

SUSTAINABILITY REPORT 2024



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Letter to stakeholders

With this second Sustainability Report, Inim continues the journey to better understand, measure and improve its environmental, social and governance performance.

Although recent regulatory changes have removed Inim from the mandatory scope of sustainability reporting requirements, we have deliberately chosen to move forward. We believe that ESG topics deserve to be addressed with the same level of depth, discipline and seriousness adopted by larger organisations.

This decision is driven by two clear considerations. First, sustainability provides a structured way to express values that have always been central to Inim: our attention to people and to the territory in which we were founded and continue to operate. Second, we recognise that expectations from international markets now go well beyond minimum regulatory requirements, making sustainability and transparency increasingly important drivers of long-term competitiveness.

From the outset, it was clear to us that sustainability is not confined to a single function or activity, but spans many aspects of how a company operates. Rather than focusing on short-term outcomes, we therefore chose to invest in building a solid internal foundation; one that allows us, over time, to better understand our impacts, measure our performance and drive continuous improvement.

This journey has been structured around three core pillars: strengthening sustainability governance through the establishment of an internal Sustainability Committee; investing in dedicated training to build internal capabilities; and developing structured channels for listening and dialogue with our stakeholders, recognising that meaningful progress on sustainability is achieved both within and beyond the boundaries of the organisation.

The first tangible outcomes of this approach are now becoming visible. We are better equipped to understand and integrate stakeholder expectations in a way that is consistent with Inim's identity, while also seeing growing awareness across the organisation and increasingly autonomous contributions from different business functions to the improvement of our overall ESG performance.

These results mark an important step forward, and we are pleased to share them in the pages that follow.

Chairman Inim Electronics
Leonello Leoni



Methodological approach

Since 2023, INIM has initiated a process to report on its non-financial impacts.

This process aims to:

1. Respond to new strategic and market requirements related to the growing importance of ESG topics
2. Strengthen dialogue and transparency with our stakeholders
3. Present sustainability reporting aligned with the main internationally recognised frameworks.

The "Sustainability Report" goes beyond traditional financial reporting to provide stakeholders with a holistic view of the company's impacts, typically across the following key dimensions: (a) Environmental Performance: for example details on the company's environmental initiatives, resource use, energy consumption, greenhouse gas emissions and waste management; (b) Social Impact: for example information on the company's corporate social responsibility efforts, including community engagement, labour practices, diversity and inclusion, and employee well-being; and (c) Governance Practices: for example insights into the company's governance structure, ethical practices and transparency in decision-making.

In preparing this document, reference was made to the Global Reporting Initiative (GRI) framework for the definition of specific topics. Established in 1999, the GRI framework represents the leading international standard for sustainability reporting, aimed at enhancing transparency and comparability among organisations in relation to sustainability matters, as well as facilitating stakeholder engagement.

Unless otherwise stated, all data reported refer to the 2024 financial year.

This document was prepared with the support and review of an external consultant specialised in the assessment and reporting of non-financial impacts.

(Sersos Sustainability Services by Pietro Versari – Via Francesco Todaro 21, San Benedetto del Tronto (AP) 63074).

