

close to the people

Sustainability report **2025**



Makes the difference.

For more than **80 years**
at the forefront of hospital innovation



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LETTER TO STAKEHOLDERS

We are delighted to share with you **Malvestio's second Sustainability Report**, a document that represents a further step towards integrating sustainability into our business model.

At Malvestio, sustainability is not a stand-alone concept, but an integral part of the business model that has always defined the way we operate.

It is reflected in our design choices, our production processes and the sense of responsibility with which we approach our role in the healthcare sector, placing **quality, safety and the well-being of people at the heart of everything we do**.

In recent years, we have strengthened this approach by developing a deeper awareness of the impacts generated by our activities and by establishing an **increasingly consistent response to ESG issues**. The materiality analysis has been reviewed and refined through enhanced stakeholder engagement activities, with an approach focused on direct dialogue and open discussion with our stakeholders.

A particularly significant milestone was our **participation in the United Nations Global Compact**, one of the leading international initiatives promoting sustainable and responsible business practices.

This strategic decision places Malvestio within a global network of companies committed to aligning their operations with shared principles on human rights, labour, environmental protection, and anti-corruption.

In a context where participation in initiatives of this kind is still limited among companies in Italy, this commitment further strengthens our focus on transparent, responsible, and long-term management practices.

At the same time, we continued to strengthen our governance model by reinforcing our organisational structure, control systems, and the principles of ethics and integrity that guide our company. In this context, the Sustainability Report is not only a reporting tool but also a driver of continuous improvement.

Our business is in the healthcare equipment sector, providing solutions for patient care and well-being, where continuous attention to quality, innovation, and safety is essential. In this context, sustainability is put into practice and represents a key factor in addressing current and future challenges.

We approach this journey with a strong sense of responsibility and the awareness that it is an ongoing process requiring **listening, collaboration**, and the ability to adapt. We will continue to advance it with commitment by strengthening dialogue with our stakeholders and reinforcing a **growth model focused on quality, transparency, and long-term value creation**.

Giuseppe, Marino, Massimo Malvestio



OUR NUMBERS

85+

years of history

400.000+

beds worldwide
over the last forty years

70+

partners worldwide

185

professionals in our industries



1

leader in the Italian market

2

production plants in Italy

36.000+

economic value **generated**

35.000+

economic value **distributed**

SINCE 1937, CARE AND INNOVATION AT THE SERVICE OF PEOPLE

Cavalier **Guido Malvestio** starts a handicraft business of metal carpentry in a space of just 120 square metres.



1937

Under the leadership of **Guido, Giuseppe and Marino**, the company inaugurates its **second** metalworking **plant** in Padua.



1951

1991

1996

Implementation of **Lean Management** begins.



2010

2012



After the **Polesine** floods, Malvestio provides **3.000 beds** for displaced persons, initiating the first major project.



Malvestio acquires **CIT**, an Italian manufacturer of furniture wooden furniture for nursing homes.



The **Gamma 3** hospital bed is launched on the market, the most successful product in the brand's history.

It is presented **VIVO**, the company's first high-end **intensive care bed**, widely recognised as one of the most advanced and technological in the world.



2016

Inauguration of the **new Headquarters**: a single site that unifies and optimises all production lines for greater efficiency.



2019

2020

2021

Market launch of **Atlante** and **Hero**, introducing a new concept in intensive care beds.



2023

Market launch of **Atlante** and **Hero**, introducing a new concept in intensive care beds.

2025

Malvestio publishes its second **Sustainability Report**.



today



Entering the market the **Delta4 inpatient bed**, a new and improved product, replacing the Gamma 3.



The project for the **PPP Etlik**, one of the 5 largest hospitals in the world: it is the largest supply of beds in Malvestio's history.

THE INTENSIVE CARE NEW ERA

ATLANTÉ

HERO



SUSTAINABILITY: IDENTITY AND INDUSTRIAL VISION

the 2030 Agenda



Integrating sustainability into our strategy

Malvestio is active in the hospital care solutions sector, designing and manufacturing furniture and systems for healthcare and residential environments, with the aim of **contributing to improving the quality of life of patients and healthcare professionals**.

From the design of specialised intensive care beds to furniture solutions for hospital stays and everyday care, the company leverages its expertise, experience, and **innovation** capabilities to serve national and international healthcare markets.

Malvestio's activities take place within a rapidly evolving context, characterised by increasingly significant economic, social, and environmental transformations.

Population ageing, the growing **demand for healthcare services**, the **digitalisation** of care, and increasing attention to the **quality of care environments** are redefining the needs of the sector at a global level.

In this scenario, the medical devices and healthcare furniture sector represents a strategic area, with a continuously growing demand for technologically advanced, modular, and sustainable solutions.

In response to these trends, Malvestio has progressively embedded sustainability into its strategy, recognising it as a key driver for addressing sector challenges and capturing development opportunities.

Today, **sustainability** represents a cross-cutting guiding principle that shapes the company's decisions across the entire value chain: from product design to production processes, from people management to relationships with local communities and partners.

This approach is based on a long-term vision aimed at creating lasting and shared value, where economic performance is integrated with **social responsibility** and **environmental protection**.

Sustainability is therefore not considered an additional element, but a structural component of the business model and corporate culture.

Within this journey, the **Care Manifesto** plays a central role, summarising the company's founding values and guiding its evolution over time through three main areas: care for people, quality of solutions, and responsibility towards society.

These principles translate into concrete actions related to the way products are designed and manufactured, engagement with local communities, and the enhancement of people's skills and contributions.

This context represents the starting point for identifying the strategic priorities and material topics that guide this Sustainability Report.

The Care Manifesto

Care for People

Promoting the well-being of employees, patients and caregivers through inclusive, transparent and collaborative environments.

Care for Quality

Continuous improvement of products and processes, focusing on responsible innovation, safety and efficient use of resources.

Care for Society

Contributing to an equitable and sustainable society through ethical business practices and respect for human rights.

The **three pillars** provide a framework for daily actions and strategic decisions, reinforcing the alignment between the company's identity and its sustainable development model.

CAREMANIFESTO
our dream is Caring



The **key topics** guiding our decisions

The integration of sustainability into the business model is based on the identification of priority topics that influence the company's performance and the impacts generated throughout the value chain.

In this context, Malvestio has evolved its approach by adopting a structured assessment of **environmental, social, and governance (ESG) factors**, in line with industry best practices and stakeholder expectations.

Material topics

Governance & Business

- Economic performance and financial strength
- Risk management
- Business ethics and integrity
- Sustainability-driven governance

People & Culture

- Gender equality
- Continuous training for skills development and business continuity
- A positive workplace environment and mutual trust
- Employee health and safety

Environment & Supply Chain

- Management and reduction of the environmental impacts of production processes (energy, emissions, water, and waste)
- Assessment of the supply chain from both environmental and social perspectives

Innovation & Product

- Development of technologically innovative products that improve healthcare professionals' work efficiency while ensuring patient safety and full regulatory compliance

Community & Local Impact

- Responsible engagement with local communities

The materiality assessment highlighted a structured set of priorities that reflects the specific characteristics of the healthcare sector and the company's operating model.

The most relevant areas identified include:

- economic strength and risk management, as fundamental elements to ensure continuity and resilience;
- business ethics and integrity, with reference to transparency, regulatory compliance, and responsible conduct;
- the integration of sustainability into governance, as a driver for guiding strategic decisions;
- product quality and safety, which are central to protecting patients and healthcare professionals;
- people's health, safety, and well-being, with a focus on workplace climate and skills development;
- gender equality and inclusion, as key factors in enhancing human capital;
- the management of environmental impacts, with reference to energy, emissions, resources, and waste;
- relations with local communities and the territory, as an expression of social responsibility;
- responsible supply chain management, as a means of monitoring impacts throughout the value chain.

These topics represent the key areas that guide Malvestio's strategic and operational decisions, with the aim of creating sustainable long-term value.

For further details on the materiality assessment process and the criteria adopted, please refer to **Chapter 7 – Methodology and Data Transparency**.

Stakeholder Engagement

Stakeholder dialogue is supported by a structured approach to communication and engagement activities, representing a strategic driver for creating and sharing value.

Within the scope of its activities aimed at fostering dialogue and engagement with the business, institutional, and professional communities, **Malvestio is a member of Confindustria Veneto Est and, since 2025, has also been a participant in the United Nations Global Compact.**



Stakeholder identification and mapping

Malvestio has identified its stakeholders through a mapping process that considers their role, level of influence, and interest in relation to the company's activities. This analysis makes it possible to identify the main stakeholder groups – including customers, employees, suppliers, institutions, local communities, and partners – and to define consistent and targeted engagement approaches.

Stakeholder mapping provides the foundation for stakeholder **engagement activities** and the **identification of material topics**, supporting increasingly informed and responsible decision-making across the company.



Events and industry presence

During the year, Malvestio participated in **more than 15 events**, including 4 international events and 11 at national level, strengthening engagement with the market and the healthcare ecosystem. Participation in trade fairs and industry events helped consolidate relationships with partners and customers and showcase innovative solutions aligned with the evolving clinical and care needs.



Conferences and technical insights

The company also participated in conferences and technical sessions focused on innovation, sustainability, and medical sector regulations, contributing to dialogue with healthcare professionals, institutions, and the scientific community while promoting the sharing of knowledge and expertise.



Conference "Training for Innovation – From Venice towards the future of healthcare"

The conference was promoted by the **Master's Degree in Architecture and Health at IUAV University** of Venice and the Veneto Region, with the support of ULSS 3 Serenissima.

AIIIC–Malvestio Conference at **Gaslini Academy in Genoa**

Practical application of the new MDR regulation and the new Pediatric Standard EN 50637:2017, with a technical and practical focus from the perspective of hospitals, manufacturers, and clinical engineers, organised by the AIIIC regional representatives for Liguria and Piedmont.

Innovation and product development

The launch and presentation of new products represented a further opportunity to engage with the market, strengthening Malvestio's positioning as an innovative company focused on improving the quality of care.



Hero product launch
the new bed for paediatric intensive care.

Atlante product launch
the new intensive care bed.

Local community and academia

Malvestio promotes initiatives aimed at engaging with the local community and the academic world through company visits, collaborations with universities, and participation in Career Days, contributing to the connection between business and younger generations and to the enhancement of human capital.



Master Visit Malvestio

Visit to the Malvestio headquarters by students of the second-level Master's programme in "Planning, Programming and Design of Hospital and Social Healthcare Systems" at Politecnico di Milano.

Career Day – University of Padua

We participated in Università Aperta IES, the sector-specific Career Day organised by the Career Service of the University of Padua, dedicated to the Schools of Engineering, Economics, and Sciences.

Community and social responsibility

The company also carries out activities aimed at the local community and employees, promoting awareness initiatives on environmental and social issues and strengthening its connection with the local area.



Orienteering Night

With the support of the **University of Padua** and a network of local companies.



“Ci Sto? Affare Fatica” initiative

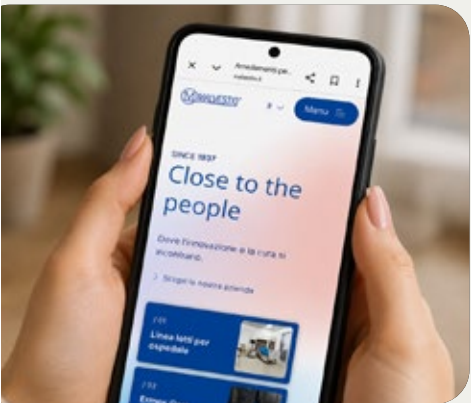
Organised by the **Municipality of Villanova di Camposampiero (PD)**.

These activities contribute to strengthening Malvestio’s visibility and positioning, creating value through the development of solid relationships and the sharing of knowledge.



Digital communication and social media

Digital channels and social media represent an increasingly important tool for corporate communication, enabling the continuous dissemination of content and supporting interaction with stakeholders.



Website



Linkedin



WEBSITE



Digital stakeholder engagement

35.000

Active users



Increase in stakeholder engagement

+73%

Average session duration



LINKEDIN



Total number of followers

4.420



Community growth

+24%

Measuring impact: our ESG KPIs

The ability to measure and monitor its impacts represents a fundamental element in integrating sustainability into the business model.

Malvestio has started a process to define and structure its ESG indicators, with the aim of making corporate **performance** increasingly **measurable and comparable** over time.



E - Environment

- Energy
- Emissions
- Resource use
- Waste management



S - Social Responsibility

- People
- Safety
- Product quality
- Training
- Gender equality
- Relationship with local communities



G - Governance

- Sustainability governance
- Ethics and integrity
- Risk management
- Economic performance
- Supply chain

The definition of these indicators directly reflects the material topics identified, ensuring consistency between strategic priorities and the performance monitoring system.



KPI / Material Topics Mapping

To ensure consistency between strategic priorities and the performance monitoring system, Malvestio has defined a set of Key Performance **Indicators (KPIs)** directly linked to the identified material topics, organised according to the environmental, social, and governance dimensions.

The selection of indicators focuses on the most relevant topics, in order to ensure effective monitoring of priority impacts.

Priority Material Topics	Main Monitoring KPIs	ESG Area	GRI Standard
Environmental impact management	Energy consumption, CO ₂ emissions, waste management	E	GRI 302, 305, 306
Employee health and safety	Injury rate, safety training hours	S	GRI 403
Product quality and safety	Product quality indicators, non-conformities	S	GRI 416
Gender equality	Percentage of female employees, gender balance	S	GRI 405
Training and skills development	Training hours, development programmes	S	GRI 404
Business ethics and integrity	Reports, audits, regulatory compliance	G	GRI 205, 206
Risk management	Risk management systems, audits	G	GRI 2
Supply chain management	Supplier audits, ESG criteria in supplier selection	G	GRI 308, 414

The main quantitative ESG performance indicators are presented in the **chapters dedicated to the relevant impact areas**.

Contribution to global goals (2030 Agenda)

The 2030 Agenda for Sustainable Development, adopted by the United Nations in 2015, represents a shared framework for promoting people's well-being, environmental protection, and sustainable economic development. The **17 Sustainable Development Goals (SDGs)** and their related targets provide guidance for directing the strategies and actions of governments, companies, and organisations towards a more equitable, resilient, and inclusive future.

In this context, Malvestio recognises the value of the SDGs as a framework for integrating sustainability into its activities and for contributing, through its operations, to the generation of positive impacts throughout the value chain.

Over time, the company has progressively strengthened its commitment to these issues by integrating the **objectives of the 2030 Agenda** into its value creation model and medium- to long-term strategies.

A significant milestone in this journey was Malvestio's adherence to the **United Nations Global Compact** in 2025, which consolidates the company's alignment with international principles on human rights, labour, the environment, and anti-corruption, further strengthening a structured and integrated approach to sustainability.

In particular, the identification of material topics has made it possible to determine more precisely the areas where the company can generate the most significant contribution, strengthening the connection between ESG priorities and the Sustainable Development Goals.

Consistent with its role as a strategic supplier for healthcare facilities worldwide, Malvestio contributes to the SDGs through solutions that improve the quality of care, promote safety, and support more sustainable development models.

SDG 3 – Health and well-being

Malvestio contributes to improving healthcare with solutions that ensure safety, comfort and accessibility. The focus on health also extends to the workforce through prevention and wellbeing policies.



SDG 5 – Gender Equality

The achievement of the PDR 125 gender equality certification confirms the commitment to ensure equal opportunities and promote a respectful and inclusive work environment.



SDG 8 – Decent work and economic growth

The company promotes an inclusive and safe working environment, valuing employees' skills and developing responsible relationships with the supply chain, contributing to the sustainable economic development of territories.



SDG 9 – Industry, innovation and infrastructure

Investments in research and development and international collaborations strengthen Malvestio's innovative capacity and improve hospital infrastructure in terms of digitalisation, efficiency and quality.



SDG 12 – Responsible consumption and production

Modular and durable product design, logistical efficiency and waste reduction support an industrial model oriented towards the circular economy.



SDG 13 – Commitment to Climate Action

Adopting more sustainable production practices, reducing waste and controlling emissions are part of a continuous improvement path towards climate neutrality.



SDG 16 – Peace, justice and strong institutions

Malvestio promotes a corporate culture based on integrity, transparency and accountability, adopting ethical practices and governance models oriented towards legality and respect for rights.



The connection between material topics, **SDGs**, and **performance** is further explored in the following chapters of this document.

GOVERNANCE: ACCOUNTABILITY AND TRANSPARENCY

the 2030 Agenda



Our organisation

Malvestio's organisational structure is designed to ensure **effective, transparent, and responsible management** of company activities, in line with the principles of integrity, reliability, and long-term value creation.

