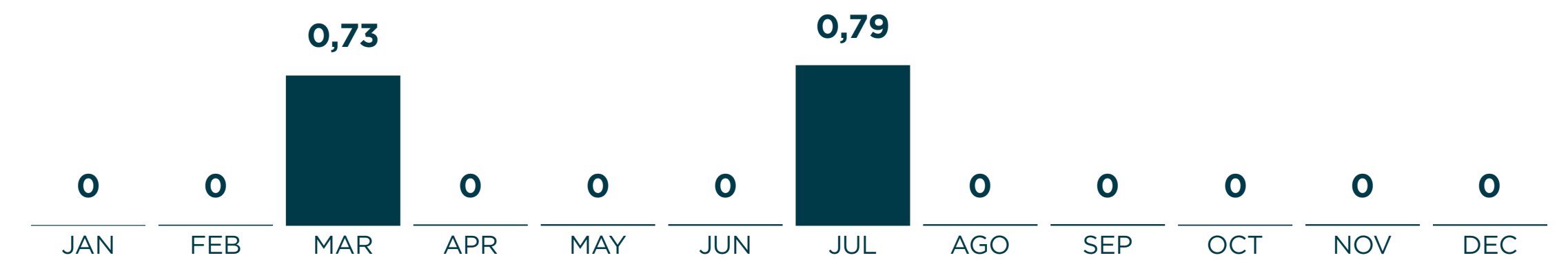
The figure for general absenteeism on the shop floor is characterised for the year 2021 mainly by absences due to non-occupational diseases and maternity.

% SICK LEAVE



% ACCIDENTS AT THE WORKPLACE

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



15.3_INTERNAL MOVEMENT 2021

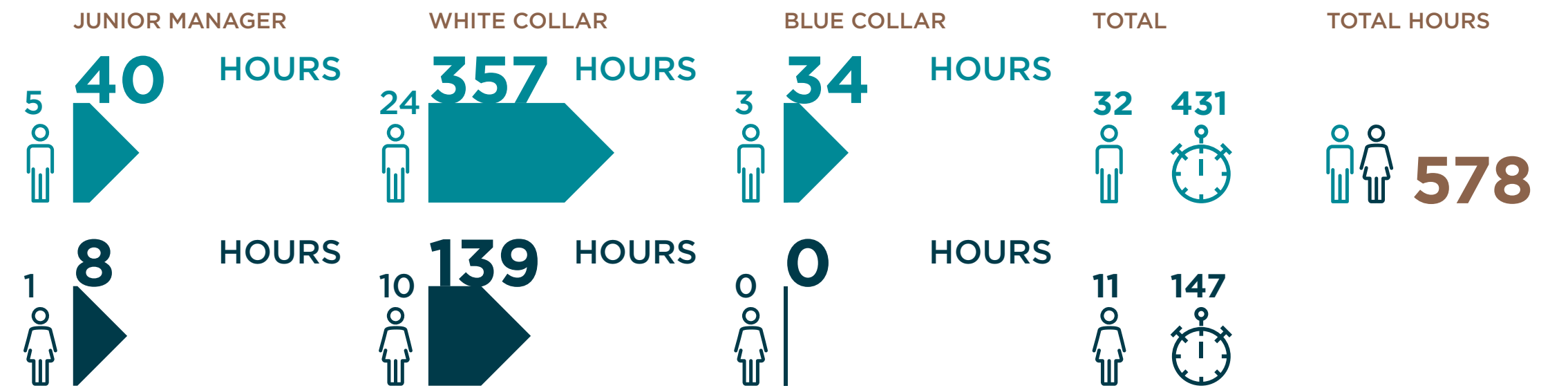
4,48%

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

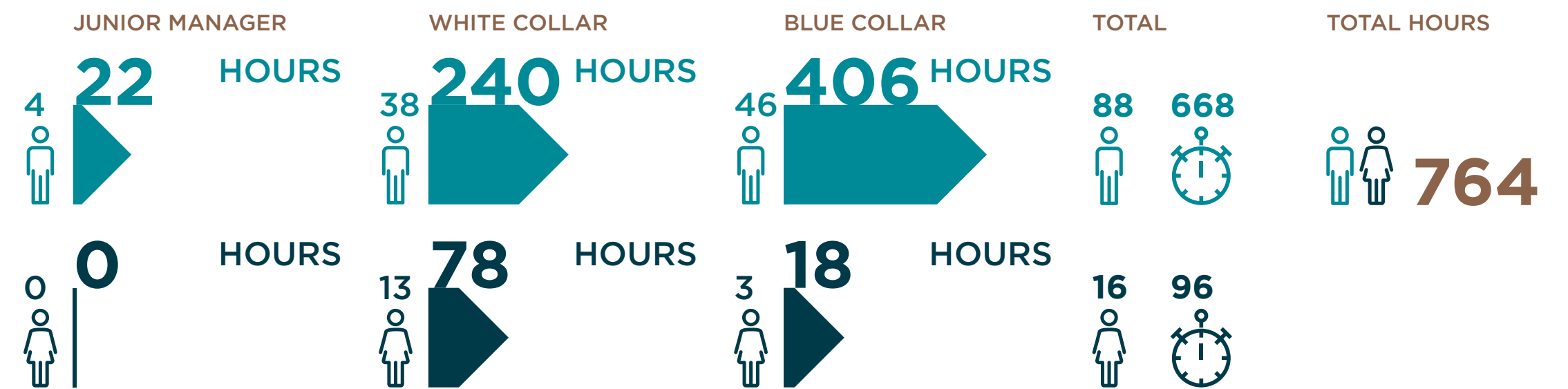
Below is a summary of the hours of training for employees during 2021:



