

Sustainability Report 2023



UFI FILTERS
CHOSEN BY THE BEST

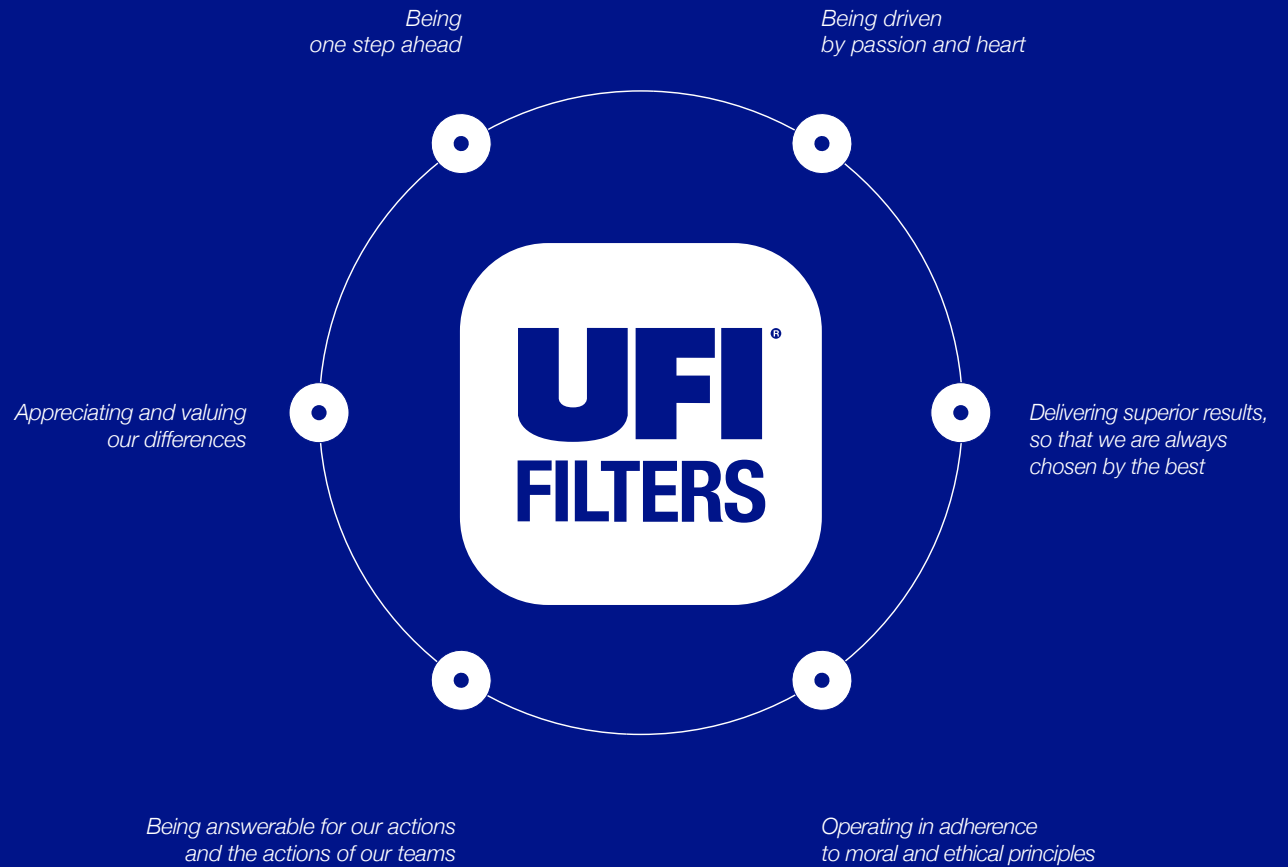


Our Vision

Be the trendsetter in the world of filtration and thermal management

Our Mission

UFI Filters' mission is to create innovative thermal management systems. UFI Filters puts exceptional quality products to enhance the continuous improvement and mutual respect,



Letter To Stakeholders

A Word From Our Chairman

As we embark on the journey of another year, I am filled with a profound sense of optimism and determination, reflecting on our past achievements and the promising path that lies ahead. Innovation has always been the cornerstone of our identity at UFI Filters, propelling our growth in the market and fortifying our resilience amidst challenges. The global landscape is swiftly evolving, with a heightened emphasis on emission containment policies and the

Aligned with these objectives, UFI Filters has continued to invest significantly in research and development, particularly in the realm of new electric vehicles (NEVs), to support our automotive partners in their sustainability endeavors. Recognizing China's dynamic market and rapid technological advancements, we have prioritized staying ahead of the curve to meet the evolving needs of our customers.

Through our - , which integrates local production with a global perspective, we leverage our innovation centers across Italy, China, and India to develop - tailored to specific market demands while ensuring global coverage.

In pursuit of a greener future, we have intensified

our focus on over the past five years, with a particular emphasis on products for hydrogen mobility. The launch of our

brand underscores our commitment to delivering innovative solutions, such as the UFI Adsorber cathode air filters and deionizers, pivotal components for fuel cell operation.

With five years of dedicated focus on hydrogen technology, we stand poised to lead this transformative journey. We extend our invitation for you to join us as we unveil revolutionary innovations for hydrogen mobility, heralding the onset of an exciting new chapter at UFI Filters.

We aim to foster not just research and development, but also invest in training, welcoming new faces into our family, and spearheading new initiatives to infuse our thinking with youth and freshness. Throughout this journey, we prioritize ensuring every member of our company feels valued, protected, and cared for, embodying our commitment above all else within the Group.

We extend our heartfelt gratitude for your continued support and partnership as we collectively strive towards a more sustainable and prosperous future.

Index

Filtering Technology For The Planet

's natural resources.

2 emissions.

| | | | | |
|--|--------------------------------|--|--|-------------------------|
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1. Methodological Note

Introduction

..., this report encompasses

(“ ” or “ ”), “UFI Filters”, “the”, highlighting our contributions to economic, environmental, and social endeavors.

To ensure transparency and bolster the credibility of our reporting, we have invited independent auditors to conduct a verification of our data. This underscores our dedication to providing an accurate and reliable report.

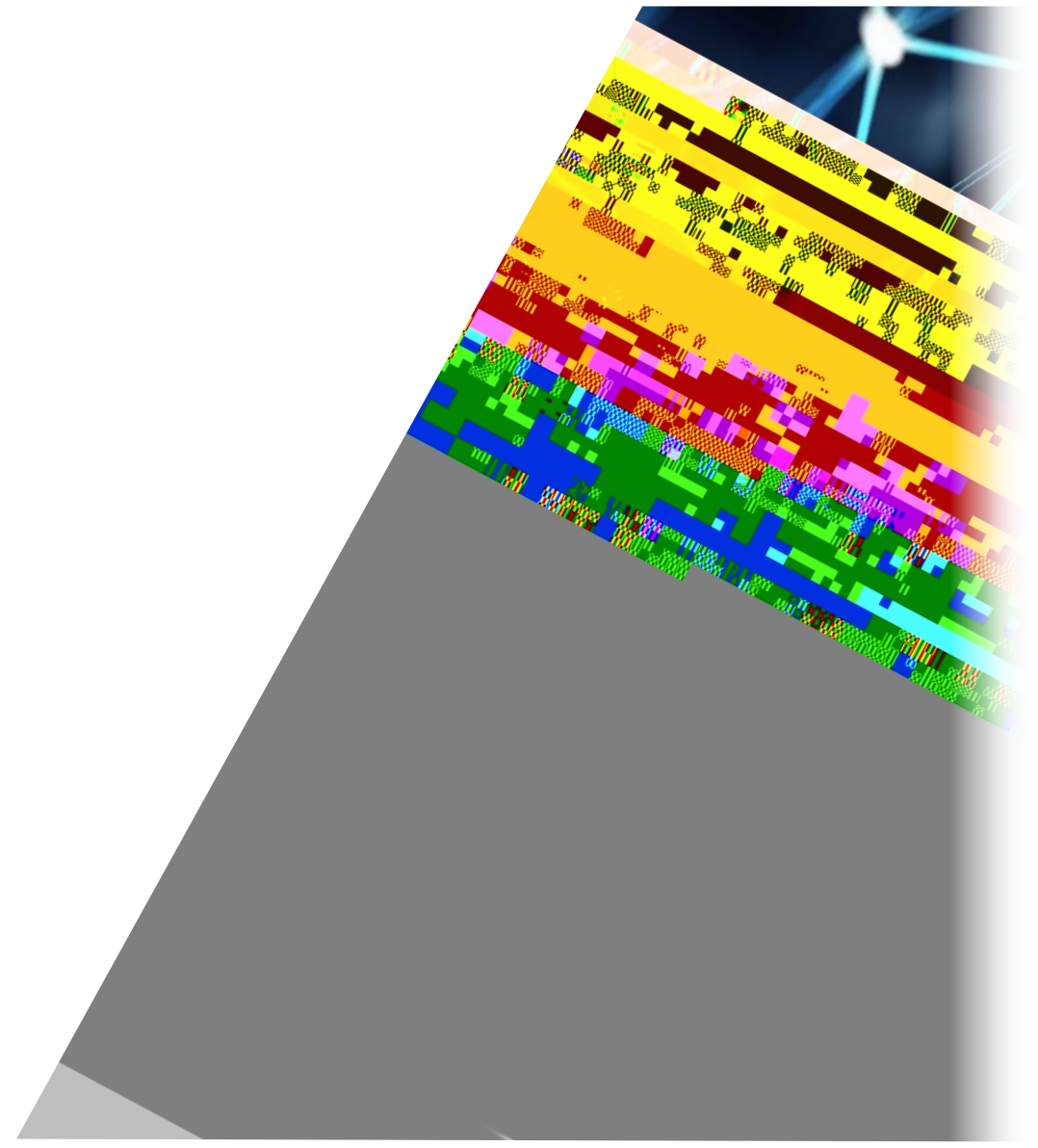
The scope of this report is limited to the UFI's industrial sites and operations, focusing on the environmental, social, and governance aspects.

Organized into six chapters - the report delves into the impact and value created by UFI Filters, as well as our commitment to sustainability. The “ ” noted in the relevant sections. The “ ”

Organized into six chapters - the report delves into the impact and value created by UFI Filters, as well as our commitment to sustainability. The “ ” noted in the relevant sections. The “ ” regarding this report, please contact us at the

Developed to the sustainability@ufifilters.com issued in st,

balance, clarity, comparability, completeness, li ere



2.1 UFI At A Glance

The Group By Numbers



Founded in 1971, it's
and Thermal Management.



/HD),
industry and hydraulics
to special applications.



21 production plants
and over 4.400 people



>250 specialised technicians
in the innovation and development



95%



>280 patents
at international level.



5%



products supplied.



>250 co-branded products



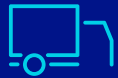


2.3 UFI Application Sectors

Automotive



vehicles up to 3.5 t.



and agricultural vehicles.



and three-



A special, dedicated range

Non-Automotive



Products that respect the EASA procedures.



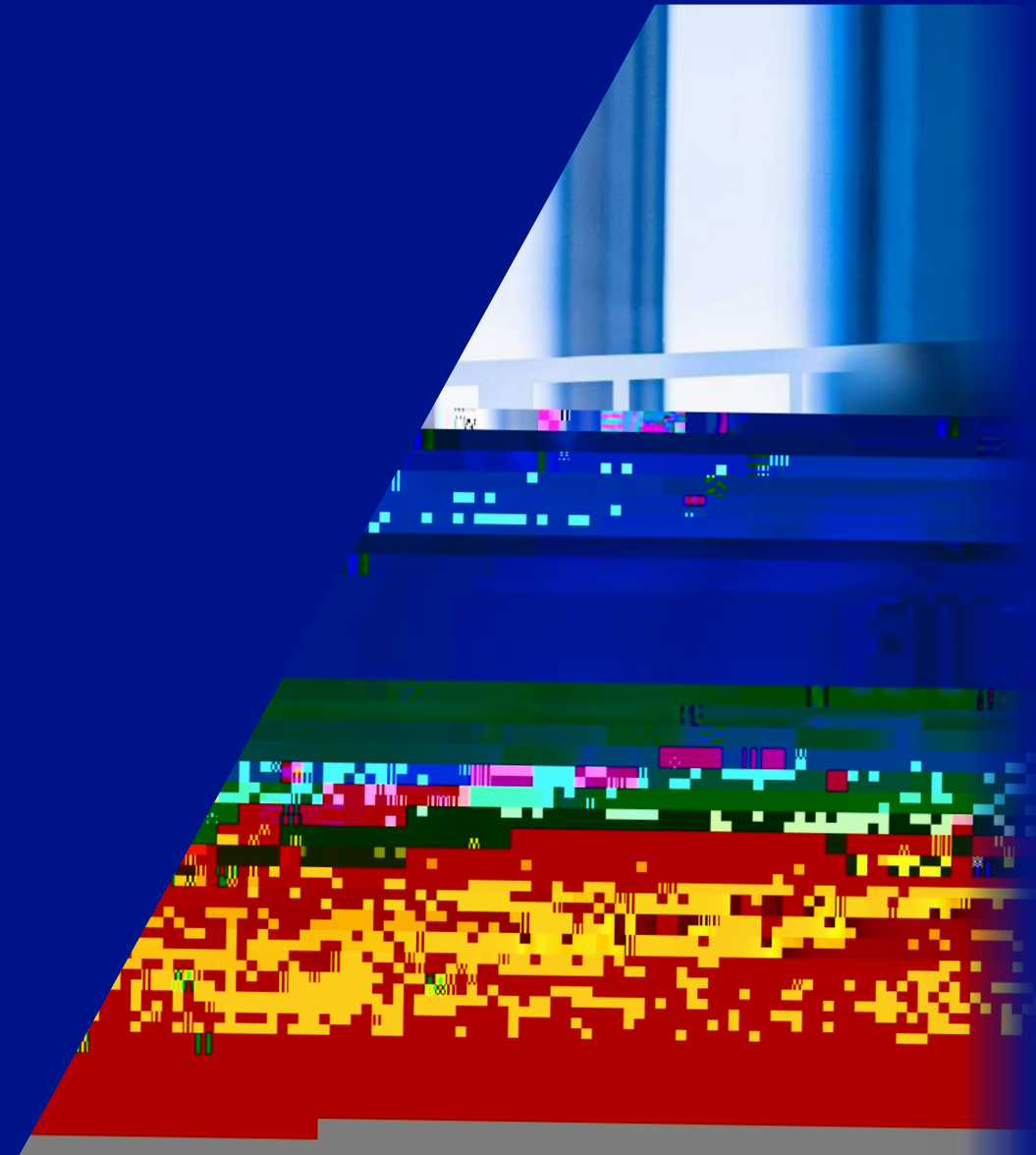
and hostile areas.



and generators.

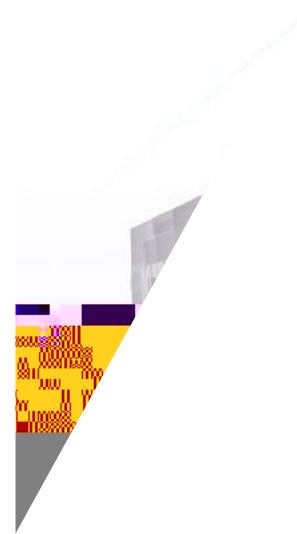


to advanced research.