Materiality assessment

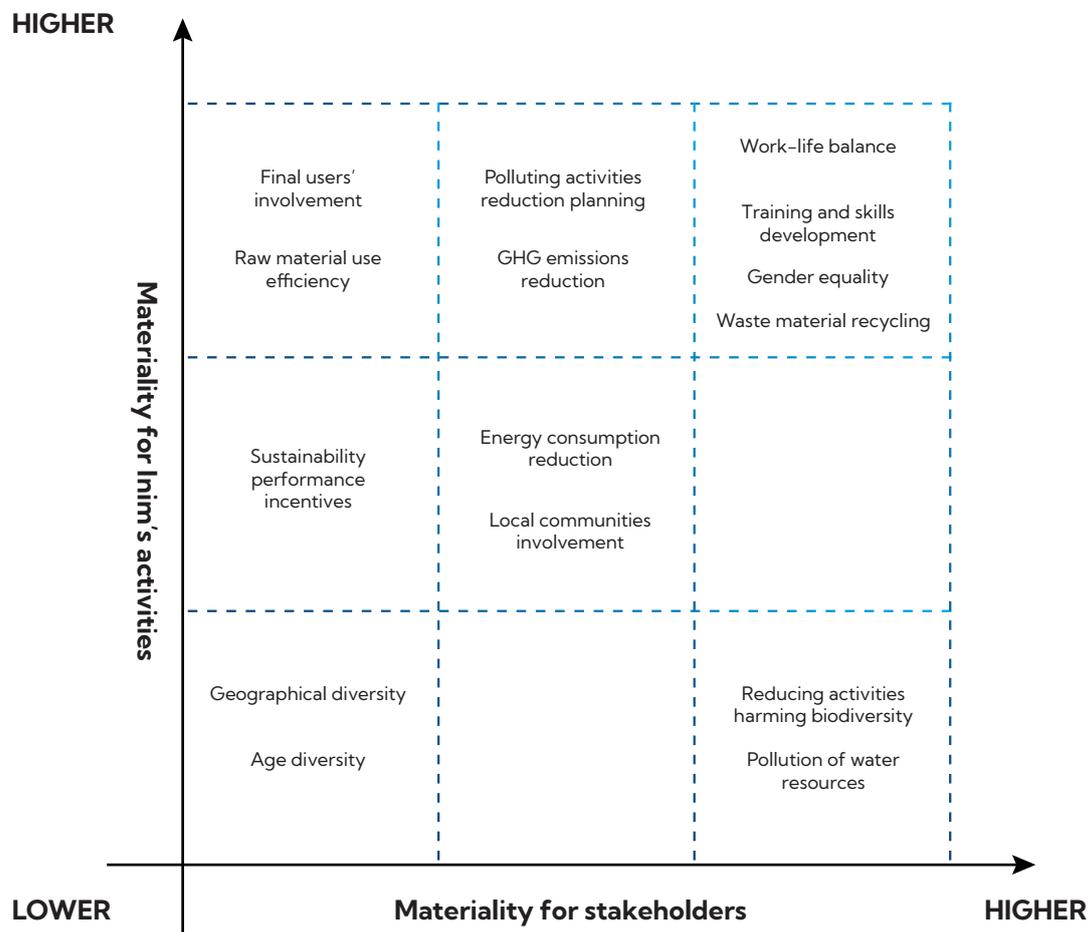
Topics: GRI 3 Material topics

The materiality analysis aimed to identify the main impacts generated by Inim on the economy, environment, and society, considering both positive and negative effects, actual and potential, in the short and long term.

The results of the materiality analysis were used by Inim to structure its efforts in selecting the ESG topics to be developed during the 2023–2025 triennium and included in its sustainability reporting.

The materiality analysis was conducted following the GRI methodology and adopted a top-down approach to define relevant topics. Starting from the macro-topics most relevant for our industrial sector, these themes were then submitted to the stakeholders through surveys to assess their external relevance. After collecting feedback, the topics were discussed internally to evaluate their importance in terms of materiality for Inim, analysing their potential impacts and risks on the business. This method ensured a comprehensive and informed evaluation of material topics, integrating the company's internal perspectives with the external viewpoints of stakeholders.

The outcome is the following double materiality matrix, which provides a concise representation of the relevance of the analysed topics for both stakeholders and Inim.



The people of Inim

Topics: GRI 2-7 Employees; GRI 401 Employment 2016; GRI 404 Training and education; GRI 405 Diversity and equal opportunity 2016

Employee overview

People are the heart of Inim. Each of the 205 members of the Inim team (153 employees and 52 agency workers) brings a unique set of skills, experiences, and perspectives.

Every Inim device is meticulously produced by Inim in Italy. From research and development to prototype design, supported by dialogue with installers, integrators, users, and distributors. From real-world testing to mass production. From the assembly of components to the creation of user manuals. All the way to product commercialization through the company's authorized supply chain.

For this reason, **Inim strongly believes in developing and maintaining local expertise**, aiming to build stable and long-lasting relationships with its employees and collaborators by investing in their professional development and well-being. Many team members have been with Inim since its founding, a testament to the company's commitment to a workforce that grows and evolves alongside the business.