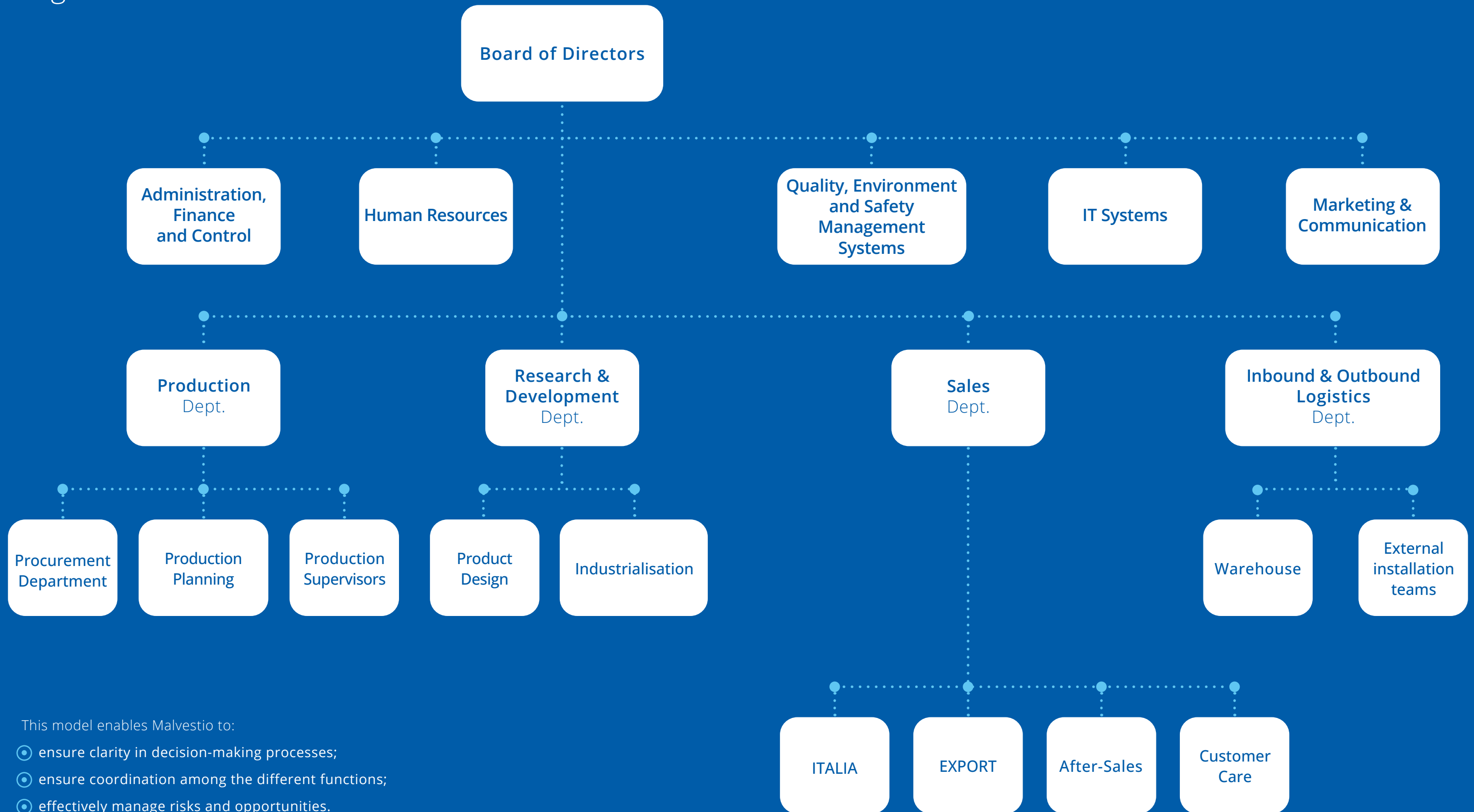
The organisational model is also structured to support prompt decision-making and operational consistency, within a context characterised by high technical and regulatory complexity.

The organisational framework is based on a clear definition of roles, responsibilities, and decision-making levels, ensuring effective oversight of business processes and efficient management of operational and strategic activities.

Corporate governance is entrusted to the company's governing bodies, which operate in compliance with applicable regulations and principles of sound management, contributing to the definition of strategies and the monitoring of performance.



Organisational structure



This model enables Malvestio to:

- ensure clarity in decision-making processes;
- ensure coordination among the different functions;
- effectively manage risks and opportunities.

The company's organisation is also supported by management systems and internal procedures that help standardise processes and strengthen activity control.

Our principles: ethics and business integrity

Ethics and integrity represent fundamental principles for Malvestio and form the foundation of the company's relationships with all stakeholders.

The company promotes a business model based on fairness, transparency, and compliance with applicable regulations, committing to operate according to high standards of responsibility and reliability.

In this context, Malvestio has adopted a **Corporate Code of Ethics and Conduct**, which defines the values, principles, and behavioural guidelines to be followed by directors, employees, collaborators, and partners. The Code of Ethics represents both a value-based and operational tool, providing practical guidance for behaviours in daily activities.



Risk management approaches, control systems, and compliance measures are further described in the **following section**.

Code of Ethics

**Legal
compliance**



**Transparency
and responsible
management**



**Stakeholder
trust and
collaboration**



The Code of Ethics is an integral part of the **Organisation, Management and Control Model pursuant to Legislative Decree 231/2001**, contributing to the prevention of non-compliant behaviour and strengthening the internal control system.

Through this system, the company:

- promotes ethical and responsible behaviour;
- prevents legal and reputational risks;
- defines clear rules for the conduct of business activities.

The Code applies to all recipients and also extends to relationships with suppliers, partners, and other value chain stakeholders, with the aim of promoting a corporate culture based on legality, transparency, and mutual respect.

The company also promotes communication, awareness-raising, and training activities on ethical issues, in order to strengthen internal awareness and encourage behaviours consistent with corporate principles.

SCAN ME



Risk management and regulatory compliance

Risk management represents a key element of Malvestio's governance system and contributes to ensuring operational continuity, business resilience, and long-term value creation.

In this context, the company's commitment is further strengthened by its adherence to the United Nations Global Compact, which reinforces its focus on responsible and transparent business practices, in line with recognised international principles.

The company adopts a structured approach to identifying and managing its main risks, with the aim of preventing potential negative impacts and seizing opportunities arising from the context in which it operates.

Risks are analysed in relation to the different areas of activity and include, among others:

- ⦿ operational risks;
- ⦿ regulatory and compliance risks;
- ⦿ reputational risks;
- ⦿ risks related to product safety and quality;
- ⦿ environmental and social risks.

Risk management is integrated into the company's decision-making processes and supports the organisation's ability to adapt to a constantly evolving context.

This approach **increasingly enables** the integration of ESG factors into business assessments, in line with the identified material topics.

The risk management system is supported by organisational structures and control tools that ensure activity monitoring and compliance with applicable regulations.

In this context, the **Organisation, Management and Control Model pursuant to Legislative Decree 231/2001** represents a central reference for the prevention of legal risks and the promotion of ethical and responsible behaviour.

Regulatory compliance is ensured through the adoption of internal procedures, control systems, and continuous updates in relation to the applicable regulatory framework.

The adoption and maintenance of certified management systems represent a fundamental element of Malvestio's governance model and risk management approach.

Certifications are not considered merely formal tools, but operational levers that enable the company to structure its processes, ensure compliance with regulatory standards, and promote continuous performance improvement.

In particular, the adopted management systems support the company in:

- ⦿ managing operational and process risks;
- ⦿ monitoring product quality and safety;
- ⦿ managing environmental impacts;
- ⦿ protecting people's health and safety.

This approach enables the systematic integration of different management areas, strengthening the organisation's reliability and its ability to effectively respond to market and stakeholder needs.

Discover our **Certifications and Integrated Management Systems:**

SCAN ME



Sustainability in decision-making processes

Malvestio is progressively integrating environmental, social, and governance (ESG) factors into its decision-making processes, strengthening the evolution of its business model towards the quality of the solutions offered, the safety of patients and healthcare professionals, and the creation of long-term value for all stakeholders.

Business assessments increasingly consider not only economic and financial aspects, but also the impacts generated on people, the environment, and the social context in which the company operates. This path contributes to developing greater internal awareness of sustainability issues, supporting the progressive evolution of the corporate culture.

To support this approach, Malvestio has progressively consolidated a structured system of organisational, management, and certification frameworks, which contributes to strengthening process quality, regulatory compliance, environmental protection, and people's health and safety. The **company's certification framework** includes the ISO 9001:2015 Quality Management System, the ISO 14001:2015 Environmental Management System, the ISO 13485:2016 Medical Devices Quality Management System, and the ISO 45001:2018 Occupational Health and Safety Management System.

These tools are complemented by the Organisation, Management and Control Model pursuant to Legislative Decree 231/2001, the Corporate Code of Ethics, and the internal policies adopted by the organisation, which represent key references for guiding behaviours, preventing risks, and promoting a culture based on integrity, responsibility, and transparency.

From this perspective, sustainability represents a natural extension of the values that have always characterised Malvestio's identity, strengthening its consistency and long-term orientation. This approach is part of a context in which the growing attention to sustainability issues from the market, stakeholders, and regulatory framework is increasingly guiding business choices towards more responsible and integrated models.



Governance ecosystem, certifications and corporate safeguards

ISO 9001:2015



Quality
management
system

ISO 13485:2016



Quality
management
systems -
medical devices

FSC®-C185652



Richiedi i nostri prodotti certificati FSC®.

Chain of custody
management

ISO 14001:2015



Environmental
management
systems

ISO 45001:2018



Occupational
health and safety
management
systems

UNI PDR 125:2022



Management
systems
for gender equality

Organizational
Model pursuant to
Italian Legislative
Decree No.
231/2001

231

System of
corporate rules
and procedures

Corporate Code
of Ethics



Document that
defines the values
and rules of
a company

Internal ESG,
environmental,
gender equality
and parental
policies



GROWTH AND GLOBAL PRESENCE

the 2030 Agenda



Key achievements of the year

During the year, Malvestio continued to generate economic value in line with its business model, maintaining a balance between financial solidity and the ability to distribute value among stakeholders.

The results confirm the strength of the business model and the company's ability to operate in complex and evolving market contexts.



The value generation

In 2025, Malvestio generated total economic value of €36.8 million, an increase of 8.6% compared to €33.9 million in 2024. Of this amount, 95.16% was distributed to stakeholders in the form of employee remuneration, purchases from suppliers, taxes, and contributions to the community.

Operating costs represented the most significant component (67.74%, increasing by 12.1% compared to the previous year), followed by employee remuneration (27.42%, +3.3%), confirming the central role of people within the company's value creation model. Remuneration of the Public Administration accounted for 0.27%, while investments in the community, although representing a marginal share (0.03%), more than doubled compared to 2024, demonstrating the company's growing commitment to the local area and solidarity initiatives.

The economic value retained, amounting to €1.78 million (+31.0% compared to 2024), supports the company's financial stability and long-term investment capacity, in line with an approach focused on sustainability and shared value creation. Confirming operational growth, EBITDA increased by 35.4% (from €1.36 million to €1.84 million), while the net financial position moved from a situation of substantial balance (-€0.07 million) to net debt of €1.12 million. This change is mainly attributable to business growth, particularly the increase in net working capital, which rose from €14.3 million to €17.2 million to support higher activity volumes.

These results confirm Malvestio's economic and financial strength.

Financial data				
	2025	%	2024	%
DIRECT ECONOMIC VALUE GENERATED	36.831.445	100	33.908.402	100
ECONOMIC VALUE DISTRIBUTED	34.986.125	94,99	32.605.897	96,16
RETAINED ECONOMIC VALUE	1.845.320,00		1.302.505,00	
OPERATING COSTS	24.878.548	67,55	22.192.385	65,45
EMPLOYEE REMUNERATION	10.166.550	27,60	9.830.918	28,99
REMUNERATION OF PUBLIC ADMINISTRATION	203.991	0,55	60.899	0,18
PROVIDERS OF CAPITAL (including dividends to shareholders)	-	0,00	-	0,00
COMMUNITY INVESTMENTS	11.070	0,03	5.130	0,02
EBITDA	884.687		533.344	
NET EQUITY	16.247.380		16.039.914	
NET FINANCIAL POSITION	1.123.486		-68.792	
CCC (Commercial Working Capital)	17.239.452		14.286.102	

The value generated by Malvestio is expressed not only through economic results, but also through the ability to create positive impacts throughout the entire value chain, contributing to the sustainable development of the context in which it operates.

The company's activities generate value for a wide range of stakeholders through an industrial model that integrates quality, innovation, and responsibility.

For **customers**, Malvestio develops reliable and safe solutions for the healthcare sector, contributing to the improvement of care quality and the efficiency of healthcare facilities.

For **people**, value translates into qualified employment opportunities, skills development, and attention to well-being and workplace safety, which are key elements for the organisation's growth.

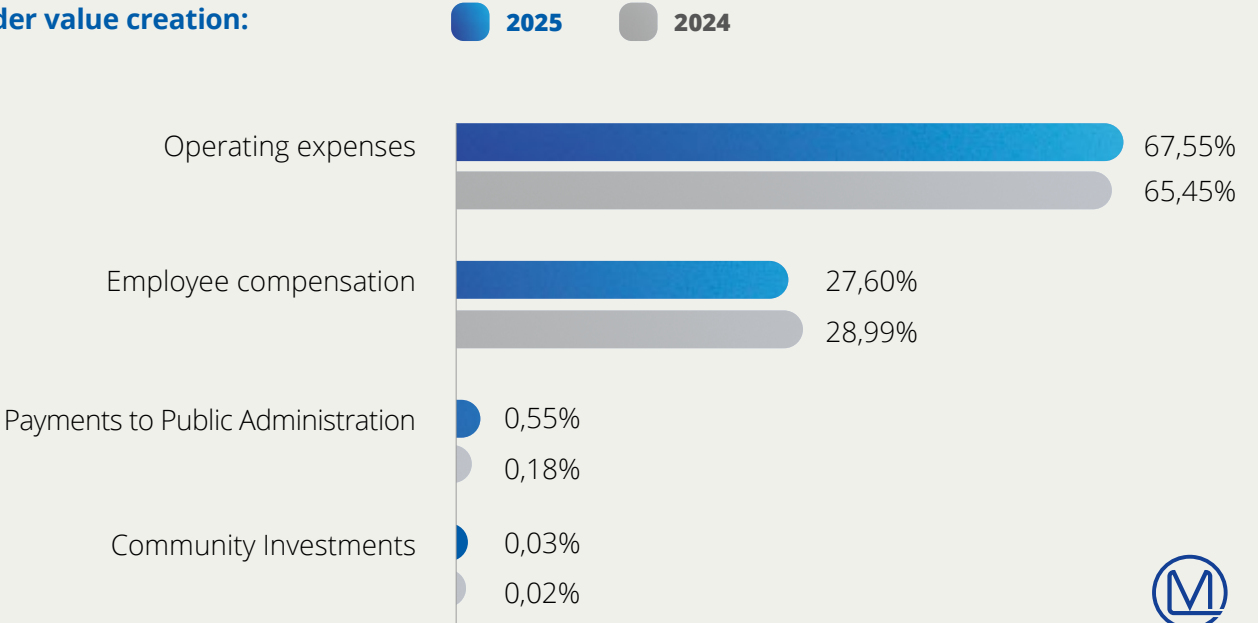
For **suppliers and partners**, the company promotes collaborative relationships based on reliability, continuity, and the sharing of high-quality standards, contributing to the strength of the supply chain.

For the **local area and community**, Malvestio generates value through its industrial presence, its contribution to the local economy, and initiatives supporting the social context.

For **institutions**, the company ensures compliance with regulations and contributes to the economic system through responsible and transparent management.

This approach enables a balance between the economic, social, and environmental dimensions, strengthening over time the company's ability to generate shared and sustainable value. This model enables the company to progressively strengthen its competitive positioning, generating widespread and lasting benefits for the entire ecosystem in which it operates.