2.4 UFI Business Segments

Chosen By The Best OEMs



in technologically advanced products: these are the **UFI FILTERS** an original equipment leader, **chosen by 95% of the biggest manufacturers in the world.**

FormulaUFI filtration media

contribution in consumption and emissions savings. UFI'

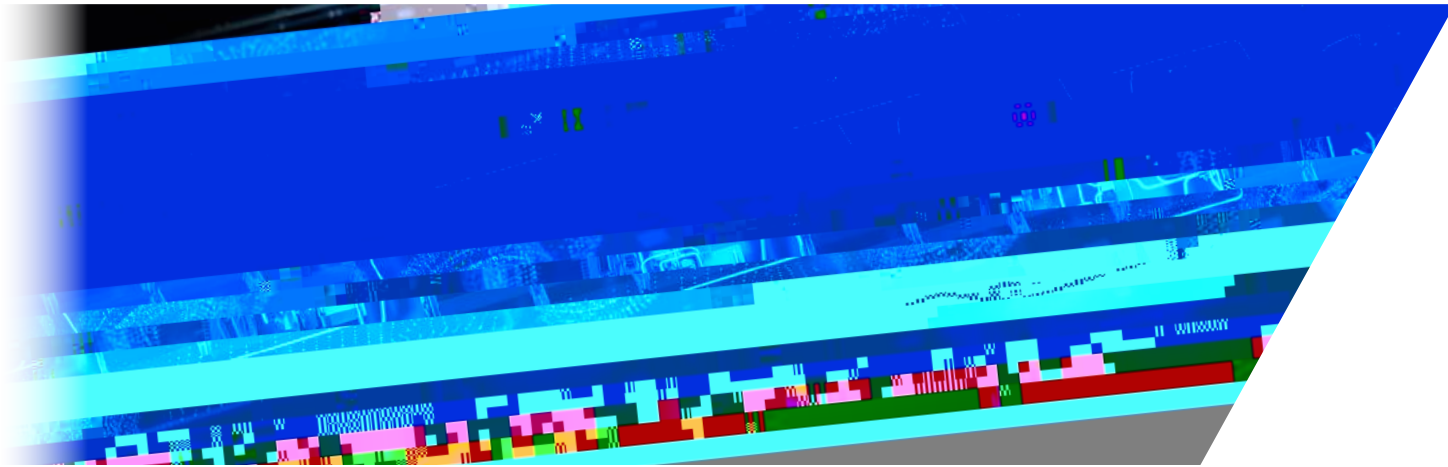
UFI Filters products are chosen as Original

50% of the world's production of trucks and industrial vehicles.


























FormulaUFI filtration media

's reliable

and **Thermal Management** helping save consumptions and pollutant emissions.



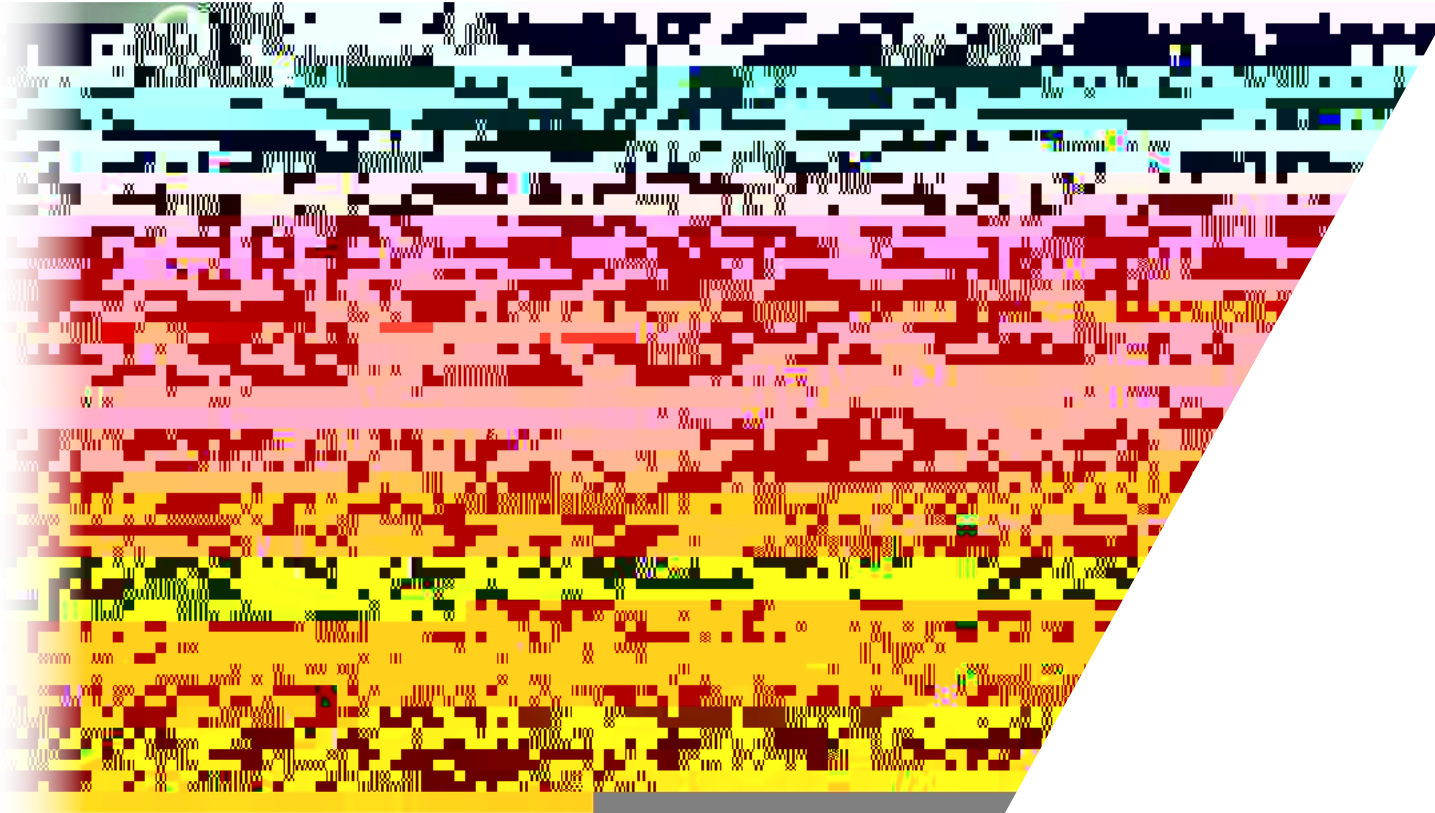
UFI's thermal management technology includes:

| | | | | | | | |
|--|--|---|---|--|---|---|--|
| | |  BEV |  PHEV |  FCEV | | | |
| | |  BEV |  PHEV |  FCEV | | | |
| | |  BEV |  PHEV |  FCEV | | | |
| | |  BEV |  PHEV |  FCEV | | | |
| | |  BEV |  PHEV |  FCEV |  HEV |  ICE | |
| | |  BEV |  PHEV |  FCEV |  HEV |  ICE | |
| | | |  PHEV | |  HEV |  ICE | |



2.4 UFI Business Segments

UFI Hydrogen



path to decarbonization.

to drastically reduce
air pollution and has also proven to be a valid

For this reason, in 2023 **UFI HYDROGEN**

development, implementation and industrialization
**MEAs Membrane Electrode
Assemblies** –

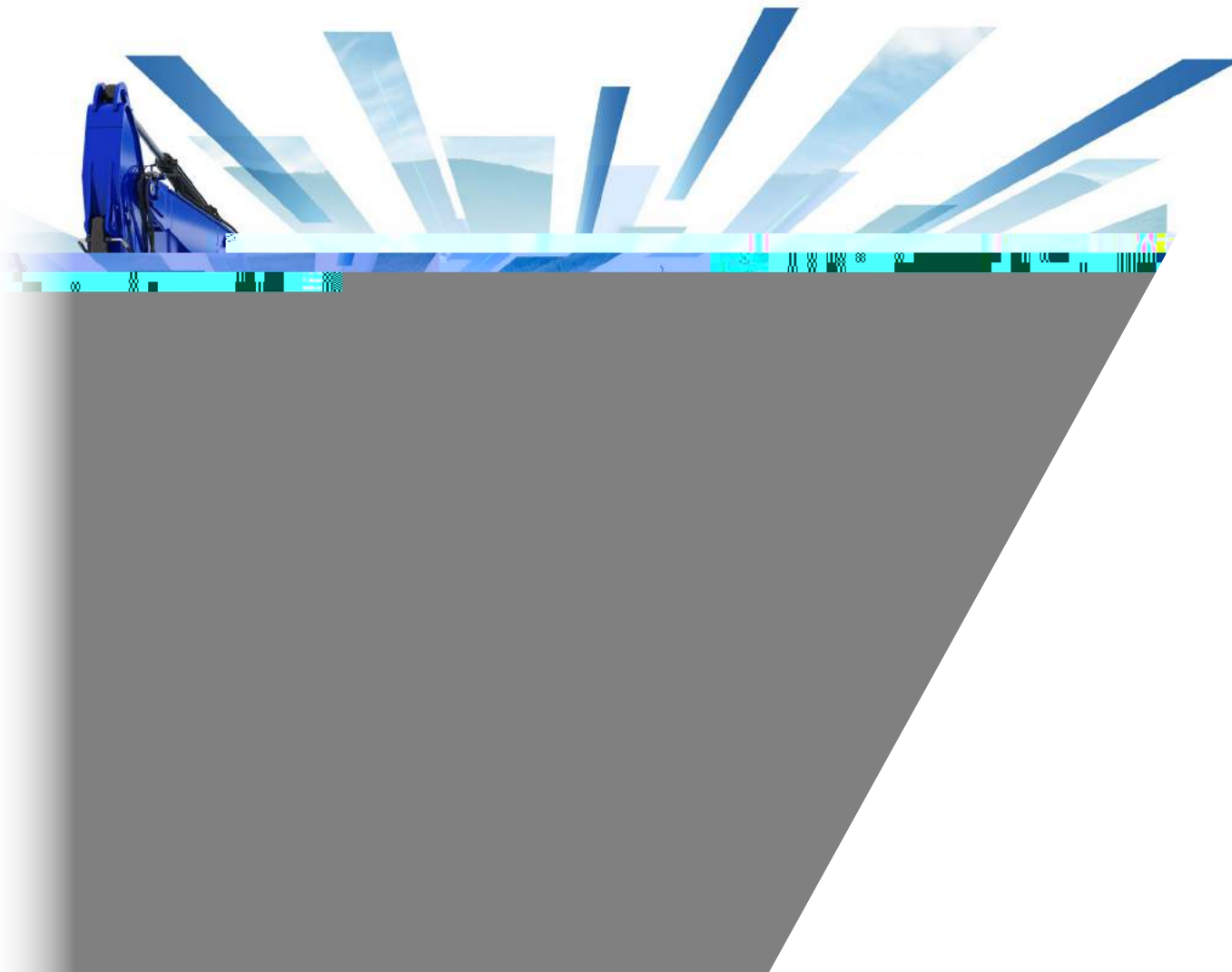
hydrogen utilization in the zero-emission mobility.



**GREEN-TECH
INNOVATORS**

combustion, hybrid and electric vehicles, UFI can supply revolutionary technologies.

Hydraulic Division



UFI Filters Hydraulics in 1992 in Bolgare,

For more than 30 years, UFI Filters Hydraulics has specialised in the design

most demanding operating environments and applications.

studying customers'

in mobile and stationary applications.

In 2022

Friedrichs Filtersysteme GmbH,

® : ® series

2.4 UFI Business Segments

High Tech Division



The UFI Filters High Tech Division team is

“extreme” teams competing in the **Formula 1 World Championship**

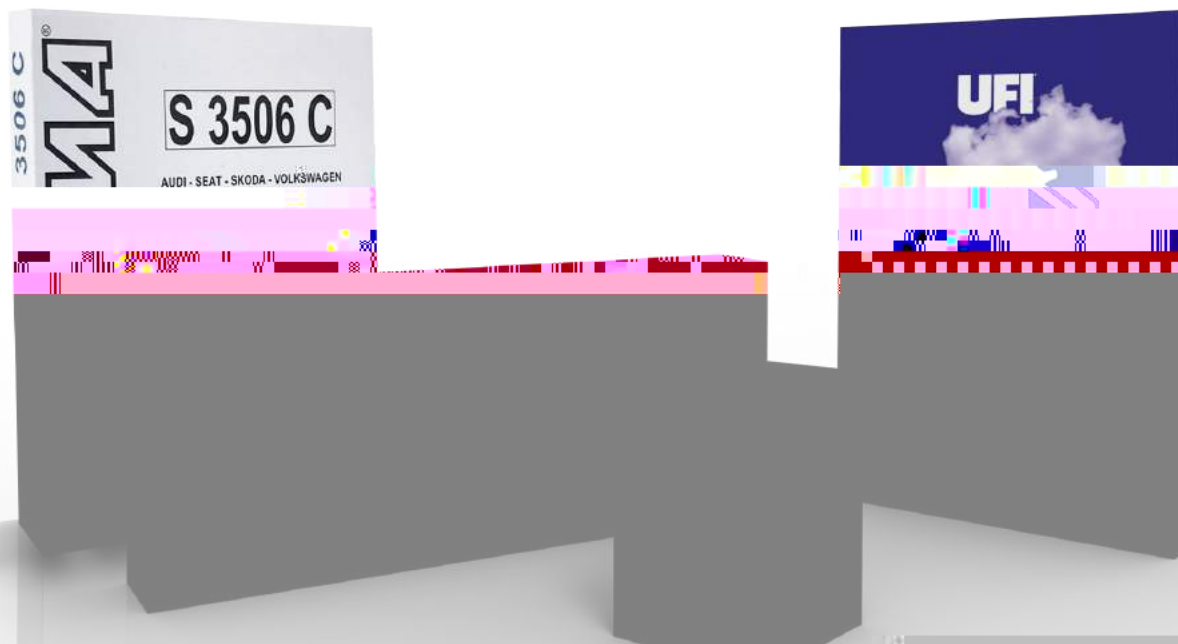
the company as undisputed leader in this premium motorsport class. Indeed, **9 of the 10 Formula 1 teams have chosen UFI** supplying more than 8,000 individual parts per year,

not only in the best-competitions, such as **Indycar, Nascar, Formula 3, MOTO GP, MOTO 2, MOTO 3 and others.**

fuel filtration systems for aerospace, military, marine and the defence sector vehicles.

complex mechanisms.

Aftermarket



counts more than **4.000 SKUs** in its catalogue

equipment. There are **19 UFI Aftermarket sales offices**

more than 70 countries

Equipment. SOFIMA's catalogue range consists **more than 3,000 products**, so that more than 98%

17 Group Aftermarket sales offices worldwide

3.1 Company Organization

#WeAreUFI

21 industrial sites and a 4.400 employees spread across 21

250 specialized technicians across its three Innovation and Research Centers and holds more than 280 patents

supportive environment.

“Glo-Cal” has been ingrained in

catering to our clients locally aims to enhance

Group CEO, based at the headquarters in Italy

(Nogarole Rocca – Verona). The organizational structure is organized as Regional Operations led by regional COOs (Chief Operations Officers).