DISCLOSURE GRI 2-7 TOTAL NUMBER OF WORKERS BY TYPE					
	2023		2024		DIFFERENCE 2023 -2024
Employees	146	74,5%	153	74.6%	3.6%
Non-employees (agency workers)	50	25.5%	52	25.4%	1.0%
Tot	196	100%	205	100%	4.6%

DISCLOSURE GRI 2-7B PERMANENT EMPLOYEES BY REGION					
	2023		2024		DIFFERENCE 2023 -2024
Marche	111	76.0%	114	74.5%	2.7%
Abruzzo	26	17.8%	27	17.6%	3.8%
Lombardy	3	2.1%	3	2.0%	0.0%
Lazio	0	0.0%	1	0.7%	-
Piedmont	1	0.7%	1	0.7%	0.0%
Sicily	1	0.7%	1	0.7%	0.0%
Apulia	0	0.0%	1	0.7%	-
Veneto	2	1.4%	2	1.3%	0.0%
Tuscany	2	1.4%	3	2.0%	50.0%
Tot	146	100%	153	100%	4.8%

DISCLOSURE GRI 2-7B PERMANENT EMPLOYEES BY GENDER					
	2023		2024		DIFFERENCE 2023 -2024
Female	39	26.7%	39	25.5%	0
Male	107	73.3%	114	74.5%	6.5%
Tot	146	100%	153	100%	4.8%

DISCLOSURE GRI 2-7B PERMANENT EMPLOYEES BY AGE GROUP					
	2023		2024		DIFFERENCE 2023-2024
Under 30 years old	14	9.6%	13	8.5%	-7.1%
30 – 50 years old	95	65.1%	94	61.4%	-1.1%
Over 50 years old	37	25.3%	46	30.1%	24.3%
Tot	146	100%	153	100%	4.8%

Employment policies

While maintaining its focus on attracting the best candidates, Inim prioritizes the local workforce, actively seeking to provide employment opportunities to individuals from the surrounding communities. Additionally, Inim promotes diversity in terms of age and gender within the company. This strategy enriches the Inim team with a wide range of skills and supports the local economy, strengthening the company's bond with the region.

In support of its growth, in 2024 INIM hired 18 new employees, **22.2% of whom were under the age of 30.**

DISCLOSURE GRI 401-1A TOTAL NUMBER AND RATE OF NEW EMPLOYEE HIRES DURING THE REPORTING PERIOD, BY AGE GROUP				
	2023		2024	
Under 30 years old	5	31.3%	4	22.2%
30 – 50 years old	10	62.5%	3	16.7%
Over 50 years old	1	6.3%	11	61.1%
Tot	16	100%	18	100%

Regarding new hires, most of the 2024 recruitments were concentrated in areas near Inim's headquarters, with 83.4% of hires coming from the Marche and Abruzzo regions.

DISCLOSURE GRI 401-1A TOTAL NUMBER AND RATE OF NEW EMPLOYEE HIRES DURING THE REPORTING PERIOD, BY REGION				
	2023		2024	
Marche	13	81.3%	14	77.8%
Abruzzo	2	12.5%	1	5.6%
Lombardy	1	6.3%	1	5.6%
Tuscany	0	0.0%	1	5.6%
Lazio	0	0.0%	1	5.6%
Totale	16	100%	18	100%

Stable employment contracts

In supporting its growth, Inim considers it essential not only to hire new employees but also to retain and enhance the value of its existing workforce.

Inim's dedication to creating a safe and stable work environment for its employees is reflected in the low employee turnover rate, a tangible testament to the effectiveness of its personnel management policies.

Only 3.9% of employees left the company in 2024.

DISCLOSURE GRI 401-1B TOTAL NUMBER AND RATE OF EMPLOYEE TURNOVER DURING THE REPORTING PERIOD, BY AGE GROUP						
	2023			2024		
	Turnover		Rate over employees	Turnover		Rate over employees
Under 30 years old	2	40%	1.4%	2	33.3%	1.3%
30 – 50 years old	3	60%	2.1%	4	66.7%	2.6%
Over 50 years old	0	0%	0.0%	0	0.0%	0.0%
Tot	5	100%	3.4%	6	100%	3.9%

DISCLOSURE GRI 401-1B TOTAL NUMBER AND RATE OF **EMPLOYEE TURNOVER** DURING THE REPORTING PERIOD, BY **REGION**

	2023			2024		
	Turnover		Rate over employees	Turnover		Rate over employees
Marche	4	80%	2.7%	5	83.3%	3.3%
Abruzzo	1	20%	0.7%	0	0.0%	0.0%
Lombardy	0	0.0%	0.0%	1	16.7%	0.7%
Tot	5	100%	3.4%	6	100%	3.9%

Professional growth

Inim recognizes the critical importance of continuous training, especially in a rapidly evolving technological landscape.