Stakeholder value creation:

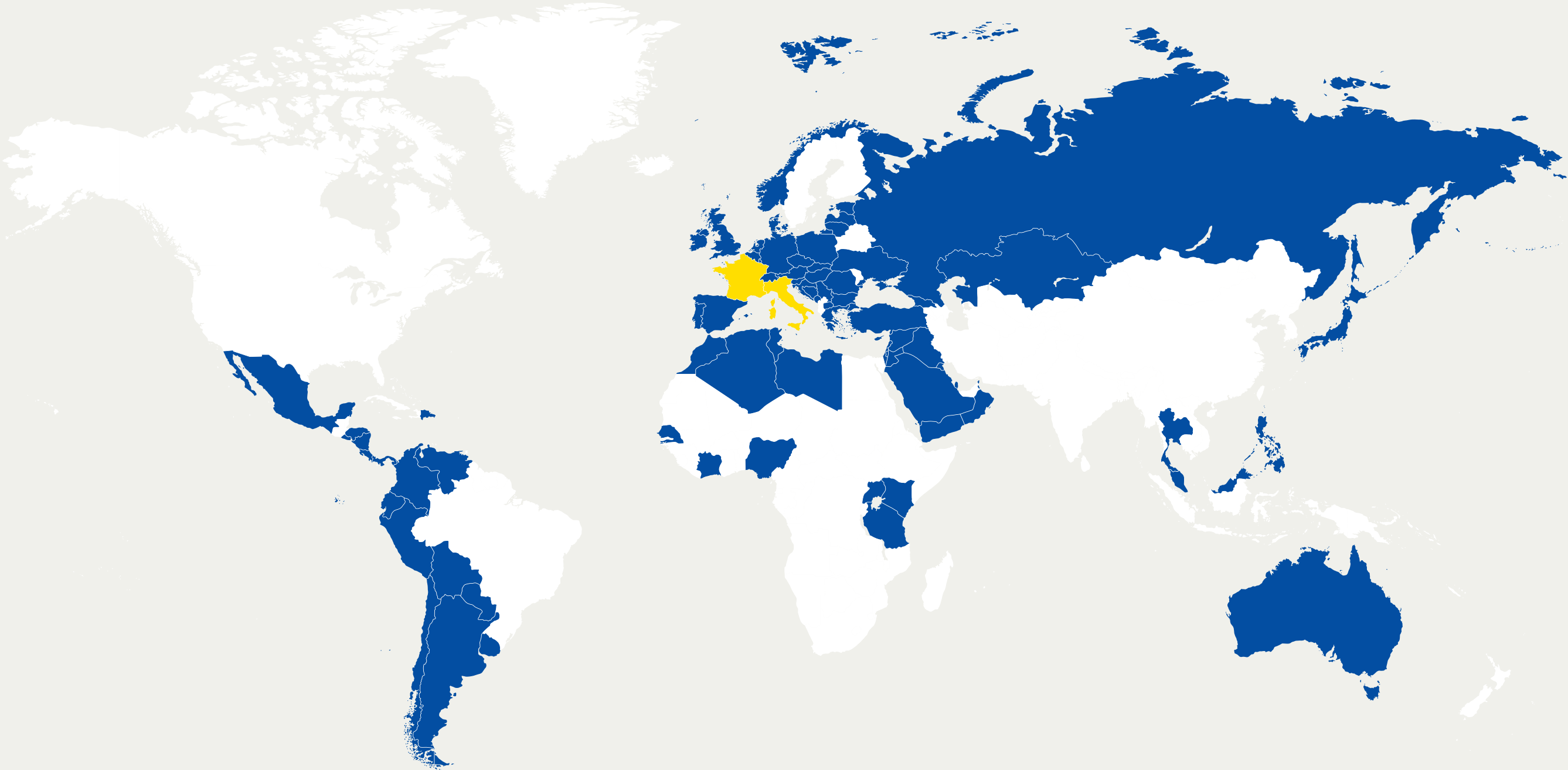


International presence and markets served

Malvestio operates internationally, with an established presence in **more than 70 countries**, confirming its ability to compete in diverse and constantly evolving markets.

In recent years, the company has progressively strengthened its position in foreign markets, expanding its international presence and consolidating its role as a reliable partner for the healthcare sector.

International presence represents a strategic element for the company's development and contributes to strengthening its resilience by diversifying reference markets and expanding growth opportunities. Geographic diversification also represents a key factor for stability and risk management, helping to balance the dynamics of different markets.



The sales network: customers and distributors

Malvestio's commercial model is based on an established network of selected distributors operating across different markets, ensuring widespread presence and a high level of service.

In certain strategic contexts, the company complements this model with a direct presence through dedicated local structures, with the aim of strengthening its commercial presence and developing closer relationships with customers. This is the case, for example, in France, where Malvestio operates through a dedicated structure that enables direct interaction with the market and more effective support for the needs of local healthcare facilities.

Relationships with commercial partners are based on principles of **reliability**, **continuity**, and the sharing of **high-quality standards**. These relationships are governed by structured contractual agreements, which also include references to ethical principles and compliance requirements, in line with the Organisation Model pursuant to Legislative Decree 231/2001 and the company's values.

This approach enables the company to build a solid and consistent sales network, capable of supporting international development and ensuring a reliable and competitive offering across different markets.

The commercial model adopted allows the company to combine customer proximity with strategic consistency, strengthening its ability to respond to the needs of different local contexts.



Focus on **key markets**

Malvestio operates in constantly evolving markets, characterised by growing demand and changing purchasing models, particularly in the public sector. Market dynamics vary from country to country and are influenced both by economic trends and by transformations in healthcare systems.

In recent years, demand has grown both in the Italian market and in international markets, with positive trends confirmed also during the latest financial year. At international level, greater momentum was recorded in the second half of 2025, accompanied by an increase in the order backlog.

Commercial development focuses on consolidating existing markets and strengthening the company's presence in areas with higher growth potential.

This direction also includes initiatives aimed at developing new geographical areas through the enhancement of dedicated skills and resources.

The competitive environment is characterised by increasing complexity, particularly with regard to public tenders, which require a high level of technical expertise and the ability to adapt to increasingly demanding requirements.

In this scenario, elements such as product innovation, reliability, and the ability to manage complex projects represent key factors for the company's positioning in international markets.

At the same time, growing attention is being paid to sustainability issues within commercial dynamics, with the progressive integration of ESG criteria into tender processes and customer evaluations.

Malvestio's international presence is also supported by participation in industry events and market engagement activities, which contribute to strengthening the company's visibility and consolidating relationships with partners.



Malvestio France: a local presence supporting the French market

In 2024, Malvestio consolidated its internationalisation journey through the operational launch of Malvestio France, a company established to strengthen the company's presence in the French market and develop increasingly direct relationships with healthcare facilities, professionals, and local partners.

The new entity represents a strategic presence aimed at ensuring greater proximity to stakeholders, supporting a deeper understanding of the needs of the French healthcare system and providing timely support in the design of solutions dedicated to patient care and assistance.

During the year, Malvestio France contributed to promoting the company's values, expertise, and innovation through participation in industry events, meetings with healthcare professionals, and commercial development activities in the local area. This direct presence enabled the company to strengthen dialogue with the market, consolidate existing relationships, and create new collaboration opportunities, in line with Malvestio's commitment to placing people and quality of care at the centre of its activities.

The launch of Malvestio France represents a further step in the company's international growth journey and confirms its commitment to developing a sustainable business model capable of generating long-term value for customers, healthcare professionals, and local communities.



FROM CONCEPT TO MARKET: INNOVATION AND RESPONSIBILITY

the 2030 Agenda



Product strategy and development

At Malvestio, products represent the core of the company's commitment to quality, safety, and sustainability. Each solution is developed with the aim of making a tangible **improvement to the daily lives of patients and healthcare professionals**, transforming more than eighty years of experience into effective responses to the needs of the healthcare sector.



Product development is embedded within an advanced industrial vision that considers the entire development and utilisation cycle of the solution, from design to application in care settings, through a pragmatic approach focused on quality, durability, and operational efficiency. This approach enables the integration of technological innovation, environmental responsibility, and attention to **quality throughout the entire value chain**.

Sustainability represents a guiding principle from the earliest stages of product design. The choice of materials, the modularity of solutions, and the optimisation of processes are aimed at reducing environmental impact and ensuring high standards of efficiency, safety, and long-term durability.

At the same time, Research and Development activities play a central role in the innovation process, supporting the introduction of increasingly advanced solutions from a technical and functional perspective. Design concepts arise from listening to market needs, engaging with industry professionals, and continuously improving existing products.

The product development cycle: from design to industrialisation



The entire cycle can last up to five years for the most complex projects and may involve costs exceeding €500,000, in addition to certification and market launch expenses.



Designing with greater awareness: the **eco-design** approach

Malvestio's design approach increasingly integrates elements related to eco-design, in response to a market that is becoming more attentive to the environmental performance of products and to the growing importance of these aspects in technical specifications and public tenders.

Sustainability is considered as a criterion for evaluating and improving design choices, alongside the priority requirements of safety, quality, durability, ease of cleaning, and regulatory compliance that characterise products intended for healthcare environments.

Within this journey, the development of the first EPD in 2023 represented an opportunity to deepen knowledge and awareness regarding the measurement of product environmental impacts and the tools available to communicate them more transparently to the market.



This approach also responds to the need to listen to external expectations: customers, healthcare facilities, and procurement processes increasingly require the ability to document the environmental characteristics of the proposed solutions.

For Malvestio, progressively integrating these elements means strengthening the quality of its offering, supporting competitiveness in the markets, and accompanying the evolution of the sector towards more responsible production and consumption models.



Innovation and product launches

Innovation represents a central element in Malvestio's development journey and translates into the ability to design increasingly advanced solutions capable of meeting the needs of a healthcare sector that is constantly evolving.

Research and Development activities focus both on the **continuous improvement of existing products** and on the **development of new solutions**, with particular attention to safety, ergonomics, functionality, and technological integration. In this context, Research and Development represents a key driver for technological evolution, product sustainability, and market competitiveness.

Project ideas may arise from different sources: commercial requirements, functional or aesthetic improvements, process cost optimisation or, increasingly, the integration of eco-design criteria. In this perspective, the company is progressively introducing solutions aimed at reducing environmental impact, such as the transition from aluminium components to plastic solutions and the use of alternative materials, including recycled plastics and bioplastics, currently being tested for specific components.

The project selection and development process is structured and involves different company functions – technical, production, commercial, and ownership – through an assessment based on shared criteria that guide choices towards initiatives with the greatest technical, environmental, and strategic impact.

Active projects are structured across multiple levels – strategic, complex, and improvement-oriented – ensuring a balance between the development of new solutions and the continuous improvement of existing products. On average, 3–4 major projects are launched each year, alongside numerous optimisation and updating activities.

During 2025, the company continued its innovation journey through the launch and evolution of new products, representing a significant step in the development of its offering.

This approach enables Malvestio to support its growth path, strengthening its market positioning, particularly internationally, and contributing to the development of increasingly advanced and sustainable solutions.



HERO

THE INTENSIVE CARE NEW ERA

ATLANTE

The new intensive care bed



ATLANTE is the operational platform designed to support intensive care, equipped with our most advanced technologies to ensure high-quality therapeutic solutions. Integrated technologies and intuitive controls support healthcare professionals in critical care environments.

VIDEO



HERO

The bed for paediatric intensive care



HERO is the first bed designed to meet the specific needs of paediatric intensive care. Thanks to advanced technologies, it ensures the highest levels of safety and comfort for young patients, while providing optimal support for healthcare professionals. A new standard of excellence in the sector.

VIDEO



Quality, safety and certifications

Quality and safety are central elements of Malvestio’s design and production approach and represent fundamental prerequisites for ensuring reliability, regulatory compliance, and operational continuity in a highly regulated sector such as healthcare.

Each product is developed through a structured control system that accompanies the main stages of the life cycle: design, material selection, production, final validation, and post-market monitoring. This approach enables the company to oversee the technical, functional, and documentary aspects of products, ensuring consistency between regulatory requirements, market expectations, and user needs.

In this context, **ISO 13485:2016** certification, specifically applicable to medical devices, plays a central role by defining rigorous requirements for design, risk management, traceability, process control, and regulatory compliance. It is complemented by **ISO 9001:2015**, which supports an organisational model focused on continuous improvement, process standardisation, and customer satisfaction.

The industrial quality approach is further integrated with environmental and occupational health and safety management systems: **ISO 14001:2015** supports the monitoring of environmental impacts arising from production activities, while **ISO 45001:2018** contributes to risk prevention and the protection of people involved in company processes.

Taken together, these certifications represent operational tools to strengthen product quality, the reliability of industrial processes, and a culture focused on safety, responsibility, and continuous improvement.

ISO 9001:2015



IMQ
CERTIFIED
QUALITY MANAGEMENT SYSTEM
ISO 9001:2015

Quality management system

ISO 13485:2016



IMQ
CERTIFIED
QUALITY MANAGEMENT SYSTEM
ISO 13485:2016

Quality management systems - medical devices

ISO 14001:2015



Member of CISQ Federation
RINA
CERTIFIED MANAGEMENT SYSTEM
ISO 14001

Environmental management systems

ISO 45001:2018



CERTIFIED
ISO 45001

Occupational health and safety management systems

Materials and supply chain: quality, safety and responsibility

The quality of Malvestio’s solutions is closely connected to the strength of its supply chain. For this reason, the company promotes long-term relationships with qualified and reliable suppliers, selected based on technical, quality, and operational continuity criteria, with the aim of ensuring control and consistency throughout the entire production process.

During 2025, Malvestio continued updating its supplier base through the use of the new **qualification questionnaire**, introduced at the end of 2024. The tool integrates assessment criteria related to quality, safety, environmental, and social aspects, with the aim of progressively strengthening the supplier qualification and supply chain monitoring process.

The questionnaire is progressively sent to already qualified suppliers upon expiry of previous documentation and to new strategic/relevant suppliers introduced during the year. In 2025, 10 new suppliers were identified and all were involved in the evaluation process. At the reporting date, 2 questionnaires had been returned; therefore, 2 out of 10 new suppliers had been validated.

The process is ongoing, and Malvestio plans to complete it progressively during the 2026–2027 period. The evaluation of suppliers according to environmental, social, quality, and safety criteria represents an area of increasing importance for the company and requires a gradual consolidation process, also considering the size of the supplier base, the different nature of supply relationships, and the time required for questionnaire completion and verification.

Malvestio develops its products with a strong focus on quality, durability, and the selection of the most suitable materials to meet the required performance standards.

FSC® Chain of Custody certification ensures the integrity and traceability of Malvestio's forest-based supply chain for FSC®-certified products, supporting responsible forest management. It confirms that the wood-based materials used originate from responsibly managed FSC®-certified forests or from other controlled or reclaimed sources. Compliance with these requirements is verified through independent third-party assessments.

Malvestio products are manufactured using a variety of materials - including metal components, plastics, wood-based panels, and electrical and electronic components—carefully selected according to the mechanical, technological, and aesthetic performance required for each type of medical device.

The procurement of steel also follows a logic of supply chain quality and reliability: Malvestio relies on structured industrial suppliers and qualified operators in the steel sector, including companies that integrate recycled steel into their production processes, contributing to the valorisation of recovered materials and reducing reliance on virgin raw materials.

More generally, material selection is guided by strict technical, functional, and regulatory requirements typical of products intended for healthcare environments. Durability, ease of cleaning, safety in use, resistance, and regulatory compliance represent priority criteria in design choices, alongside growing attention to the sustainability of supplies and processes.

As part of its improvement journey, Malvestio plans to consolidate dedicated supplier engagement tools during 2025–2026, including assessment questionnaires, information sessions on responsible procurement policies, and, progressively, more structured monitoring activities for the most relevant partners.

The objective is to support the gradual and consistent evolution of the supply chain in line with the maturity of the system, strengthening quality, reliability, and responsibility throughout the value chain over time.



Design, functionality and value in care

Malvestio's offering consists of a range of solutions designed to meet the different needs of healthcare and social care environments, with the aim of combining functionality, safety, comfort, and durability.

The main product lines include high-technology devices for intensive care, solutions for general and specialised patient care, hospital logistics systems, stretchers for transport and intra-hospital patient handling, furniture and examination couches for outpatient areas, and furnishing accessories designed to make care environments more functional and welcoming.

This broad offering enables Malvestio to support healthcare facilities across multiple areas of application, providing products designed to support healthcare professionals' activities, improve the patient experience, and contribute to the organisational efficiency of healthcare departments.

Product design is not intended merely as an aesthetic element, but as a combination of ergonomics, ease of use, safety, ease of cleaning, and operational continuity. Each solution is developed to meet specific technical and functional requirements typical of healthcare environments, where reliability and simplicity of use are essential factors for the quality of care.



