

IMPACT REPORT - 2025



MB FIX SRL SB
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VAT number: IT 02072300243
Benefit Corporation since 06/12/2021

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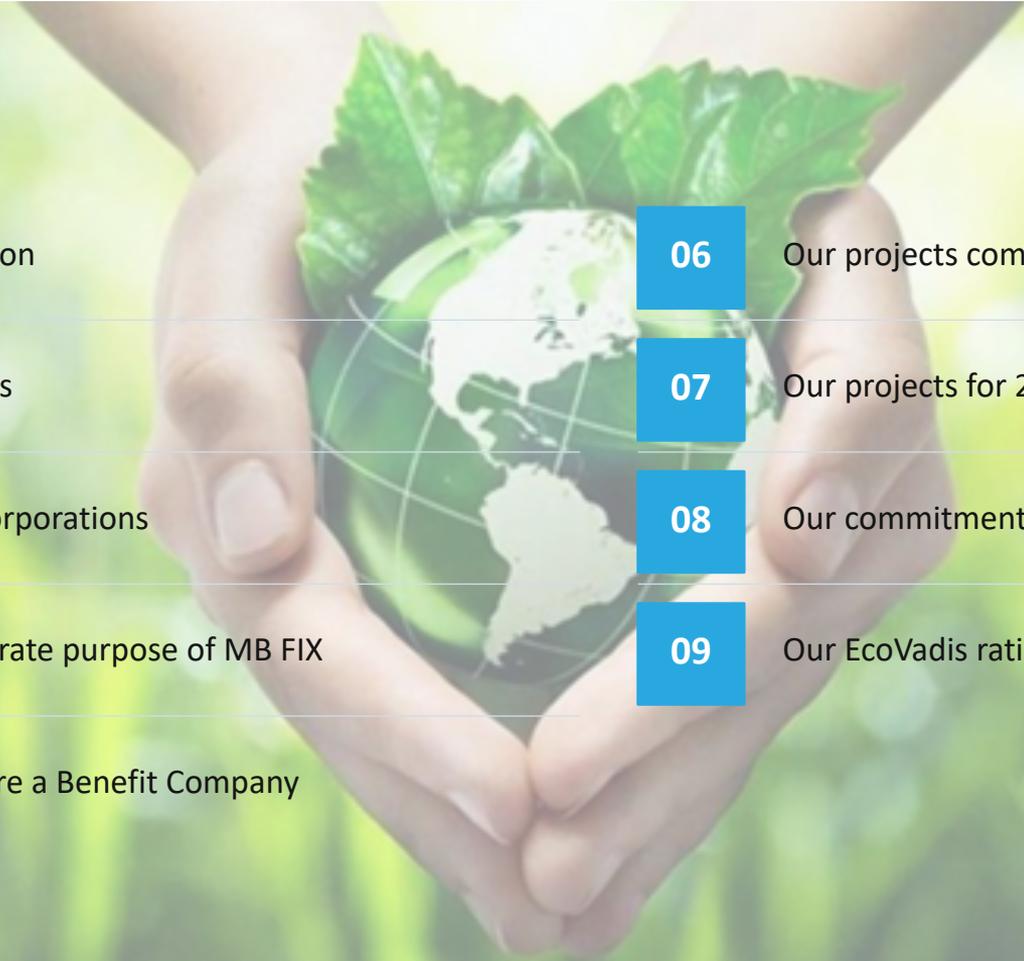
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1. INTRODUCTION