Investing in the development of employee skills is essential for maintaining competitiveness and driving innovation. This not only enhances individual capabilities but also contributes to the overall growth of the company.

During 2024, 47 different training courses were provided to employees, covering the latest technologies and industry practices, for total of 851 hours of training delivered.

DISCLOSURE GRI 404-2A **TYPE AND SCOPE OF PROGRAMS IMPLEMENTED**, AND ASSISTANCE PROVIDED TO **UPGRADE EMPLOYEE SKILLS**

Regulatory update on the intrusion detection sector 1
Regulatory update on the intrusion detection sector 2
Regulatory update on the transport of dangerous goods
Specific training on production process 1
Specific training on the new batteries regulation
Specific training on carbon footprint of electrical / electronic products
Technical and regulatory training 1
Technical and regulatory training 2
Migration to 2D barcodes – challenges, benefits and opportunities
GS1 barcodes – understanding and using them successfully
Technical and regulatory training 3
Specific training for the fire protection sector 1
Specific training for the fire protection sector 2
Specific training for the fire protection sector 3
Specific training for the fire protection sector 4
Specific training on detectors

Specific training on signalling devices
Specific training for the fire protection sector 5
Specific training for the fire protection sector 6
Specific training for fire prevention personnel: fire prevention services, firefighting, and emergency management
Training on generative AI – prompt design
CE marking of batteries – battery marking requirements
CE marking of batteries – CE conformity and market surveillance
Resumption of technical training modules
Specific training on production process 2
Project workflow management – JIRA software, use of project management tools 1
Project workflow management – JIRA software, use of project management tools 1
Effective communication – Public speaking
Technical and regulatory training 4
OQ training – introduction to the OQ role; acceptance checks; electronic safety testing
Checks during batch validation phase
Specific training on the use of X-ray machines
Technical and regulatory training 5
Training on NIS2 and ISO 27001
Industrial property, patents, designs, trademarks – incentives and support measures
Training on insurance compliance – natural disasters
Waste management – national electronic register for waste traceability
Customs update
AEO professional refresher course – maintenance of AEO certification
AEO professional refresher course – customs origin of goods
International commercial terms – customs
Regulatory framework on cybersecurity
Artificial intelligence – awareness in use, risks and opportunities
Occupational health and safety – annual training course for RLS
Sustainability report – European regulation and competitive developments
ESG performance – environmental impacts
ESG performance – social impacts

Equal opportunities and diversity

Inim actively promotes gender equality by implementing corporate policies aimed at breaking stereotypes and supporting the presence of women in key roles within the company.

Women are represented at all levels of governance, comprising **33% of the board of directors**. Furthermore, there are no pay gaps between male and female employees in equivalent positions.

Women make up approximately 31% of the company's workforce, reflecting Inim's commitment to diversity and inclusion. Among non-employee workers, female representation is even more significant, reaching 46%. This achievement is particularly noteworthy in the STEM sector, which remains challenging for women to access in Italy, marking an important step toward fostering gender equality.

DISCLOSURE GRI 405-1A PERCENTAGE OF INDIVIDUALS WITHIN THE ORGANIZATION'S GOVERNANCE BODIES BY GENDER					
	2023		2024		DIFFERENCE 2023 -2024
Female	1	33.3%	1	33.3%	-
Male	2	66.6%	2	66.6%	-
Tot	3	100%	3	100%	-

DISCLOSURE GRI 2-7 PERCENTAGE OF TOTAL WORKERS BY GENDER					
	2023		2024		DIFFERENZA 2023 -2024
Female	60	30.6%	63	30.7%	5.0%
Male	136	69.4%	142	69.3%	4.4%
Tot	196	100%	205	100%	4.6%