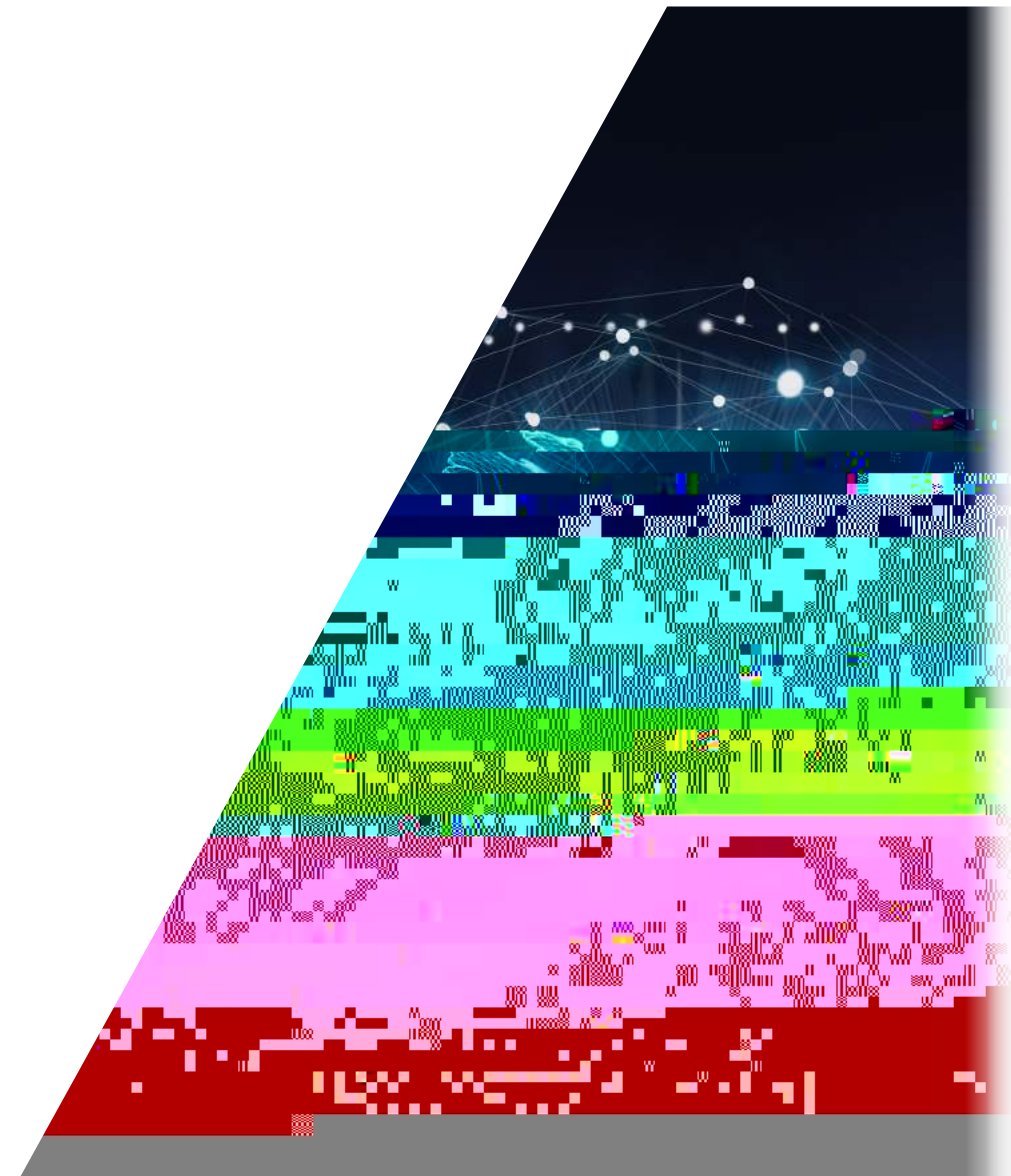
To streamline global coordination, resource

UFI Worldwide

The regional organization is divided in:

- EMEA:
- APAC:
- INDIA: India, Australia
- AMERICAS:

and locally.



3.2 Governance

The Governance Structure

The Governance Structure primarily consists of:

- **The Shareholders' Meeting:** This body shapes and expresses corporate intentions,

that includes a **Board of Directors (BoD)** overseeing the BoD's activities, and an **Auditing Firm** conducting statutory audits and accounting controls.

Decisions regarding the company's strategic direction are endorsed by the UFI Filters' Board.

's By-responsibilities include appointing members of the Board and approving the annual Financial Statements.

The Shareholders' Meeting also appoints

's Board members based on their managerial experience, strategic decision-

-executive

- **The Board of Directors (BoD):** This governing body oversees the company's operations and

plays a **central role in shaping and executing ESG initiatives and strategies,**

ensuring sustainable decision-responsibility through strategic guidance. Annually, the Board assesses the sustainability report to

ensure that, as executive members, it upholds the independence

of the company's progress in achieving sustainability

UFI Filters'

Audit

directing improvement actions.

Our internal audit function, based on a risk-based culture translated into policies and regulations promoting integrity, ethical conduct, corporate responsibility, and compliance. To uphold these principles, we've implemented a comprehensive compliance management system integrated into our corporate

Internal

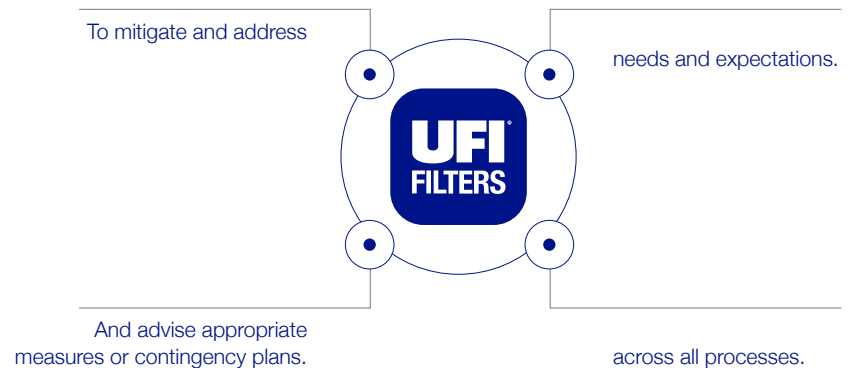
governance model. This system includes tools


for preventive and control actions, ensuring integrity and accountability, integral to our core values and

we've developed a systematic and proactive approach to **risk management** encompassing business, environmental, and social aspects

regular risk evaluation, and clear roles and responsibilities

Our Risk Management System is designed to:



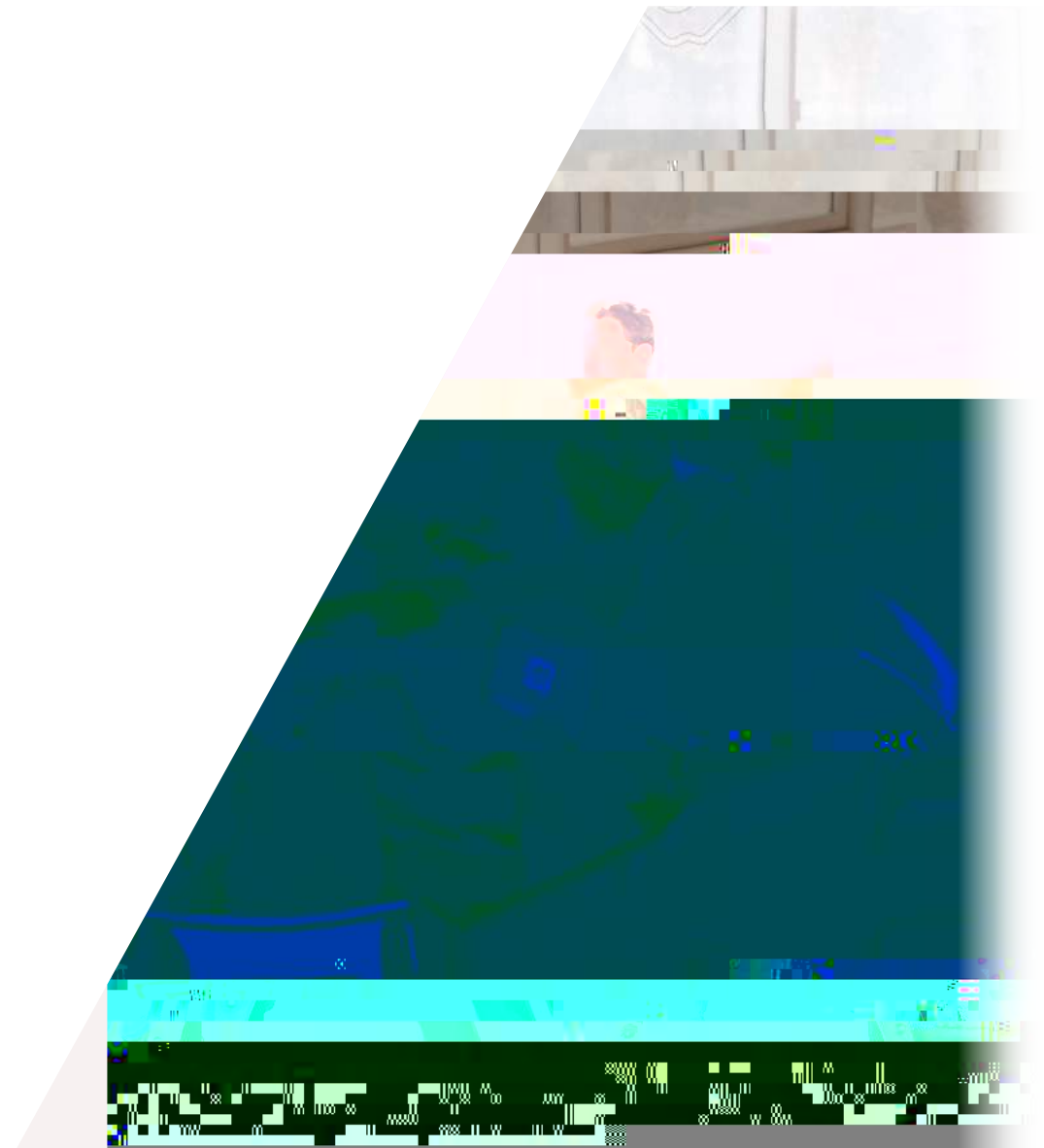


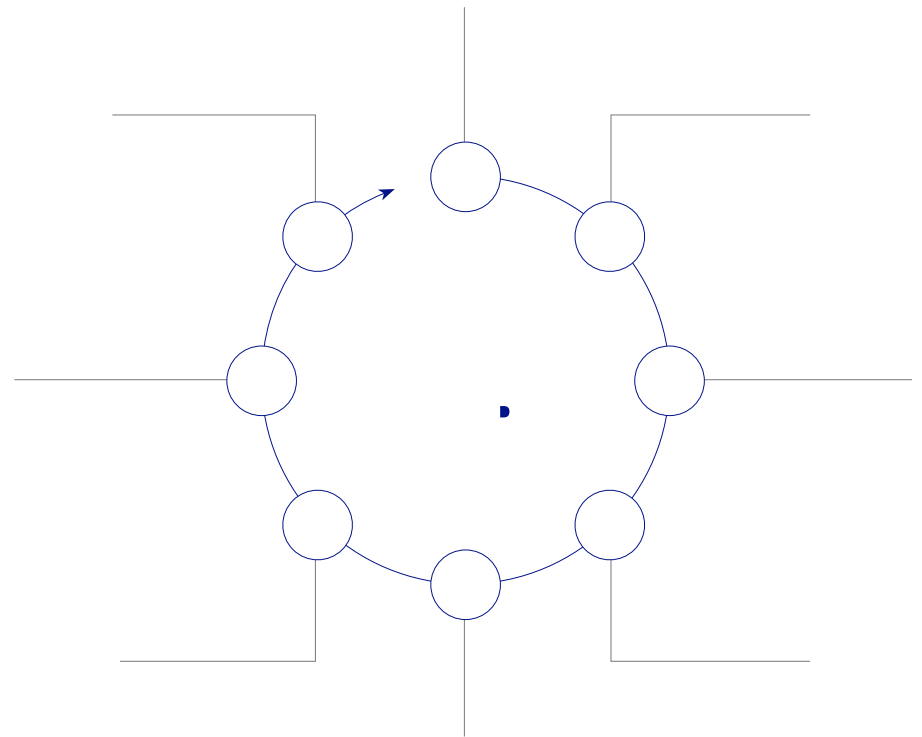
UFI Filters is deeply committed to upholding transparent, ethical, and compliant conduct, recognizing its fundamental role in ensuring fair management of the company's activities.

This commitment extends beyond mere

have established a comprehensive system







internal Intranet accessible to all employees and communicated via email to interested parties. Additionally, the **Code of Ethics and the Anti-Bribery Policies** **integral part of the Terms and Conditions** signed by our suppliers regularly, and all employees undergo regular training on policies and

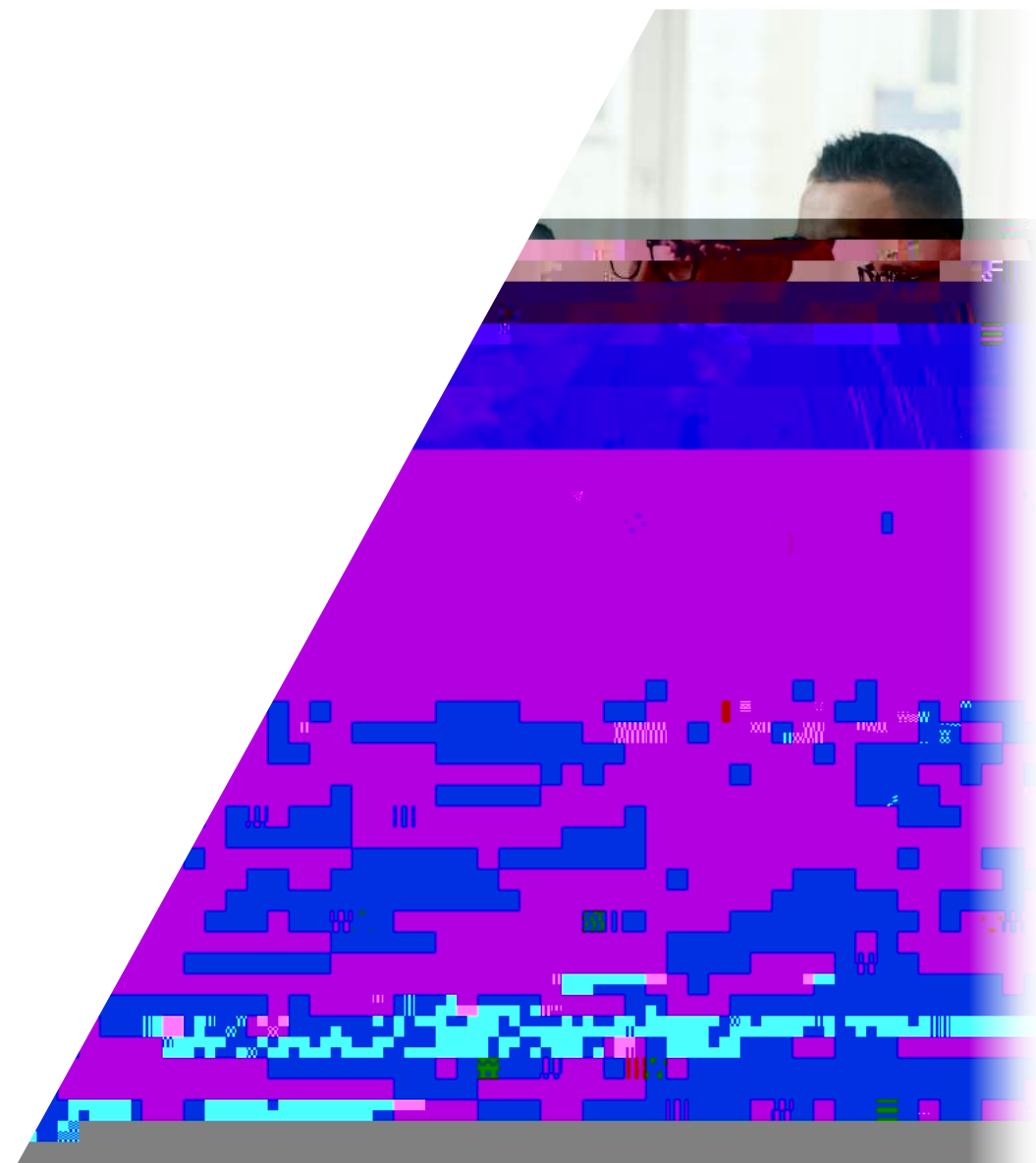
a **Supplier Code of Conduct** that mirrors the

aligning our suppliers with these principles,

standards established by our organization, ensuring consistency and accountability across

In line with previous year, we are proud to say that no corruption events were recorded in all our industrial sites or representative offices during year 2023. As well, no legal action relating to unfair competition, antitrust and monopolistic practices were reported in 2023.