The Malvestio offer is divided into six main lines:

INTENSIVE CARE LINE:
high-tech devices for critical environments



WARD BEDS LINE:
solutions for patient comfort and safety, also for bariatric and paediatric patients



LOGISTICS LINE:
trolleys, equipped walls and modular systems for organising departments



STRETCHERS LINE:
intra-hospital transport and handling systems



OUTPATIENT LINE:
furniture and beds for medical examinations



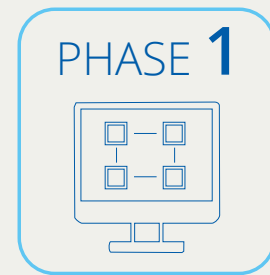
FURNISHING COMPLEMENTS:
complementary furniture for functional and cosy sanitary spaces



R&D and Regulatory



15 employees in the Technical Department



ENGINEERING



2 Electronics Engineers



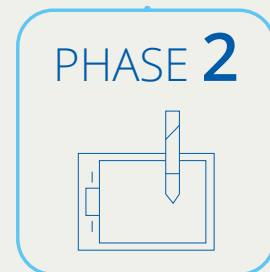
4 Mechanical Engineers



1 Biomedical Engineer



1 Mechanical Technician



DESIGN



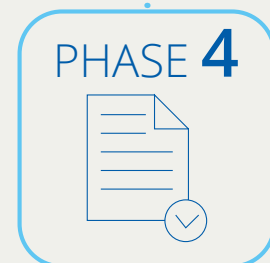
1 designer



PROTOTYPING



3 Production technicians
dedicated to
prototype development



REGULATORY



3 Regulatory Affairs and
technical documentation
specialists

From design to patient care: creating tangible value

The value of Malvestio's products lies in their ability to translate innovation, quality, and safety into tangible benefits for patients, healthcare professionals, and care facilities.

From the design phase through to daily use in healthcare departments, each solution is developed to contribute to improving care delivery, promoting greater levels of comfort, safety, and functionality. **Attention to ergonomics, ease of handling, device stability, surface cleaning and disinfection, and simplicity of use** enables the company to support healthcare professionals and enhance the patient experience.

From this perspective, innovation is not an end in itself, but a tool serving care. The development of increasingly advanced, modular, and integrated products responds to the need to support the evolution of healthcare environments, helping to make them safer, more efficient, and better able to meet people's needs.

The journey from design to patient care therefore summarises the essence of Malvestio's commitment: designing and developing reliable, functional, and responsible solutions capable of generating value throughout the entire care pathway.



PEOPLE: THE DRIVING FORCE BEHIND THE COMPANY

the 2030 Agenda



Corporate culture and values

Malvestio's organisational culture is rooted in the concept of care, understood not only as the company's field of activity related to the development of solutions for healthcare environments, but also as a guiding principle in business decisions and relationships with people.

This vision translates into a strong focus on employees, who are recognised as a fundamental element for the company's growth and long-term value creation.

For this reason, Malvestio promotes a working environment based on respect, organisational well-being, and people's professional development, through policies and initiatives aimed at improving quality of working life and enhancing human capital.



Employee welfare and support for parenthood

- ⦿ Subsidised meals at the company canteen
- ⦿ Supplementary healthcare fund
- ⦿ One additional day of paternity leave, beyond the statutory entitlement
- ⦿ Newborn bonus provided through the “Tre Cuori” platform
- ⦿ Company welcome gift for newborn children



Creating an inclusive and respectful workplace is a key element of Malvestio's people strategy. The company is committed to promoting diversity, inclusion, and equal opportunities through a structured approach that reflects the values expressed in the Care Manifesto. In 2024, Malvestio obtained the Gender Equality Certification, further strengthening its journey towards a more inclusive organisational culture focused on recognising and enhancing people's skills and talents.

The company also promotes a working environment based on respect and the safety of its people, adopting a rigorous approach to the prevention and management of workplace harassment. In 2024, Malvestio formalised its **Workplace Harassment and Violence Risk Assessment** and adopted a **Zero Tolerance Policy**, rejecting any behaviour related to physical or psychological violence, harassment, bullying, or mobbing.

This commitment is also supported by training and awareness-raising initiatives, such as the “It's Your Business” project, developed in collaboration with the Padua Chamber of Commerce, with the aim of promoting a shared culture based on responsibility, mutual respect, and awareness.



Discover the project video **It's your business:**

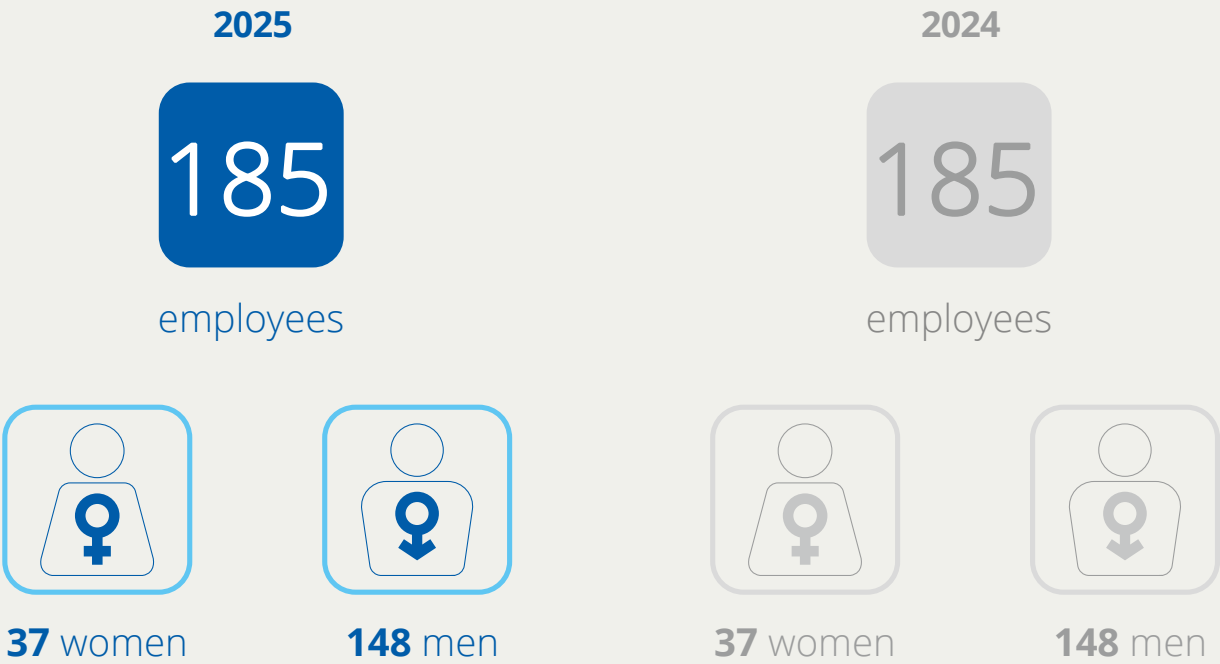
SCAN ME



Growing together: people, learning and development

People are at the heart of Malvestio’s continuity, quality, and growth. In a highly specialised sector such as medical devices, expertise, engagement, and the ability to innovate are essential factors in supporting the company’s long-term development. As of 31 December 2025, Malvestio employed 185 people, in line with the previous year. The company continues to promote stable, long-term employment relationships, with the majority of employees hired under permanent contracts. The applicable national collective labour agreement is the Metalworking Industry National Collective Labour Agreement.

Malvestio’s people



Employees					
YEAR 2025					
	WORKERS	CLERKS	EXECUTIVES	MANAGERS	TOTAL
MEN	105	39	3	1	148
WOMEN	6	27	4	0	37
TOTAL	111	66	7	1	185

YEAR 2024					
	WORKERS	CLERKS	EXECUTIVES	MANAGERS	TOTAL
MEN	105	39	3	1	148
WOMEN	6	27	4	0	37
TOTAL	111	66	7	1	185

During 2025, the company recorded 28 new hires and 28 departures, maintaining an overall employee turnover rate broadly in line with the previous year, at approximately 21%.

Particular attention is paid to supporting work-life balance. In 2025, all employees entitled to parental leave made use of this benefit. For employees whose parental leave ended during the year, the return-to-work rate was 100%; any remaining returns are expected to take place in 2026.

Type of contracts						
YEAR 2025						
	MEN			WOMEN		
	<30	30 - 50	>50	<30	30 - 50	>50
INDEFINITE	19	44	79	3	19	15
FIXED-TERM	2	4	-	-	-	-
FULL TIME	21	48	79	3	19	15
PART TIME	-	-	-	-	-	2

YEAR 2024						
	MEN			WOMEN		
	<30	30 - 50	>50	<30	30 - 50	>50
INDEFINITE	15	57	76	5	15	16
FIXED-TERM	-	-	-	-	1	-
FULL TIME	15	57	76	5	16	14
PART TIME	-	-	-	-	-	2

People’s well-being is a key element of Malvestio’s corporate culture and is reflected in concrete welfare initiatives and support measures for employees and their families. In line with the principles set out in the Care Manifesto, the company promotes a working environment that values quality of working life, supporting work-life balance through initiatives focused on employee well-being, parenthood, and health protection.

Recruitments/Terminations							
YEAR 2025							
		MEN			WOMEN		
		<30	30 - 50	>50	<30	30 - 50	>50
HIRING	TOTAL	11	8	1	4	2	2
INDEFINITE TIME		8	-	1	4	1	1
FIXED-TERM		3	8	-	-	1	1
TERMINATIONS	TOTAL	2	13	3	-	3	2
TERM		-	1	-	-	-	-
LICENSES		-	1	1	-	1	-
DIMISSIONS		2	11	1	-	2	1
PENSIONS		-	-	1	-	-	1

YEAR 2024							
		MEN			WOMEN		
		<30	30 - 50	>50	<30	30 - 50	>50
HIRING	TOTAL	3	3	2	3	2	2
INDEFINITE TIME		3	3	2	3	1	2
FIXED-TERM		-	-	-	-	1	-
TERMINATIONS	TOTAL	3	2	13	1	2	2
TERM		1	-	1	-	1	-
LICENSES		-	-	3	-	-	-
DIMISSIONS		2	2	3	1	1	1
PENSIONS		-	-	6	-	-	1

Parental leaves			
YEAR 2025			
Employees who took parental leave	WOMEN	MEN	TOTAL
Return-to-work rate	100%	100%	100%
Employee retention rate	100%	67%	83%

** (Number of employees still employed 12 months after returning to work following parental leave / Number of employees who returned to work after parental leave in the previous reporting period(s)) × 100

* (Number of employees who returned to work after parental leave / Number of employees who were expected to return to work after parental leave) × 100

YEAR 2024			
Employees who took parental leave	WOMEN	MEN	TOTAL
Return-to-work rate	100%	100%	100%
Employee retention rate	100%	100%	100%

Employee welfare and people support

- ⦿ Subsidised meals at the company canteen
- ⦿ Supplementary healthcare fund
- ⦿ One additional day of paternity leave
- ⦿ Newborn bonus provided through the “Tre Cuori” platform
- ⦿ Company welcome gift for newborn children

People management supports employees throughout their entire professional journey, from recruitment and onboarding to skills development. In this context, the onboarding programme facilitates the integration of new hires and encourages their active engagement from their very first days with the company.

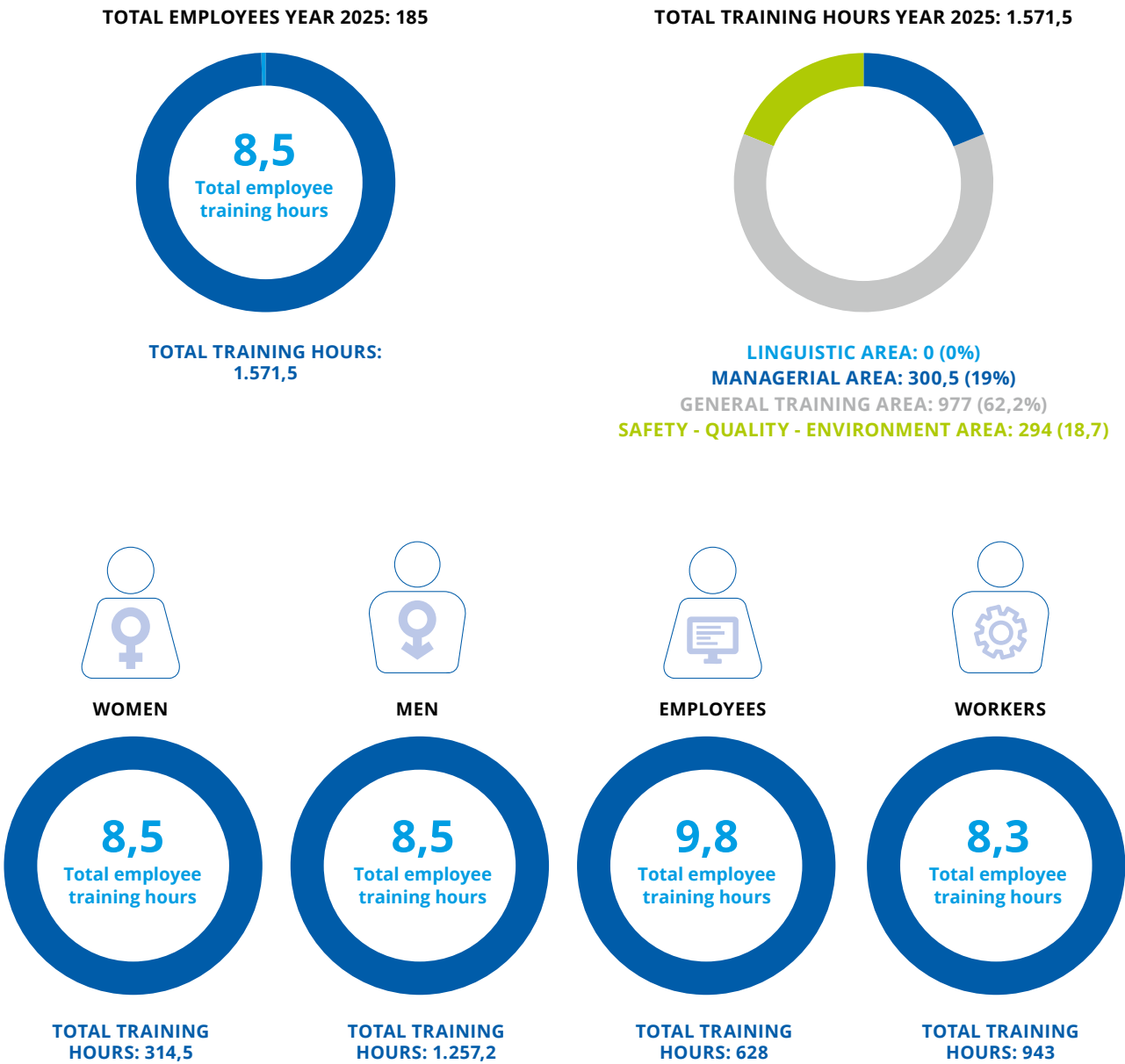


Malvestio's training approach

Operating in a constantly evolving sector, Malvestio considers training a strategic lever for maintaining high quality standards and effectively addressing market changes. During 2025, a total of 1,571.5 training hours were delivered, corresponding to an average of approximately 8.5 hours per employee.

To support performance and the achievement of company objectives, Malvestio also adopts a **Management by Objectives (MBO)** system, based on the assignment of annual objectives and incentive schemes linked to the results achieved.

The difference compared to the previous year is mainly attributable to on-the-job training activities related to the implementation of the new ERP system, which were not tracked in the company's reporting systems.



Improvement target

In a context where attracting and retaining skills represents an increasingly significant challenge, Malvestio aims to strengthen its policies for enhancing human capital, with particular attention to production personnel.

The main development areas include:

- ④ **mapping of internal skills and competencies;**
- ④ **introduction of incentive systems dedicated to production personnel;**
- ④ **development of horizontal career paths based on skills and competencies;**
- ④ **recognition and enhancement of individual merit and contribution.**

The objective is to strengthen employee engagement and support the company's long-term competitiveness.

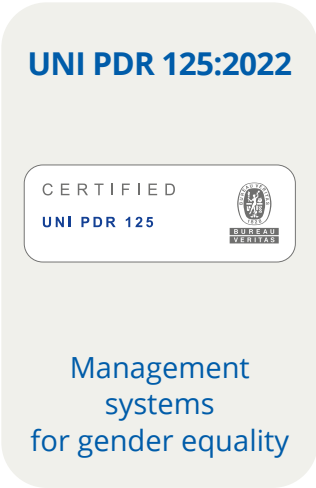


Diversity and inclusion

As part of its journey towards developing an increasingly inclusive corporate culture, Malvestio achieved a significant milestone by obtaining Gender Equality Certification in August 2024 and implementing the related Management System in accordance with **UNI/PdR 125:2022**.

