

IMPACT REPORT 2024

MB FIX SRL SB
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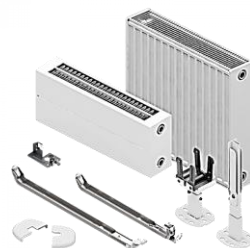
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MB FIX SRL SB



1. PRESENTATION

MB FIX SRL SB is a company born in the late 60s in one of the most important Italian districts of heating, producing sides and grilles for water and electric radiators. Subsequently it developed skills in the subcontracting of mechanical fastening for European and Italian manufacturers of radiators, managing to bring out products under its own brand and freeing itself from a purely subcontractor reality.

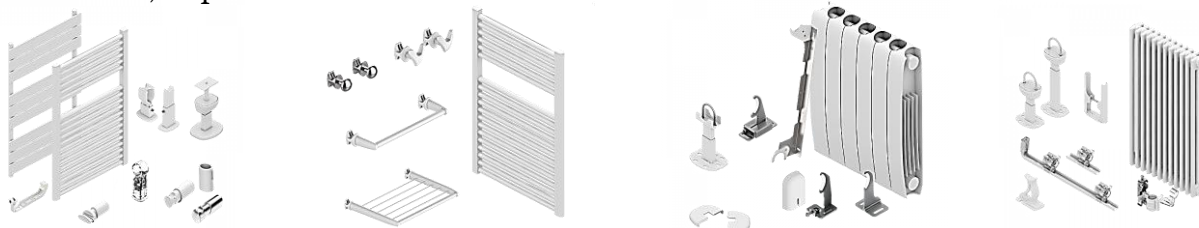


MB FIX operates in the traditional thermo-hydraulics sector, designing and proposing **products for the mechanical fixing** of heating elements (core business), pipes, sanitary fixtures and air conditioners. In the last 10 years, the company has studied and developed a range of bathroom accessories in ABS for direct installation on any type of radiator, metal surface or wall.

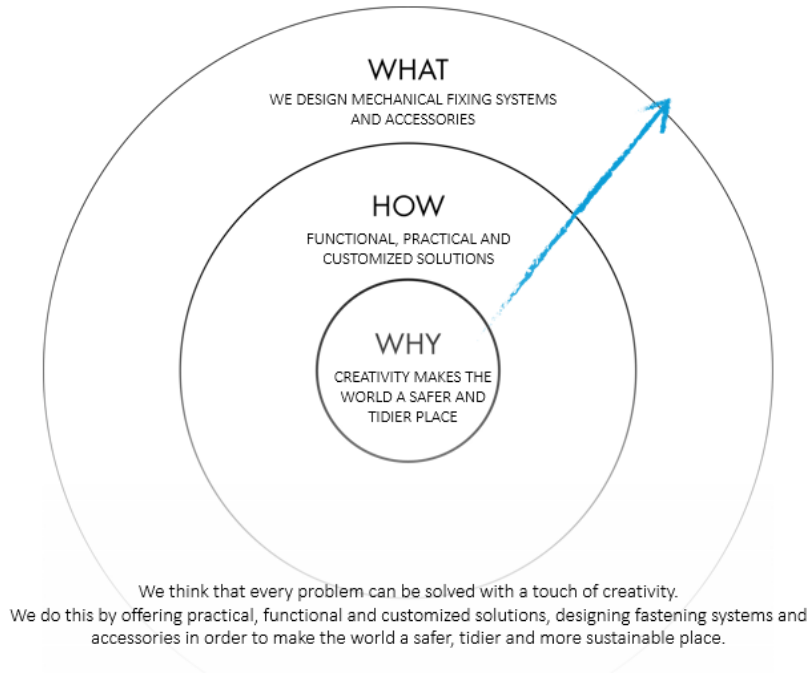
Thanks to the innovation and quality of its products, MB FIX immediately distinguished itself within the market, becoming the preferential choice for that niche of customers most attentive to safety and practicality of use of a good solution, with particular success in the German market.

The market on which the company operates is mainly foreign, mainly focused on German-speaking markets. In general, the turnover developed can be divided into 28% in Italy and the remaining 72% abroad.

Today, thanks to the determination gained through fifty years of experience and in-depth knowledge of the market, MB FIX is ready to offer the most appropriate solutions for every customer need, from radiator manufacturers to thermo-hydraulic wholesalers and distributors, to private.



1. PRESENTATION



WE WANT TO MAKE THE WORLD A **SAFER** PLACE THANKS TO THE CREATIVITY OF OUR **MECHANICAL FIXING SYSTEMS**, CUSTOMIZED FOR ANY AESTHETICAL AND FUNCTIONAL REQUIREMENT.

WE WANT TO MAKE THE WORLD A **TIDIER** PLACE THANKS TO THE FUNCTIONALITY OF OUR **HANGERS**, SUITABLE FOR ANY NECESSITY.

WE WANT TO MAKE THE WORLD A **MORE SUSTAINABLE** PLACE THANKS TO OUR WAY OF DOING BUSINESS, WHICH HAS A **POSITIVE IMPACT** ON PEOPLE AND THE ENVIRONMENT.



MISSION

VISION

WE DESIGN AND PRODUCE **MECHANICAL FIXING SYSTEMS** IN THE ESSENTIAL BOND BETWEEN PRACTICAL SAFETY AND AESTHETICAL ELEGANCE, THANKS TO SKILLS THAT ONLY WE CAN OFFER AND WHICH ARE GUARANTEED BY OUR STORY, TESTIFIED BY THE RECOGNITION AND THE TRUST OF OUR CUSTOMERS.