-based
e-Learning platform, accessible to all colleagues



4.1 Materiality Impact

UFI Filters recognizes the utmost importance

in analyzing, monitoring, and reporting on the
's
business activities.

associated impacts. In doing so, the company adheres to **the principles advocated by the GRI Standards, including accuracy, balance, clarity, comparability, completeness, timeliness, verifiability,** the sustainability context.

Context Analysis, Voice of Stakeholders, Identification of Impacts, Impact Assessment, Impact Prioritization and Material Topic Determination.

To this end, **the UFI Group conducted an annual materiality analysis process in 2023**, aiming to

automotive industry has seen notable technological advancements, and sustainability-

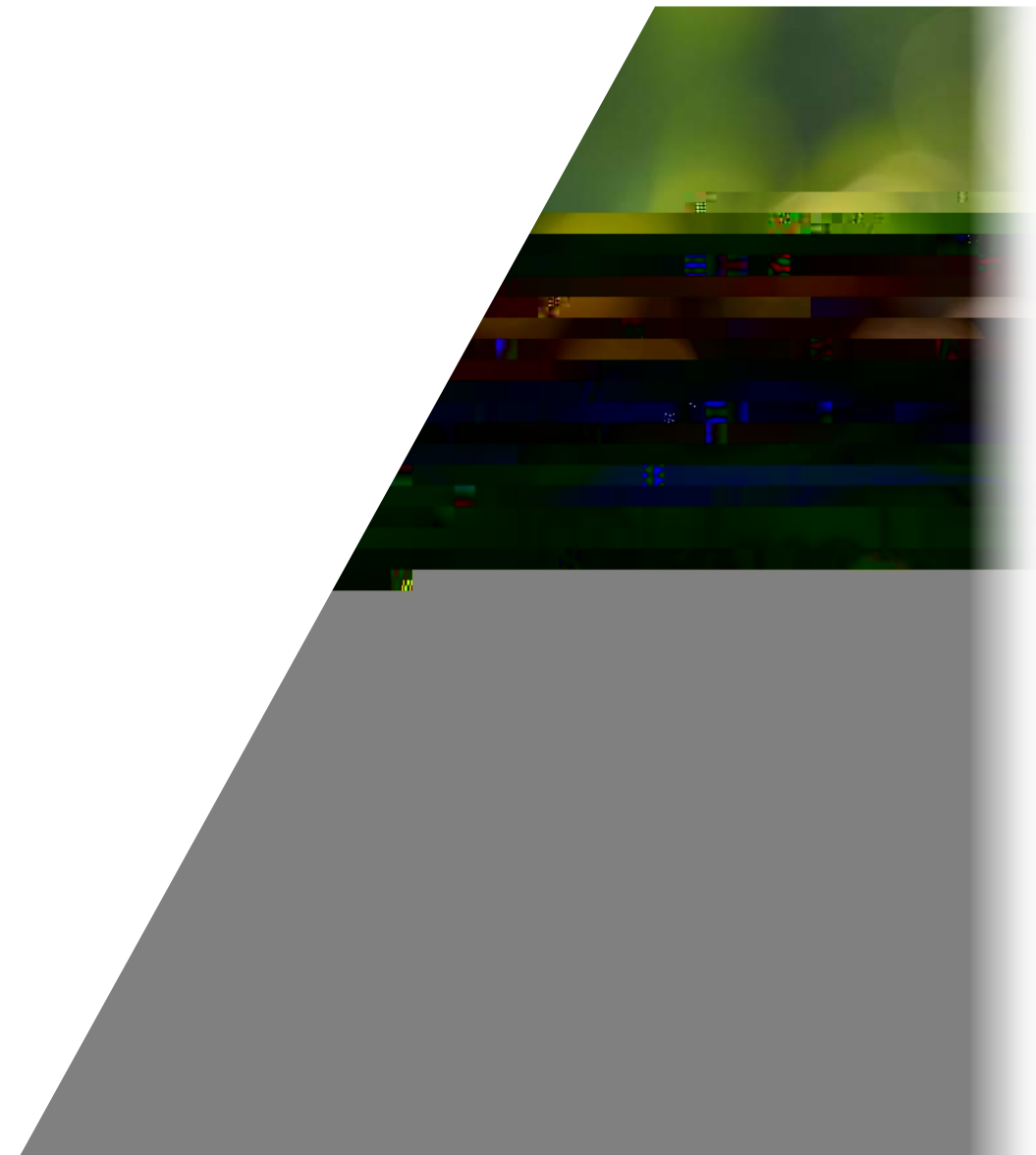
intensifying efforts to reduce greenhouse gas emissions and promote electric vehicles, the sector is undergoing a **sustainable mobility** strategies and embrace **innovative solutions**.

Motivated by a commitment to drive change, consistently engaging in initiatives and activities in this domain, including robust reporting practices. Hence, **in 2023, the materiality analysis was conducted in alignment with the new GRI Universal Standard 2021**, emphasizing **“impact materiality”**. This

governmental bodies highlights a shared dedication to advancing **low-emission technologies**. Stringent regulations and

Universal Standard 2016.

eco-



4.1 Materiality Impact

UFI Filters

continents, demonstrates its commitment to customer service and regional adaptation. -edge research centers and advanced laboratories, the company leads **innovation** by developing solutions **tailored to evolving market needs**.

Moreover, UFI Filters' global production model

diversified supply chain approach

and reliability.

UFI Filters remains responsive to external **customers seeking sustainable solutions to financial institutions emphasizing environmental criteria**, the company navigates a complex

Internally, UFI Filters values talent development,

flexibility, professional growth opportunities, and inclusivity, the company aims to attract and retain talent in today's competitive landscape.

environmental imperatives, technological advancements, and a dedicated commitment to **social sustainability**.

's

include **Customers, Suppliers, and Financial Institutions**

primary shareholder, management team, and group employees.

product innovation, particularly in **vehicle electrification**, consequently,

greenhouse gas emissions. The company's decarbonization strategy and investments in

themes such as human rights compliance are gaining traction.

and **a sustainable work environment**.

better positioned to attract and retain talent. In

corporate documents, industry-related publications, benchmarking analyses, customer requirements, international standards, and multi-stakeholder initiatives

understanding the impacts generated on the economy, environment, and people, considering

's industry and

operational context.

UFI Filters conducted a comprehensive

positive and negative current and potential impacts

activities and relationships along the value chain, including human rights considerations. These

“Environment,”

“Social,” and “Governance”

qualitative assessment based on scale, scope,

according to the **GRI Universal Standards**

2021 and integrate

materiality assessments.

resulted from those impacts with a significance level above the threshold model constructed for the impact assessment. This meticulous

2023

challenges and opportunities.

At the **forefront of our agenda** is the

Occupational Health

& Safety

our employees remains a top priority, as already

year

4.1 Materiality Impact

evolving environmental landscape brings to light pivotal concerns, such as **Decarbonization, Circularity, and Climate Change**. On the other hand,

Innovative and Eco-Responsible Products, and carbon emissions, championing circular practices, and mitigating climate impact developing sustainable solutions underscores

A **stable and robust Group Economic Performance is foundational** to sustaining our

resilience enables us to better uphold our commitments to employees, communities, and

Our dedication to **Diversity, Equal opportunities, and People Development**

Attractive Working Conditions

Environmental sustainability remains a core at **Environmental Protection** reduction to natural resource conservation, our

Integrity is non-negotiable, as evidenced by our loyal commitment to **Business Ethics and Integrity**. Upholding ethical standards across

Respect for Human Rights

all individuals. Finally, our dedication to **Supporting Local Communities** underscores our role as a responsible corporate citizen.

society, the environment, and our business.





5. #WeAreUFI

It's paramount to recognize that an organization's

They are the driving force behind the organization's progress. Our employees are

principles and values.

As a privately-

most valuable asset. Their ideas, individual talents,

innovation and ensuring our sustained relevance in an evolving mobility landscape. The imperative

our standing as an appealing employer globally. Our diversity and cohesive team spirit are paramount in

's challenges.

encompassing diverse languages and cultures, **diversity and inclusion serve as the unifying elements**

and cross-

us through challenging times and continues to inspire us daily.

permanent

employment contracts, exceeding **legal minimums** in their respective countries. This

dedication to providing a secure and supportive

the rest have comparable contractual conditions.

This ensures that our employees receive **fair compensation and benefits**

our commitment to stable employment practices. Permanent employees are typically

full-time contract, providing

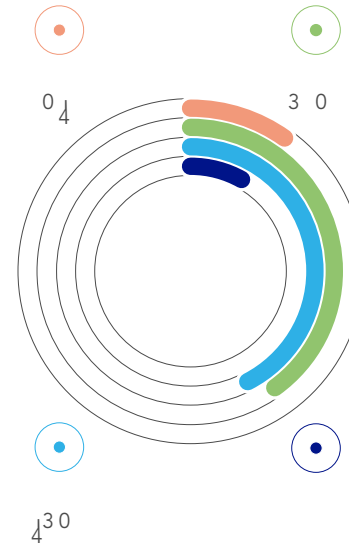
organizational context.

operations in 21 countries, spanning diverse

approximately 4.470 individuals worldwide

UFI's On-Roll Employees

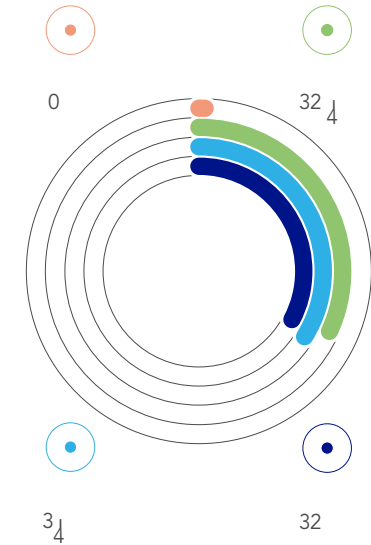
GRI 2-7



| Category | 2023 |
|-----------|------|
| Total | 32 |
| Permanent | 4 |
| Part-time | 4 |
| Temporary | 4 |
| Other | 3 |

UFI's Agency Workers

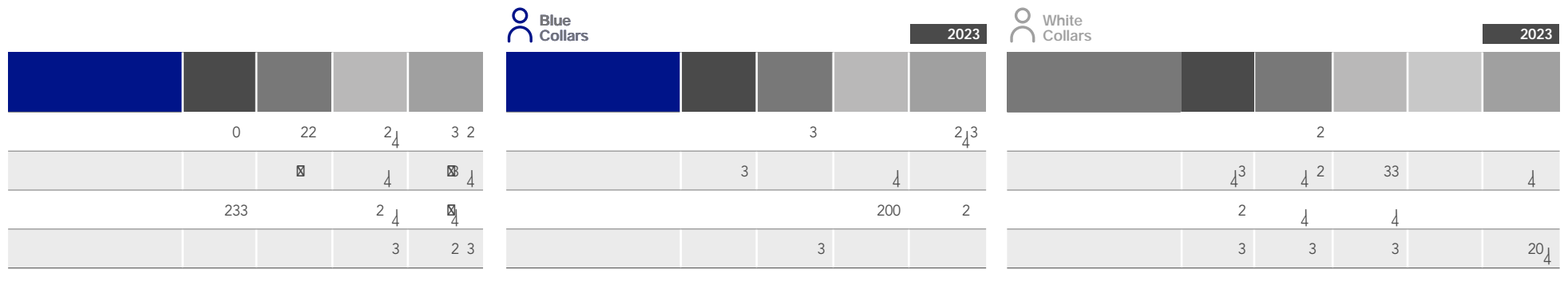
GRI 2-8



| Category | 2023 |
|-----------|------|
| Total | 323 |
| Permanent | 34 |
| Part-time | 4 |
| Temporary | 32 |

—





5.1 Occupational Health & Safety

Zero Accidents. This entails behaviors, and providing comprehensive training

occupational health hazards, devising preventive measures/equipment, and enhancing production

countries, alongside our internal protocols. **On-site Occupational Health, Safety, and Environment (HSE) representatives** regional HSE managers

prevention rather than correction.

enhancing working conditions through comprehensive risk analyses and assessments.

management members, employee representatives' s HSE representative,

processes, materials, or technologies.

In addition to preventive measures, **UFI Filters conducts audits to ensure compliance with HSE legal requirements and internal policies, standards, and practices**

is cultivated and upheld by the collective

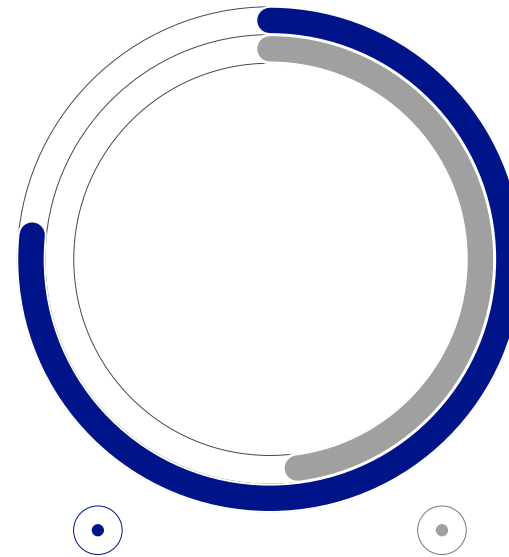
encourage each employee to prioritize **SAFETY FIRST**

through posters, reminders, and videos that align

' standards.

Certified Sites And Covered People

ISO 45001



3

4 4

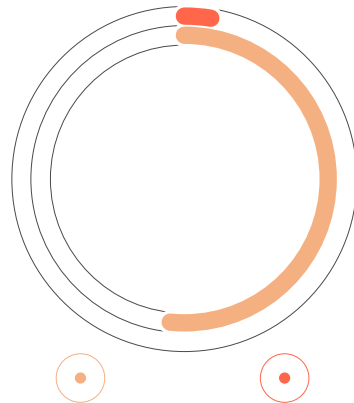
78,3% of Our People works in sites with ISO 45001 Certification *

47,4% of our Industrial sites are certified ISO 45001

5.1 Occupational Health & Safety

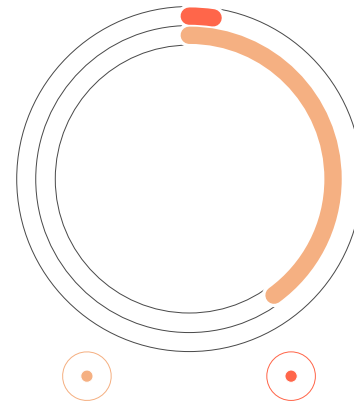
recordable incidents (LTA = Lost Time Accidents)

Frequency Index Injuries GRI 403-9
Number of incidents per 1,0 Mio worked hours



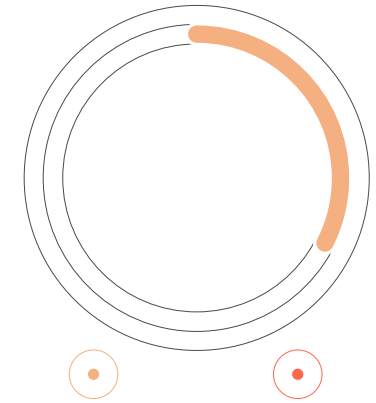
30 0

Frequency Index Injuries GRI 403-9
Number of incidents per 1,0 Mio worked hours



4 0

Frequency Index Injuries GRI 403-9
Number of incidents per 1,0 Mio worked hours



32 0

and reduce incident rates.