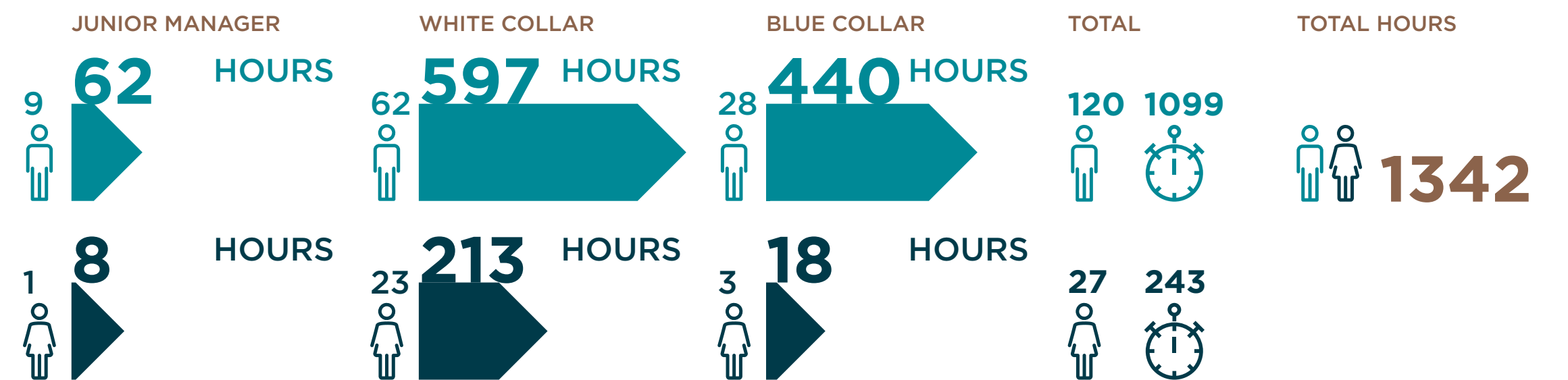
TRAINING NOT REQUIRED BY LAW



TRAINING REQUIRED BY LAW

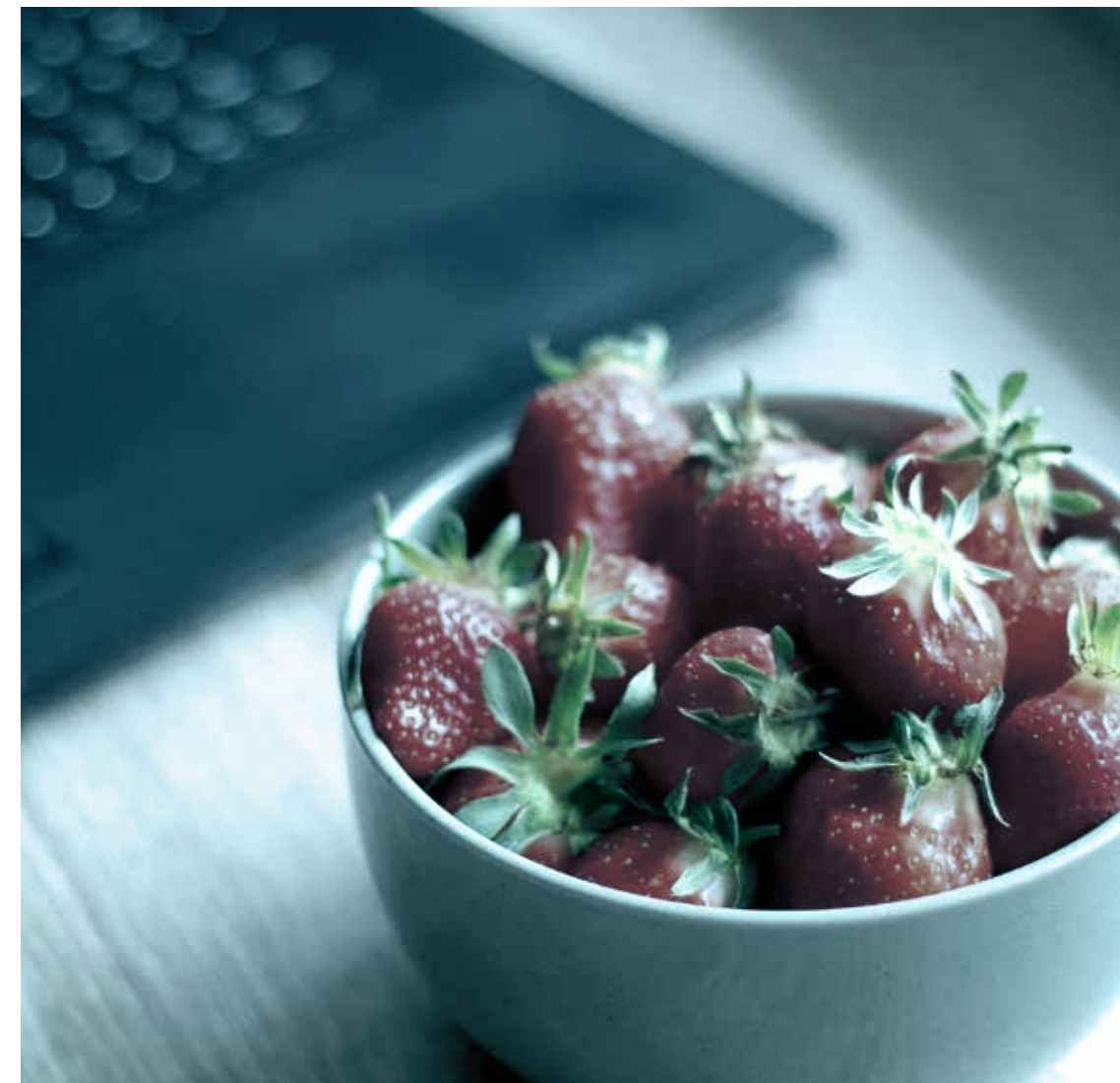


TOTALI FORMAZIONE



15.4 ATTENTION TO THE NEEDS OF THE EMPLOYEE

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

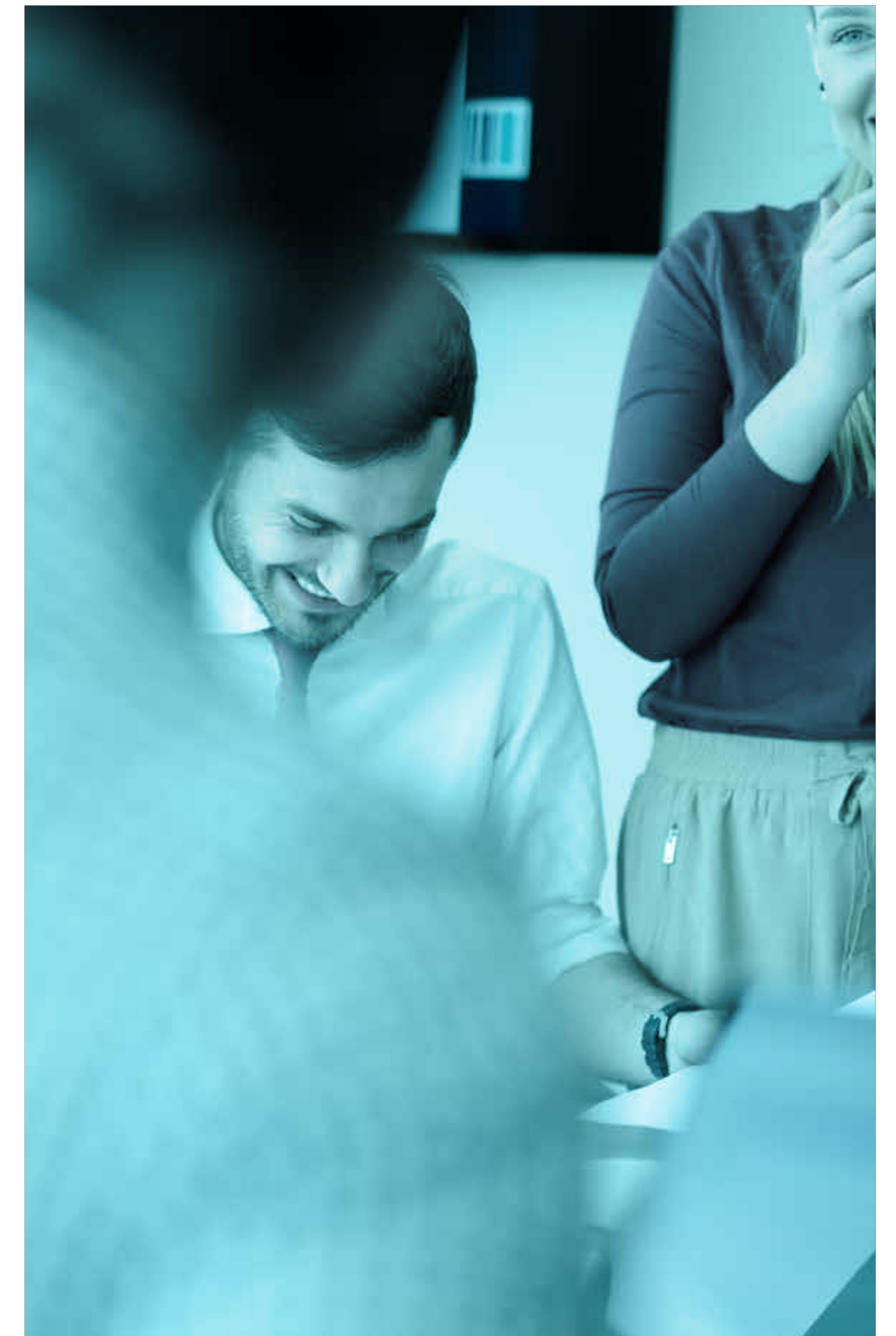


To date the following benefits have been activated :

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



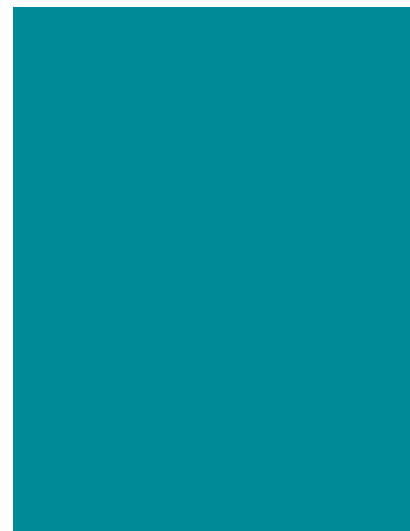
- _MATERNITY SUPPLEMENT, 50% maternity supplement in addition to the 30% granted by CCNL (max € 500 per month)
- _2H leave for medical appointments, in the event that a person has finished their availability
- _HOME FRUIT AND VEGETABLES, collaboration with local farmers for delivery of fruit/vegetables to the company
- _SURPRISE BREAKFAST, croissants for everyone surprise one day a month
- _VIMEC LOCKER, vending machine that allows the collection, delivery and short-term storage of goods and documents 24h/24, 365 days a year



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

_FALL PARTY 2021 + repertoire photo

_XMAS PARTY 2021 + repertoire photo



15.5_ATTENTION PAID TO INCLUSIVENESS

An inclusive company is a company that looks to progress.

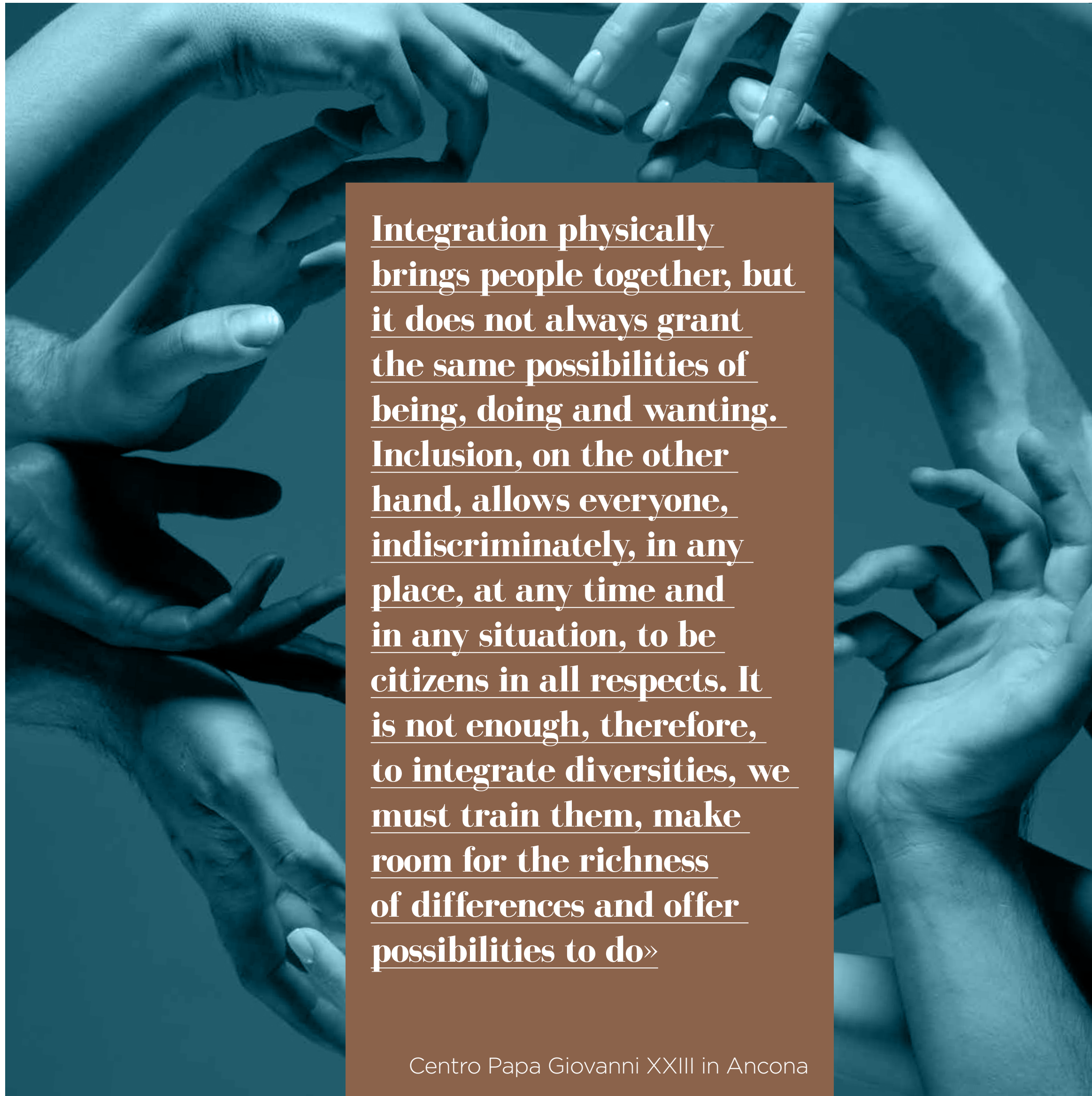
An inclusive company is built day after day, Vimec by vocation has inclusiveness in its vision: **create a world without barriers.**