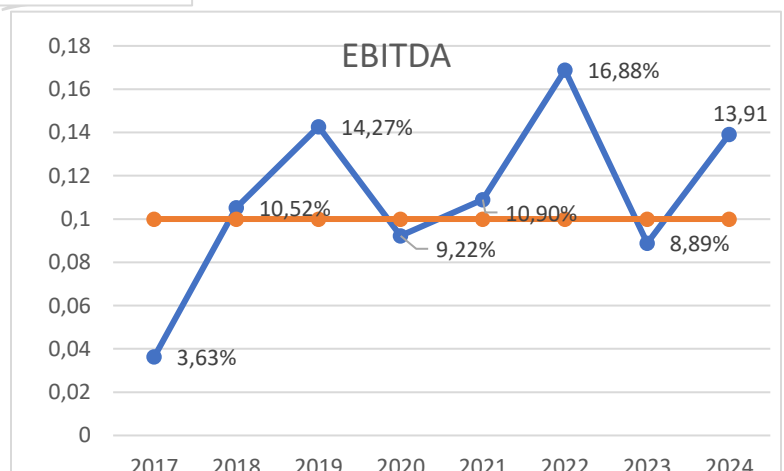
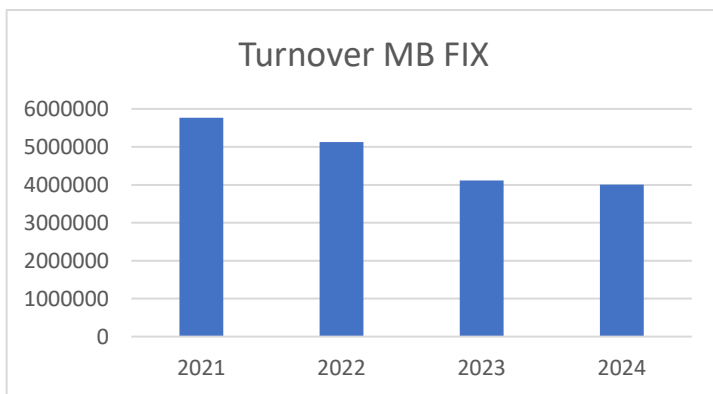
WE DESIGN AND PRODUCE PRACTICAL AND ELEGANT **FURNISHING HANGERS**, CONCEIVED TO BE APPLIED TO EVERY KIND OF RADIATOR, TO METAL SURFACES AND WALLS. WE VALUE **HUMAN CAPITAL**, TO ALLOW EVERY EMPLOYEE TO PROFESSIONALLY AND PERSONALLY GROW IN A WORK ENVIRONMENT BASED ON SAFETY AND WELL-BEING OF PEOPLE.

WE SUPPORT **ENVIRONMENTAL** CONSERVATION AND **TERRITORY** INCLUSIVITY PROJECTS.

2. OUR NUMBERS



MB FIX's turnover is consolidated and has a positive trend, just as profitability is progressively improving and is higher than the average of Italian manufacturing companies. The year 2024 was affected by a sharp market contraction due to the slowdown in construction, which is why turnover interrupted its positive growth trend, remaining at the previous year's level.



MB FIX pursues the policy of correctness towards its partners **ZERO DELAYS** boasting **100% punctual payments** both towards suppliers and employees.





3.BENEFIT CORPORATION

Benefit Corporations (BC) represent an evolution of the very concept of the company.

While traditional companies exist with the sole purpose of profit, Benefit Corporations integrate in their corporate purpose in addition to the purpose of profit, **the aim of having a positive impact on society and the environment.**

Since January 2016 Italy has introduced, first in Europe and first in the world outside the USA (where the legal form of Benefit Corporation, equivalent to the Italian **Benefit Corporation** to allow entrepreneurs, managers shareholders and investors to protect the company's mission and **stand out on the market** compared to all other corporate forms **through a virtuous and innovative legal form.**

The decision to become a Benefit Corporation is completely voluntary and has no tax impact.

Benefit Corporations voluntarily pursue, in the exercise of the business activity, in addition to the purpose/of profit, **also one or more purposes of common benefit.**

By common benefit we mean **the pursuit of one or more positive effects** (which can also be achieved by reducing the negative effects) on **people, communities, territories, environments, cultural and social assets and activities, bodies and associations and other stakeholders.**

Benefit Corporations pursue these purposes of common benefit **in a responsible, sustainable and transparent way** and their management requires managers to balance the interest of the shareholders and the interest of the community.

By law, Benefit Corporations are required to appoint a management person who is **liable for the impact of the business.** They also undertake **to report their activities in transparent and complete manner through an annual impact report**, which describes the actions carried out, plans and future commitments.



BENEFIT CORPORATION: PURPOSE, LIABILITY AND TRANSPARENCY



A Benefit Corporation is a traditional corporation with modified obligations that commit management and shareholders to higher standards of purpose, liability and transparency.

- **Purpose:** Benefit Corporations are committed to creating a positive impact on society and the biosphere. Sustainability is an integral part of their business model and they create conditions conducive to social and enviromental prosperity; today and in the future.
- **Liability:** Benefit Corporations undertake to consider the impact of the company on society and the enviroment, in order to create long-term sustainable value for all stakeholders.
- **Transparency:** Benefit Corporations are required to annually communicate and report according to third-party standards the results achieved, their progress and future commitments towards shareholders and towards the general public through an Impact Report.



4. OUR CORPORATE PURPOSE

As a Benefit Corporation, pursuant to and by effect of art. 1 paragraphs from 376 to 384, Law n.208 of 28 December 2015, **the company intends to pursue one or more purposes of common benefit and operate in a responsible, sustainable and transparent manner towards people, communities, erritories and the enviroment, goos, cultural and social activities, bodies, associations and other stakeholders.**

The company's object is the **production and sale of fastening systems and accessories for the construction, plumbing and heating and hardware sectors**, the molding of plastic materials plastics as well as their marketing.

It will also able to exercise the **activity of retail and wholesale trade** in similar products, connected and pertaining to the sectors specified above and to assume, thus granting agency and representation mandates.