Furthermore, **in 2023, no high-consequence incidents**, including those resulting in more

Additionally, **no fatalities have occurred in the past four years.**

UFI Filters'

| | 2021 | 2022 | 2023 |
|--|------|------|------|
| | | | |
| | 0 | 0 | 0 |
| | | | 0 |
| | 4 | 3 | 30 |
| | | | |

Diversity

respective sites, gaining exposure to various departments. Subsequently, they progress into

diverse environments across continents. This

diversity but also ensuring **equal opportunities**

Talent Program

across all our sites in recent years. This program

creates **ample opportunities, nurturing the UFI culture from its grassroots to the highest levels of the organization.**

ensuring equal opportunities. Embracing cultural diversity is integral to our organizational ethos.

internal **career advancement opportunities** through

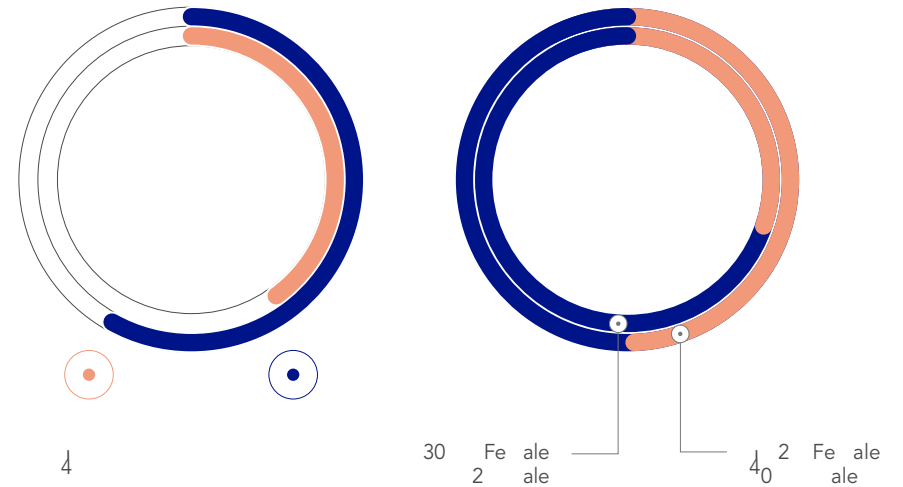
In **2023, our Talent Program** engaged **7 newly promoted managers** in the **APAC** region and **12 promising talents** in **EMEA**. These participants are actively involved in an extracurricular program

and mentors. Through participation in cross-

they gain invaluable experience and contribute directly to the company's success.

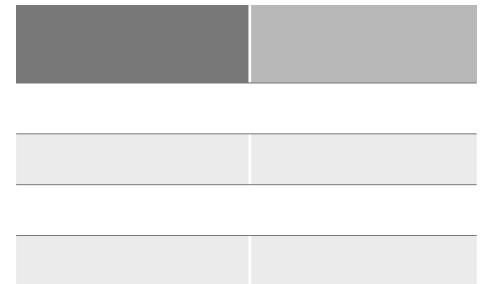
UFI's On-Roll Employees - Gender Diversity

GRI 405-1



| Category | 2022 | 2023 | 2024 | 2025 |
|----------------------|------|------|------|------|
| Total | 30 | 40 | 30 | 40 |
| Female | 15 | 20 | 15 | 20 |
| Male | 15 | 20 | 15 | 20 |
| Blue Collars | 10 | 20 | 10 | 20 |
| Female | 5 | 10 | 5 | 10 |
| Male | 5 | 10 | 5 | 10 |
| White Collars | 20 | 20 | 20 | 20 |
| Female | 10 | 10 | 10 | 10 |
| Male | 10 | 10 | 10 | 10 |

| HC Distribution Among Regions



| | Training Hours | | | | 2023 | 2022 |
|--|----------------|---|---|---|------|------|
| | 3 | 3 | 0 | 3 | 0 | 0 |
| | 3 | 0 | 4 | 0 | 0 | 0 |
| | 0 | 2 | 0 | 4 | 0 | 3 |
| | 3 | 3 | | 0 | 4 | 0 |

5.4 Attractive Working Conditions

Work/Life Balance

are instrumental in retaining our valued employees.

comprehensive suite of benefits, encompassing **healthcare, parental leave, pension contributions, and life insurance.** **approximately**

80% local regulations and legislation, underscoring

company at large. Initiatives such as **hybrid working**

support and endorsement at the highest levels

Our **On-Board procedures** are meticulously

Our Values.

inclusivity and respect.

Transparency and openness are paramount values upheld by our organization, serving

commitment to prioritizing internal candidates the most suitable candidates.

Over our 50-

“10” and “20”

colleagues.

dedicate their entire careers to the UFI Filters

volumes about the supportive environment and

#WeAreUFI



5.5 Freedom Of Association

excellence extends beyond mere operational
-being encompassing various countries and continents,
spanning diverse regions and cultural landscapes. compliance and ethical conduct.

Freedom of the Individual, ensuring that each employee has and participate in representative bodies, in strict respective regions.

These representative bodies serve as crucial business practices.

Through collaborative engagement and participatory decision- -create an

union associations
the **freedom to associate with unions as they see fit. Factors such as workforce composition and regional dynamics feasibility of unionization in certain areas.**

ensuring fair representation and adherence to established procedures.

Despite the diverse regulatory contexts, our relations remains resolute. Through transparent communication, collaboration, and mutual

At UFI Filters, our dedication to excellence, integrity, and social responsibility serves as



External Initiatives



6.1 Our Sustainable Innovation

Undoubtedly, **climate change** represents an urgent global crisis, necessitating immediate action to

Paris Agreement of 2015

in our collective endeavor to combat climate change and promote international cooperation in addressing this pressing issue.

contributors to greenhouse gas emissions, emphasizing the need to reduce these emissions to

full electric vehicle technology and **hybrid vehicles**.

These innovative advancements not only signal

enhance technological efficiency

-edge technologies aimed at optimizing the thermal

This holistic approach not only enhances the

-the-art solutions

the automotive industry. Our enduring success

relentless technological innovation, a dedication

advanced products.

This persevering approach has enabled UFI Filters to maintain its position as a leader in the automotive sector, consistently delivering solutions that address the industry's most

Hydrogen holds promise for sustainable automotive use, reducing greenhouse gas emissions and fossil fuel dependence. Our **UFI Innovation Center** has been advancing hydrogen technologies since 2017, contributing to

UFI HYDROGEN

developing **Membrane Electrode Assemblies (MEAs)**

zero-collaborates globally, supported by organizations

Provincia Autonoma di Trento and FBK (Fondazione Bruno Kessler). It also plays **European IPCEI (Important Project of Common European Interest) Hydrogen Program**

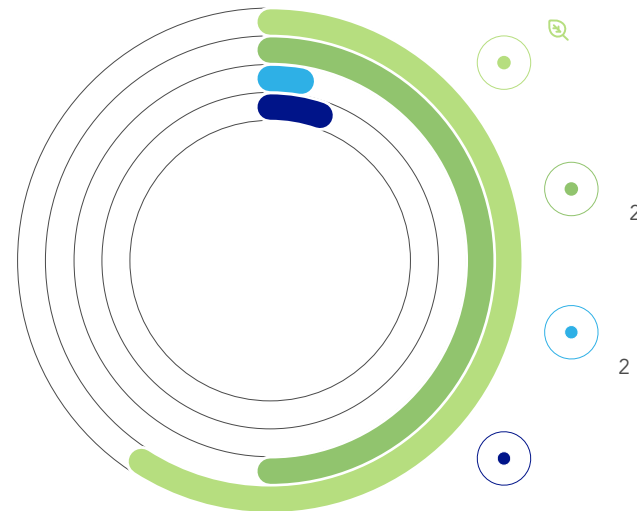
European partners.

awarded business projects in 2023 being focused on applications for electrified vehicles.

new full electric and fuel cell vehicle applications, 52% new awarded portfolio

59% of newly

Our Business Awarded



UFI Filters has continued to demonstrate its commitment to product innovation, achieving

thermal management. In 2023, UFI Filters has expanded its presence in the thermal management

e-axle cooler of a new Battery Electric Vehicle (BEV)

in development by **NIO**

UFI Filters' technological expertise and customer

headquartered in Shanghai. The e-axle is a crucial

Filters'

-cooled vacuum brazed

-axle, thereby

electric vehicles.

the **cathode air filter module**
Deep Blue SL03

Changan

SUPER ADSORBER range and provides comprehensive
protect proton exchange membrane fuel cells (PEMFC)

and gaseous contaminants, ensuring optimal

UFI Cathode Air Filter (Changan)



UFI E-Axle Cooler (NIO)



00

4

100% of Our Sites delivering to Automotive OEM are certified IATF 16949

94,5% of Our People works in sites with IATF 16949 Certification

73,7% of All Our Sites are certified IATF 16949 (GRI index)

6.2 Product Quality & Safety

to ensuring material compliance as part of our environmental standards throughout our

and processes are **free from hazardous substances** in accordance with all applicable international legislation limits.

from **conflict-free regions**.

content in products supplied to all UFI Filters

mandates that all suppliers and commercial partners adhere to our **Group Material Compliance Policy**. This policy is designed to ensure adherence to various regulatory

The Group Material Compliance Policy

• **IMDS System (International Material Data System):** A globally standardized exchange and management system for chemical compositions.

• **REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals):**

• **RoHS (Restriction Of Hazardous Substances):** A European Union Directive aimed at curtailing the use of hazardous materials

with a strong emphasis on environmental recovery

• **Conflict Minerals (also known as “3TG” - Tin, Tantalum, Tungsten, and Gold):** An initiative to ensure that minerals used in products

do not originate from conflict zones, necessitating rigorous tracing

and the environment. **It is worth noting that in the year 2023, no incidents concerning end-customer health and safety resulting in fines, penalties, or warnings were reported.** We maintain stringent compliance measures and commitment



6.3 Our Supply Chain

the in maintaining

shipping. In , this approach

, centrally coordinated

governance, and environmental standards, **using third-party certifications like IATF**

Finally, UFI Filters proudly announces the acquisition

Full certification (IT AEOF 23 2047)

In , UFI Filters developed and introduced the , available

Filters S.p.A., demonstrating its commitment to excellence and compliance in customs operations. The AEO accreditation, obtained in

. This comprehensive policy highlights our commitment

Emphasizing human rights and environmental

UFI Filters gains access to streamlined customs procedures, reduced physical inspections, and

these principles, demonstrating their dedication to our shared sustainability goals.

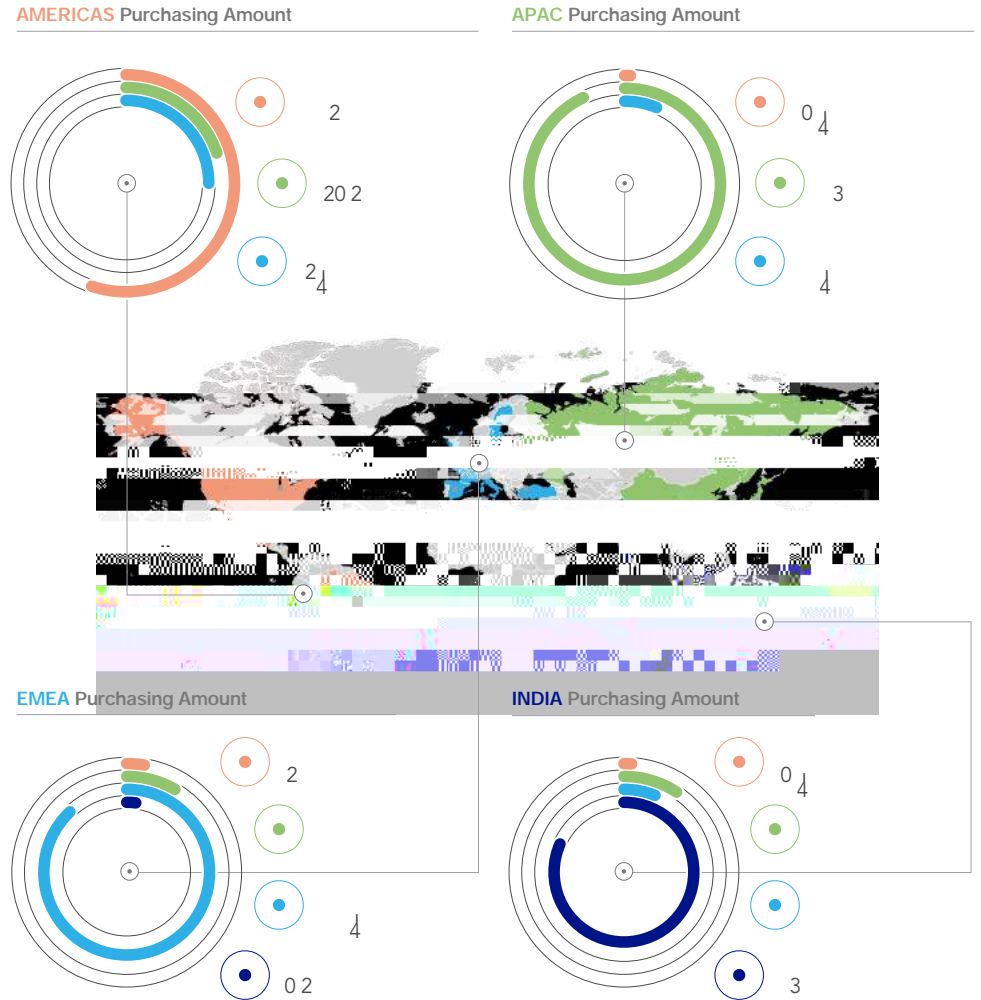
its position as a leader in the industry. The AEO

) highlights our commitment to sustainability. By prioritizing local

across its global operations.

UFI's Proportion of Regional Purchase

GRI 204-1



6.3 Our Supply Chain

Procurement of Materials at UFI Filters

these acquisitions, **raw materials account approximately 24,3%**

components procured externally.

plastics

vertically integrated operations. Alongside, the company acquires plastic semi-

technical resins engineered to endure mechanical and thermal stresses

recycled materials in these plastics is **limited** due to **stringent technical specifications** mandated by customers, particularly evident in granulated

PA6 or PA66, prevalent in our procurement, adhere to strict client-set requirements, constraining the use

significant percentages of recycled material

(the grade) are observed solely in **polypropylenes, small fraction**

materials in ongoing production.

aluminum constitutes the

amounting to **approximately 38% of raw materials procured**. Special aluminum coils,

process. Additionally, aluminum ingots are sourced

semi-external suppliers.

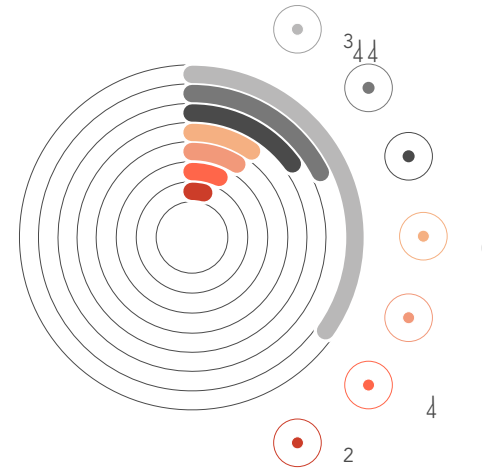
Furthermore, UFI Filters procures **cellulose**, derived from **filtering materials** production. **technical constraints**, only

company's commitment to **maintaining product quality and performance standards**. As the “ ” emphasizes replenishable resources, applicable to ecological cycles or agricultural processes, this does not align

Material Procurement

GRI 301-1

Percentage on Total Annual Purchase



| | 2022 | 2023 |
|--------------------|-------|-------|
| Raw materials | 24.3% | 24.3% |
| Plastics | 15.0% | 15.0% |
| Technical resins | 10.0% | 10.0% |
| Recycled materials | 2.0% | 2.0% |
| Other materials | 48.7% | 48.7% |

7.1 Approach To Environment

sustainability, global movements such as the **European Green Deal** and various national agreements inspire action and commitment remains a shared goal, there' ongoing challenges and complexities involved. Our customers are increasingly prioritizing

reducing our carbon footprint and integrating sustainability practices across our industrial sites. This involves ongoing evaluation and

Expanding upon **our legacy of providing filtration products for a cleaner planet** exploring opportunities to incorporate emissions-

technology underscores our commitment to 're actively **exploring the potential of fuel cell products, including applications related to hydrogen technology.**

and environmental responsibility, UFI is actively contributing to the development and utilization

hydrogen technology. Hydrogen holds immense potential as a clean and versatile energy including transportation, industry, and energy storage. Through our research and development

hydrogen-

Our sustainability approach is holistic, industrial operations. Spearheaded by our **Environmental, Health, and Safety (EHS) Group CEO steering committee** and monitored by **regional leadership** and **EHS committees.**

assessment, and mitigation, our methodology ensures that each industrial site adheres to pertinent to its location.