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

We work on all continents, with people of dozens of different nationalities,

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

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



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

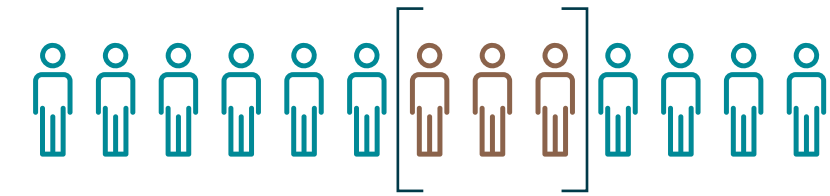
Centro Papa Giovanni XXIII in Ancona



INCLUSION



INTEGRATION



ASSIMILATION



EXCLUSION



SEGREGATION

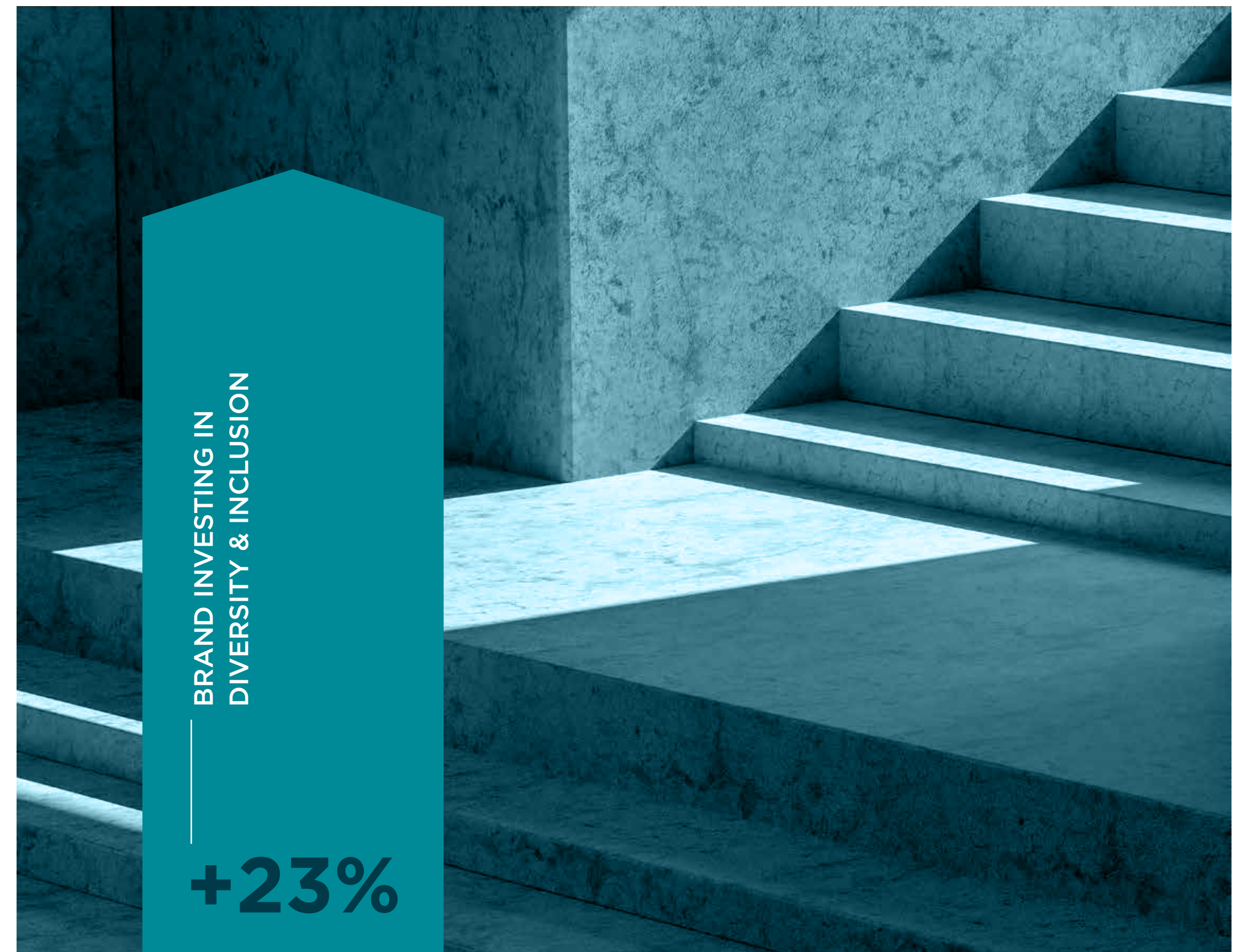
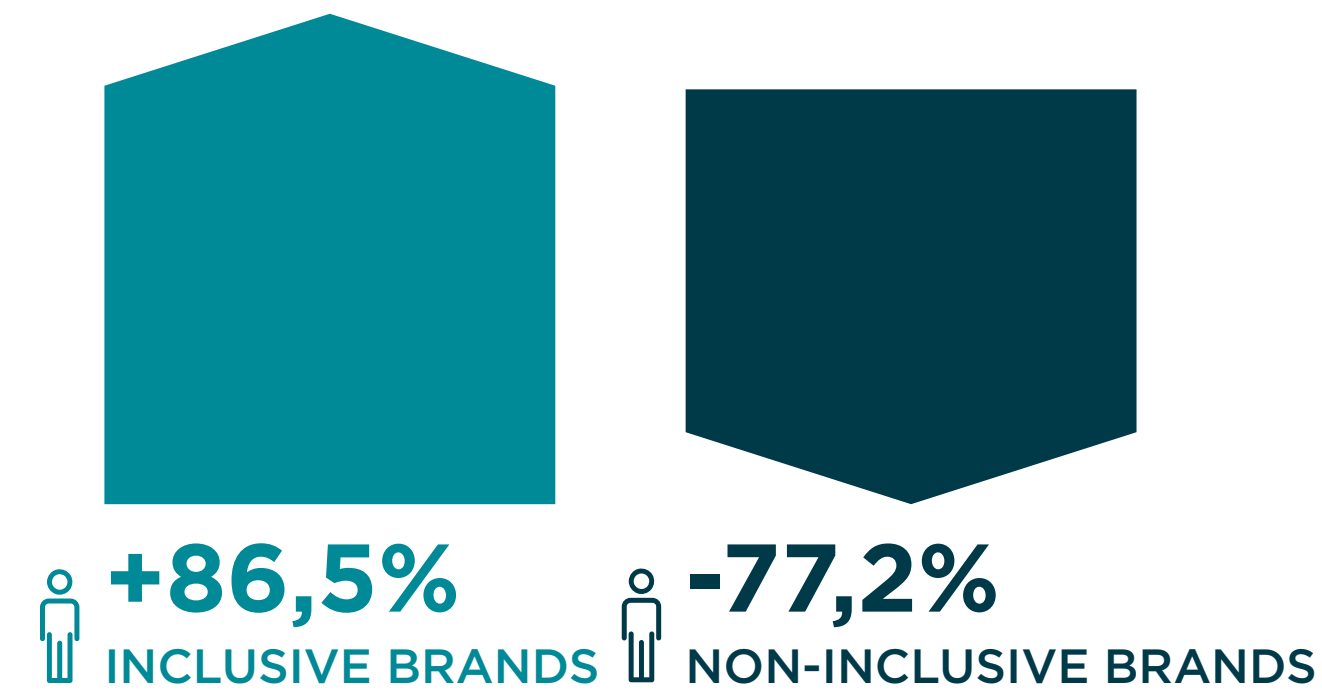


The advantages of an inclusive company are linked, not only to the progress of the company, but also to the economic growth of the company itself, in fact **non-inclusive brands do not inspire confidence in consumers and therefore do not generate a positive word of mouth.** Diversity is a tangible reality, a company that does not know how to speak, think and act including remains outside of it and consequently from the market. Society is an organism and evolves thanks to the diversity that generates innovation and progress.

2020



2021



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

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

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

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

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

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

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



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



16.2_STAKEHOLDER ENGAGEMENT

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

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

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

SOCIAL MEDIA



MEDIA



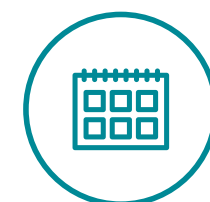
INTERNAL & EXTERNAL COMMUNICATION



PUBLIC REPORTS AND DOCUMENTS



EVENTS



16.3_PRODUCT AND SERVICE QUALITY: CUSTOMER LOYALTY

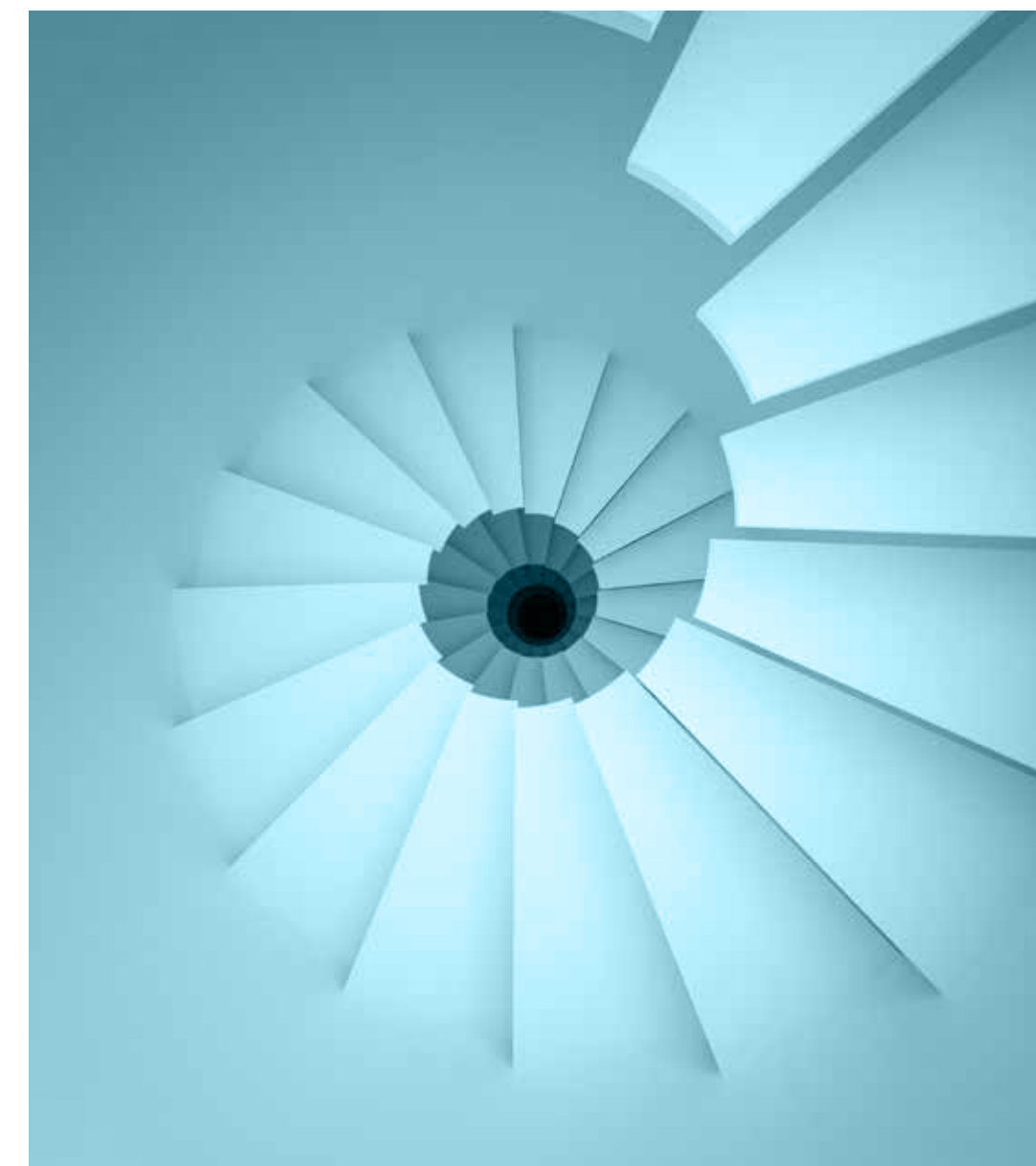
The value of a customer over time is represented by the net profit that the company has achieved during the course of the business relationship with it, to maximise this value, an organisation must:



_Convince customers to purchase their product/service

_Keep promises over time,

_Ensure that the most satisfied customers become brand ambassadors



17.0_RELATIONS WITH SUPPLIERS

VALUE CHAIN, EVALUATION AND MONITORING OF SUPPLIERS

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

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

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

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

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

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

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



18.0 RELATIONS WITH THE COMMUNITY AND TERRITORY

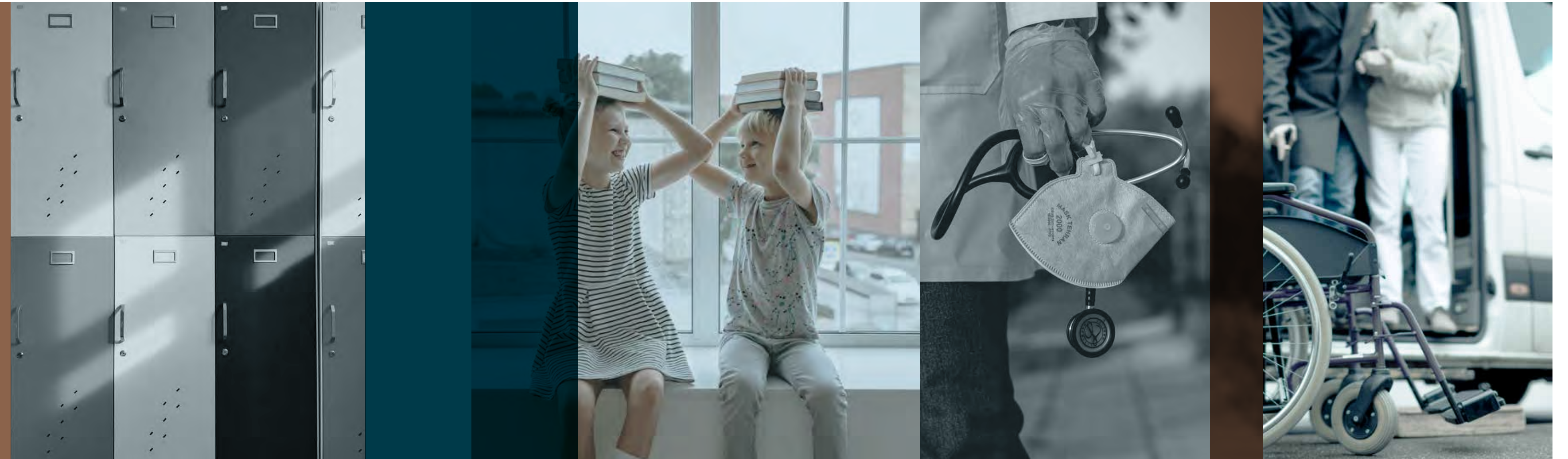
Vimec represents a pragmatic example of the economic development of small and medium-sized companies in Italy: in fact, over 65% of suppliers operate within a radius of a few kilometres from the production plants in Luzzara, and the income generated by Vimec involves more than a thousand families.

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

- _Donations in cash to **support local authorities** (schools, asuser, municipality).
- _Donation to **Associazione AURORA**, a voluntary organisation that has always been appreciated in the world of inclusion.
- _**During the Covid-19 pandemic, Vimec donated 250 masks to the Municipality of Luzzara**, of the FFP2 type, intended for all the social and health operators of the municipal territory, employed to support the weakest sections of the population.

- _The Management Team of Vimec has donated the annual premium to Caritas of Luzzara (RE) in support of activities in favour of families in difficulty.
- _Collaboration with Buonristoro in the **Green Style** project to contribute together to the protection of the environment by aiming to reduce CO2 emissions.
- _**Support for the Solvatten** project, to contribute to the supply of hot and clean water to villages in Uganda, this aspect is not only important for food and cleanliness, but also and above all for the reduction of the spread of diseases such as Malaria or intestinal viruses.

Vimec involves more than a thousand families.



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

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

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



STAKEHOLDER ANALYSIS

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

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

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

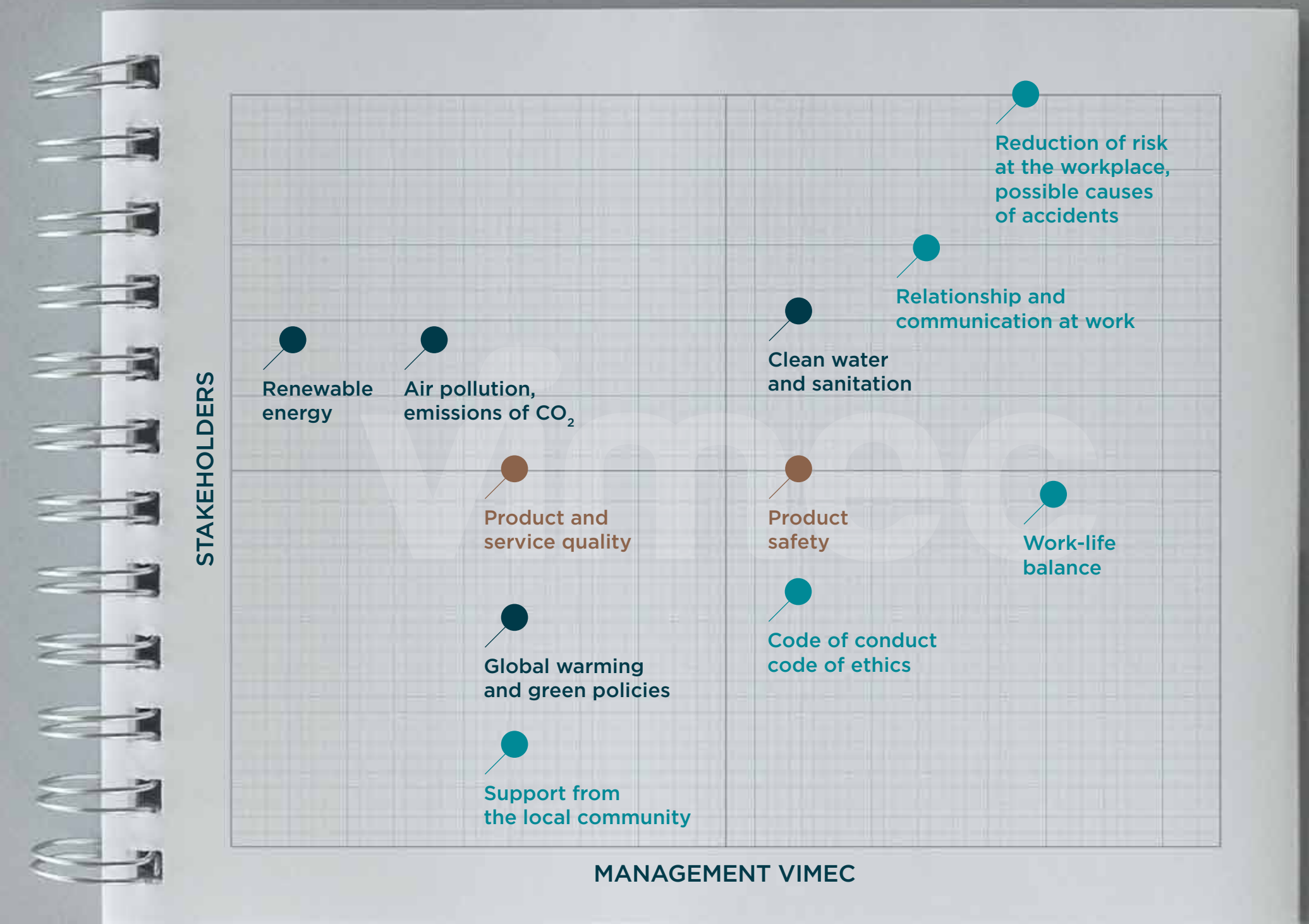
The other main SDGs involved are no. 6, no. 7 and no. 13.

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

The sustainable development goals are all interlinked: everyone is called upon to contribute.