The company, in relation to the provisionof paragraph 3.1., also has the following specific purposes of common benefit as its object:

- ❑ **The enhancement of human capital inside and outside** the company and the professional and personal growth of each collaborator in a work enviroment based on people's safety and well-being.
- ❑ **The development of inclusive relationships with the territories** in which the company is present and with local communities, contributing to the implementation of projects and initiatives that can bring benefits to the community in the cultural, social, educational and well-being fields.



4. OUR CORPORATE PURPOSE

The purpose of common benefit will be pursued:

Through the **production of positive effects** on its own, or through subsidiaries/associates even if not qualified as Benefit Corporation:

- I. Diffusion and development of skills**, know-how and managerial culture of human capital within the company.
- II. Enhance internal talent** and attract new talent
- III. Encourage female employment** even in top positions anche in posizioni apicali
- IV. Creation or maintenance of jobs** also at top level for young people
- V. The realization of an inclusive and participatory social context**, in which people and communities can find opportunities for meeting, dialogue, and enrichment regarding the cultural, relational, recreational and psycho-physical well-being aspects.

The company will be able to:

- Carry out all the commercial, movable and financial operations necessary for the achievement of the corporate purpose, excluding the financial activities whose exercise requires registration in special registers/lists pursuant to article 106 and following referred to Legislative Decree 385/1993 (T.U.B.);
- Apply for funding of any kind;
- Grant sureties endorsements, deposits, guarantees also in favor of third parties, provided that such activities are carried out strictly instrumental to the achievement of the corporate purpose and not towards the public.
- Assume, both directly and indirectly, shareholdings in Italian and foreign companies, provided that they are within limits set forth in art.2361, first paragraph, of the civil code.



5. WHY WE ARE A BENEFIT COOPERATION

Since 06/12/2021 MB FIX SRL SB has become a Benefit Corporation because we believe **in a new way of doing business**.

MB FIX has combined its economic objectives with a commitment to generate a positive impact on people society and the environment.

MB FIX chose to:

- ❖ **Enhance human capital inside and outside** the company and help each collaborator grow professionally and personally in a work environment based on people's safety and well-being.
- ❖ **Develop inclusive relationships with the territory**, contributing to the implementation of projects and initiatives that can bring benefits to the community in the cultural, social, educational and well-being fields.



6. OUR PROJECTS COMPLETED IN 2024: ENHANCE INTERNAL AND EXTERNAL HUMAN CAPITAL



MB FIX has chosen to enhance human capital by focusing on **training**.

In 2024 we created a structured human resources training plan to develop skills and know-how.

We have chosen the CUOA in Altavilla Vicentina and the start-up Beyond the Box as our main partners in training in the area, in order to respond to specific practical training needs.

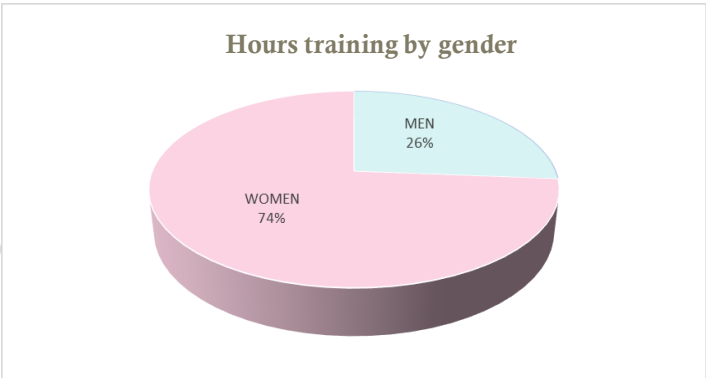
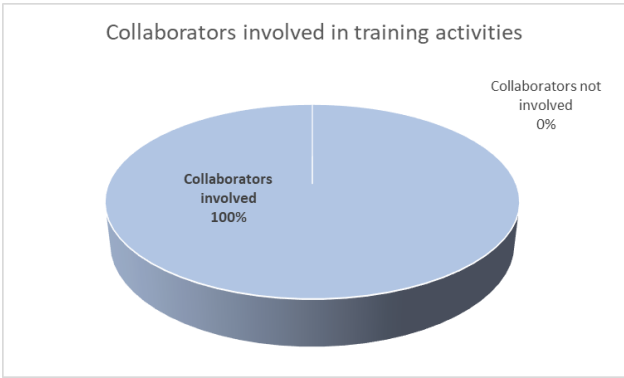
PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	31/12/23	OBJECTIVES 2024	31/12/24	STATUS
LEARNING AND GROWTH - MANAGEMENT PROCESSES R.U.	FORMATION	HOURS OF TOTAL TRAINING	606	250	340	✓
	FORMATION	TRAINING ON BUDGET TRAINING	100%	100%	136%	✓
	FORMATION	N. ACTIVE PLACEMENTS	4	2	3	✓
	WORK AS A TEAM	N. CORPORATE EVENTS	9	8	8	✓



6. OUR PROJECTS COMPLETED IN 2024: ENHANCE INTERNAL AND EXTERNAL HUMAN CAPITAL

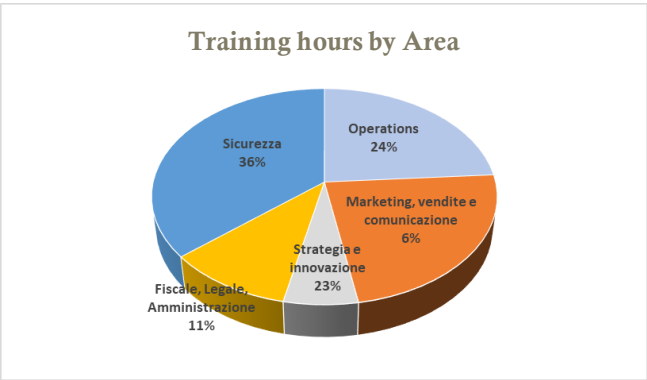


In 2024 we carried out a total of **over 340 hours of training** involving all employees and main collaborators, with particular attention to the training of female personnel



We have chosen to adopt an Organisational Model pursuant to Legislative Decree 231/2001 to reinforce our commitment to legality, transparency and risk prevention.