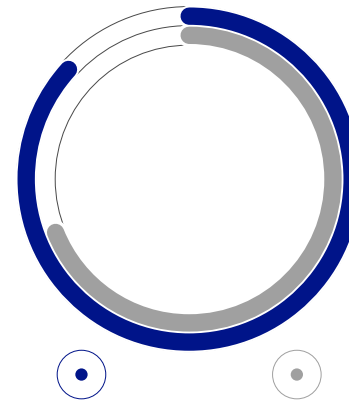
processes on resources and the environment. adherence to legal and compliance obligations

through sustainable practices in material usage, **ISO 14001** commitment to environmental management and regulatory compliance.

environmental management practices yielded **no monetary fines or legal disputes related to environmental matters across UFI plants.** This outcome underscores our commitment to sustainability

Certified Sites and Covered People

ISO 14001



4

87,9% of Our People works in sites with ISO 14001 Certification

68,4% of our industrial sites is ISO 14001 Certified

7.2 Energy Consumption

electricity usage.

This autonomous production corresponds to the **%**. Furthermore, this plant produces an **9.743 kWh**.

On the other hand, the recently established **, is**, ensuring an independent and sustainable energy source.

underscore a dedication to continual improvement and technological advancement.

structural limitations.

Together, these initiatives underscore a holistic approach to energy management, blending

UFI is exploring various alternatives, including

electricity consumption. Embracing sustainability

consumers, such as utilities, corporates, and

under carbon disclosure mechanisms.

energy supply equipment on existing premises,

The company is currently developing a decarbonization strategy tailored to each

local production of 549.232 kWh (equal to 1.977,2 GJ) provided

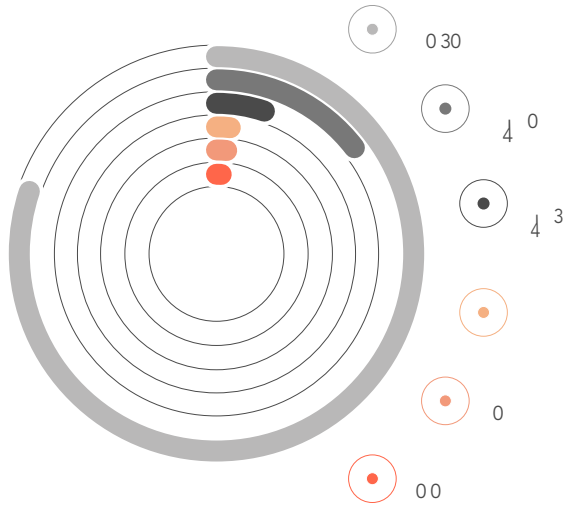
consumption patterns.



7.2 Energy Consumption

Energy Consumption

GRI 302-1

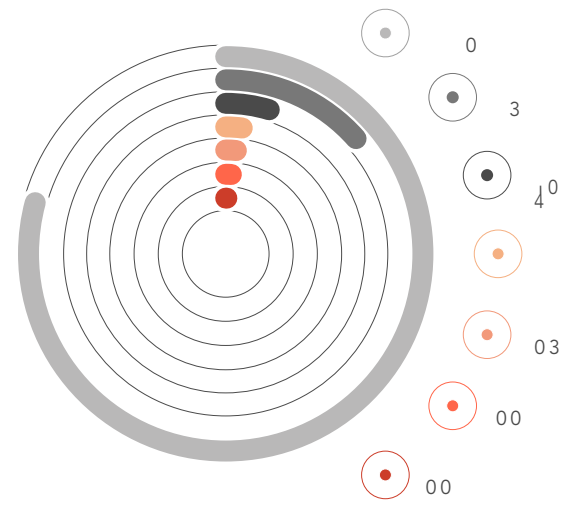


2022

| | | | | |
|--|----|-----|----|----|
| | | | | |
| | 30 | 2 | 22 | 32 |
| | 4 | S 3 | 4 | |
| | 32 | 3 | I | |
| | 4 | | 4 | 4 |
| | 4 | 2 | I | 2 |
| | 4 | | I | 2 |
| | | | I | |
| | | | | |

Energy Consumption

GRI 302-1



2023

| | | | | |
|--|----|-----|----|----|
| | | | | |
| | 30 | 4 | 22 | 2 |
| | 4 | S 3 | 3 | 0 |
| | 32 | 4 | I | 0 |
| | 4 | | 4 | 0 |
| | 32 | 3 | I | 3 |
| | 4 | | I | 22 |
| | 4 | | I | 33 |
| | | | | |
| | | | | |

Greenhouse Gases Emissions

The **Paris Agreement**

change and is committed to aligning its operations

2 degrees

Celsius above pre-industrial levels

aspiration **to strive for a 1.5-degree Celsius limit.**

launching an initiative to comprehensively grasp

Spearheaded by the headquarters, this endeavor

In response to the Paris Agreement's imperatives,

2022 and 2023, with a keen

focus on direct Scope 1 and indirect Scope 2 emissions.

investing heavily in research and development to

Additionally, there is a **growing emphasis on integrating renewable energy sources**

prevailing influence of indirect Scope 2 emissions linked to electricity usage

value chain are collaborating to establish industry-

's

optimize supply chains, enhance recycling and



7.3 Climate Protection

Ongoing energy efficiency initiatives have yielded tangible benefits, particularly in

gains are offset responding to heightened market demand by ramping up production output.

A positive trend emerged in Scope 1 emissions between 2022 and 2023, showcasing an 9,24% reduction primarily attributed to targeted improvement initiatives focused on refrigeration plant maintenance. These measures, aimed at

contributed to emission mitigation.

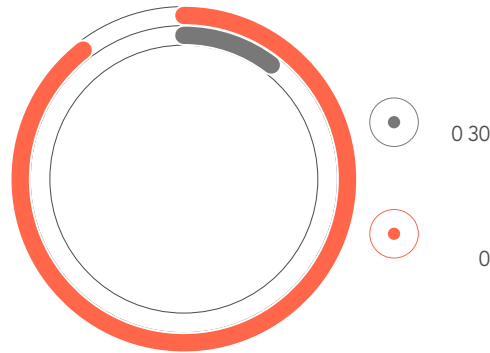
contribution to Scope 1 emissions through the

comprehending and mitigating its environmental

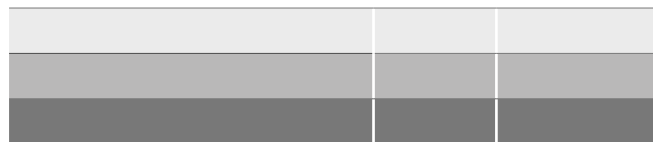
sustainability and climate resilience.

GHG Inventory UFI Filters Group

GRI-305 GHG emissions

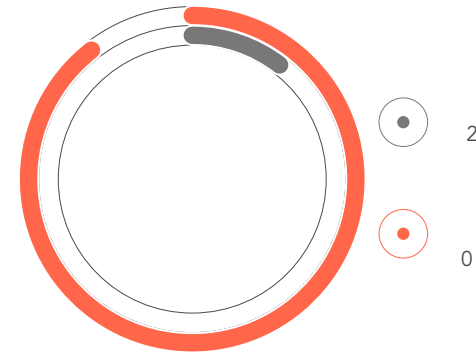


| Category | Unit | 2022 |
|-------------------|------|--------|
| Natural Gas | t 2e | 204.24 |
| Diesel Fuel | t 2e | 234 |
| Refrigerant Gases | t 2e | 3 |
| Gasoline Fuel | t 2e | 24 |
| Other Fuels | t 2e | 222 |

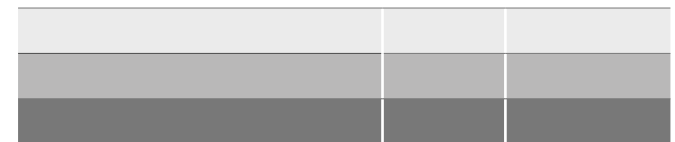


GHG Inventory UFI Filters Group

GRI-305 GHG emissions



| Category | Unit | 2023 |
|-------------------|------|-------|
| Natural Gas | t 2e | 230.2 |
| Diesel Fuel | t 2e | 33 |
| Refrigerant Gases | t 2e | 222 |
| Gasoline Fuel | t 2e | 0 |
| Other Fuels | t 2e | |



7.3 Climate Protection

Other Pollutant Gas Emissions

In addition to actively addressing greenhouse gas emissions, **UFI Filters implements rigorous monitoring of other pollutants emitted into the atmosphere across all its certified sites.**

nitrogen oxides (NOx), sulfur oxides (SOx), volatile organic compounds (VOC), persistent organic pollutant (POP) and fine particulate matter (PM).

gases are sampled and measured at each site.

Typically, these emissions at UFI are associated

or other processes involving combustion and

For all such processes, UFI deploys exhaust and

Across all operational sites, **UFI consistently maintains emissions levels below legal thresholds.**

is no legal obligation to monitor and calculate atmospheric pollutant emissions due to

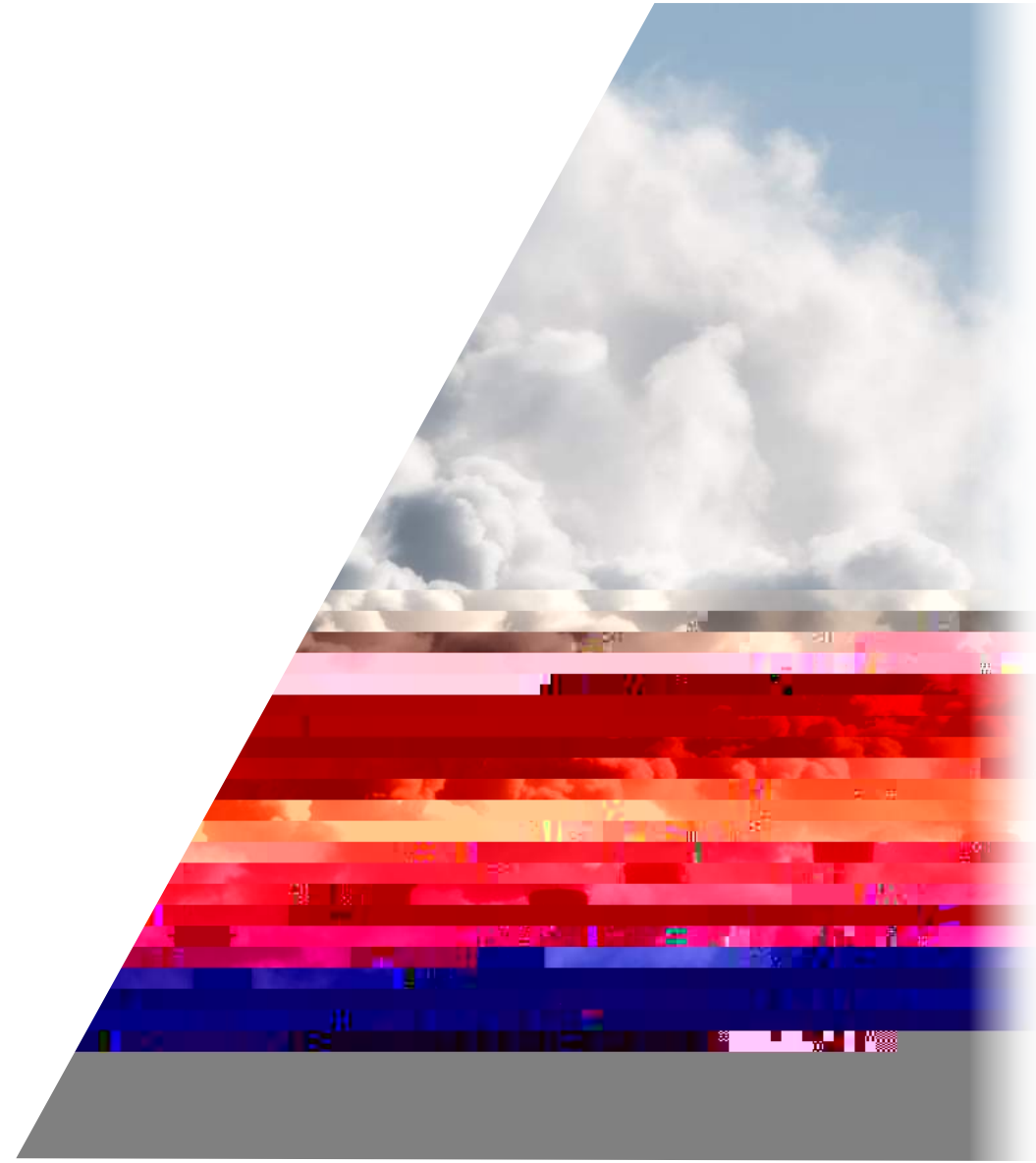
government regulations mandate the monitoring

manage and mitigate the environmental impacts

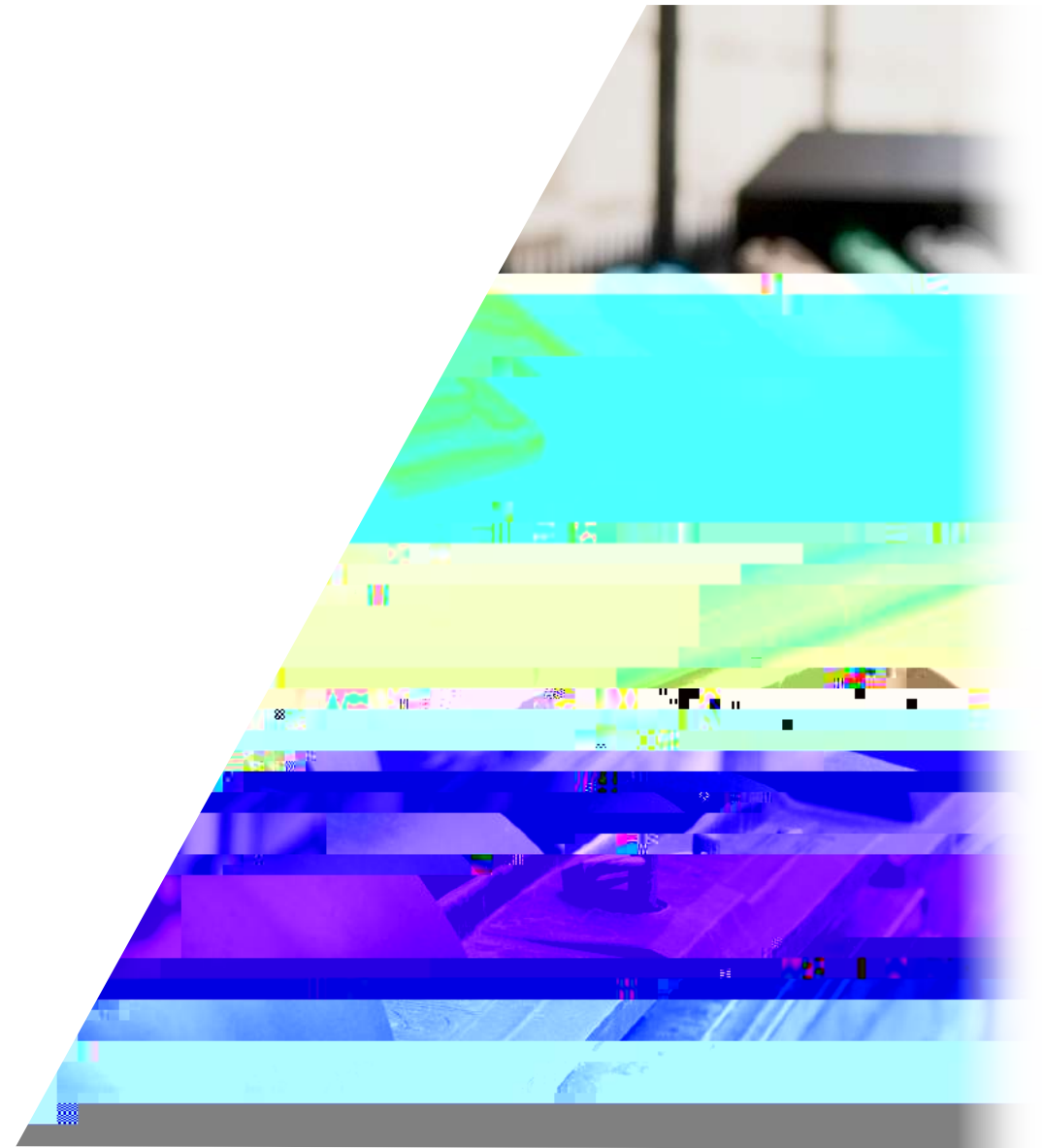
local regulations and upholding its dedication to

| Pollutant Gases Emissions | GRI-305-7 Pollutant |
|---------------------------|---------------------|
| | 2 2 |
| | 3 4 |
| | 0 0 0 |
| | 0 4 |

Yearly data measurement for other countries are below minimum thresholds and/or not monitored, according to local requirements.