_STAKEHOLDER ANALYSIS

● ENVIRONMENTAL ● SOCIAL ● BUSINESS

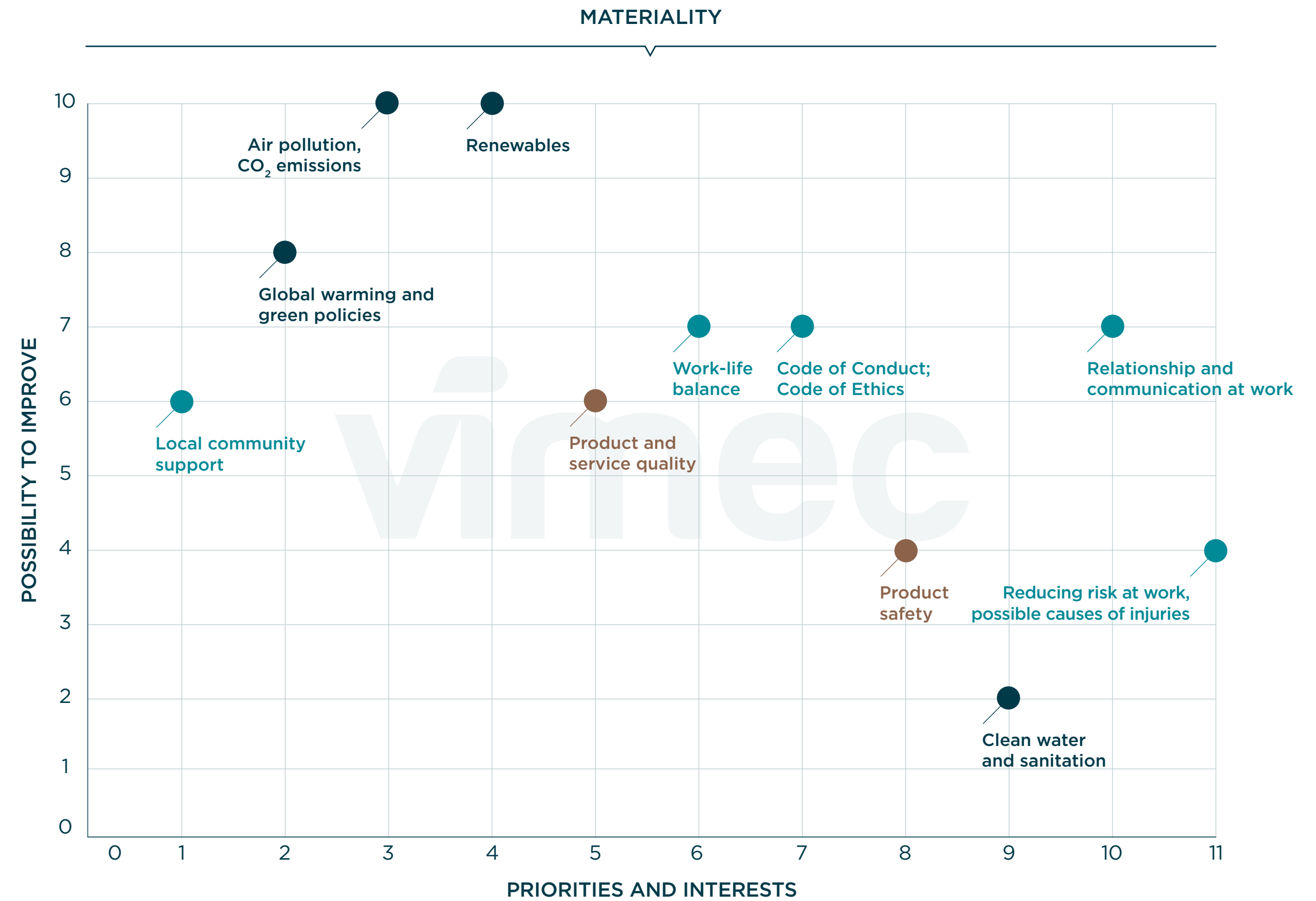


The topics cover the best interests of both parties involved and our focus will be on implementing practices and policies that follow this report as our guideline.

MATERIALITY

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

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



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

11

**REDUCTION OF RISK AT THE WORKPLACE,
POSSIBLE CAUSES OF ACCIDENTS**

**_DISPOSAL OF
HAZARDOUS WASTE:**

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



10

**RELATIONSHIP AND
COMMUNICATION AT WORK**

**_PARTNERSHIP WITH THE
CONSULTANCY COMPANY
GREAT PLACE TO WORK:**

Since 2019, the company has been working to improve the quality of the environment within its operations and to do so we have asked GPtW to help us manage and coordinate a team dedicated to this task, improving relations and communication.

9

**CLEAN WATER
AND SANITATION**

The situation is already good, but a company restructuring project is planned and already approved that will further improve this point.



8

**PRODUCT
SAFETY**

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



7

CODE OF CONDUCT AND CODE OF ETHICS

During 2020, the new company code of conduct was completely rewritten and redistributed and **DURING 2021, THE CODE OF CONDUCT FOR SUPPLIERS/ AGENTS/DISTRIBUTORS WAS FULLY IMPLEMENTED AND PUBLISHED.**

Vimec has adopted the Organisational Model provided for by Legislative Decree no. 231/01, in order to **CONSOLIDATE THE COMPANY'S ORGANISATION FROM THE POINT OF VIEW OF PROCEDURES AND COMPLIANCE WITH THE RULES;** HR Portal contains all the specific documentation that the company has developed and adopted, to ensure responsible conduct and compliance with the rules relating to corporate responsibility. The company has also appointed the **SUPERVISORY BODY** in office with effect from 1 January 2021.



6

WORK-LIFE BALANCE

FLEXIBLE HOURS:

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

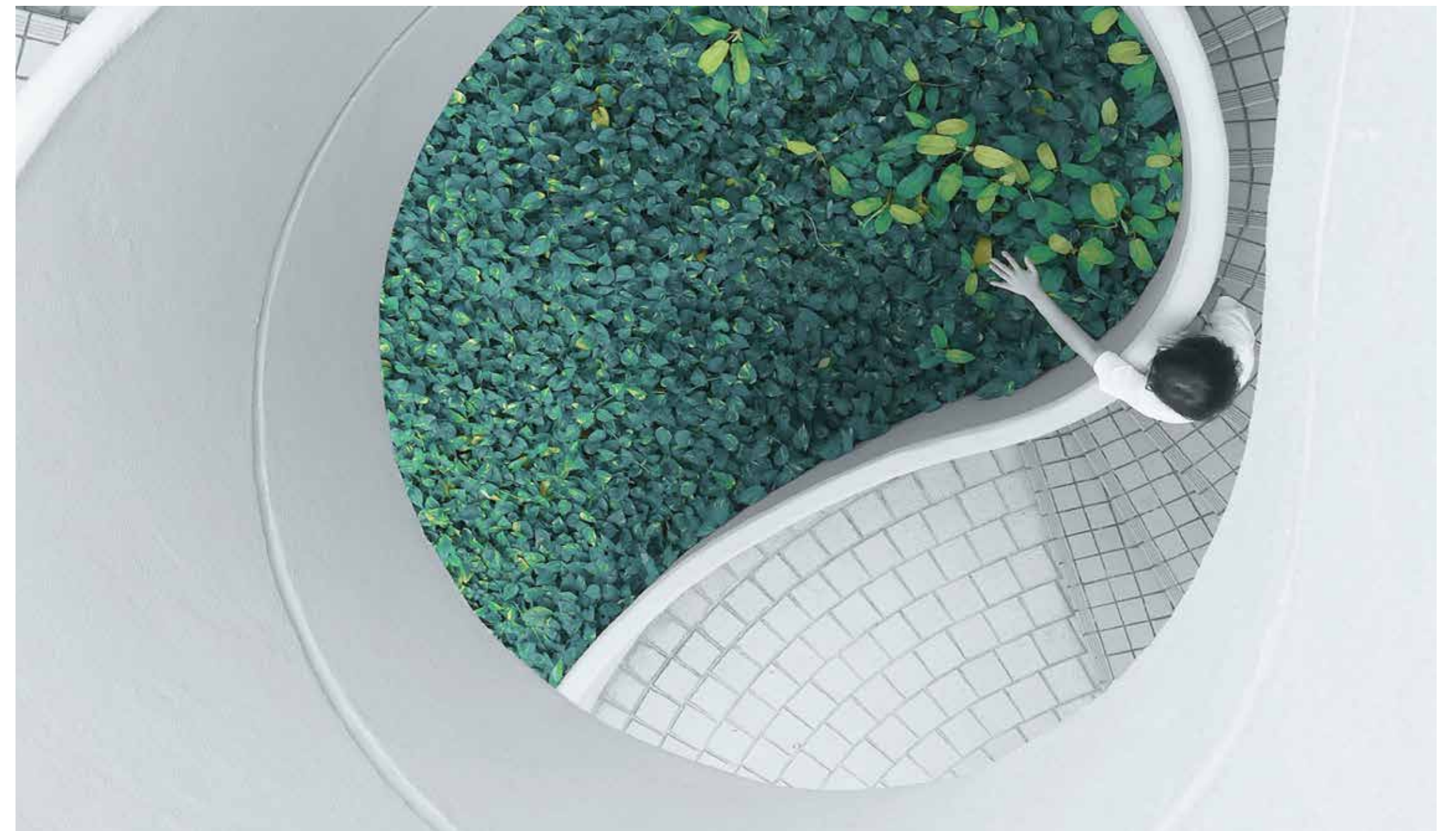


5

PRODUCT AND SERVICE QUALITY

NET PROMOTER SCORE (NPS):

This policy is an index resulting from the customer satisfaction survey and guarantees us the ability to recognise our customers' relationship with the brand. The data is going well. Any negative feedback determines a review on the dissatisfied customer.



4

RENEWABLE ENERGY

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



3

CO2 EMISSIONS AND AIR POLLUTION

_HYBRID FLEET (COMPANY CARS):

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

2

GLOBAL WARMING AND GREEN POLICIES

_REDUCTION IN THE USE OF PLASTIC:

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

_PROCESS DIGITISATION:

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



1

SUPPORT FROM THE LOCAL COMMUNITY

_PROJECT IN SUPPORT OF THE COMMUNITY:

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



KPI'S

SUSTAINABILITY OBJECTIVES AND KPIS - STRATEGIC ORIENTATION

Divided into three main categories we present our annual results:



_ENVIRONMENT

INTERNAL OBJECTIVE

KPI

ENERGY CONSUMPTION

-5% PER YEAR **+11%**



ENERGY MIX

+3% PER YEAR **+3.5%**



This percentage is compared to the previous year value

CO₂ EMISSIONS

-5% PER YEAR **+9.5%**



ENVIRONMENTAL CERTIFICATION (ISO 14001)

100% **100%**



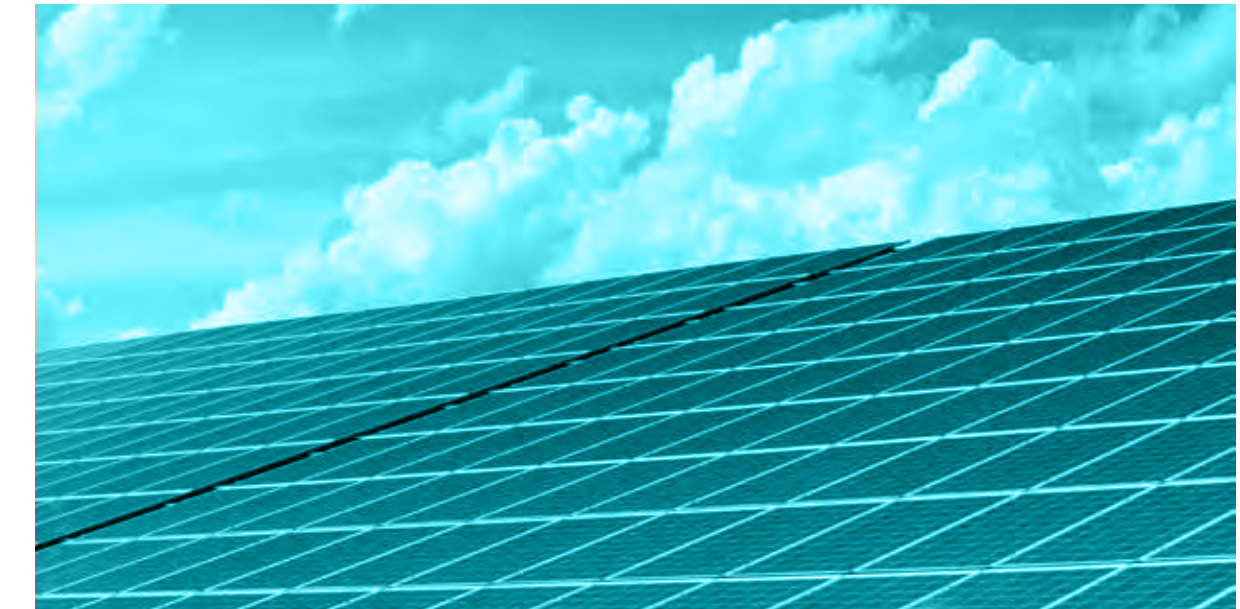
Achieved

SUSTAINABILITY TEAM ACTIONS

Constant dialogue with the CEO to monitor that the efficiency plan is implemented: lighting change + office and plant renovation (2022 time line)