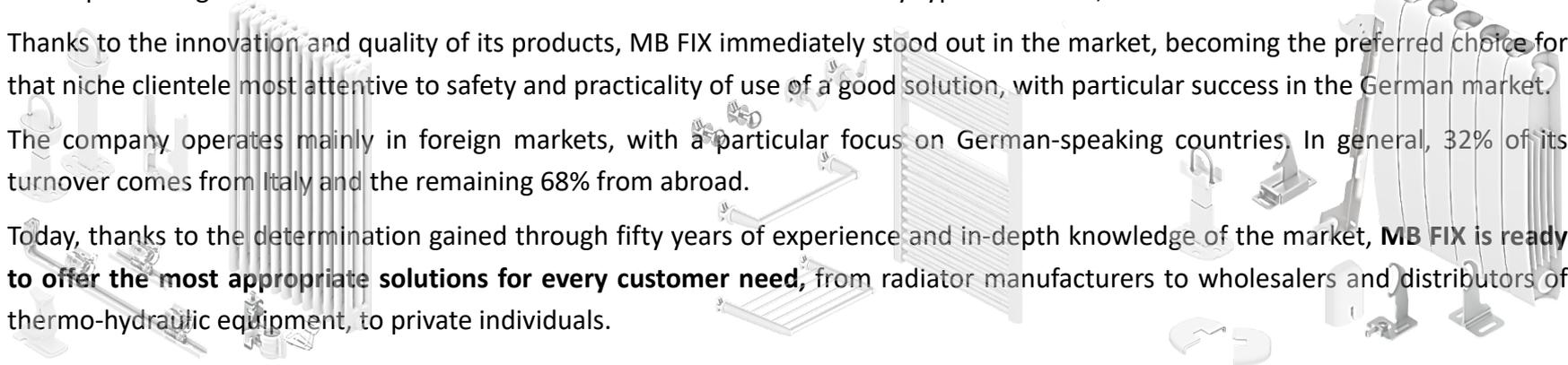
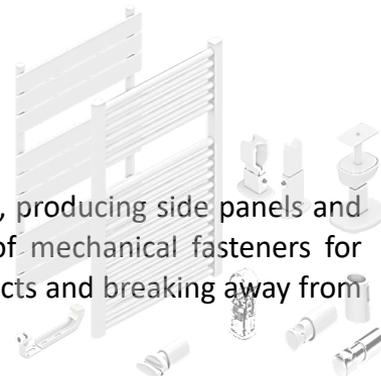
MB FIX SRL SB is a company founded in the late 1960s in one of Italy's most important heating districts, producing side panels and grilles for water and electric radiators. It subsequently developed expertise in the subcontracting of mechanical fasteners for European and Italian manufacturers of heating elements, succeeding in launching its own brand of products and breaking away from its role as a pure subcontractor.

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

Thanks to the innovation and quality of its products, MB FIX immediately stood out in the market, becoming the preferred choice for that niche clientele most attentive to safety and practicality of use of a good solution, with particular success in the German market.

The company operates mainly in foreign markets, with a particular focus on German-speaking countries. In general, 32% of its turnover comes from Italy and the remaining 68% from 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 wholesalers and distributors of thermo-hydraulic equipment, to private individuals.



2. OUR NUMBERS

MB FIX's turnover shows a recovery in 2025 after the market contraction in 2024 linked to the slowdown in the construction market. Profitability remains above the industry average.

100

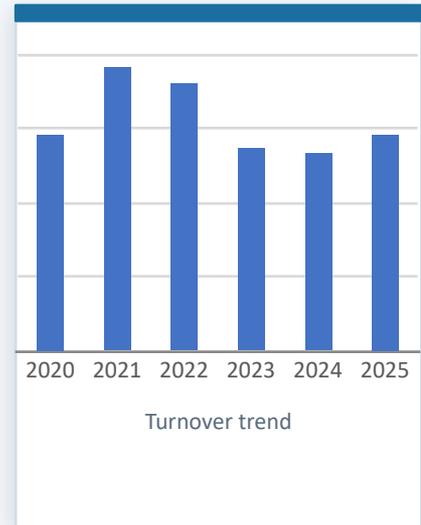
Punctual payments
(suppliers and employees)

70

Turnover
from foreign markets

>10%

EBITDA margin



3. BENEFIT CORPORATIONS

Benefit Corporations (BCs) represent an evolution of the very concept of a company, integrating the commitment to generate a positive impact on society and the environment into their profit-making purpose.

PURPOSE

SBs **voluntarily** commit to creating a **positive impact on society and the environment**.
Sustainability is an integral part of their business model.

RESPONSIBILITY

SBs consider the impact of the company on society and the environment in order to create sustainable value for all stakeholders.

TRANSPARENCY

SBs communicate their annual results and future commitments through an Impact Report.

4. THE CORPORATE PURPOSE OF MB FIX SRL SB

As a Benefit Corporation (Law No. 208/2015, Art. 1, paragraphs 376-384), MB FIX intends to pursue common benefit objectives in a responsible, sustainable and transparent manner.

I

Skills & Know-how

Dissemination and development of managerial skills of the company's internal human capital

II

Talent

Enhancing internal talent and attracting new talent

III

Female employment

Encouraging female employment, including in senior positions

IV

Youth employment

Creating or maintaining jobs for young people

V

Social inclusion

Creating an inclusive and participatory social environment for individuals and communities

5. WHY WE ARE A BENEFIT CORPORATION

Since 6 December 2021, MB FIX SRL SB has been a Benefit Corporation because we believe in a new way of doing business.