This commitment is reflected in the adoption of a Gender Equality Policy, which defines principles, responsibilities, and objectives aimed at enhancing people’s value, protecting individual dignity, and preventing any form of discrimination or violence. Within this framework, Malvestio recognises diversity as a fundamental element for organisational growth and for the quality of the working environment. The company’s commitments are implemented through initiatives aimed at promoting equal opportunities in career paths, pay equity, support for parenthood, and respectful and inclusive working conditions.

Malvestio also promotes information and awareness-raising activities for employees, supported by listening and dialogue tools, such as dedicated employee support channels and regular workplace climate surveys, with the aim of monitoring people’s well-being and identifying potential areas for improvement.



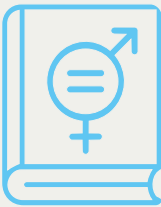
Malvestio’s journey towards EQUALITY and INCLUSION



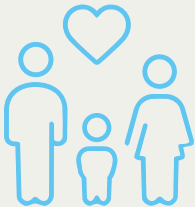
Achievement of the **UNI/PdR 125:2022** certification



Training and awareness-raising activities



Adoption of the **Gender Equality Policy**



Initiatives to support **parenthood and work-life balance**



Employee **listening and dialogue** tools

The Gender Equality Policy is communicated through a structured communication plan and is also available on the company website.



UNI/PdR 125:2022

the journey towards a **more equitable and inclusive** organisation

UNI/PdR 125:2022 is the national reference standard for gender equality certification within organisations.

The practice defines guidelines and performance indicators relating to:

- ④ **culture and strategy;**
- ④ **governance;**
- ④ **HR processes;**
- ④ **pay equity;**
- ④ **support for parenthood;**
- ④ **data monitoring and reporting.**

The certification involves periodic assessments carried out by accredited bodies and represents a tool to promote fairer, more inclusive and sustainable workplaces.

In line with this approach, Malvestio has also adopted a Parenthood Policy, through which it commits to recognising and valuing all forms of family, fostering an open environment that respects different family realities.

The Policy provides support measures for working parents, organisational flexibility measures, and the maintenance of ongoing dialogue with future and new parents, with the aim of supporting people through the different stages of family life.

Among the measures introduced is also the preparation of the Risk Assessment Document for pregnant workers, which includes the identification of specific risks and the sharing of related prevention measures.

Improvement target

To further strengthen the balance between professional and personal life, the Steering Committee has proposed the introduction of new measures dedicated to organisational flexibility.

The main initiatives currently under evaluation include:

- ④ **the introduction of dedicated **part-time** arrangements for employees returning from maternity leave or with children up to the age of 13;**
- ④ **the definition of a **smart working** policy;**
- ④ **greater **flexibility** in the use of working arrangements, including on an afternoon basis.**

The objective is to promote improved work-life balance and support people's long-term wellbeing.



Health and Safety

Protecting health and safety is an essential priority for Malvestio and a structural element of its organisational model. This commitment is demonstrated by the adoption of an **Occupational Health and Safety Management System** certified according to the ISO 45001:2018 standard.

The standard promotes a model based on the direct involvement of people, leadership accountability, structured change management and formalised internal communication processes.

With a prevention-oriented approach, Malvestio adopts a comprehensive risk management system involving employees, collaborators and all individuals accessing the workplace, with the aim of ensuring safe operating conditions and compliance with regulatory standards.

The company's commitment is implemented through ongoing training, information and awareness-raising activities, supported by the adoption of preventive measures applied across all business activities.

Malvestio’s approach to occupational health and SAFETY



Accidents ¹						
YEAR 2025						
NUMBER OF HOURS				319.270,5		
NUMBER OF FATALITIES	FATALITY RATE	TOTAL NUMBER OF ACCIDENTS	FREQUENCY INDEX	NUMBER ACCIDENTS WITH SERIOUS CONSEQUENCES	ACCIDENT FREQUENCY INDEX NUMBER OF ACCIDENTS WITH SERIOUS CONSEQUENCES	DAYS LOST
0	0	2	1,25	0	0	42
YEAR 2024						
NUMBER OF HOURS				293.377,50		
NUMBER OF FATALITIES	FATALITY RATE	TOTAL NUMBER OF ACCIDENTS	FREQUENCY INDEX	NUMBER ACCIDENTS WITH SERIOUS CONSEQUENCES	ACCIDENT FREQUENCY INDEX NUMBER OF ACCIDENTS WITH SERIOUS CONSEQUENCES	DAYS LOST
0	0	5	3,41	0	0	782

In line with the principles of the standard, the company adopts a preventive approach to the identification and mitigation of risks. Monitoring activities and internal audits enable the assessment of the effectiveness of the measures implemented, while the prior validation of workstations and equipment contributes to ensuring appropriate safety conditions in the workplace.

This approach helps reduce the occurrence of accidents, near misses and non-conformities, while strengthening the culture of prevention within the organisation over time.

During 2025, the company recorded 2 accidents, both without serious consequences, with a frequency rate of 1.25⁽¹⁾. This figure reflects the continued commitment to risk management and to improving health and safety performance.

¹ The Frequency Rate (FR) measures the frequency of workplace accidents relative to the total number of hours worked during the reporting period. For the purposes of this Report, the rate is calculated by dividing the number of reportable workplace accidents by the total number of hours worked and multiplying the result by 200,000. This indicator makes it possible to monitor trends in workplace accidents over time and assess the effectiveness of the prevention and protection measures implemented.



Close to the people: Malvestio's initiatives



**Students, educational
institutions and
universities**



**Active citizenship
and public health**



**Sustainability and
corporate culture**



**Networking and
innovation**



The initiatives developed within the local community concretely reflect one of the principles of the **Care Manifesto**: contributing to the well-being of society through social responsibility, participation and care for people.

CAREMANIFESTO
our dream is Caring

Training, **career guidance** and dialogue with young people



MALVESTIO FOR SCHOOL

As part of the initiatives aimed at fostering dialogue between the education system and the world of work, the company met with students from the **G. Ponti and P. Levi Institutes in Mirano (VE)**, sharing its experience, the values that guide the organisation and the professional growth opportunities offered by the sector.

The meeting represented an important opportunity for discussion and career guidance, characterised by active participation and strong interest from the younger generations. The attention and enthusiasm shown by the participants confirmed the value of these initiatives in promoting awareness, skills development and future prospects.

Thanks to its collaboration with Gi Group, the company continues to strengthen its commitment to building a tangible bridge between schools and businesses, contributing to the development of human capital and the enhancement of local talent.



ORIENTEERING NIGHT

Malvestio took part in Orienteering Night, an initiative involving more than **300 students and over 30 managers** from different companies, with the aim of fostering dialogue between the education system and the world of work.

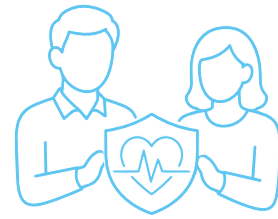
The event represented an important opportunity for direct exchange between young people and professionals, creating an inclusive and participatory environment in which experiences, skills and perspectives on future career paths could be shared. Through networking activities and in-depth sessions focused on topics such as career development, leadership and personal growth, participants were able to gain greater awareness of the opportunities offered by the labour market and the skills required in today's organisational contexts.

The significant participation and strong engagement of students highlighted the importance of promoting initiatives capable of bringing younger generations closer to the business world, supporting informed career guidance pathways and conscious professional choices.

The collaboration with other companies and local organisations also contributed to strengthening a network of stakeholders committed to enhancing human capital and developing concrete opportunities for young people, in line with the objectives of sustainable growth and shared value creation pursued by the company.



Active citizenship and public health



CI STO AFFARE FATICA

During the year, the company joined the “Ci Sto? Affare Fatica!” project, promoted by the Municipality of Villanova di Camposampiero (PD). The initiative is aimed at **young people aged between 14 and 19** and seeks to encourage active participation in community life, enhance the local area and develop relational and civic skills.

During two dedicated sessions, the company welcomed groups of participants at its facilities, offering them the opportunity to gain first-hand insight into the production environment, company processes and the technologies employed, as well as to engage with professionals working daily across the various organisational functions.

The initiative represented an important opportunity for career guidance and awareness-raising about the world of work, enabling young people to explore the value of commitment, collaboration and individual and collective responsibility. Through moments of dialogue and exchange, participants were able to develop greater awareness of future career opportunities and of the role each person can play in building more inclusive and sustainable communities.

The project concretely reflects the company's commitment to promoting social well-being and the growth of younger generations, strengthening its connection with the local community and contributing to the spread of a culture of active participation. In line with the principles of the Care Manifesto, the initiative enhances the quality of relationships, dialogue with the community and attention to people, recognising education and youth engagement as fundamental elements for the sustainable development of the social context in which the company operates.



FREE BREAST CANCER SCREENING

As part of its initiatives dedicated to protecting health and promoting community well-being, Malvestio supported an **oncology prevention project** carried out in collaboration with the Municipality of Villanova di Camposampiero (PD), on the occasion of Breast Cancer Awareness Month.

The initiative provided 50 free screening pathways for women aged between 35 and 45 residing in the local area, including breast examinations, mammograms and further diagnostic tests where required. The objective was to facilitate access to early diagnosis tools and promote greater awareness of the importance of prevention as a key element in protecting health.

Through this project, the company aimed to make a tangible contribution to spreading a culture of prevention and improving people's quality of life, supporting initiatives that generate social value and strengthen the well-being of the local community.

The initiative is part of the company's broader commitment to promoting public health, reducing inequalities in access to prevention services and strengthening its relationship with the local community, recognising that collaboration between businesses, institutions and communities is an essential factor for sustainable and inclusive development.



Corporate culture and innovation



FSC® FOREST WEEK

During 2025, Malvestio also took part in initiatives focused on innovation, sustainability and the enhancement of corporate culture.

These included participation in FSC® Forest Week, an international awareness campaign promoted by the FSC® - Forest Stewardship Council®, as well as networking and knowledge-sharing opportunities with international innovation ecosystems.

The company also promoted initiatives aimed at exploring its history and the values that have guided its growth, strengthening its connection with the local area and the surrounding community.



Networking and innovation



GUIDO MALVESTIO

The story of a man and his company

During the year, the book entitled “Guido Malvestio. The story of a man and his company”, written by Luciano Biasiolo, was presented. The publishing project was created with the aim of enhancing the company’s cultural and entrepreneurial heritage and preserving its historical legacy as a founding element for future development.

Through the story of **Cav. Guido Malvestio**, the volume retraces the origins of the company, highlighting the entrepreneurial vision, innovation capabilities and determination that transformed a local project into an industrial organisation recognised internationally. The publication reflects a journey characterised by attention to people, a commitment to quality and the continuous pursuit of innovative solutions — values that continue to guide the company’s growth.

The initiative represents an important opportunity to share the company’s culture, promoting the dissemination of knowledge, experiences and principles that have contributed to shaping Malvestio’s identity. The enhancement of corporate heritage represents a strategic tool for strengthening the sense of belonging, encouraging dialogue between generations and fostering a culture of innovation capable of combining tradition and change.

Through this project, the company renews its commitment to preserving and passing on the wealth of skills, values and vision that define its history, recognising corporate culture as an essential factor in generating sustainable innovation, creating long-term value and responsibly addressing future challenges.



IMPRESE VINCENTI

Innovation, corporate culture and international vision

Malvestio was selected among the twelve Italian entrepreneurial excellences featured in the “Imprese Vincenti – Italian Excellence” programme, an initiative promoted by Intesa Sanpaolo in collaboration with INNOVIT – Italian Innovation and Culture Hub in San Francisco.

The initiative represented an important opportunity to engage with some of the world’s leading innovation ecosystems, fostering the exchange of skills, experiences and strategic perspectives among companies, institutions, universities and internationally recognised organisations.

As part of the mission to **Silicon Valley**, Massimo Malvestio had the opportunity to present the company’s innovation journey and share the technological evolution of Ermes Care System, illustrating how the advanced digital solutions developed by the company contribute to supporting the transformation of care and assistance processes, with the aim of improving the experience of patients, healthcare professionals and hospital facilities.

The programme also enabled participants to explore the dynamics characterising major international research and innovation centres through meetings and visits to leading universities and technology organisations, including UC Berkeley, Stanford University, NVIDIA, Meta, Google and Salesforce. These opportunities for exchange generated new insights, knowledge and relationships, strengthening the organisation’s ability to interpret sector changes and develop future-oriented solutions.

Participation in “Imprese Vincenti” confirms Malvestio’s commitment to promoting a corporate culture based on innovation, openness to international dialogue and the enhancement of people, recognising that progress arises from the combination of skills, ideas and shared values.

The experience contributed to consolidating a business vision capable of combining technological excellence, social responsibility and sustainable development, creating value for all stakeholders.



ENVIRONMENT: COMMITMENT AND RESULTS

the 2030 Agenda



Our environmental strategy

Malvestio adopts a concrete and responsible approach to managing environmental impacts, integrating sustainability into its business strategy and production processes.

Since 2017, the company has operated in accordance with an Environmental Management System certified under the **UNI EN ISO 14001:2015** standard, which represents the methodological framework for identifying, monitoring and progressively reducing significant environmental impacts.

In line with its **Environmental Policy**, Malvestio places particular attention on the efficient use of resources, emissions traceability, responsible waste management and the adoption of preventive measures aimed at limiting potential sources of pollution. The company's commitment to the environment is part of a continuous improvement path focused on strengthening environmental performance and progressively integrating sustainability criteria into operational, production and procurement decisions.

The main areas of commitment include improving energy efficiency, increasing the use of renewable energy sources, optimising waste management and monitoring emissions.



Energy and efficiency

Malvestio monitors its energy consumption with the aim of progressively improving the efficiency of its production processes and increasing the use of energy from renewable sources, in line with the pathway defined by the **ISO 14001:2015** Environmental Management System.

In 2025, the organisation’s total energy consumption amounted to **19,985.59 GJ**, up from **19,112.53 GJ** in 2024. The change, equal to approximately **+4.6%**, is attributable to business activity trends and the operational management of production, logistics and support processes.

Electricity consumption remained substantially stable, reaching **7,051.37 GJ** in 2025 compared with **7,002.84 GJ** in 2024. Part of the electricity demand was covered through the company’s photovoltaic system, which enabled the self-consumption of **543,286.40 kWh** of renewable energy, equal to **1,955.83 GJ**.

The share of self-consumed renewable electricity therefore increased compared with 2024, as shown in the adjacent table.

Non-renewable fuels used for production processes, heating and company vehicles still represent the prevailing component of the company’s energy mix, accounting for approximately **65% of total energy consumption**.

Overall, the data confirm the importance of continuing along the path of energy efficiency improvement and the progressive enhancement of renewable energy sources, with particular attention to monitoring consumption related to production processes, heating and company mobility.

Energy Consumption (Offices + Plants)						
		u.m	YEAR 2025	GJ	YEAR 2024	GJ
ELECTRICAL ENERGY	Consumed	kwh	1.958.712,86	7.051,37	1.945.233,16	7.002,84
	of which renewable		591.660,00	2.129,98	470.225,16	1.692,81
	Purchased		1.415.426,46	5.095,54	1.475.008,00	5.310,03
	Self-produced		591.660,00	2.129,98	521.038,76	1.875,74
	of which renewable		591.660,00	2.129,98	521.038,76	1.875,74
	Sold		48.373,60	174,14	50.813,60	182,93
	of which renewable		48.373,60	174,14	50.813,60	182,93
TOTAL GJ Electricity Consumed		GJ		7.051,37		7.002,84
of which renewable				2.129,98		1.692,81
DIESEL	Company vehicles	litres	58.672,00	2.107,50	52.700,00	1.892,98
METANO	Natural gas for production process and heating	smc	301.580,00	10.826,72	284.588,00	10.216,71
TOTAL GJ non-renewable fuels		GJ		12.934,22		12.109,69
				YEAR 2025	YEAR 2024	
TOTAL ENERGY CONSUMPTION by the organization			GJ	19.985,59	19.112,53	
of which renewable				2.129,98	1.692,81	

To learn more about Malvestio’s commitment to the responsible management of environmental impacts, scan the QR code and consult the **company’s Environmental Policy**.



Emissions management

Malvestio monitors its greenhouse gas emissions with the aim of overseeing the climate impacts associated with energy consumption and guiding improvement actions in the environmental field.