ACTIONS CARRIED OUT

Approval of the office refurbishment project between November and December (expected start of work in spring 2022; contract signed in December 2021 for the supply and installation of the new lighting system for all production departments (expected completion in April '22)



SUSTAINABILITY TEAM ACTIONS

Constant dialogue with CEO to monitor that the efficiency plan is implemented: currently renewable energy only from electricity supplier

ACTIONS CARRIED OUT

In December 2021, a supply and installation contract for a photovoltaic plant on all plants was signed (work is expected to be completed by mid-2022)



SUSTAINABILITY TEAM ACTIONS

Dialogo costante con AD per monitorare che il piano di efficienza venga realizzato: focus su auto aziendali, riscaldamento ed uso elettricità

ACTIONS CARRIED OUT

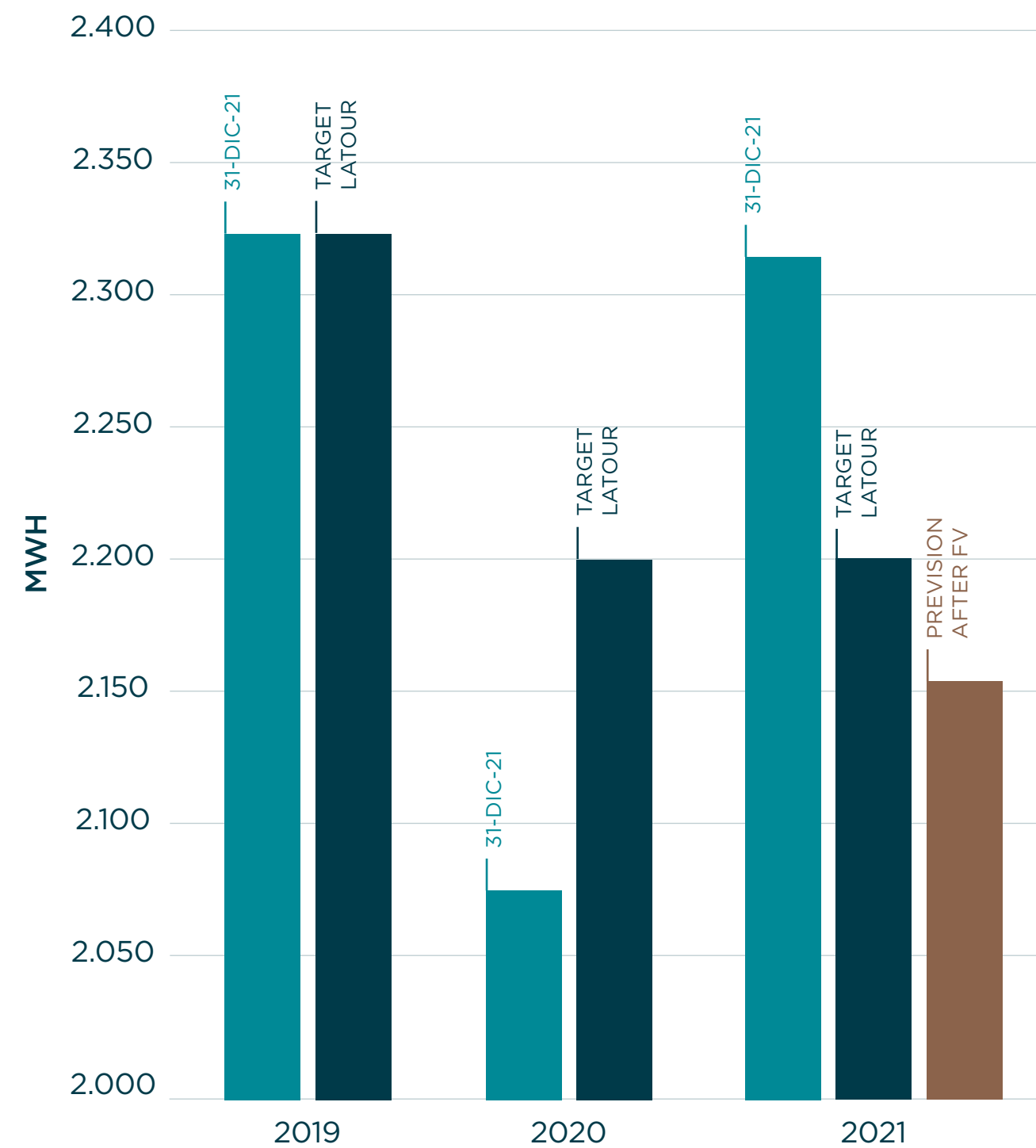
Constant dialogue with the CEO to monitor that the efficiency plan is implemented: focus on company cars, heating and use of company electricity



Direct responsibility for obtaining the certification | pre-audit
May 2021 | activities supported to close the gaps identified Audit in December 2021:
obtained the ISO 14001 certification
November 2021 | audit scheduled for December 2021