This was a strategic decision that allows us to **prevent** liability and sanctions, **improve internal processes**, enhance our **corporate ethical culture** and **increase the trust** of our customers, partners and stakeholders.



MB FIX promotes the start of internships in the company.

	2020	2021	2022	2023	2024
internships activated	3	1	1	4	3
confirmed internships	2	1	0	0	0

6. OUR PROJECTS COMPLETED IN 2024: ENHANCE INTERNAL AND EXTERNAL HUMAN CAPITAL



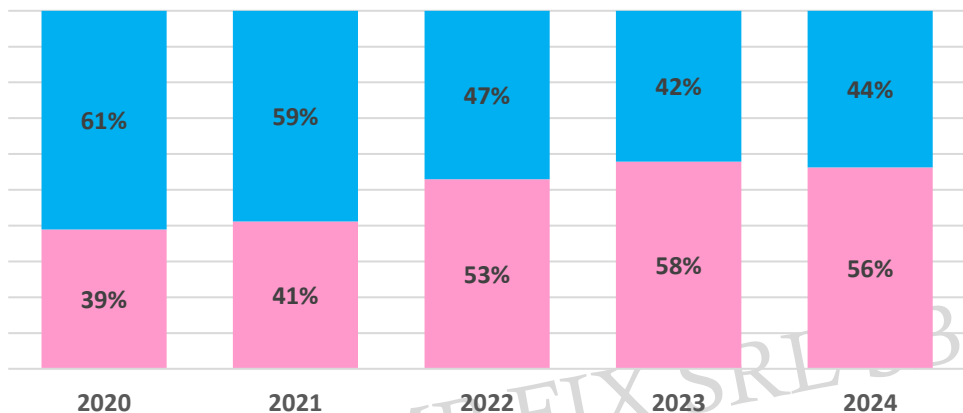
In 2024 we held a **team building** day that involved all employees and closest collaborators to promote a climate of collaboration in the company.



6.OUR PROJECTS COMPLETED IN 2024: ENHANCE INTERNAL AND EXTERNAL HUMAN CAPITAL



Total employees and collaborators



MB FIX encourages female employment and promotes gender equality. The number of employees by gender is balanced, as are salaries for equal skills.



PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	31/12/23	OBJECTIVES 2024	31/12/24	STATUS
LEARNING AND GROWTH - MANAGEMENT PROCESSES R.U.	ENCOURAGING THE EMPLOYMENT OF WOMEN	% WOMEN IN TOTAL EMPLOYEES	58%	50%	56%	✓
	GENDER QUALITY	AVERAGE EARNINGS OF WOMEN WITH AVERAGE TOTAL EARNINGS	93%	>90%	93%	✓

6. OUR PROJECTS COMPLETED IN 2024: ENHANCE INTERNAL AND EXTERNAL HUMAN CAPITAL



MB FIX had only one work-related **injury** in the last 22 years of business.

9 YEARS average length of service in the company and 27% of workers with more than 10 years of service.

MB FIX has provided 100% of the **planned holidays**.

MB FIX offers all employees supplementary **health insurance**.

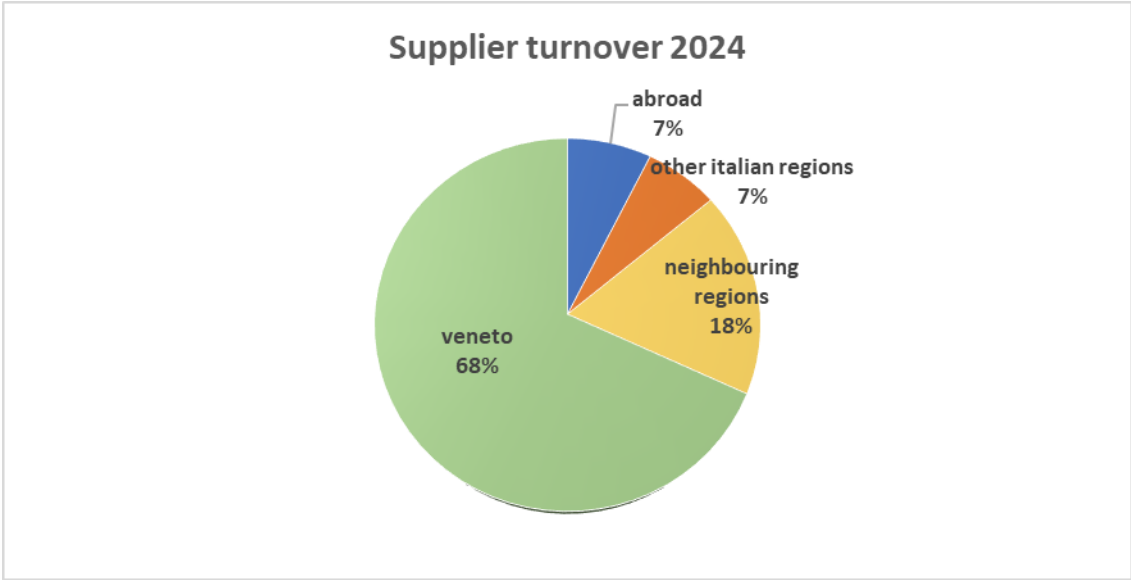
PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	31/12/23	OBJECTIVES 2024	31/12/24	STATUS
LEARNING AND GROWTH - MANAGEMENT PROCESSES R.U.	SAFETY AT WORK	N. ACCIDENTS INVOLVING N. EMPLOYEES	0,94%	0%	0,94%	✓
	WELL-BEING IN THE COMPANY	% EMPLOYEES WITH SENIORITY > 10 YEARS	24%	24%	27%	✓
	LIFE BALANCE / WORK	EMPLOYEES WITH RESIDUAL HOLIDAY HOURS > 150	0%	0%	0,0%	✓
	LIFE BALANCE / WORK	HOURS OF RESIDUAL HOLIDAYS ON N. EMPLOYEES	17	50	25	✓