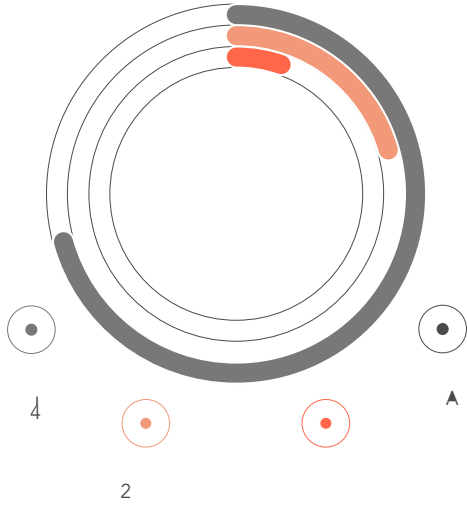
UFI Filters places a paramount emphasis on implementing **robust waste management**



7.4 Waste Management

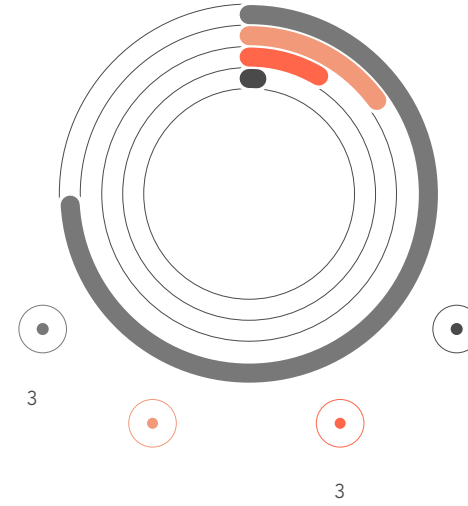
Waste Management

GRI 306



Waste Management

GRI 306



Sustainability Report UFI Filters 2023

Sustainability Report UFI Filters 2023

2022

| | | | |
|--|-------|--------|--------|
| | | | |
| | | 2 | 0 |
| | ▲ | ▲ | ▲ |
| | 2 3 | 3 22 | 2 4 |
| | 3 2 4 | 4 02 3 | 4 02 3 |
| | | | |

2023

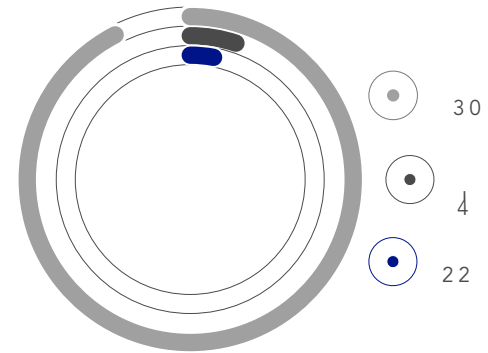
| | | | |
|--|----|------------------|-------|
| | | | |
| | | 2 | 0 |
| | | 2 02 | 2 02 |
| | 2 | 0 3 | 2 4 3 |
| | 32 | 4 4 ³ | 0 |
| | | | |

's most precious

sourcing and W Multipal • Ö € THU J!h 00@NPL Y]P•0Å V V Ä P L L T L J L
' operations, the

Water Withdrawal

GRI 303-3



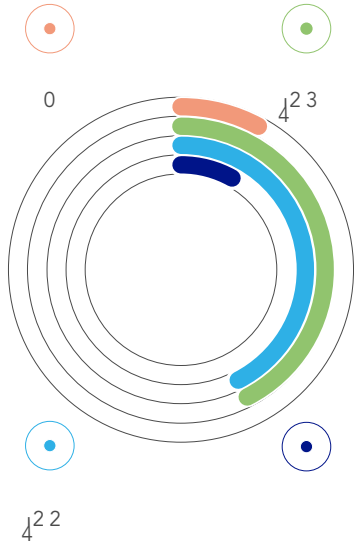
| | | | | |
|--|---|----|---|---|
| | | | | |
| | 0 | 2 | 2 | 2 |
| | 0 | 2 | | 4 |
| | 2 | 0 | 3 | 0 |
| | 2 | 22 | | |



5. #WeAreUFI Appendix

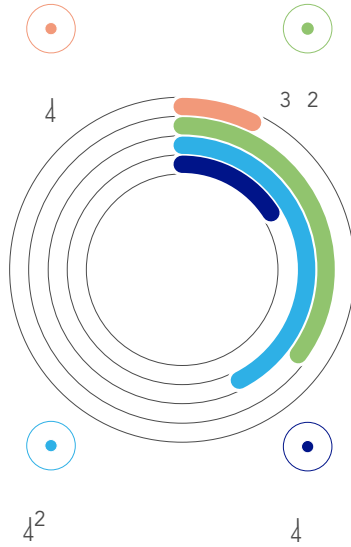
UFI's On-Roll Employees

GRI 2-7



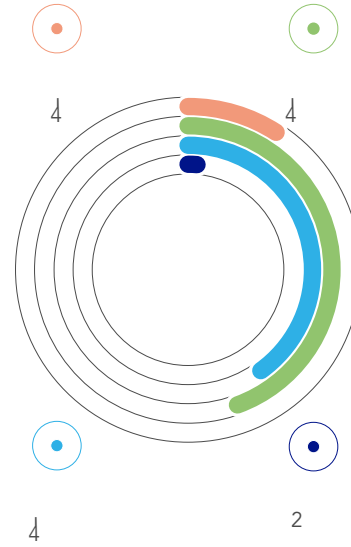
UFI's On-Roll White Collars

GRI 405-1



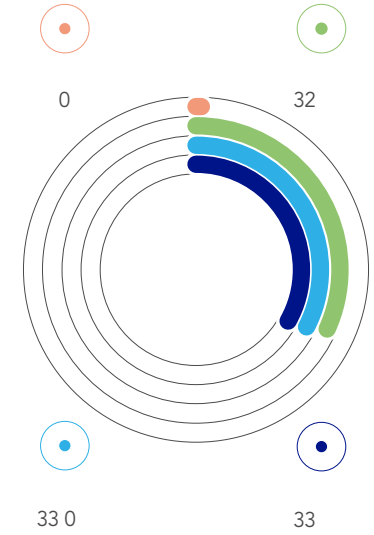
UFI's On-Roll Blue Collars

GRI 405-1



UFI's Agency Workers

GRI 2-8

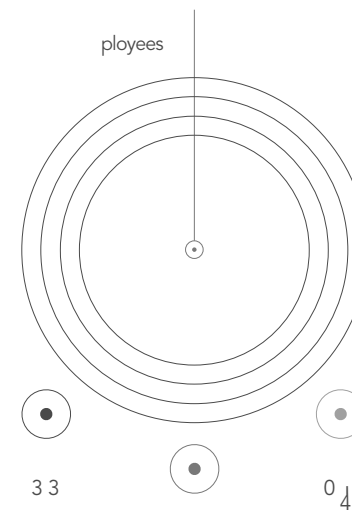
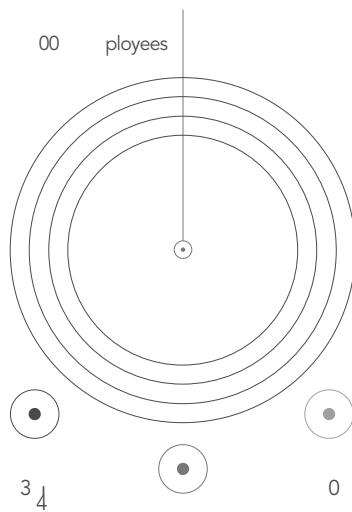
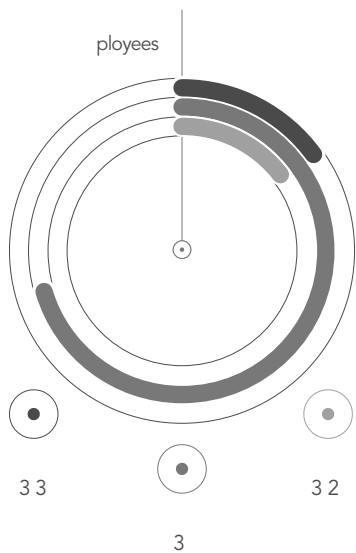


| Total | | 2022 |
|-------------------------------------|---|------|
| <input checked="" type="checkbox"/> | 4 | 2 |
| <input type="checkbox"/> | 4 | 0 |
| <input checked="" type="checkbox"/> | 4 | 4 |
| <input type="checkbox"/> | 4 | 2 |

| White Collars | | 2022 |
|-------------------------------------|---|------|
| <input checked="" type="checkbox"/> | 4 | 4 |
| <input type="checkbox"/> | 4 | 0 |
| <input checked="" type="checkbox"/> | 4 | 3 |
| <input type="checkbox"/> | 4 | 0 |

| Blue Collars | | 2022 |
|-------------------------------------|---|------|
| <input checked="" type="checkbox"/> | 4 | 2 |
| <input type="checkbox"/> | 4 | 0 |
| <input checked="" type="checkbox"/> | 4 | 0 |
| <input type="checkbox"/> | 4 | 0 |

| Total | | 2022 |
|-------------------------------------|----|------|
| <input checked="" type="checkbox"/> | 33 | 2 |
| <input type="checkbox"/> | 32 | 0 |
| <input checked="" type="checkbox"/> | 33 | 2 |
| <input type="checkbox"/> | 32 | 0 |



Total 2022

| | | |
|----|----|----|
| 0 | 22 | 2 |
| 2 | 0 | 44 |
| 24 | 2 | 04 |
| 0 | 3 | 24 |

Blue Collars 2022

| | |
|----|----|
| 32 | 23 |
| 0 | 3 |
| 4 | |
| 2 | |

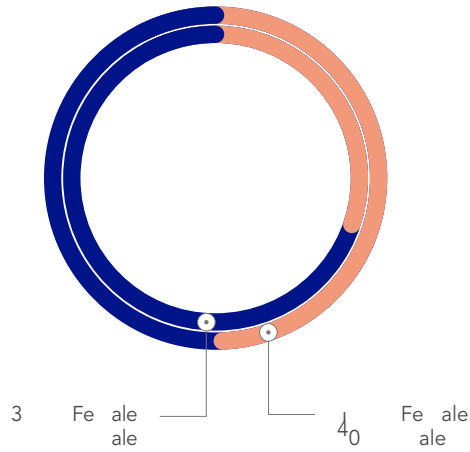
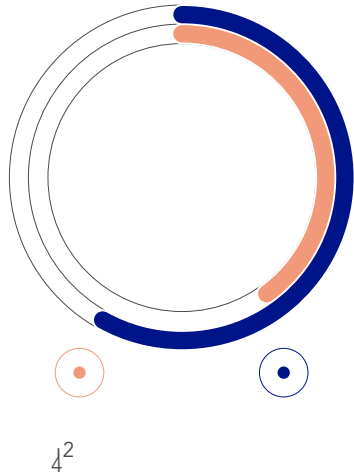
White Collars 2022

| | | | | |
|---|---|---|---|---|
| 3 | 3 | 0 | 3 | 4 |
| | 3 | | | 3 |
| 0 | 2 | 3 | | |

5. #WeAreUFI Appendix

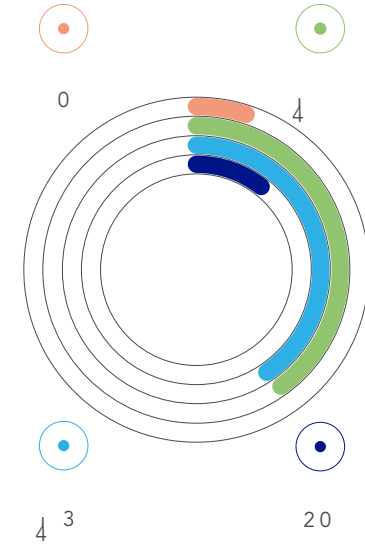
On-Roll UFI's Employees Gender Diversity

GRI 405-1



PBP Adoption | HC Distribution Among Regions

GRI 404-3



| Total | | 2022 | |
|-------|----|------|----|
| 2 | 4 | 2 | 4 |
| 3 | 23 | 0 | 4 |
| 00 | 04 | 0 | 4 |
| | 23 | | 24 |

| Blue Collars | | 2022 | |
|--------------|----|------|---|
| 3 | 4 | 0 | 4 |
| 03 | 44 | 0 | 4 |
| 40 | 44 | 2 | 3 |

| White Collars | | 2022 | |
|---------------|---|------|----|
| 2 | 0 | 2 | 4 |
| 0 | 2 | 4 | 3 |
| | 0 | | 24 |

| White Collars | | 2022 | |
|---------------|--|------|---|
| | | 2 | 4 |
| | | 4 | 2 |
| | | 2 | 4 |