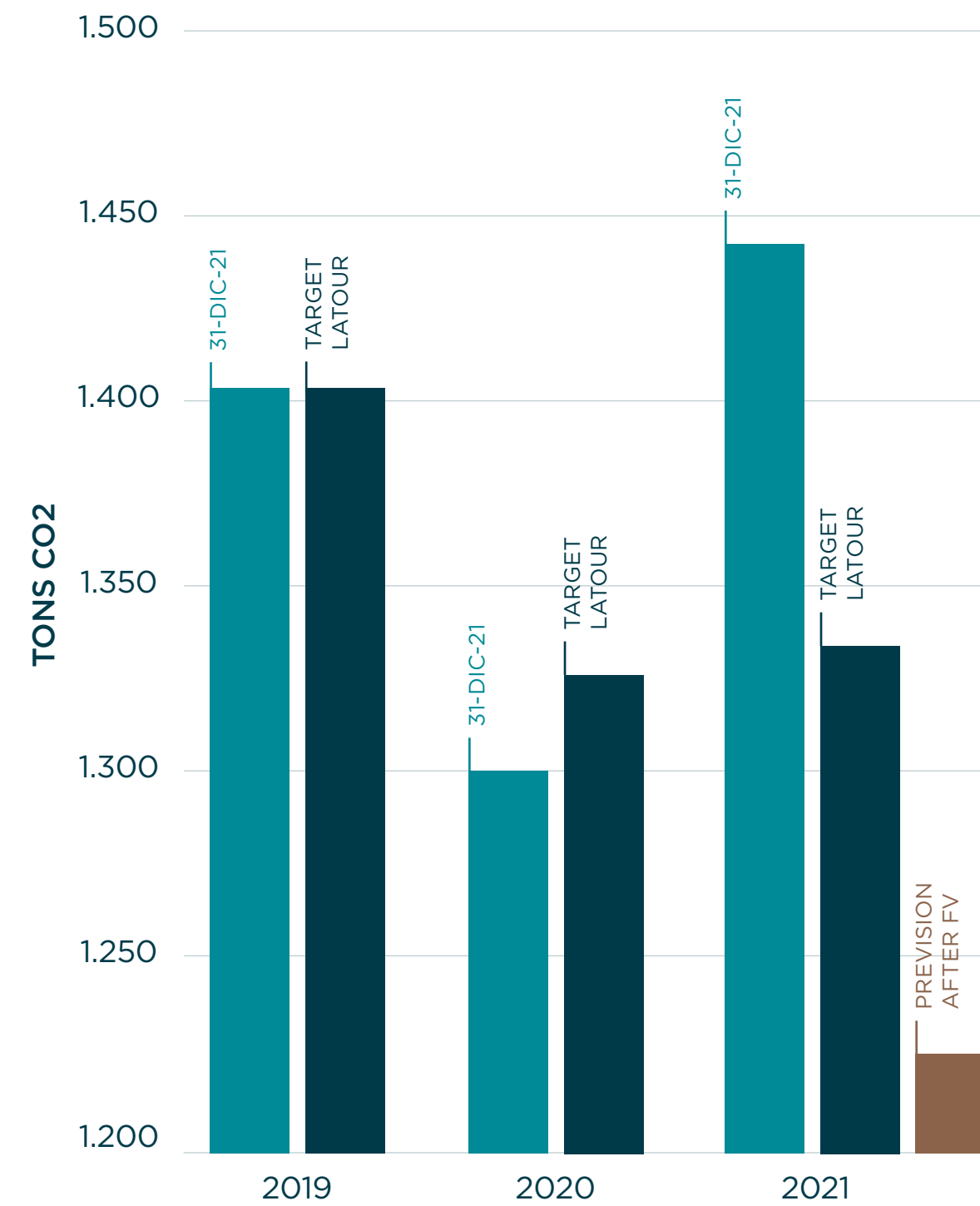


ENERGY CONSUMPTION



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

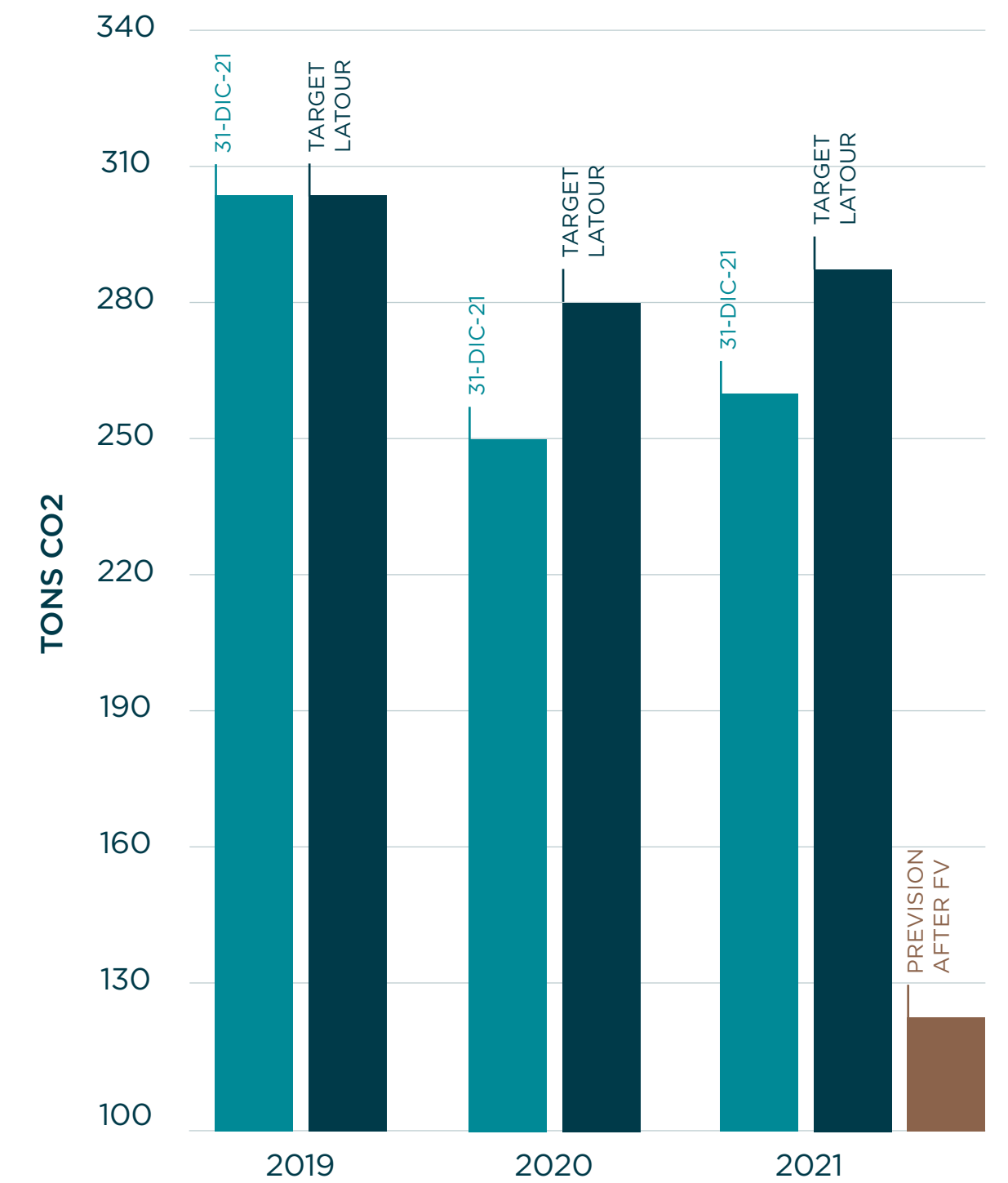
CO2 EMISSION SCOPE 1



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

In these two KPIs, the target is not met as the relationship is with 2020, a year that was affected by the pandemic and makes this figure unrealistic; compared with the year 2019, the result is in line with expectations. In view of the replacement of the entire lighting system in the production departments and the installation of the photovoltaic system, the potential end point for these indices to fully achieve

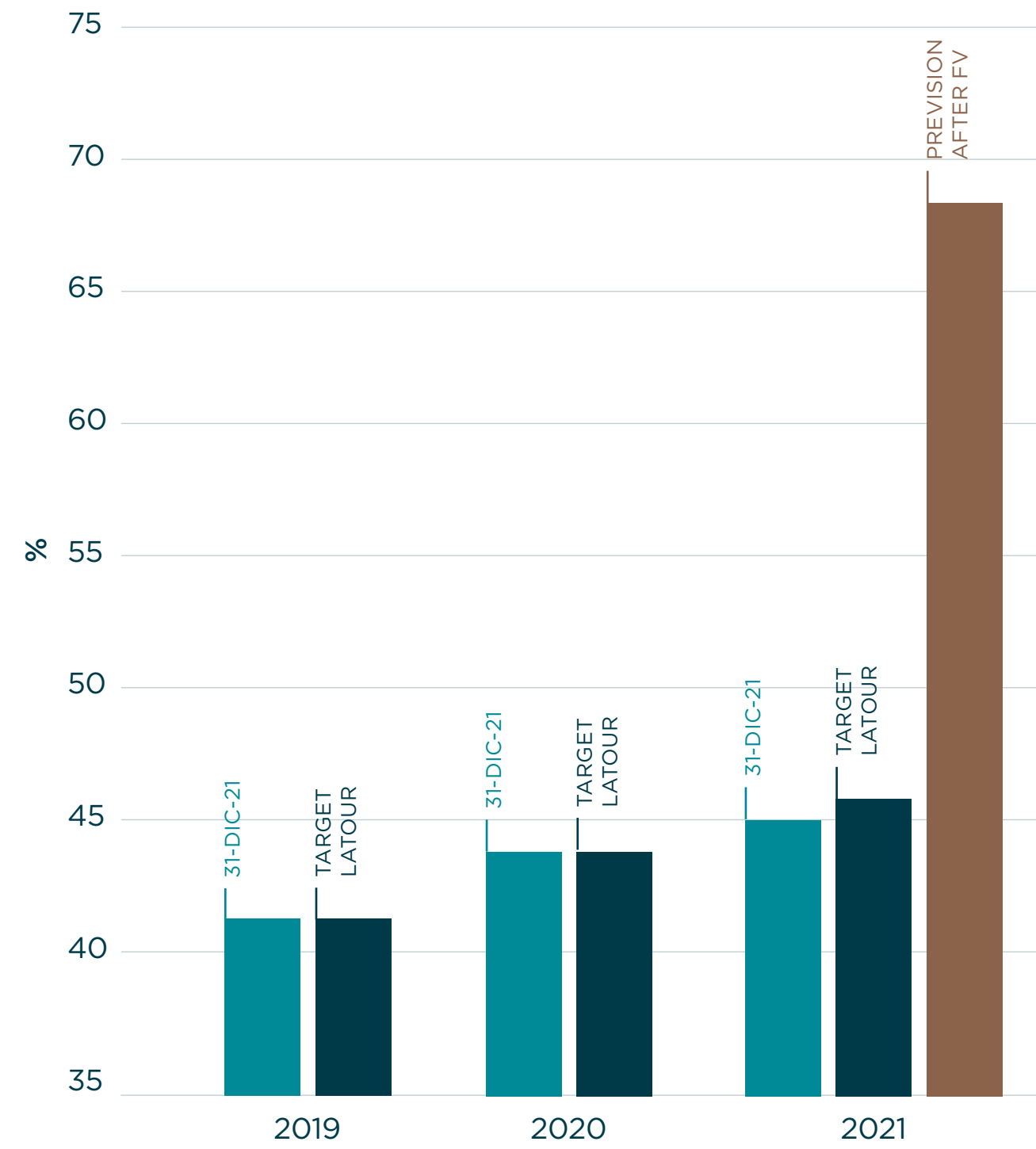
CO2 EMISSION SCOPE 2



SCOPE 2: tons of CO2 equivalent of electricity.

the required target has been calculated. These KPIs will undergo a further increase resulting from the imminent renovation of all offices and consequent renovation of all the electrical systems, heating/cooling, insulation, etc.

ENERGY MIX



% values from electricity bills since currently the only renewable energy used is that from the electricity supplier.
 In view of the installation of the photovoltaic system, the potential point of arrival that will lead this index to the full achievement of the required objective has been calculated.

_ENVIRONMENTAL CERTIFICATION: OBTAINED AT 100%!!!



_SOCIAL



SUSTAINABILITY TEAM ACTIONS
Constant dialogue with CEO to monitor the gender balance



SUSTAINABILITY TEAM ACTIONS
Constant dialogue with CEO to monitor safety at the workplace

ACTIONS CARRIED OUT
Monitoring of accidents throughout the year




SUSTAINABILITY TEAM ACTIONS
Constant dialogue with CEO to monitor satisfaction

ACTIONS CARRIED OUT
Data arising from company survey






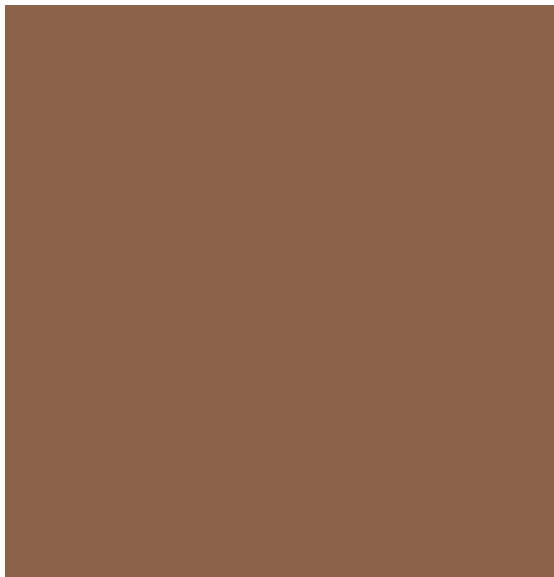
SUSTAINABILITY TEAM ACTIONS
Constant dialogue with the CEO to monitor the implementation of the training

ACTIONS CARRIED OUT
Make preventive checks throughout the year




SUSTAINABILITY TEAM ACTIONS
Define question to be included in NPS representing the perception of customer satisfaction

ACTIONS CARRIED OUT
Define question to be included in NPS representing the perception of customer satisfaction

- _Draft proposal for the procedure for requests for personal needs
- _Check the feasibility of the proposal with the appropriate figures
- _Insertion of the new procedure in the company regulations and published on company regulations
- _Company communication of the HR Portal publication with relative communication to the employees of the revision of the company regulations.