6. OUR PROJECTS COMPLETED IN 2024: DEVELOP INCLUSIVE RELATIONSHIPS WITH THE TERRITORY



PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	31/12/23	OBJECTIVES 2024	31/12/24	STATUS
INTERNAL PROCESSES - - BUSINESSES PROCESSES - PRODUCTION -	EFFICIENCY OF EXTERNAL PROCESSES	% TURNOVER LOCAL SUPPLIERS - VENETO	68%	66%	68%	✓

MB FIX has chosen to **develop inclusive relationships with the territory** by choosing local suppliers and manpower. Even in 2024, **68% of turnover** is developed with **suppliers from our region**, 2% more than the allocated budget; we also increased turnover with suppliers from neighbouring regions by a good 2%, bringing it to 18% and reducing purchases from abroad.

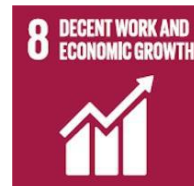


6. OUR PROJECTS COMPLETED IN 2024: DEVELOP INCLUSIVE RELATIONSHIPS WITH THE TERRITORY

MB FIX also undertake to have a **positive impact on the territory** and **on people** by joining the projects:

“POLLINATE THE PLANET” of 3bee. www.3bee.com

«NECTARIFEROUS GROVE PROJECT» of 3bee. www.3bee.com



MB FIX SRL SB

PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	31/12/23	OBJECTIVES 2024	31/12/24	STATUS
CUSTOMERS - BUSINESS PROCESSES	INNOVATION / DIFFERENTIATION	PROTECTED BEES	300.000	300.000	300.000	✓
		MILLIONS OF POLLINATED BEES	300	300	300	✓
		PROTECTED NECTARIFEROUS TREES	100	100	460	✓
		TON CO2 ABSORBED	8	5,5	5,50	✓

6. OUR PROJECTS COMPLETED IN 2024: DEVELOP INCLUSIVE RELATIONSHIPS WITH THE TERRITORY



YOUR ACTIVE CSR PROJECT

DESCRIPTION OF ACTIVE CSR PROJECT

Starting from 2022, MB FIX has launched biodiversity monitoring and regeneration projects with 3Bee. Currently, the project involves planting 100 native plants and adopting one biomonitoring beehive in Italy. The plants, cared for by expert growers, support local pollinators, while the Hive-Tech hives monitor the health of honey bees and allow data to be collected to study the surrounding biodiversity. At the end of this project, MB FIX will receive a detailed report on the data collected and analysed, which can be integrated into its CSR communication.

GEOGRAPHICAL, ENVIRONMENTAL AND SOCIAL IMPACT

Geographical Impact



Environmental Impact

- 100 Adopted nectar-producing plants
- 177 Kg of nectar produced
- 35 K of fed pollinators
- 300 K of monitored honey bees

Social Impact

- 1 Supported Growers
- 1 Supported beekeeper

6. OUR PROJECTS COMPLETED IN 2024: DEVELOP INCLUSIVE RELATIONSHIPS WITH THE TERRITORY

YOUR ACTIVE CSR PROJECT

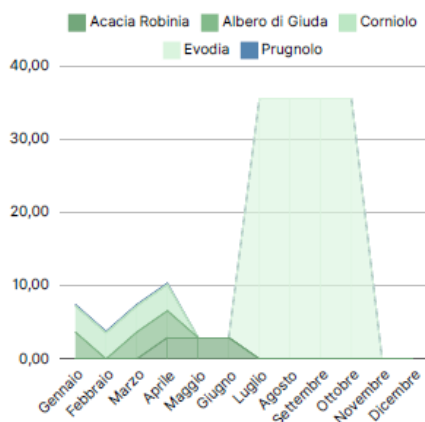
NATURAL REGENERATION



- Location: **Veneto**
- Arboretum name: **Bosco di Elena**
- Number of nectar-producing plants: **100**
- Species and number: **Acacia Robinia 5 plants, Judas tree 22 plants, Cornel 19 plants, Evodia 46 plants, and Blackthorn 8 plants.**

Nettar Production

Monthly nectar production by species, kg



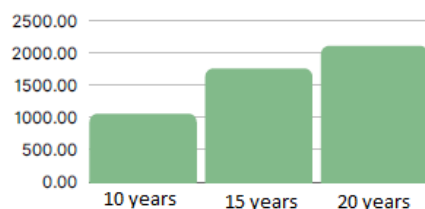
The nectar potential of an arboretum is calculated by adding up the **contribution of each individual plant**. Data is used from scientific literature that indicates the nectar yield of each species and flowering times.

This information allows us to determine **how many pollinators an arboretum can support**. Actual nectar consumption can vary based on several factors, including the species of pollinator, age, behaviour and environmental conditions.

Assuming a consumption of 317 kg of nectar per year (50% sugar) for a hive of 50,000 bees, each bee consumes an average of 6 g of nectar per year. It can therefore be estimated that **each kg of nectar supports approximately 200 bees in one year**.

CO2 absorption

Average CO2 absorption of the Arboretum, kg

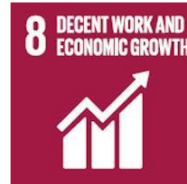


The amount of CO2 absorbed by each plant is calculated using scientific data **on the CO2 absorption of each species**. This calculation excludes the component stored underground.