DISCLOSURE GRI 2-8A PERCENTAGE OF NON-EMPLOYEE WORKERS (AGENCY WORKERS) BY GENDER					
	2023		2024		DIFFERENCE 2023 -2024
Female	21	42.0%	24	46.2%	14.3%
Male	29	58.0%	28	53.8%	-3.4%
Tot	50	100%	52	100%	4.0%

DISCLOSURE GRI 405-1B PERCENTAGE OF EMPLOYEES BY GENDER					
	2023		2024		DIFFERENCE 2023 -2024
Female	39	26.7%	39	25.5%	0
Male	107	73.3%	114	74.5%	6.5%
Tot	146	100%	153	100%	4.8%

Inim recognizes the value brought by younger generations and the importance of generational transition for its long-term development. Employees under the age of 30 represent a significant segment of the company's workforce (about 17%).

In 2024, a relative increase was observed in the number of employees in the over-50 age group. This trend is not attributable to specific employment policies, but rather to a natural demographic dynamic, as a significant number of employees moved into the higher age bracket during the year

DISCLOSURE GRI 2-7 PERCENTAGE OF WORKERS BY AGE					
	2023		2024		DIFFERENCE 2023-2024
Under 30 years old	38	19.4%	34	16.6%	-10.5%
30 – 50 years old	112	57.1%	117	57.1%	4.5%
Over 50 years old	46	23.5%	54	26.3%	17.4%
Tot	196	100%	205	100%	4.6%

Non-employee workers

In addition to its employees, Inim engages 52 agency workers who serve as operators on production lines. Here too, Inim prioritizes local labour, with 84.6% of the workers coming from the Marche region and 15.4% from Abruzzo.

This integration flexibly enhances the company's production capacity while contributing to greater diversity within the workforce, enriching the work environment with varied perspectives and skills. Among the agency workers, there is a balanced representation of women (46.2%) and men (53.8%), along with a significant proportion of young workers under 30 years old (40.4%).

DISCLOSURE 2-8A NON-EMPLOYEE (AGENCY WORKERS) WORKERS BY REGION					
	2023		2024		DIFFERENCE 2023 -2024
Marche	43	86.0%	44	84.6%	2.3%
Abruzzo	6	12.0%	8	15.4%	33.3%
Apulia	1	2.0%	0	0.0%	-100.0%
Tot	50	100%	52	100%	4.0%

DISCLOSURE GRI 2-8A NON-EMPLOYEE WORKERS (AGENCY WORKERS) BY GENDER					
	2023		2024		DIFFERENCE 2023 -2024
Female	21	42.0%	24	46.2%	14.3%
Male	29	58.0%	28	53.8%	-3.4%
Tot	50	100%	52	100%	4.0%

DISCLOSURE GRI 2-8A NON-EMPLOYEE WORKERS (AGENCY WORKERS) BY AGE					
	2023		2024		DIFFERENCE 2023 -2024
Under 30 years old	24	48%	21	40.4%	-12.5%
30 – 50 years old	17	34%	23	44.2%	35.3%
Over 50 years old	9	18%	8	15.4%	-11.1%
Tot	50	100%	52	100%	4.0%

Health and workplace safety

Topics: GRI 403 Occupational health and safety

Management of workplace safety and risk

The health and safety of employees are top priorities for Inim. The company safeguards its workforce by continuously improving policies and procedures aimed at minimizing workplace risks. Thanks to the effectiveness of its safety initiatives, only two minor injuries have occurred over 16 years of operation, with **no injuries reported in 2024**.

In full compliance with Italian safety regulations (D.Lgs 81/2008), Inim conducts thorough risk assessments for its employees, formalized in a Risk Assessment Document (DVR). This document ensures control and prevention of potential workplace hazards. The DVR evaluates all possible risks faced by employees and identifies the necessary safety procedures to address them effectively.

Based on the identified risks, the system proposes optimal solutions, both in terms of immediate remedial actions and preventive measures. The DVR is reviewed annually with the participation of Inim's management, employee representatives (in the form of the Workers' Safety Representative – RLS), external safety specialists (in the form of the Prevention and Protection Service Manager – RSPP), and medical personnel. This collaborative process ensures the document remains aligned with updates in production processes, work organization, and evolving technologies.