In 2025, direct **Scope 1** emissions, arising from the consumption of fossil fuels used for production processes, heating and company vehicles, amounted to **772,86 tCO₂e**, substantially in line with the 2024 figure. The variation recorded reflects business activity trends and the operational management of production, logistics and support processes.

Indirect **Scope 2** emissions, related to purchased electricity, were calculated according to both approaches defined by the GHG Protocol: **location-based** and **market-based**. In 2025, Scope 2 emissions amounted to **387,30 tCO₂e** according to the location-based method and **708,52 tCO₂e** according to the market-based method.

Overall, Scope 1 and Scope 2 emissions amounted to **1,160.16 tCO₂e** according to the location-based approach and **1,481.38 tCO₂e** according to the market-based approach. Also in this case, the figures are substantially in line with the previous year and confirm the importance of continuing to monitor energy consumption, improve process efficiency and enhance the use of self-generated renewable energy.

For emissions calculation purposes, electricity generated by the photovoltaic system and self-consumed does not generate operational Scope 1 or Scope 2 emissions; therefore, Scope 2 emissions refer exclusively to electricity purchased from the grid.

GHG Emissions (tCO2e)		
	YEAR 2025	YEAR 2024
Scope 1 direct emissions		
Diesel	156,13	140,23
Methane	616,73	581,98
TOTAL Scope 1 emissions	772,86	722,22
Indirect Scope 2 emissions		
Location Based Electricity	387,30	403,61
Market Based Electricity	708,52	738,34
Direct (Scope 1) and indirect (Scope 2) emissions		
Total Scope 1 + Scope 2 Location based	1.160,16	1.125,82
Total Scope 1 + Scope 2 Market based	1.481,38	1.460,56



Water management

Malvestio recognises the value of water resources and promotes responsible water use within its operational activities. The prevention of waste and the monitoring of consumption are among the objectives of the company's environmental policy and are pursued through regular monitoring of water withdrawals.

In 2025, total water withdrawal amounted to **5,290 m³**, sourced exclusively from the public water supply network, compared with **2,604 m³** in 2024. The significant increase recorded during the year was not attributable to a structural increase in the company's water requirements, but mainly to a hidden leak subsequently identified and traced by the company. This figure further strengthened Malvestio's focus on accurate consumption monitoring and the timely identification of any anomalies, with a view to preventing waste and protecting water resources.

Malvestio does not operate in areas classified as experiencing high water stress. Although water use is limited to non-industrial activities, the company maintains constant attention to consumption monitoring and the timely identification of any anomalies, with the aim of preventing waste and improving resource management.

Freshwater withdrawal (in m³)		
Source	YEAR 2025	YEAR 2024
Third-party water resources	5.290 *	2.604

* incremento dovuto ad una rottura

Freshwater discharge (in megalitres)		
Destination	YEAR 2025	YEAR 2024
Surface water	5.290	2.604

Water consumption, calculated as the difference between water withdrawals and discharges, was 0,00 m³ in both 2025 and 2024.



Waste management: efficiency, recovery and impact control

Malvestio places particular attention on the responsible management of waste generated by its production processes, with the aim of reducing environmental impacts, promoting resource recovery and maintaining constant oversight of the different types of waste produced.

The production cycle is organised across two main production lines, located at the company's two facilities:

- **At the Via Marconi site**, mechanical processing is carried out on tubes, sheet metal and aluminium bars through cutting, drilling, bending, folding, tack welding, welding, painting and assembly activities.
- **At the Via Caltana site**, the company processes wood-based materials, including chipboard, melamine-faced panels, MDF and plastic laminates, through cutting, squaring, milling, gluing, assembly and final installation operations.

These activities generate hazardous and non-hazardous waste, mainly consisting of ferrous and non-ferrous metal filings and swarf, spent abrasive materials, metal dust and particulate matter, waste paint, treatment sludge, sawdust, wood chips, cutting residues and various types of packaging.

RAW MATERIALS

- Tubular profiles and sheet metal
- Wood-based materials

PROCESSES

- Laser cutting
- Mechanical processing
- Tack welding and welding
- Painting
- Gluing
- Assembly
- Packaging

END OF LIFE

- WEEE (Waste Electrical and Electronic Equipment)
- Bulky waste

VIA MARCONI

Main and production site

VIA CALTANA

Production site

WASTE

- Metal filings and swarf
- Abrasive materials
- Waste paint
- Treatment sludge
- Sawdust and waste wood chips
- Packaging

FINISHED PRODUCT

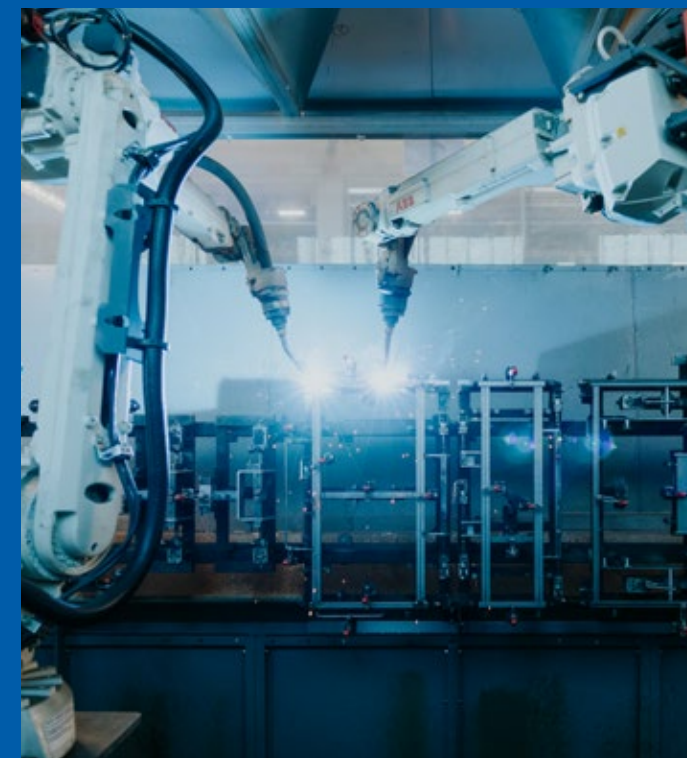
Active and non-active medical devices, furnishings for healthcare facilities
Destination: Clinics, Assisted Living Facilities, Communities and Hospitals

Prevention and resource reuse

To reduce waste and improve efficiency, Malvestio adopts **production process optimisation** measures and scheduled maintenance activities aimed at improving the use of raw materials, reducing waste and preventing malfunctions, unexpected breakdowns or leaks of oils and other liquids.

This approach also includes the recovery of condensate generated by compressors: after treatment through oil separators, the liquid is collected and reintroduced into the production cycle, within the washing tanks of the painting system, before being transferred to the wastewater treatment plant.

Packaging from finished products delivered in Italy is also, for the most part, collected, returned to the company premises and reused, reducing the consumption of new packaging materials.

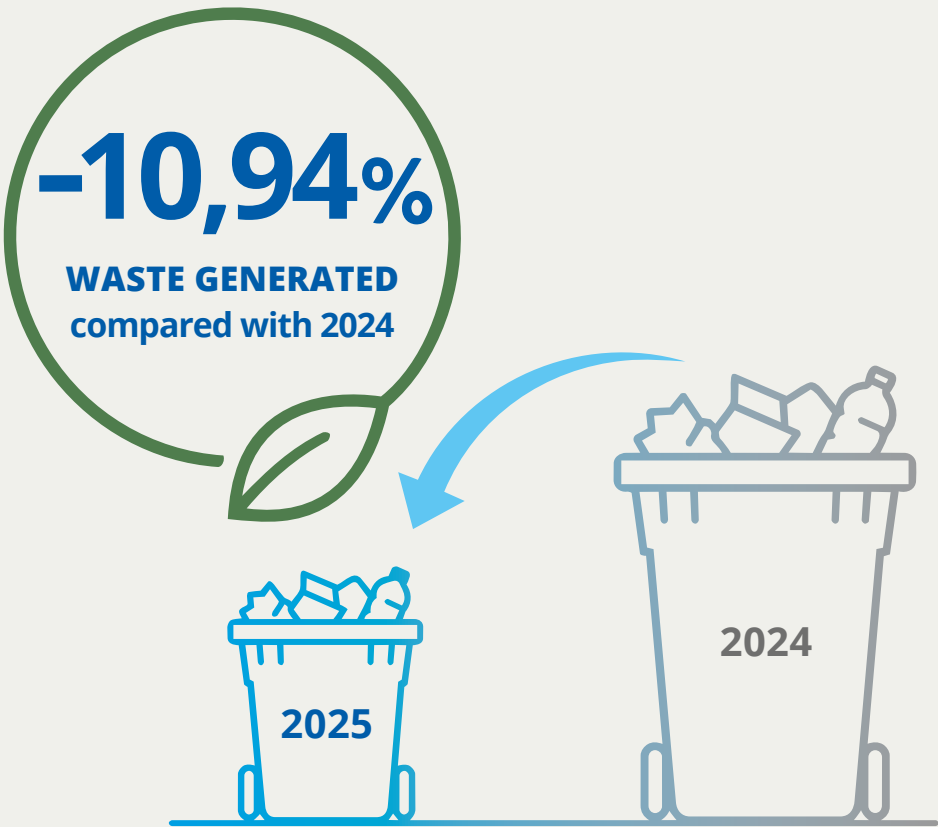


In **2025**, Malvestio generated a total of **482,16 tonnes of waste**, representing a reduction of approximately **10,94%** compared with the **541 tonnes** recorded in 2024. The figure highlights a significant improvement in waste stream management and reflects the company's focus on production process efficiency, waste reduction and the optimisation of operational activities.

Of this amount, **454,49 tonnes** were sent for recovery operations, representing approximately **94%** of total waste generated, while **27,67 tonnes** were sent for disposal.

The majority of the waste generated consisted of non-hazardous waste, amounting to **464,17 tonnes**, while hazardous waste accounted for **17,99 tonnes**. In terms of waste streams, specific waste related to non-conforming products and production scraps represented the largest share, amounting to **386,47 tonnes**, while general waste, mainly packaging materials, amounted to **95,69 tonnes**.

The data confirm the significant role of recovery operations in the company's waste management approach and, at the same time, highlight the importance of continuing to monitor waste streams, reduce waste generation and enhance reuse and recovery practices.



WASTE PRODUCED by composition in tonnes (t)						
	YEAR 2025			YEAR 2024		
COMPOSITION OF WASTE	WASTE PRODUCED	WASTE FOR RECOVERY	WASTE FOR DISPOSAL	WASTE PRODUCED	WASTE FOR RECOVERY	WASTE FOR DISPOSAL
NON-HAZARDOUS	464,17	450,48	13,69	524,92	515,36	9,56
DANGEROUS	17,99	4,01	13,98	16,47	2,26	14,21
Total waste	482,16	454,49	27,67	541,39	517,62	23,77

Waste category						
	YEAR 2025			YEAR 2024		
	WASTE PRODUCED	WASTE FOR RECOVERY	WASTE FOR DISPOSAL	WASTE PRODUCED	WASTE FOR RECOVERY	WASTE FOR DISPOSAL
Generic waste (mixed packaging, paper, iron)	95,69	95,69	0,00	107,92	107,92	0,00
Specific Waste (product non-conforming, production waste)	386,47	358,40	27,67	433,47	409,70	23,77
Total waste	482,16	454,09	27,67	541,39	517,62	23,77



Waste management governance

Waste management is supported by supplier qualification and monitoring processes for companies responsible for waste transport and treatment.

During the initial assessment phase, Malvestio verifies the compliance of the companies involved by checking the possession of the required environmental authorisations, any relevant certifications, such as **ISO 14001**, and specific qualifications, including those related to waste transport and management or **ADR** requirements.

Supplier compliance is monitored over time, also based on authorisations, qualifications and any non-conformities identified.

The waste generated is recorded through the **RENTRI** system, in compliance with current regulations, supporting the monitoring and traceability of data relating to generated waste streams.



APPROACH AND TRANSPARENCY

Report methodology

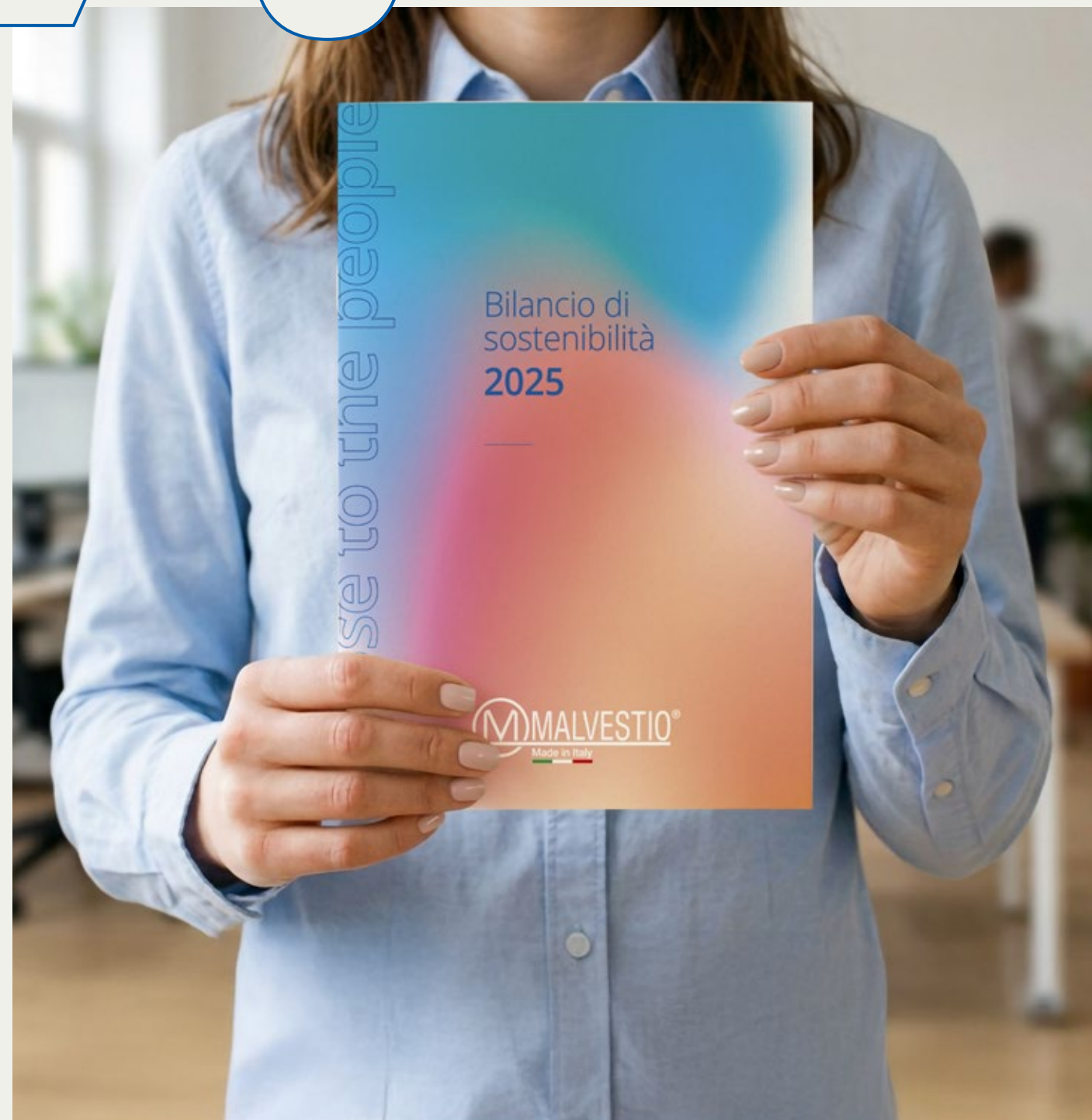
This Sustainability Report represents Malvestio's second voluntary reporting exercise and confirms the company's commitment to consolidating a path of transparency and awareness regarding its environmental, social and economic impacts.

The document has been prepared in accordance with the GRI **Standards 2021 - Global Reporting Initiative**, following the reporting option "in accordance with the GRI Standards".

The selection of the reported GRI disclosures was based on the material topics identified and the associated impacts. The GRI Content Index reports the disclosures effectively included in this Sustainability Report and, where applicable, any omissions relating to information requirements that were unavailable or not fully reported.