SUSTAINABILITY TEAM ACTIONS
Constant dialogue with CEO to implement initiatives dedicated to the community

ACTIONS CARRIED OUT
Monitor the situation





ACCIDENTS AT THE WORKPLACE:

-60% VS 2020 (2 ACCIDENTS IN 2021)

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

ENGAGEMENT

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

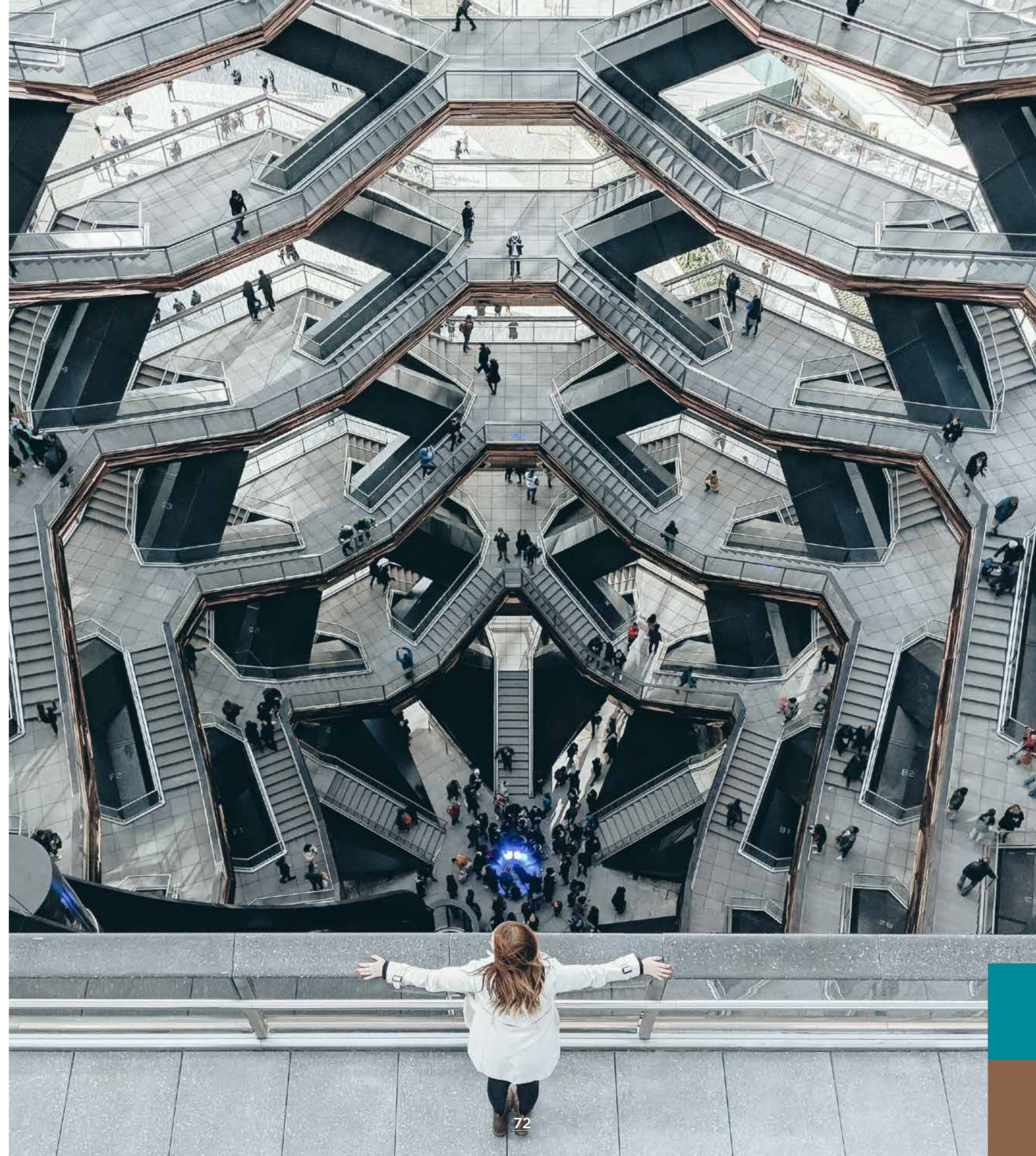
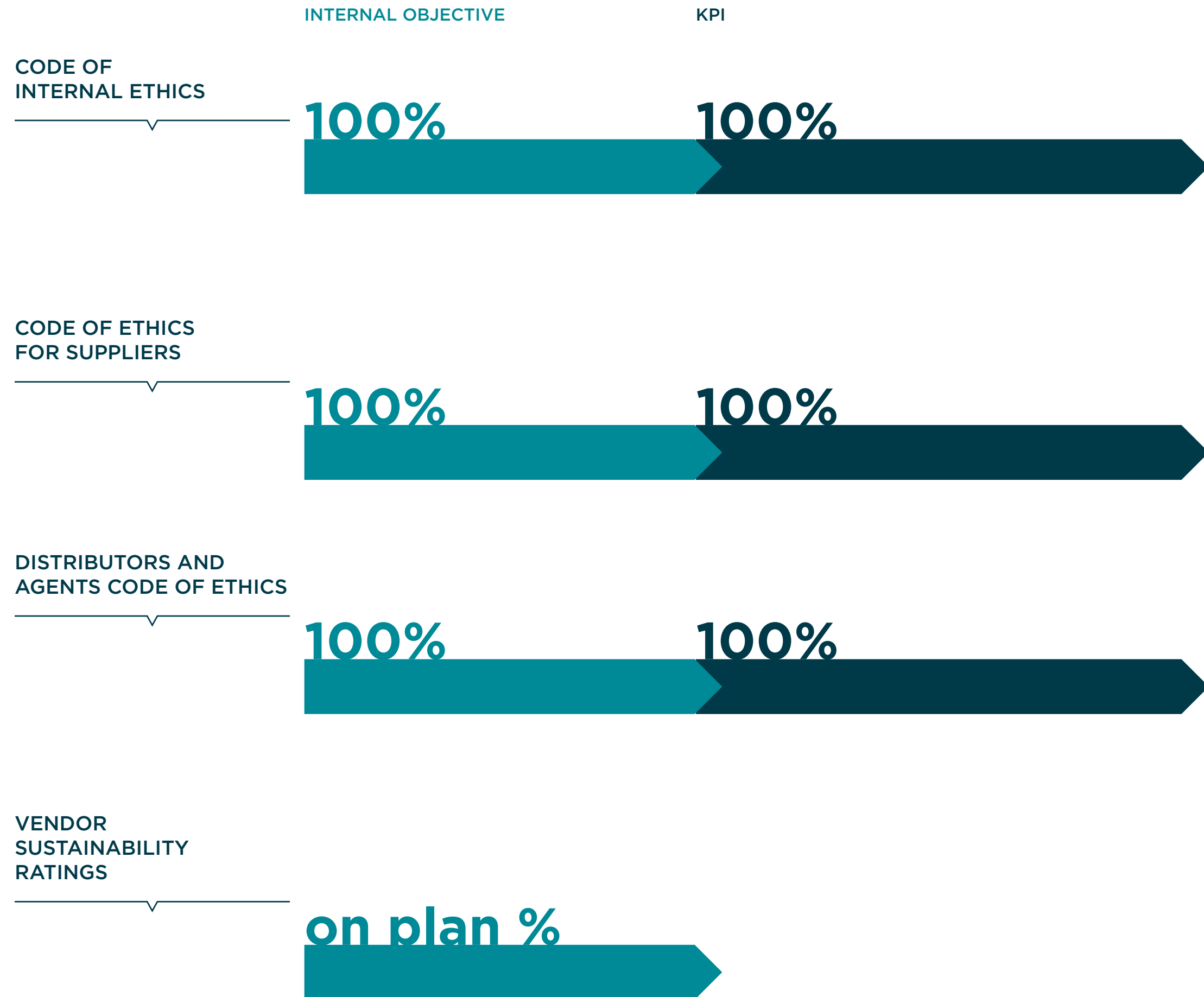
GENDER EQUALITY

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

TRAINING NOT REQUIRED BY THE LAW

The data is strongly influenced by the fact that during 2020 it was not possible to carry out a series of scheduled courses due to the pandemic.

_BUSINESS ETHICS



SUSTAINABILITY TEAM ACTIONS
D.Lgs. 231 Already implemented

ACTIONS CARRIED OUT
Internal code of ethics published on HP Portal and on the website as required by L. 231



SUSTAINABILITY TEAM ACTIONS

- _Contact with the consultant
- _English translation
- _Published in the VIMEC portal with reserved access

ACTIONS CARRIED OUT

Supplier Code of Ethics published on the appropriate portal with the communication of acknowledgement by the body (both in Italy and abroad)

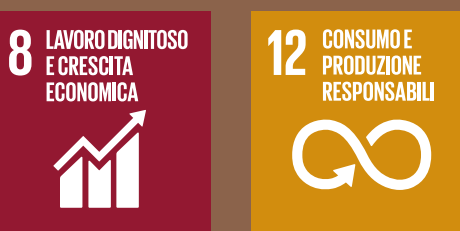


SUSTAINABILITY TEAM ACTIONS

- _Contact with the consultant
- _English translation
- _Published in the VIMEC portal with reserved access

ACTIONS CARRIED OUT

Supplier Code of Ethics published on the appropriate portal with the communication of acknowledgement by the body (both in Italy and abroad)



SUSTAINABILITY TEAM ACTIONS

- _Define questions to sell rating
- _Define supplier list
- _Obtain the first result of the questionnaire
- _Year 2022 define which ratings. Already defined the questionnaire and sent to the main suppliers.

ACTIONS CARRIED OUT

Wait for finals to be considered and implementation with Vendor Rating office the first answers and make evaluations of the case purchases



OBJECTIVES

Vimec is focusing on various improvements in the quality of the company, in fact, during 2021 we gave rise to several more or less demanding initiatives (already mentioned in this report) and ambitious projects were planned from a sustainability viewpoint, partly following the directives dictated by Latour and partly decided and organised by Vimec.

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

_The complete renovation of the offices, including all the electrical systems, heating, cooling, insulation, etc., which will significantly increase the energy class of our plants

_The installation of a photovoltaic system that will allow to increase the energy mix and use of renewable energy

_The renovation of the lighting system of the production departments that will bring an economic saving and a lower emission of CO2

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

AU DIT

The sustainability report presented here has been verified internally.

It is our job to meet the requirements in our near future to improve our performance not only from a sustainability viewpoint, but also from a review viewpoint.

The presentations of our procedures were based on our professional judgement and include investigations with the personnel responsible for preparing the information included in the report, document analysis and recalculations.

Sustainability is a path that focuses on actions, behaviours and development choices aimed not only at implementing short-term measures but also, and above all, at designing long-term ones: it is an approach that aims at satisfying the needs of today's generations without compromising the growth possibilities of future generations.

A sustainable company is the one that embraces this vision of development, putting in place actions and projects that focus on today to create concrete solutions for the future.

Luzzara, 4 March 2022

CEO: ANDREA VEGGIAN
Corporate Sustainability Specialist: PIERPAOLO PICCOLI

The logo for vimec, featuring the word "vimec" in a lowercase, white, sans-serif font. The letter "i" has a distinctive dot above it. The logo is positioned on a dark teal background.