The review process fosters continuous improvement in safety procedures, with the company's safety systems being reassessed approximately every 24 months.

The 4 Pillars of Inim's safety policy:



Continuous adaptation and improvement



Risk assessment and incident prevention



Continuous dialogue between management, employees, and experts



Engagement of specialized external professionals

Protecting occupational health

To safeguard occupational health, all workers undergo periodic medical examinations conducted by the company's occupational physician. These check-ups are scheduled based on job roles and the level of risk exposure.

Using the data collected, any emerging occupational illnesses are proactively identified, and additional health protocols or specialist consultations are prescribed for employees showing anomalies. This process allows for the implementation of corrective actions to improve outcomes over time and reduce the likelihood of occupational illnesses.

In 2024, a total of 127 medical examinations were conducted to employees working in production, warehouse, testing, and offices, with **no cases of occupational illness reported**.

Training and workplace safety

Inim considers the implementation of adequate training processes in occupational health and safety to be fundamental. This approach fosters a safety culture essential for maintaining control over all processes.

The company systematically offers training modules to its employees, utilizing both internal resources and external training organizations. All workers receive regular updates and training on new procedures and current regulations, ensuring full engagement across the workforce. Depending on their roles, workers undergo specific safety courses, typically on a biennial cycle, in compliance with the State-Regions Agreement of December 21, 2011. In the 2024 cycle, 16 workers participated, completing a total of 203 hours of training.

The training addressed the following topics:

- 1) Fire prevention course level 2: Fire and fire prevention; fire protection strategies; practical exercises.
- 2) Fire prevention refresher course level 2: Fire and fire prevention; fire protection systems and procedures to be adopted in the event of a fire; practical exercises.
- 3) First aid course: Introduction to relevant regulations; obligations of the employer and first aid officer; organisation of company first aid; recognising a medical emergency; assessment and support of vital functions; airway clearance in case of foreign body obstruction; recovery positions; practical exercises.
- 4) First aid refresher course: Introduction to relevant regulations; obligations of the employer and first aid officer; organisation of company first aid; recognising a medical emergency; assessment and support of vital functions; airway clearance in case of foreign body obstruction; recovery positions; practical exercises.
- 5) RLS refresher course for companies with more than 50 employees: Regulatory updates on occupational health and safety; role and responsibilities of the RLS within the company prevention system; risk assessment and updating of the Risk Assessment Document (DVR); emerging risks and new technologies; communication and participation of the RLS in prevention processes; analysis of practical cases and company best practices in occupational safety.

DISCLOSURE GRI 403-5 WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY: HOURS OF SAFETY TRAINING BY GENDER		
	Participants	Hours of training
Female	5	78
Male	11	125
tot	16	203

Engagement with the local community

Topic: GRI 413 Local communities 2016

Inim was founded with the aim of preserving skills and production processes within the local territory, thereby contributing to its development and the vitality of the local economy. Participation in social activities supporting the local community is a natural extension of this focus.

For years, Inim has built strong relationships with the communities and region where it operates, funding and participating in local projects across four main areas:

1. **Community Safety:** Providing funding for medical and safety devices for municipalities, contributing to a safer environment for all.
2. **Culture:** Supporting public cultural activities and third-sector projects, promoting the growth and appreciation of local cultural heritage.
3. **Education:** Collaborating with schools and educational institutions to provide resources and training opportunities, fostering skill development in young people.
4. **Sports:** Supporting numerous sports associations, encouraging physical activity and well-being within the community, contributing to the formation of a healthy and active society.

Proposals for developing and funding these initiatives often come from employees and result from collaboration between staff and management. Inim involves local communities in its decision-making processes related to sustainability strategy (see sections "Materiality Analysis" and "The Role of Internal Bodies"). These measures ensure that the initiatives align with the actual needs of the community and reflect values shared by all members of the company.

Waste management

Topic: GRI 306 Waste 2020

Efficient material management in production processes is a strategic objective for Inim, alongside its continuous commitment to reducing waste generated at its production sites and maximizing the potential for reuse.