The information collection process involved the company's main functions, with the aim of ensuring a clear and consistent representation of the performance achieved and the initiatives developed during the year. Quantitative data were collected through internal documentation, company management systems, operational records and information provided by the relevant functions.

The Report has not been subject to assurance by an independent third-party company and was approved by company management. Malvestio intends to continue its reporting journey on an annual basis, progressively strengthening data management and the integration of sustainability into its business processes.



Scope and reporting criteria

The reporting scope includes the activities carried out at Malvestio's two sites located in Villanova di Camposampiero, in the province of Padua:

- **Registered office, administrative and production site:**

Via G. Marconi, 12/D – Località Murelle, 35010 Villanova di Camposampiero (PD);

- **Production site:**

Via Caltana, 121 – 35010 Villanova di Camposampiero (PD).

The two sites represent the organisation's main operational boundary, where design and production activities are concentrated for medical devices, hospital beds, neonatal cots and furnishing solutions for healthcare and social care facilities.

The reporting period covers the timeframe from 1 January to 31 December 2025. Where available and relevant, data are presented on a comparative basis with the 2024 reporting period.

Any scope limitations, specific calculation criteria or unavailable data are indicated in the relevant sections. To ensure consistency and comparability across years, the conversion and emission factors adopted for the base year 2024 have also been applied to the 2025 data. Energy consumption has been converted to gigajoules using standard factors, whilst Scope 1 and Scope 2 emissions have been calculated using DEFRA/DESNZ and AIB factors respectively. These factors will be reviewed and realigned across the entire time series in the next reporting cycle.

Head office, administrative and production site



Production site



Performance indicators

The selection of indicators was carried out based on the material topics identified through the materiality analysis and taking into account the structure of the GRI Standards.

The reported indicators cover the organisation's main impact areas, including governance, economic performance, environmental management, health and safety, training, employment, equal opportunities, product quality and safety, supply chain management and relationships with the local community.

The use of the GRI Standards enables information to be organised according to an internationally recognised framework and makes the connection between material topics, generated impacts and the indicators used clearer.

The complete list of reported GRI disclosures, together with the corresponding references to the sections of the Report, is provided in the GRI Content Index.

Materiality analysis

In 2025, Malvestio continued its materiality assessment journey, consolidating the work initiated with the first edition of the Sustainability Report and strengthening the process of identifying and evaluating relevant topics.

The materiality assessment aims to identify the most significant environmental, social and economic impacts associated with the organisation's activities and its value chain. The process supports the definition of ESG priorities, improves the quality of reporting and strengthens dialogue with stakeholders.

Compared with the previous reporting cycle, the process was developed through direct stakeholder engagement activities involving the entire company workforce and a representative sample of external stakeholders. This activity made it possible to collect perceptions and assessments regarding the main sustainability topics relevant to Malvestio.

The approach adopted confirms the company's commitment to building a progressive, transparent and consistent reporting system aligned with its values, in continuity with the Care Manifesto and the company's Sustainability Policy.



PHASE 1

Definition of the **scope** and **context analysis**

The first phase involved defining the organisational and operational scope of the assessment, corresponding to the activities carried out at the two company sites included in this Sustainability Report.

The reference context was analysed considering the specific characteristics of the medical sector, regulatory developments in the field of sustainability, stakeholder expectations and the company's strategic priorities.

Particular attention was given to topics related to product quality and safety, innovation, environmental management of production processes, people development, occupational health and safety, and responsibility throughout the value chain.

PHASE 2

Preliminary identification of **relevant topics**

Starting from the analysis carried out during the previous reporting cycle, Malvestio updated the list of potentially relevant topics through a desk analysis based on internal and external sources.

The assessment considered the **GRI Standards**, the **United Nations Sustainable Development Goals**, the evidence emerging from the previous Sustainability Report, sector benchmarks, relevant regulatory requirements and information collected through company management systems.

This phase enabled the identification of an initial set of ESG areas to be subject to subsequent assessment, including governance, economic resilience, product quality and safety, innovation, environmental management, health and safety, people development, gender equality, supply chain and relationships with the local community.



PHASE 3

Stakeholder engagement

In 2025, Malvestio strengthened its materiality assessment process through **direct stakeholder engagement** activities.

The stakeholder engagement process was carried out through a questionnaire addressed to all employees and to a representative sample of external stakeholders, both Italian and international, selected from the categories considered most relevant to the company's activities and value chain: customers, suppliers, associations and local institutions.

The questionnaire made it possible to collect assessments regarding the relevance of the main ESG topics, integrating the organisation's internal perspective with the views of external stakeholders.

In the next reporting cycles, the company intends to further develop increasingly structured engagement methods in order to consolidate dialogue with stakeholders and progressively improve the quality of reporting.



PHASE 4

Evaluation of impact materiality

The materiality assessment was conducted starting from the **identification of** actual and potential, positive and negative **impacts** associated with the organisation's activities and its value chain.

For each relevant topic, the impacts potentially generated or experienced by the company were considered, assessing their significance based on **severity, scope, likelihood** of occurrence and the **degree of connection** with the company's activities.

The process integrated two perspectives: the **company's internal assessment** and the **assessment expressed by stakeholders involved** through the questionnaire. This approach made it possible to compare company priorities with the expectations of key stakeholders.

The **company assessment** was expressed on a **scale from 1 to 10**, with a **materiality threshold set at 7.0**. The materiality levels were classified according to the following thresholds:

- **from 1.0 to 6.9: not material;**
- **from 7.0 to 8.4: low materiality;**
- **from 8.5 to 9.0: medium materiality;**
- **from 9.1 to 10: high materiality.**

The 2025 assessment identified economic performance and business resilience, governance involvement in sustainability, workers' health and safety, and the development of technologically innovative, safe products capable of supporting healthcare professionals' activities as priority topics.

Other relevant topics include risk management, business ethics and integrity, gender equality, training, workplace climate, responsible supply chain management and environmental impact management. The relationship with the local community remains significant due to the company's strong connection with the territory.

The outcomes of the process are presented in the material topics table, which highlights, for each topic, the associated impacts, the company assessment, the stakeholder assessment, the materiality level and the related GRI indicators.

IMPACT TABLE

IMPACT TYPE: N = NEGATIVE | P = POSITIVE | IMPACT P = POTENTIAL | A = CURRENT

Material Topics	Impact Description	Impact Nature	Impact Time Horizon	Impact Materiality Level	Company Assessment	Stakeholder Assessment	Relevant SDGs	GRI Indicator
Economic performance and financial soundness	Potential impairment of financial stability and business growth in the event of ineffective economic management (reduced profitability, financial strain, and compromised growth strategy).	N	P	LOW	9,5	8,9	 	GRI 201
	Systemic benefit generated by sound and sustainable economic and financial management, capable of ensuring stability, growth, and long-term value creation.	P	A	HIGH				
Risk management	Degree of impairment of the company's strategic, economic, and reputational stability resulting from inadequate risk management.	N	P	LOW	9,0	8,9	 	GRI 2-23,24,25,26,27 GRI 201
	Systemic benefit generated by the adoption of risk prevention and mitigation measures, in terms of economic, reputational, social, and environmental aspects.	P	A	HIGH				
Business ethics and integrity	Impairment of the company's stability and reputation in the event of ethical violations or non-compliant behaviours (legal and sanction risks, loss of market access, reputational damage, and impact on the internal work environment).	N	P	LOW	8,5	9,1		GRI 2-23,24,26 GRI 205
	Strengthening of the company's stability and reputation through sound and transparent ethical management (enhanced reputation, competitive advantage, internal trust, and long-term resilience).	P	A	HIGH				
Gender equality	Impairment of organisational stability and corporate credibility in the event of failure to maintain gender equality standards (loss or suspension of the UNI/PdR 125 certification, reputational damage, reduced attractiveness to talent, deterioration of the internal work environment, and potential penalties in tenders and calls for proposals with ESG criteria).	N	P	LOW	9,0	8,7	 	GRI 405
	Strengthening of organisational culture and competitiveness through the maintenance and development of certified gender equality standards (reputational consolidation, greater talent attraction and retention, improved corporate climate, and facilitated access to tenders and opportunities with ESG criteria).	P	A	HIGH				
Governance involved in sustainability	Impairment of strategic consistency and the ability to oversee ESG matters in the event of insufficient governance involvement (strategic misalignment, ineffective management of ESG risks, loss of customer trust, and potential exclusion from tenders or supply opportunities with sustainability requirements).	N	P	LOW	9,5	8,4		G2 12,13,14
	Strengthening of corporate resilience and competitiveness through the integration of sustainability into strategic decision-making (risk oversight, regulatory compliance, customer reliability, and improved access to tenders and markets).	P	A	HIGH				
Continuous training for skills development and business continuity	Impairment of operational quality and business continuity in the event of insufficient skills development (reduced production efficiency, increased operational errors, difficulties in innovation, lower adaptability to regulatory and technological changes, and loss of competitiveness).	N	P	LOW	8,5	8,9		GRI 404
	Strengthening of quality, safety, and competitiveness through the continuous development of technical and professional skills (improved regulatory compliance, reduction of errors and rework, enhanced product innovation capabilities, production efficiency, and growth and retention of specialised personnel).	P	A	HIGH				
Positive work environment and mutual trust	Impairment of internal collaboration and operational continuity in the event of a deterioration of the workplace environment (decreased motivation, increased turnover, reduced productivity, lower alignment with corporate objectives, and difficulties in achieving MBO targets).	N	P	LOW	8,5	9,2		GRI 401
	Strengthening of the workplace environment and corporate performance through a culture of trust and structured employee listening (increased motivation and engagement, improved alignment with MBO objectives, reduced turnover, higher productivity, and enhanced cross-functional collaboration).	P	A	HIGH				
Assessment of the supply chain from an environmental and social perspective	Impairment of product quality and operational continuity in the event of insufficient supply chain oversight (quality non-conformities, production disruptions, excessive dependence on critical suppliers, unmonitored environmental or social risks, and reputational impacts towards customers and the market).	N	P	LOW	8,5	8,7	 	GRI 308 GRI 414
	Strengthening of corporate quality and reliability through responsible supply chain management (improved quality control of components, greater production continuity, reduction of environmental and social risks, enhancement of the local territory, and increased credibility with customers).	P	A	HIGH				
Workers' health and safety	Risk to workers' safety and production continuity in the event of inadequate health and safety management (accidents, operational disruptions, sanctions, and reputational damage).	N	P	LOW	9,5	9,4		GRI 403
	Strengthening of worker protection and operational stability through a structured and certified occupational health and safety management system (ISO 45001), with reduced accidents, increased awareness and promotion of a prevention culture, production continuity, full regulatory compliance, and consolidation of internal trust.	P	A	HIGH				
Development of technologically innovative products that improve the efficiency of healthcare professionals' work while ensuring patient safety and full regulatory compliance	Impairment of patient and healthcare workers' safety, as well as reduced operational effectiveness of healthcare facilities, in the event of insufficient innovation or lack of full regulatory compliance (malfunctions, clinical risks, inefficiencies in care processes, sanctions, reputational damage, loss of competitiveness, and negative impacts on revenue and business continuity)	N	P	LOW	9,5	9,2	 	GRI 403 GRI 416 GRI 417
	Improvement of healthcare quality and patient safety (patient perspective), increased efficiency and ergonomic protection for healthcare workers (workers' perspective), optimisation of processes and reduction of clinical risks within healthcare facilities (organisational perspective), with strengthened competitiveness and sustainable business growth (economic perspective).	P	A	HIGH				
Management and reduction of the environmental impacts of production processes (energy, emissions, water, waste)	Generation of environmental impacts associated with production processes (energy consumption, atmospheric emissions, water resource use, and waste generation), affecting climate, air quality, natural resources, and ecosystems.	N	P	LOW	8,5	8,5	  	GRI 302 GRI 303 GRI 305 GRI 306
	Reduction and control of environmental impacts through an ISO 14001-certified management system, with continuous improvement of performance in energy, emissions, water, and waste management, and promotion of more efficient use of natural resources.	P	A	HIGH				
Responsible relationship with the local territory and community	Creation of economic and social value for local communities through employment, local supply chain development, and structured engagement with local stakeholders (institutions, universities, and healthcare facilities).	P	A	MEDIUM	7,5	8,4	 	GRI 413

PHASE5

GRI indicators and SDG mapping

Following the materiality assessment, the priority topics were linked to the relevant GRI Standards, with the aim of ensuring consistency between significant impacts, reported indicators and the contents of the Sustainability Report.

The main indicators associated with the material topics concern economic performance, governance, ethics and integrity, diversity and equal opportunities, training, employment, occupational health and safety, supply chain management, customer health and safety, product information, energy, water, emissions and waste management, as well as relationships with local communities.

The material topics were also linked to the United Nations Sustainable Development Goals most relevant to Malvestio’s business model, as reported in the impact table and described in Chapter 1.

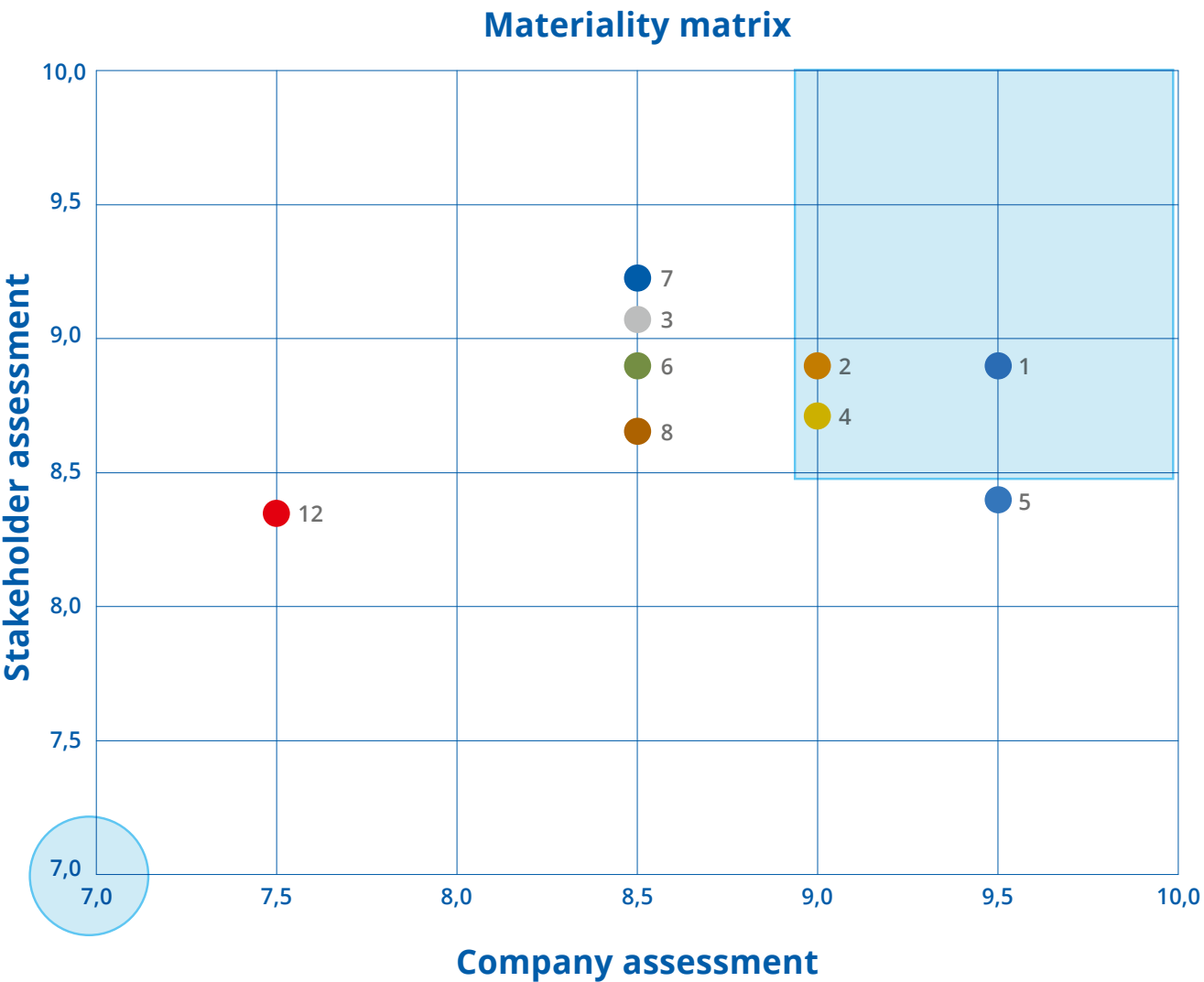
PHASE6

Validation and integration into reporting

The outcomes of the materiality assessment were discussed and internally validated, involving the relevant company functions and Management. The results formed the basis for defining the structure of this Sustainability Report and for selecting the indicators to be reported.