The graph shows a projection of **average CO2 absorption** over three different time scales (10, 15 and 20 years), corresponding to the different stages of maturity of the arboretum.



6. OUR PROJECTS COMPLETED IN 2024: DEVELOP INCLUSIVE RELATIONSHIPS WITH THE TERRITORY



YOUR ACTIVE CSR PROJECT

ANALYSIS OF THE STATE OF BIODIVERSITY *Measured on site*



- Location: **Veneto**
- Apiary name: **Abram**
- Number of hives monitored: **1**

Quantity of honey produced

Monthly variation in honey production
(hive weight in kg)



From the amount of honey produced, we can estimate the number of flowers pollinated by bees. Each bee visits an average of 100 flowers per trip. During each trip, a bee can carry up to 0.04 grams of nectar. To collect 1 kg of nectar, a bee must make 25,000 trips (because 1 kg of nectar is equal to 1000 grams, and 1000 grams divided by 0.04 grams per trip gives us 25,000 trips). In these 25,000 trips, the bee visits a total of 2,500,000 flowers (25,000 trips multiplied by 100 flowers per trip).

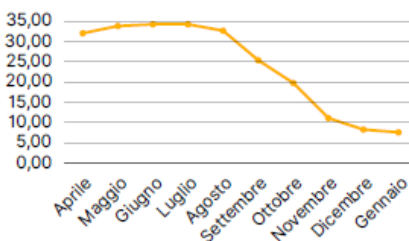
To produce 1 kg of honey, 2 kg of nectar is needed. In addition, for every kilogram of honey produced, 1 kg is consumed by the bee colony. Therefore, to obtain 1 kg of honey that we can harvest, the bee must collect 2 kg of nectar. To produce 1 kg of honey, a bee must visit approximately 5,000,000 flowers (2 kg of nectar multiplied by 2,500,000 flowers)

In summary, every kilogram of honey we produce corresponds to approximately 5,000,000 flowers pollinated by bees. This simple calculation shows us how much work bees do and how important their activity is for our ecosystem.

High **20+**
Medium-high **10-19**
Medium-low **5-9**
Low **0-4**

Internal temperature of the hive

Average internal temperature in °C



The internal temperature of the hive is a **key indicator of the health of the swarm**. During winter, the hive maintains an average temperature of 21° C, which is necessary to ensure survival during the coldest months. In spring, however, the temperature must fluctuate between 30°C and 35° C in order to ensure proper egg laying and larval growth. Conversely, a temperature below 25°C indicates a potential problem for the queen or the brood, putting the survival of the hive at risk.

6. OUR PROJECTS COMPLETED IN 2024: DEVELOP INCLUSIVE RELATIONSHIPS WITH THE TERRITORY

YOUR ACTIVE CSR PROJECT

COMMUNICABLE SDGs OF THE PROJECT



2. Defeating hunger: the project supports biodiversity, which is essential for the resilience of agricultural ecosystems and for ensuring food security, by promoting natural pollination and more sustainable food production.

6. Clean water and sanitation: by contributing to water retention and natural soil purification, the project promotes sustainable management of local water resources and improves water quality.

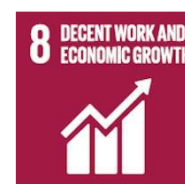
8. Decent work and economic growth: the initiative encourages the development of economic activities related to environmental protection and biodiversity, creating sustainable job opportunities and promoting environmentally friendly growth models.

11. Sustainable cities and communities: by supporting biodiversity in urban contexts, the project contributes to making cities greener and more liveable, integrating technological solutions to monitor and protect urban ecosystems.

13. Climate action: the project helps mitigate the effects of climate change through environmental monitoring, direct CO2 absorption and biodiversity protection, promoting healthy ecosystems that are essential for environmental stability.

15. Life on land: The project promotes the regeneration of ecosystems through the introduction of native species, contributing to biodiversity and supporting the presence of pollinators and local fauna. It also promotes the protection of natural habitats to prevent species loss.

17. Partnerships for the goals: The initiative promotes strategic collaborations between companies, scientific institutions and local communities, combining expertise and resources to promote biodiversity and environmental sustainability.



7. OUR PROJECTS FOR 2025: ENHANCE INTERNAL AND EXTERNAL HUMAN CAPITAL

For MB FIX, human capital is a key determinant of business growth that should be enhanced, retained and rewarded through training activities, health protection and risk prevention, economic incentives and improvement of the business climate.

MB FIX has chosen to enhance human capital by focusing on **training**.

In 2025, we have planned an articulated human resources training plan to develop skills and know-how.

We have confirmed our collaboration with Beyond the Box, an innovative start-up offering a **tailor-made consulting/training** platform that can be used by all company email account holders to submit an unlimited number of requests.

We will also proceed with specific training on Law 231 for the implementation of the **231 model** for the prevention of crimes.



7. OUR PROJECTS FOR 2025: ENHANCE INTERNAL AND EXTERNAL HUMAN CAPITAL



By 2025 we have planned a total of **180 hours of training** to which we will add a team building day involving all employees and close associates.

Quarterly key performance indicators are shared with all employees and collaborators.

In 2025, we plan to host two students in the school-to-work alternation and activate at least one additional internship.

MB FIX SRL SB

PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	2024	OBJECTIVES 2025
LEARNING AND GROWTH - MANAGEMENT PROCESSES R.U.	FORMATION	TRAINING ON BUDGET TRAINING	136%	100%
	FORMATION	N. ACTIVE PLACEMENTS	1	2
	WORK AS A TEAM	N. CORPORATE EVENTS	8	8

7. OUR PROJECTS FOR 2025: ENHANCE INTERNAL AND EXTERNAL HUMAN CAPITAL

MB FIX encourages female employment and promotes gender equality. The number of employees by gender is balanced as are salaries, goals also present in the 2025 plan.



PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	2024	OBJECTIVES 2025
LEARNING AND GROWTH - PROCESSES MANAGEMENT R.U.	GENDER QUALITY	AVERAGE EARNINGS OF WOMEN WITH AVERAGE TOTAL EARNINGS	93%	>85%
	ENCOURAGING THE EMPLOYMENT OF WOMEN	% WOMEN IN TOTAL EMPLOYEES	56%	50%

MB FIX aims to ensure the health, safety and well-being of its employees.

PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	2024	OBJECTIVES 2025
LEARNING AND GROWTH - PROCESSES MANAGEMENT R.U.	SAFETY AT WORK	N. ACCIDENTS INVOLVING N. EMPLOYEES	0	-
	SAFETY AT WORK	AVERAGE DURATION OF INJURIES	-	LESS THAN 20 DAYS
	SAFETY AT WORK	NO REPORTS OF OCCUPATIONAL DISEASES	SI	-
	WELL-BEING IN THE COMPANY	% EMPLOYEES WITH SENIORITY > 10 YEARS	27%	24%
	LIFE BALANCE / WORK	EMPLOYEES WITH RESIDUAL HOLIDAY HOURS > 150	0%	0%
	LIFE BALANCE / WORK	HOURS OF RESIDUAL HOLIDAYS ON N. EMPLOYEES	24,61	50

7. OUR PLANS FOR 2025: DEVELOP INCLUSIVE RELATIONSHIPS WITH THE TERRITORY.



MB FIX has also chosen to **develop inclusive relationships with the local area** by favoring local suppliers and labor. MB FIX has already been working with a number of social cooperatives in the area for many years and continues to maintain this positive partnership.

PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	2024	OBJECTIVES 2025
INTERNAL PROCESSES - COMMERCIAL PROCESSES - PRODUCTION - SUPPLIES	EFFICIENCY OF EXTERNAL PROCESSES	% TURNOVER LOCAL SUPPLIERS - VENETO	68%	70%



MB FIX has also chosen to **purchase packaging materials produced exclusively from recycled materials** and to reduce the use of plastic.

PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	2024	OBJECTIVES 2025
INTERNAL PROCESSES - COMMERCIAL PROCESSES - PRODUCTION - SUPPLIES	EFFICIENCY OF INTERNAL PROCESSES	PURCHASE PACKAGING MATERIALS MADE OF AT LEAST 70% RECYCLED	100%	100%



7. OUR PROJECTS FOR 2025: ENHANCE INTERNAL AND EXTERNAL HUMAN CAPITAL

MB FIX has decided to embark on a path of internal improvement of safety and its environmental impact in line with its charter in order to ensure a healthy and safe working environment for its employees and its customers the best process and product quality.

MB FIX will therefore aim to maintain:

- **ISO 9001 quality management system certification;**
- **ISO 45001 occupational health and safety management system certification;**
- **an environmental system compliant with ISO 14001;**
- **the Law 231 management model aimed at ensuring the prevention of crimes with the relevant Supervisory Board.**



PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	2024	OBJECTIVES 2025
INTERNAL PROCESSES - COMMERCIAL PROCESSES - PRODUCTION - SUPPLIES	STRATEGIC PLANNING EFFICIENCY	ISO 45001 CERTIFICATION - maintenance	YES	MAINTENANCE
		ISO 9001 CERTIFICATION - maintenance	YES	MAINTENANCE
		ISO 14001 ENVIRONMENTAL SYSTEM	NO	100%
		MANAGEMENT MODEL L.231	NO	100%



7. OUR PLANS FOR 2025: DEVELOP INCLUSIVE RELATIONSHIPS WITH THE TERRITORY.



Also for the 2025 MB FIX is committed to continuing to have a **positive impact on the local area and its people** by participating in the following projects:

“POLLINATE THE PLANET” of 3bee. www.3bee.com

3bee is a company (Srl) and agri-tech start-up developing intelligent monitoring and diagnostic systems for bee health. In 2 years it has developed a network of 10,000 beekeepers throughout Italy, enabling it to create a research, development and circular economy program called "Adopt a Hive."



PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	2024	OBJECTIVES 2025
CUSTOMERS - BUSINESS PROCESSES	INNOVATION / DIFFERENTIATION	% OF ELECTRICITY USED FROM RENEWABLE SOURCES	37%	40%
		PROTECTED BEES	300.000	300.000
		MILLIONS OF POLLINATED FLOWERS	300	300
		N. POLLINATORS	460.000	460.000



8. OUR COMMITMENT TO THE UN SUSTAINABLE DEVELOPMENT GOALS



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The goals to which contributes MB FIX :



8. OUR COMMITMENT TO THE UN SUSTAINABLE DEVELOPMENT GOALS

Goal UN

Commitment MB FIX



End hunger, achieve food security, improve nutrition and promote sustainable agriculture.

MB FIX supports 3bee with the adoption of a hive of bees that contribute to the pollination of plant species and consequently to the resilience of ecosystems with respect to food production.



Ensuring health and well-being for everyone and all ages.

MB FIX provides its employees with a work environment that focuses on safety, injury prevention and a proper work/life balance.



Provide quality, equitable and inclusive education, promote lifelong learning opportunities for all.

MB FIX provides its employees with vocational training and promotes internships and apprenticeships within the company.



Achieving gender equality and empowerment of all women and girls.

MB FIX incentivizes women's employment to promote gender equality.

8. OUR COMMITMENT TO THE UN SUSTAINABLE DEVELOPMENT GOALS

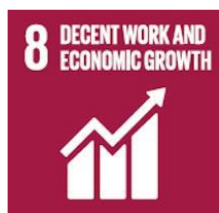
Goal UN

Commitment MB FIX



Ensure the availability and sustainable management of water and sanitation for all.

MB FIX supports 3bee in the planting and protection of a nectariferous forest that contributes to the regeneration of a healthy ecosystem and improved soil quality over time. Ensuring better sealing and water purification.