Human Capital

We value our internal and external human capital, helping each employee to grow professionally and personally in an environment focused on people's safety and well-being.

Territory

Developing inclusive relationships with the local area, contributing to the implementation of projects that benefit the community in the cultural, social, educational and welfare spheres.

6. PROJECTS COMPLETED IN 2025: ENHANCING HUMAN CAPITAL

In 2025, MB FIX implemented a comprehensive training plan to develop skills and know-how, involving all employees. The partnership with Beyond The Box was confirmed.



PERSPECTIVE	STRATEGY OBJECTIVE	KPI	2025	OBJ. 2025
Learning & Growth	Training	Total training hours	220	180
Learning & Growth	Training	Training delivered on budget	127	100
Learning & Growth	Training	No. of internships activated	1	1
Learning & Growth	Teamwork	No. of corporate events	8	8

6. PROJECTS COMPLETED IN 2025: HUMAN CAPITAL – GENDER & SAFETY

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

OUTLOOK	STRATEGY OBJECTIVE	KPI	2025	OBJECTIVE 2025
Learning	Incentives for female employment	Percentage of women out of total employees	56	50
Learning	Gender equality	F/total remuneration ratio	93	>85%
Learning	Workplace safety	No. of accidents per no. of employees	0.72	0
Learning	Well-being	% of employees with >10 years' service	19	24
Learning	Work-life balance	Employees with remaining holiday entitlement >150 hours	0	0



MB FIX offers all employees supplementary health insurance.

6. PROJECTS COMPLETED IN 2025: CERTIFICATIONS & COMPLIANCE

MB FIX maintains and consolidates its Integrated Management System to ensure quality, safety and regulatory compliance.

ISO 9001

Quality Management System

MAINTENANCE

ISO 45001

Occupational Health and Safety

MAINTENANCE

ISO 14001

Good environmental practices

To be completed in 2025

L.231

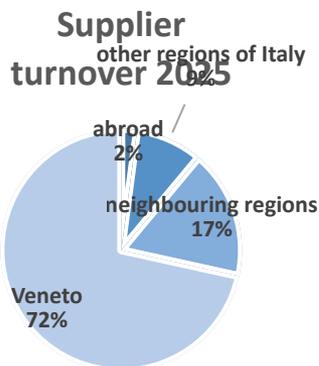
Organisational Model 231

OPERATIONAL 2025

6. PROJECTS COMPLETED IN 2025: INCLUSIVE RELATIONSHIPS WITH THE TERRITORY

In 2025, 72% of turnover will be with suppliers in the Veneto region.

MB FIX continues its collaboration with local social cooperatives and prioritises the purchase of packaging made from recycled materials.



- abroad
- other regions of Italy
- neighbouring regions
- Veneto

OUTLOOK	STRATEGY OBJECTIVE	KPI	2025	OBJ. 2025
Internal Processes	External Process Efficiency	% Turnover from Veneto suppliers	72	70
Internal Processes	Internal Process Efficiency	Packaging made from recycled materials	100	100%



300,000 Bees protected



30 Million flowers pollinated



46 Nectar-producing trees



5.5 Tonnes of CO₂ absorbed



POLLINATE THE PLANET – 3bee

7. PROJECTS FOR 2026: VALUING HUMAN CAPITAL

For MB FIX, human capital is crucial for business growth. The 2026 training plan provides for continuity in training, team building and the promotion of female employment.



Training

Comprehensive training plan (min. 200 hours). Confirmation of collaboration with Beyond The Box. Specific training 45001 and Model 231.



Female employment

Maintain >50% women of total employees. F/total remuneration ratio >85%. At least one female senior position.



Team building

At least 8 company events. Quarterly sharing of KPIs with all employees. Activation of 2 internships/work placements.



Health & Safety

Maintenance of ISO 45001. Zero accident target. Maintenance of ISO 9001, ISO 14001 (good practices) and Organisational Model 231.

OUTLOOK	STRATEGY OBJ.	KPI	2025	OBJECTIVE 2026
Learning	Training	Training hours budgeted	220	200
Learning	Training	No. of internships activated	1	1
Learning	Teamwork	No. of corporate events	8	8
Learning	Female employment	Percentage of women out of total employees	56	≥50

7. PROJECTS FOR 2026: INCLUSIVE RELATIONSHIPS WITH THE TERRITORY

MB FIX continues its sustainable development journey with local suppliers, recycled materials, renewable energy and 3bee partnerships.