The integration of stakeholders’ perspectives strengthened the consistency of the process and made it possible to verify the alignment between company priorities and the expectations expressed by key stakeholders.

The process will be further developed in future reporting cycles, with the aim of progressively refining impact measurement and making reporting a useful tool to support business decisions and continuous improvement.



Material Topics	
1	Economic performance and business resilience
2	Risk management
3	Business ethics and integrity
4	Gender equality
5	Governance involvement in sustainability
6	Continuous training for skills development and business continuity
7	Positive workplace climate and mutual trust
8	Assessment of the supply chain from an environmental and social perspective
9	Workers’ health and safety
10	Development of technologically innovative products improving healthcare professionals’ work efficiency while ensuring patient safety and full regulatory compliance
11	Management and reduction of environmental impacts of production processes (energy, emissions, water, waste)
12	Responsible relationship with the territory and local community

GRI Content Index

GRI Standard/ other source		Disclosure	Chapter	Page	Notes / Omission
REPORTING INFORMATION					
Statement of use		Malvestio S.p.A. has reported in accordance with the GRI Standards for the period 1 January – 31 December 2025.			
GRI 1 used		GRI 1: Foundation 2021			
Applicable GRI Sector Standards		as of the date of publication of this Report, no specific GRI Sector Standards applicable to Malvestio S.p.A.'s activities have been identified			
GENERAL DISCLOSURES					
GRI 2 – General Disclosures 2021	2-1 Organizational details	Chapter 7 – Methodology and Transparency Reporting Scope and Criteria	102-105		
GRI 2 – General Disclosures 2021	2-2 Entities included in the organization's sustainability reporting	Chapter 7 – Methodology and Transparency Reporting Scope and Criteria	104		
GRI 2 – General Disclosures 2021	2-3 Reporting period, frequency and contact point	Chapter 7 - Methodology and Transparency How We Prepared the Report; Reporting Scope and Criteria	102-105, 118		
GRI 2 – General Disclosures 2021	2-4 Restatements of information	Chapter 7 – Methodology and Transparency Reporting Scope and Criteria	104		
GRI 2 – General Disclosures 2021	2-5 External assurance	Chapter 7 - Methodology and Transparency How We Prepared the Report	102-103	The Report has not been subject to assurance by an independent third party.	
GRI 2 – General Disclosures 2021	2-6 Activities, value chain and other business relationships	Chapter 3 – Growth and Global Presence Chapter 4 – From Design to Market: Innovation and Responsibility	36-59		
GRI 2 – General Disclosures 2021	2-7 Employees	Chapter 5 – People: The Driving Force of the Company Growing Together: People, Training and Development	64-67		
GRI 2 – General Disclosures 2021	2-8 Workers who are not employees	Chapter 5 – People: The Driving Force of the Company Growing Together: People, Training and Development	64-67	During the reporting period, no non-employee workers were included within the reporting boundary.	
GRI 2 – General Disclosures 2021	2-9 Governance structure and composition	Chapter 2 – Governance: Responsibility and Transparency How We Are Organized; Organizational Structure	26-29		
GRI 2 – General Disclosures 2021	2-10 Nomination and selection of the highest governance body	Chapter 2 – Governance: Responsibility and Transparency	26-29		
GRI 2 – General Disclosures 2021	2-11 Chair of the highest governance body	Chapter 2 – Governance: Responsibility and Transparency	26-29		
GRI 2 – General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Chapter 2 – Governance: Responsibility and Transparency Sustainability in Decision-Making Processes	26-35		
GRI 2 – General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	Chapter 2 – Governance: Responsibility and Transparency Sustainability in Decision-Making Processes	28-35		
GRI 2 – General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	Chapter 7 – Methodology and Transparency Reporting Scope and Criteria	102-103		
GRI 2 – General Disclosures 2021	2-15 Conflicts of interest	Chapter 2 – Governance: Responsibility and Transparency Our Principles: Ethics and Integrity	30-35		

GRI 2 – General Disclosures 2021	2-16 Communication of critical concerns	Chapter 2 – Governance: Responsibility and Transparency Our Principles: Ethics and Integrity; Risk Management and Compliance	30-33	
GRI 2 – General Disclosures 2021	2-17 Collective knowledge of the highest governance body	Chapter 2 – Governance: Responsibility and Transparency Sustainability in Decision-Making Processes	34-35	
GRI 2 – General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	Chapter 2 – Governance: Responsibility and Transparency	26-35	
GRI 2 – General Disclosures 2021	2-19 Remuneration policies	Information not available for the reporting period		The Company is currently evaluating the most appropriate methods for collecting and reporting this information in future editions of the report.
GRI 2 – General Disclosures 2021	2-20 Process to determine remuneration	Information not available for the reporting period		The Company is currently evaluating the most appropriate methods for collecting and reporting this information in future editions of the report.
GRI 2 – General Disclosures 2021	2-21 Annual total compensation ratio	Information not available for the reporting period		The Company is currently evaluating the most appropriate methods for collecting and reporting this information in future editions of the report.
GRI 2 – General Disclosures 2021	2-22 Statement on sustainable development strategy	Letter to Stakeholders; Chapter 1 – Sustainability: Identity and Industrial Vision	4-5, 10-25	
GRI 2 – General Disclosures 2021	2-23 Policy commitments	Chapter 1 – Sustainability: Identity and Industrial Vision Care Manifesto; Chapter 2 – Governance: Responsibility and Transparency Code of Ethics and Internal Policies	10-13, 30-35	
GRI 2 – General Disclosures 2021	2-24 Embedding policy commitments	Chapter 2 – Governance: Responsibility and Transparency Code of Ethics; Risk Management and Compliance; Sustainability in Decision-Making Processes	30-35	
GRI 2 – General Disclosures 2021	2-25 Processes to remediate negative impacts	Chapter 2 – Governance: Responsibility and Transparency Risk Management and Compliance	30-35	
GRI 2 – General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	Chapter 2 – Governance: Responsibility and Transparency Code of Ethics; Organizational Model pursuant to Legislative Decree 231/2001	30-35	
GRI 2 – General Disclosures 2021	2-27 Compliance with laws and regulations	Chapter 2 – Governance: Responsibility and Transparency Risk Management and Compliance	30-35	
GRI 2 – General Disclosures 2021	2-28 Membership associations	Chapter 1 – Sustainability: Identity and Industrial Vision Stakeholder Dialogue; Events and Industry Presence	16	
GRI 2 – General Disclosures 2021	2-29 Approach to stakeholder engagement	Chapter 1 – Sustainability: Identity and Industrial Vision Dialogue with Our Stakeholders; Chapter 7 – Methodology and Transparency Materiality Assessment	16-23, 104-113	
GRI 2 – General Disclosures 2021	2-30 Collective bargaining agreements	Chapter 5 – People: The Driving Force of the Company Growing Together: People, Training and Development	64-65	

MATERIAL TOPICS				
GRI 3 – Material Topics 2021	3-1 Process to determine material topics	Chapter 7 – Methodology and Transparency Reporting Scope and Criteria	104-113	
GRI 3 – Material Topics 2021	3-2 List of material topics	Chapter 1 – Sustainability: Identity and Industrial Vision The Topics Guiding Our Choices; Chapter 7 – Methodology and Transparency	14-15, 110-113	
1. ECONOMIC PERFORMANCE AND FINANCIAL STRENGTH				
GRI 3 – Material Topics 2021	3-3 Management of material topics	Chapter 3 – Growth and Global Presence Year's Results; The Value We Generate	36-39	
GRI 201 – Economic Performance 2016	201-1 Direct economic value generated and distributed	Chapter 3 – Growth and Global Presence The Value We Create	38-39	
2. RISK MANAGEMENT				
GRI 3 – Material Topics 2021	3-3 Management of material topics	Chapter 2 – Governance: Responsibility and Transparency Risk Management and Compliance	32-35	
GRI 2 – General Disclosures 2021	2-23, 2-24, 2-25, 2-26 e 2-27	Chapter 2 – Governance: Responsibility and Transparency Risk Management and Compliance	30-35	
3. BUSINESS ETHICS AND INTEGRITY				
GRI 3 – Material Topics 2021	3-3 Management of material topics	Chapter 2 – Governance: Responsibility and Transparency Our Principles: Ethics and Integrity	30-35	
GRI 205 – Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Chapter 2 – Governance: Responsibility and Transparency Our Principles: Ethics and Integrity; Risk Management and Compliance	30-35	No confirmed incidents were reported during the reporting period.
4. GENDER EQUALITY				
GRI 3 – Material Topics 2021	3-3 Management of material topics	Chapter 5 – People: The Driving Force of the Company Growing Together: People, Training and Development	62-65, 72-75	
GRI 405 – Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Chapter 5 – People: The Driving Force of the Company Growing Together: People, Training and Development	64-65, 72-75	
5. SUSTAINABILITY GOVERNANCE				
GRI 3 – Material Topics 2021	3-3 Management of material topics	Chapter 2 – Governance: Responsibility and Transparency Sustainability in Decision-Making Processes	34-35	
GRI 2 – General Disclosures 2021	2-12, 2-13 e 2-14	Chapter 2 – Governance: Responsibility and Transparency; Chapter 7 – Methodology and Transparency	26-35, 102-103	
6. CONTINUOUS LEARNING FOR SKILLS DEVELOPMENT AND BUSINESS CONTINUITY				
GRI 3 – Material Topics 2021	3-3 Management of material topics	Chapter 5 – People: The Driving Force of the Company Growing Together: People, Training and Development	68-71	
GRI 404 – Training and Education 2016	404-1 Average hours of training per year per employee	Chapter 5 – People: The Driving Force of the Company Growing Together: People, Training and Development	68-71	

GRI 404 – Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Chapter 5 – People: The Driving Force of the Company Growing Together: People, Training and Development	68-71	
GRI 404 – Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	Chapter 5 – People: The Driving Force of the Company Growing Together: People, Training and Development	68-71	
7. POSITIVE WORKPLACE CULTURE AND MUTUAL TRUST				
GRI 3 – Material Topics 2021	3-3 Management of material topics	Chapter 5 – People: The Driving Force of the Company Growing Together: People, Training and Development	60-67	
GRI 401 – Employment 2016	401-1 New employee hires and employee turnover	Chapter 5 – People: The Driving Force of the Company Growing Together: People, Training and Development	64-67	
GRI 401 – Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chapter 5 – People: The Driving Force of the Company Growing Together: People, Training and Development	62-67	
GRI 401 – Employment 2016	401-3 Parental leave	Chapter 5 – People: The Driving Force of the Company Growing Together: People, Training and Development	62-67	
8. ENVIRONMENTAL AND SOCIAL ASSESSMENT OF THE SUPPLY CHAIN				
GRI 3 – Material Topics 2021	3-3 Management of material topics	Chapter 4 – From Design to Market: Innovation and Responsibility Materials and Supplies	54-55	
GRI 308 – Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Chapter 4 – From Design to Market: Innovation and Responsibility Materials and Supplies: Quality, Safety and Responsibility	54-55	
GRI 414 – Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Chapter 4 – From Design to Market: Innovation and Responsibility Materials and Supplies: Quality, Safety and Responsibility	54-55	
9. OCCUPATIONAL HEALTH AND SAFETY				
GRI 3 – Material Topics 2021	3-3 Management of material topics	Chapter 5 – People: The Driving Force of the Company Growing Together: People, Training and Development	76-83	
GRI 403 – Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Chapter 5 – People: The Driving Force of the Company Growing Together: People, Training and Development	76-83	
GRI 403 – Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	Chapter 5 – People: The Driving Force of the Company Growing Together: People, Training and Development	76-83	
GRI 403 – Occupational Health and Safety 2018	403-3 Occupational health services	Chapter 5 – People: The Driving Force of the Company Growing Together: People, Training and Development	76-83	
GRI 403 – Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	Chapter 5 – People: The Driving Force of the Company Growing Together: People, Training and Development	76-83	
GRI 403 – Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	Chapter 5 – People: The Driving Force of the Company Growing Together: People, Training and Development	76-83	
GRI 403 – Occupational Health and Safety 2018	403-6 Promotion of worker health	Chapter 5 – People: The Driving Force of the Company Growing Together: People, Training and Development	62-67, 76-83	
GRI 403 – Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	Chapter 5 – People: The Driving Force of the Company Growing Together: People, Training and Development	76-83	

GRI 403 – Occupational Health and Safety 2018	403-9 Work-related injuries	Chapter 5 – People: The Driving Force of the Company Growing Together: People, Training and Development	80-83	
GRI 403 – Occupational Health and Safety 2018	403-10 Work-related ill health	Chapter 5 – People: The Driving Force of the Company Growing Together: People, Training and Development	80-83	
10. INNOVATION, PATIENT SAFETY AND PRODUCT COMPLIANCE				
GRI 3 – Material Topics 2021	3-3 Management of material topics	Chapter 4 – From Design to Market: Innovation and Responsibility	46-59	
GRI 203 – Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Chapter 1 – Sustainability: Identity and Industrial Vision Community and Social Responsibility; Chapter 4 – From Design to Market	18-21, 46-59	
GRI 203 – Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Chapter 3 – Growth and Global Presence; Chapter 4 – From Design to Market	36-45, 46-59	
GRI 416 – Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Chapter 4 – From Design to Market: Innovation and Responsibility Quality, Safety and Certifications; From Design to Patient	48-59	
GRI 416 – Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Cap. 4 - Dal progetto al mercato: innovazione e responsabilità Qualità, sicurezza e certificazioni	54-59	
GRI 417 – Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Cap. 4 - Dal progetto al mercato: innovazione e responsabilità R&D e Regolatorio; qualità, sicurezza e certificazioni	48-59	
GRI 417 – Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	Chapter 4 – From Design to Market: Innovation and Responsibility	46-59	
GRI 417 – Marketing and Labeling 2016	417-3 Incidents of non-compliance concerning marketing communications	Chapter 4 – From Design to Market: Innovation and Responsibility	46-59	
11. MANAGEMENT AND REDUCTION OF THE ENVIRONMENTAL IMPACTS OF PRODUCTION PROCESSES				
GRI 3 – Material Topics 2021	3-3 Management of material topics	Chapter 6 - Environment: Commitments and Results	88-101	
GRI 302 – Energy 2016	302-1 Energy consumption within the organization	Chapter 6 - Environment: Commitments and Results Energy	90-93	
GRI 303 – Water and Effluents 2018	303-1 Interactions with water as a shared resource	Chapter 6 - Environment: Commitments and Results Water	96-97	
GRI 303 – Water and Effluents 2018	303-2 Management of water discharge-related impacts	Chapter 6 - Environment: Commitments and Results Water	96-97	
GRI 303 – Water and Effluents 2018	303-3 Water withdrawal	Chapter 6 - Environment: Commitments and Results Water	96-97	
GRI 305 – Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Chapter 6 - Environment: Commitments and Results Emissions	92-95	
GRI 305 – Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Chapter 6 - Environment: Commitments and Results Emissions	92-95	
GRI 306 – Waste 2020	306-1 Waste generation and significant waste-related impacts	Chapter 6 - Environment: Commitments and Results Waste	98-101	
GRI 306 – Waste 2020	306-2 Management of significant waste-related impacts	Chapter 6 - Environment: Commitments and Results Waste	98-101	
GRI 306 – Waste 2020	306-3 Waste generated	Chapter 6 - Environment: Commitments and Results Waste	98-101	
GRI 306 – Waste 2020	306-4 Waste diverted from disposal	Chapter 6 - Environment: Commitments and Results Waste	98-101	
GRI 306 – Waste 2020	306-5 Waste directed to disposal	Chapter 6 - Environment: Commitments and Results Waste	98-101	
12. RESPONSIBLE RELATIONSHIP WITH THE LOCAL COMMUNITY AND TERRITORY				
GRI 3 – Material Topics 2021	3-3 Management of material topics	Chapter 1 - Sustainability: Identity and Industrial Vision Community and Social Responsibility	18-21	
GRI 413 – Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	Chapter 1 - Sustainability: Identity and Industrial Vision Community and Social Responsibility	18-21	

Contact point:

For information, clarifications or in-depth analysis regarding this Sustainability Report you can contact Annamaria Pigozzo at the e-mail address: pigozzo.annamaria@malvestio.com

We thank all Malvestio staff for their contribution to the realisation of the Sustainability Report

Credits:

Consulting and text editing:



malvestio.it