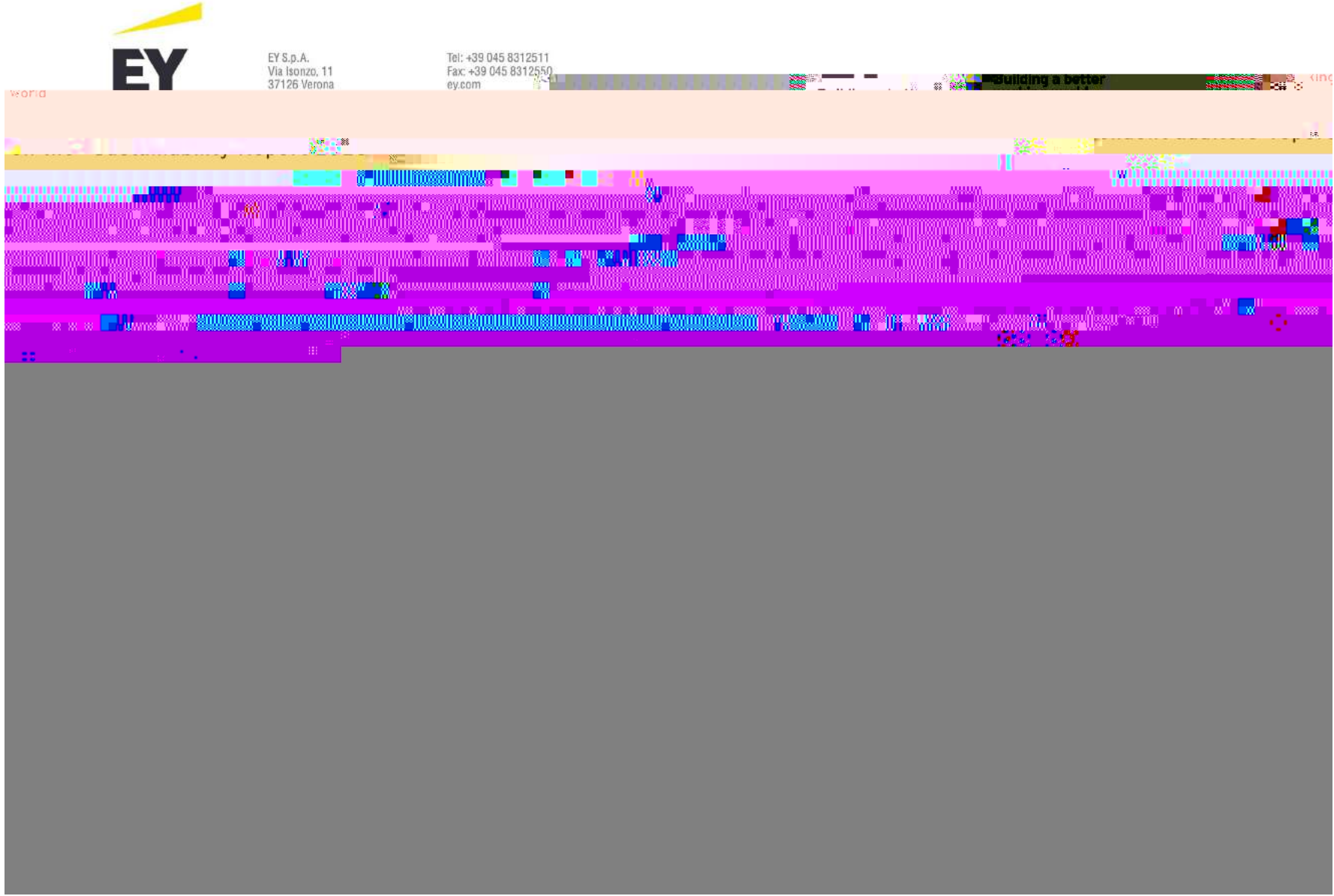
UFI Filters, as reported in the information in this RI content for the period



| | | UFI Filters, as reported in its information in its RI content for the reporting period | | |
|-------|---|--|------------------|-------------------------------------|
| | | RI Foundation 202 | | |
| 3 3 | ana e ent ó aterial topi s | 300 | o plian e | 20 23 |
| 20 3 | on' r ai in ai ents ó orruption ai a tions ta en | 300 | o plian e | |
| 3 3 | ana e ent ó aterial topi s | 300 | o plian e | 23 |
| 20 | e al a tions' or anti o petiti e ba a iour antitrust ai onopoly pra ti es | 300 | o plian e | |
| 3 3 | ana e ent ó aterial topi s | 00 | ur Supply ain | 23 4 ⁰ |
| 30 | aterials usai by ei , t or olu e | 00 | ur Supply ain | 4 ⁰ |
| 3 3 | ana e ent ó aterial topi s | 00 | ner y onsu ption | 23 4 ² 4 ³ |
| 302 | ner y onsu ption it in it e or ani ation | 00 | ner y onsu ption | 4 ² 4 ⁴ |
| 302 4 | Rei u tion ó ener y onsu ption | 00 | ner y onsu ption | 4 ² |
| 3 3 | ana e ent ó aterial topi s | 00 | ater ana e ent | 23 0 |
| 303 | Intera tion it ater as s ai resour e | 00 | ater ana e ent | 0 |
| 303 2 | ana e ent ó ater is , ar e relati i pa ts | 00 | ater ana e ent | 0 |
| 303 3 | ater it i ra al | 00 | ater ana e ent | 0 |
| 3 3 | ana e ent ó aterial topi s | 00 | li ate rote tion | 23 4 4 |
| 30 | ire t ó ope e issions | 00 | li ate rote tion | 4 4 |
| 30 2 | ner y ai ire t ó ope 2 e issions | 00 | li ate rote tion | 4 4 |
| 30 | Rei u tion ó e issions | 00 | li ate rote tion | 4 |
| 30 | itro en o i es ó sul ur o i es ó ai o i er si ni' ant air e issions | 00 | li ate rote tion | 4 |
| 3 3 | ana e ent ó aterial topi s | 04 | aste ana e ent | 23 4 |
| 30 | aste eneration ai si ni' ant aste relati i pa ts | 04 | aste ana e ent | 4 |
| 30 2 | ana e ent ó si ni' ant aste relati i pa ts | 04 | aste ana e ent | 4 |
| 30 3 | aste enerati | 04 | aste ana e ent | 4 |
| 30 4 | aste i ertai' ro i isposal | 04 | aste ana e ent | 4 |
| 30 | aste i re tai to i isposal | 04 | aste ana e ent | 4 |

| | | UFI Filters, as reported in the information in this RI content for the reporting period | | |
|--|---------|---|--|--------------|
| | | RI Foundation 202 | | |
| | 3 3 | ana e ent ó aterial topi s | 4 Attrá ti e or in opú itions | 32 |
| | 4 0 2 | ene' ts pro ú i to' ull ti e e ployees t at are not pro ú i to te porary or part ti e e ployees | 4 Attrá ti e or in opú itions | 32 |
| | 3 3 | ana e ent ó aterial topi s | 4 upational ealt, Sá ety | 23 2 2 |
| | 4 03 | upational ealt, Sá ety ana e ent syste | 4 upational ealt, Sá ety | 2 2 |
| | 4 03 2 | a anti' enti' ation ris assess ent anti in' ent in esti ation | 4 upational ealt, Sá ety | 2 2 |
| | 4 03 3 | upational, ealt, ser i es | 4 upational ealt, Sá ety | 2 |
| | 4 03 4 | or er parti ipation onsultation anti o uni ation on o upational, ealt, anti sá ety | 4 upational ealt, Sá ety | 2 |
| | 4 03 | ro otion ó or er, ealt, | 4 upational ealt, Sá ety | 2 |
| | 4 03 | or ers o erá by an o upational, ealt, anti sá ety ana e ent syste | 4 upational ealt, Sá ety | 2 |
| | 4 03 | or relatí injuries | 4 upational ealt, Sá ety | 2 |
| | 3 3 | ana e ent ó aterial topi s | 4 eople e elop ent | 23 30 3 |
| | 4 0 4 | A era e, ours ó traini per year per e ployee | 4 eople e elop ent | 3 |
| | 4 0 4 3 | er enta e ó e ployees re ei in re ular per' or an e anti aree e elop ent re ie | 4 eople e elop ent | 30 |
| | 3 3 | ana e ent ó aterial topi s | 4 # eAreUFI 4 i ersity ú i uity In lusion 4 I | 23 2 2 |
| | 4 0 | i ersity ó o erman e boú ies anti e ployees | 4 i ersity ú i uity In lusion 4 I | 2 2 |
| | 3 3 | ana e ent ó aterial topi s | 4 orporate iti ens, ip | 3 4 |
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| | 3 3 | ana e ent ó aterial topi s | 4 rú u t uality anti Sá ety | 3 3 |
| | 4 | Assess ent ó t e, ealt, anti sá ety i pa ts ó pro ú u ts anti ser i e ate ories | 4 rú u t uality anti Sá ety | 3 3 |
| | 4 2 | In' ent ó non o plian e on ermin t e, ealt, anti sá ety i pa ts ó pro ú u ts anti ser i es | 4 rú u t uality anti Sá ety | 3 3 |

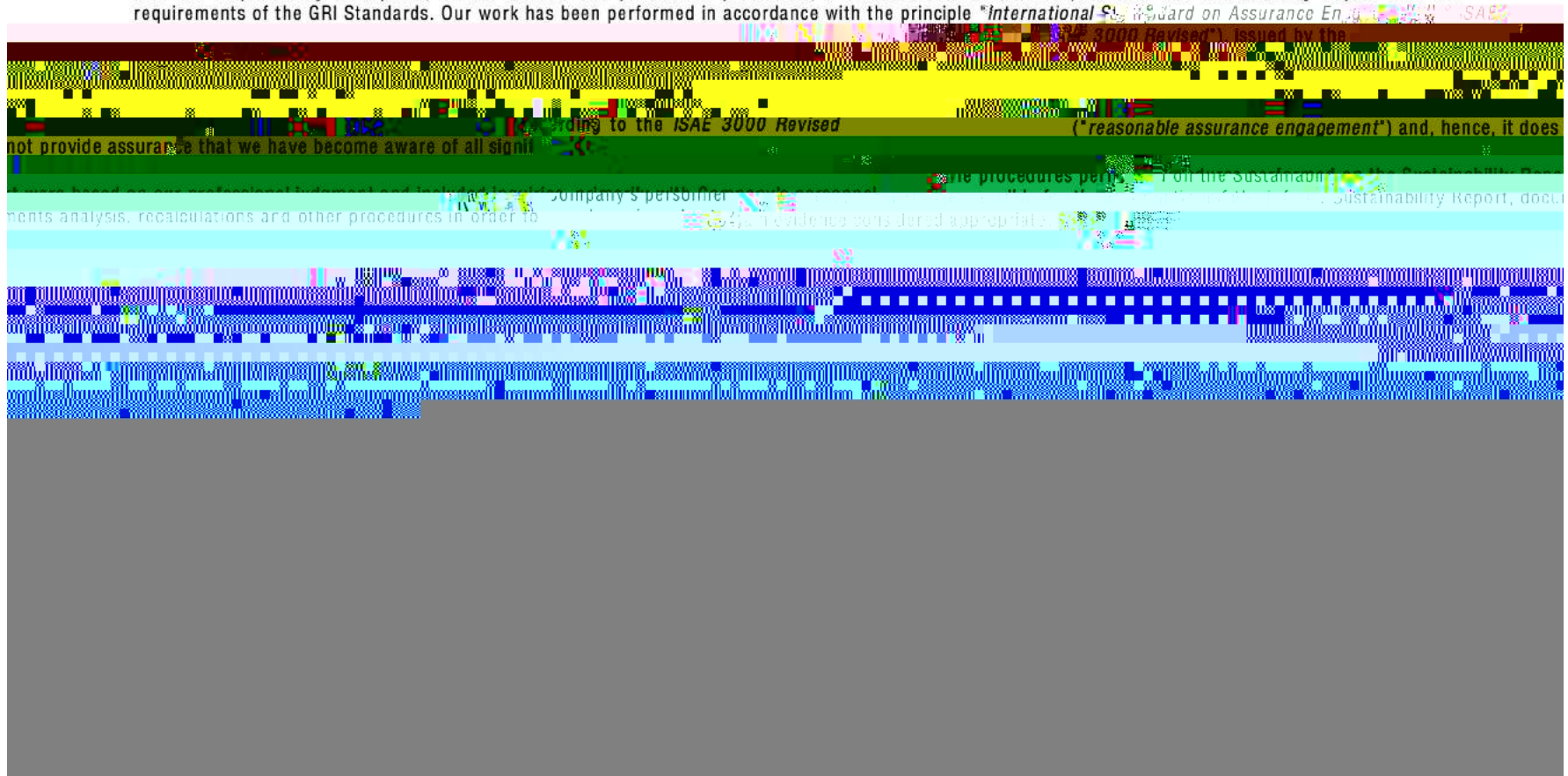






Auditors' responsibility

It is our responsibility to express, on the basis of the procedures performed, a conclusion about the compliance of the Sustainability Report with the requirements of the GRI Standards. Our work has been performed in accordance with the principle "International Standard on Assurance Engagements (ISAE 3000 Revised)", issued by the

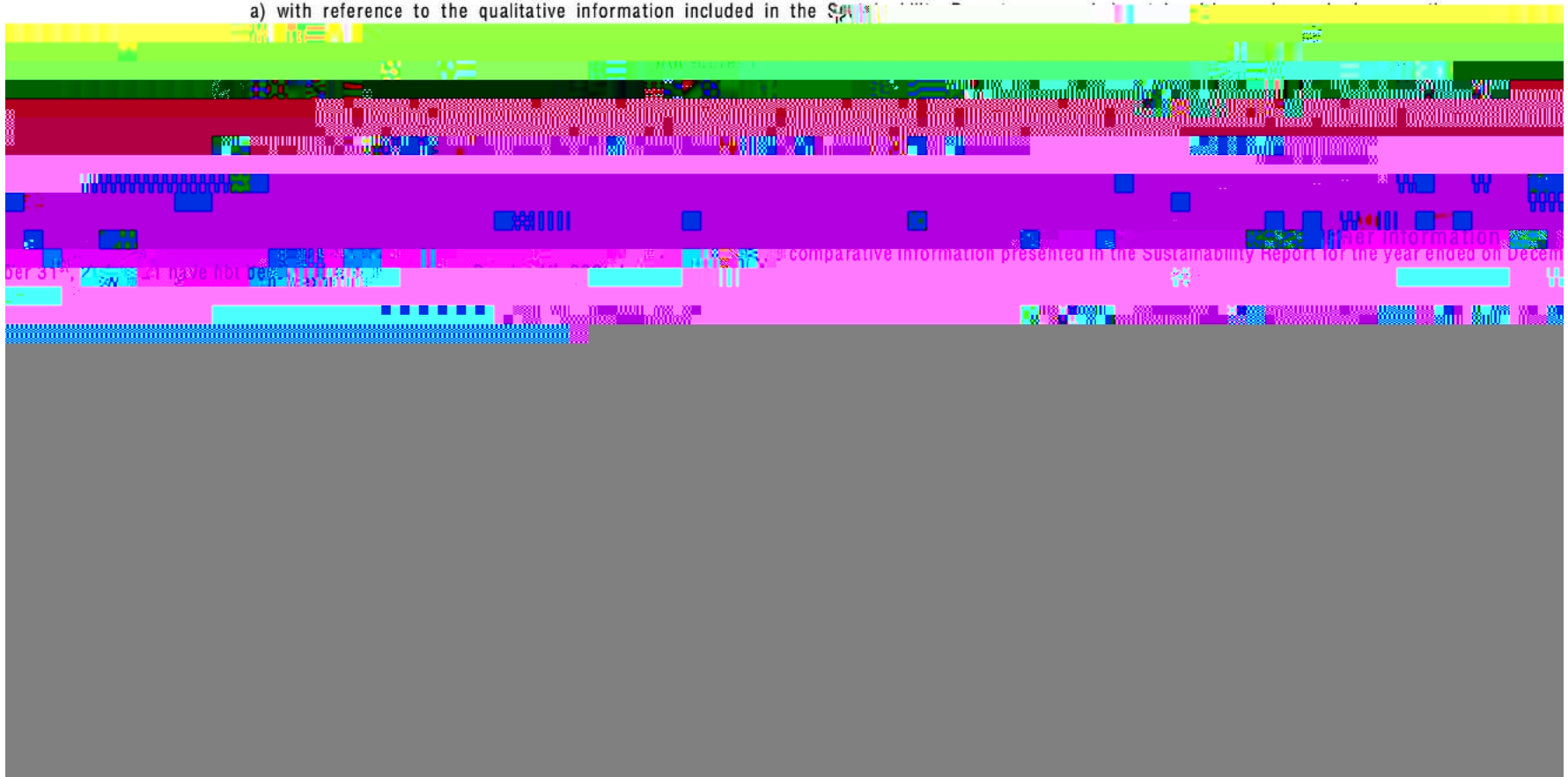




Furthermore, for significant information, considering the Group's activities and characteristics:

- at Group level:

a) with reference to the qualitative information included in the SPT





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CHOSEN BY THE BEST

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