65

Turnover
local suppliers
Veneto (ob.)

100

Packaging made from
recycled materials

30

Energy from
renewable sources
(ob.)

300K

Protected bees
(continuity
3bee)



Continuity of the 3bee "Pollinate the Planet" project + maintenance of ISO 45001, ISO 9001, good environmental practices, Organisational Model 231

8. OUR COMMITMENT TO THE UN SDGs – 2030 Agenda

MB FIX actively contributes to the UN Sustainable Development Goals through its daily activities and projects.

End hunger



2 ZERO HUNGER

Supporting biodiversity and pollination with 3bee

Good health



3 GOOD HEALTH AND WELL-BEING

Safe working environment, supplementary health insurance

Quality education



4 QUALITY EDUCATION

Continuing education, internships and work placements

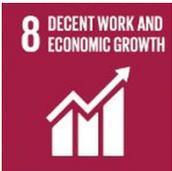
Gender equality



5 GENDER EQUALITY

56% female employees, equal pay

Good employment and growth



8 DECENT WORK AND ECONOMIC GROWTH

Sustainable economic growth, timely payments

Fight against climate change



13 CLIMATE ACTION

3bee nectar forest, renewable energy (30% target)

Terrestrial flora and fauna



15 LIFE ON LAND

Planting and protection of nectar-producing forest

Partnerships for objectives

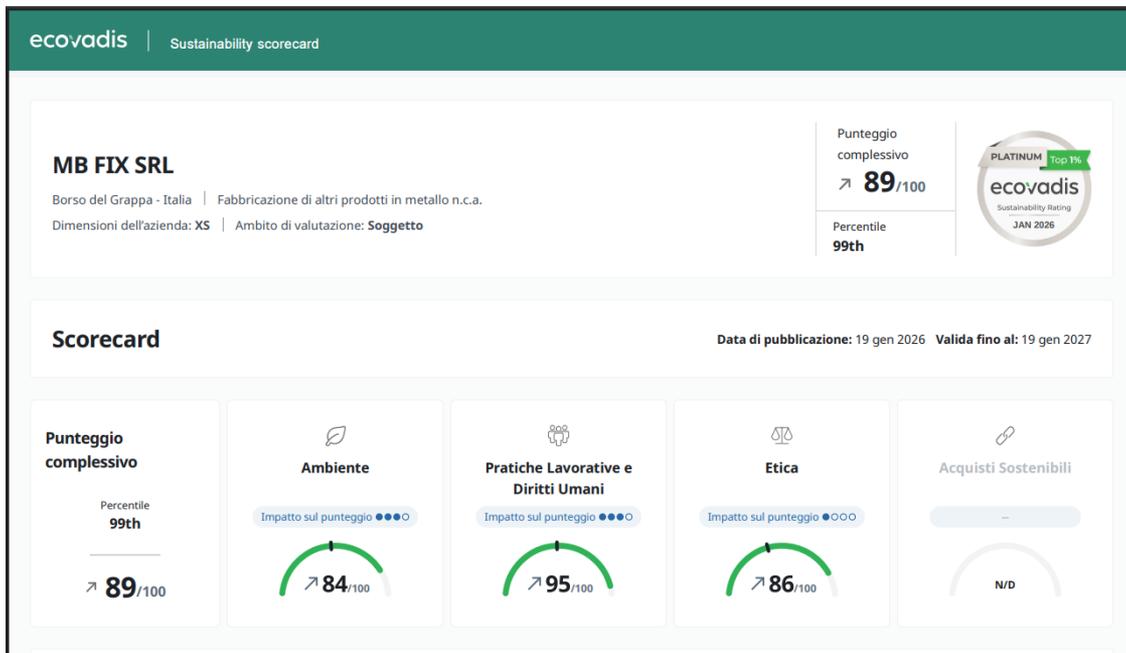


17 PARTNERSHIPS FOR THE GOALS

Collaborations with 3bee, Beyond The Box, cooperatives

9. OUR SUSTAINABILITY PERFORMANCE – ECOVADIS

MB FIX measures its sustainability performance with EcoVadis, the leading global ESG rating platform for supply chains, and has an excellent score.



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