Fostering lasting, inclusive and sustainable economic growth, full and productive employment, and decent work for all.

MB FIX has consolidated its economic and financial performance to provide the best working conditions for employees and suppliers



Building resilient infrastructure and promoting innovation and equitable, responsible and sustainable industrialization.

MB FIX pursues its goals of consolidation and growth through process and product innovation.



Making cities and human settlements inclusive, safe, resilient and sustainable.

MB FIX supports 3bee in the planting and protection of a nectariferous forest: integration and regeneration of ecosystems leads to a reintegration in cities of the natural component.

8. OUR COMMITMENT TO THE UN SUSTAINABLE DEVELOPMENT GOALS

Goal Un

Commitment MB FIX



Ensuring sustainable patterns of production and consumption.

MB FIX in its production processes is monitoring and promoting the use of recycled materials.



Take urgent measures to combat climate change and its consequences.

MB FIX supports 3bee with the adoption of a beehive and in the planting and protection of a nectar forest, promotes partnerships with local suppliers to reduce CO2 emissions.



Protect, restore and promote sustainable use of the earth's ecosystem, counter desertification, halt land degradation, halt the loss of biological diversity.

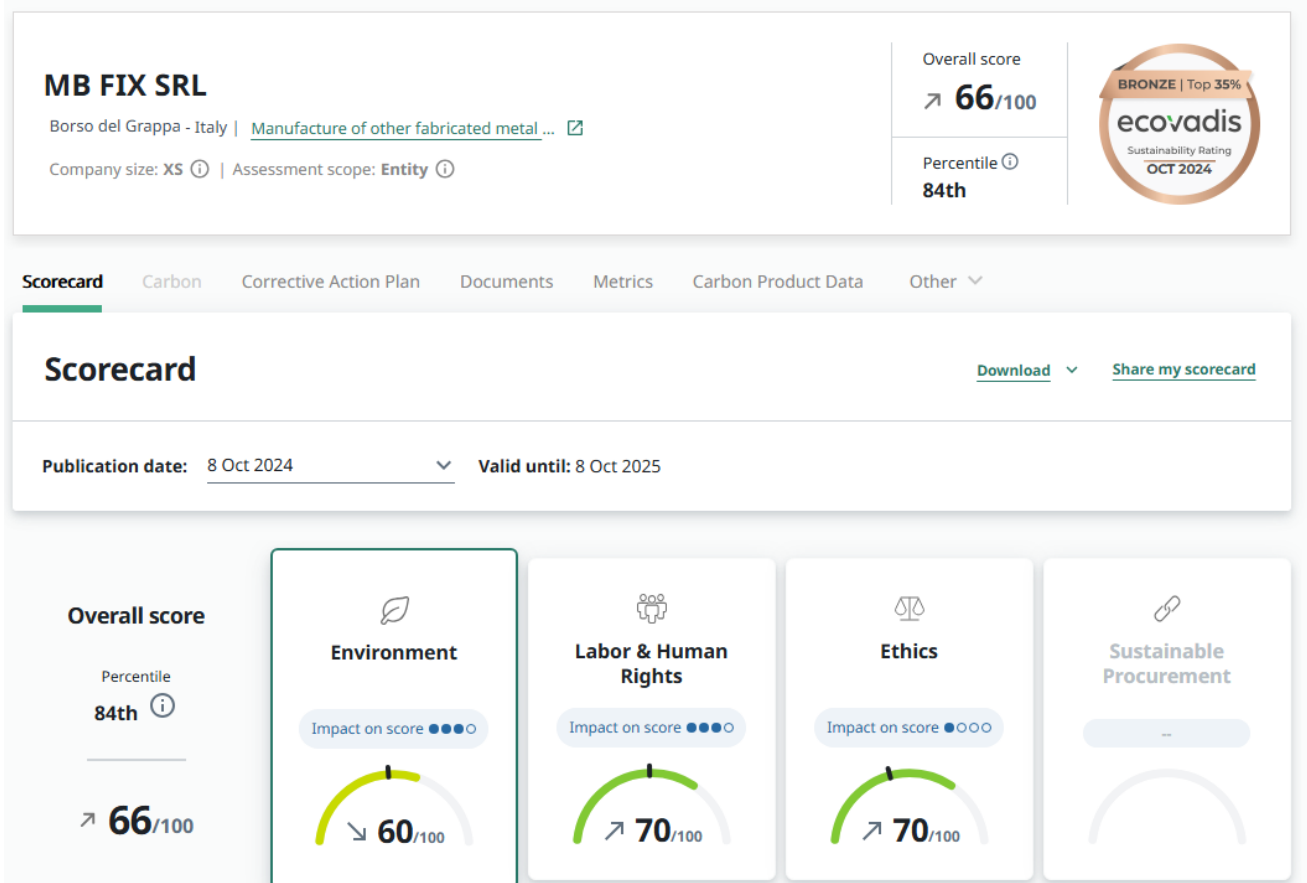
MB FIX supports 3bee with the adoption of a beehive and in the planting and protection of a nectariferous forest.

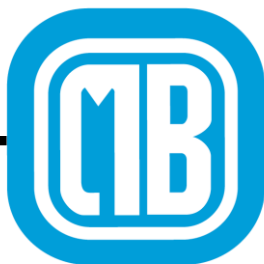


Goal 17 focuses on strengthening the means of implementation of the 2030 Agenda and promoting the global partnership for sustainable development and is cross-cutting in nature compared to the various Goals, which instead propose specific means of implementation.

MB FIX supports 3bee with the adoption of a beehive and in the planting and protection of a nectariferous forest, examples of a combined partnership approach to achieving the SDGs.

9. OUR PERFORMANCE OF SUSTAINABILITY MEASURED BY ECOVADIS





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IMPACT REPORT 2024

MB FIX SRL SB