To this end, waste management is entrusted to specialized third-party providers selected based on their ability to recycle waste and their possession of recognized environmental certifications (75% of our providers hold ISO 14001 certification).

In 2024, this approach has enabled Inim to allocate: **72.1% of production waste to recycling, 21.8% to recovery processes, and only 6.1% to landfill disposal.**

DISCLOSURE GRI 306-3,4,5 WASTE GENERATED, DIVERTED FROM DISPOSAL, DIRECTED TO DISPOSAL, BY TYPE								
Waste paints and varnishes containing organic solvents or other dangerous substances	EWC code	Hazardous Y/N	Destination *	2023 Weight (kg)	2023 %	2024 Weight (kg)	2024 %	Difference 2023-2024 (kg)
Used toner cartridges	80111	yes (HP4, HP6, HP13, HP14)	Recycling	0.00	0.0%	320	0.6%	320
Non-ferrous metal dust and particles	80318	no	Recycling	285	0.5%	205	0.4%	-80
Paper and cardboard packaging	120104	no	Recovery	0	0.0%	25	0.0%	25
Plastic packaging	150101	no	Recycling	26940	49.8%	26440	50.7%	-500
Wooden packaging	150102	no	Recovery	9651	17.8%	4596	8.8%	-5055
Absorbents, filter materials, wiping cloths and protective clothing	150103	no	Recycling	5040	9.3%	3500	6.7%	-1540
Discarded equipment containing hazardous components	150202	yes (HP4, HP5, HP13, HP14)	Recovery	0	0.0%	126	0.2%	126
Out-of-service equipment	160213	yes (HP5, HP6, HP14)	Recovery	0	0.0%	32	0.1%	32
Out-of-service components	160214	no	Recovery	152	0.3%	1173	2.2%	1021
Batteries and accumulators	160216	no	Recovery	1880	3.5%	5085	9.7%	3205
Waste aqueous solutions	160605	no	Recovery	44	0.1%	0	0.0%	-44
Ferrous scrap	161001	si (HP14)	Disposal	2100	3.9%	3200	6.1%	1100
Rottami ferrosi	170405	no	Recycling	8002	14.8%	7471	14.3%	-531
Tot				54094	100%	52173	100.0%	-1921
*Destination activities undertaken by the selected waste management suppliers								
					2023	2024		
					Waste directed to recycling	74.4%	72.1%	
					Waste directed to recovery	21.7%	21.8%	
					Waste directed to disposal	3.9%	6.1%	

Evolution of Waste Management Performance in 2024

In 2024, INIM recorded an overall improvement in its waste management performance.

Through a series of quality-enhancement initiatives and process-streamlining actions, we achieved a significant reduction in our main waste categories: paper (-500kg), wood (-1540kg) and plastic (-5055kg) packaging, and ferrous scrap (-531). This result was primarily driven by the decrease in defective materials and by a more efficient management of incoming material flows.

These improvements offset the increases observed in other waste categories, particularly aqueous waste solutions (1100 kg) – which rose in line with the increase in production volumes – and end-of-life equipment (1021 kg) and components (3205 kg), attributable to an extraordinary warehouse rationalisation process and not indicative of a structural trend.

Overall, these actions resulted in a **total reduction of 1921 kg of waste compared to the previous year**, confirming the effectiveness of the measures implemented and representing a trend we expect to further consolidate in the next reporting period.

Energy consumption

Topics: GRI 302 Energy 2016

Inim is dedicated to reducing the environmental impact of its energy consumption by focusing on two main directives: **increasing the use of renewable energy**—both self-produced and purchased—and **achieving maximum efficiency in its production processes**.

At the end of 2023, Inim installed a **photovoltaic system** with a capacity of 496 kWp to maximize energy efficiency, contribute to the production of clean electricity, and reduce its environmental impact on air pollution. The project involved the installation of an extensive photovoltaic system on the rooftops of the Centobuchi production facility, aimed at generating electricity for self-consumption in the production chains and enabling precise monitoring of energy consumption.

At full operational capacity, the photovoltaic system enables the self-generation of electricity covering up to a potential 44.15% of the company's energy demand, significantly reducing reliance on externally sourced energy.

Evolution of Energy Consumption Management Performance in 2024

In 2024, the full-scale operation of the photovoltaic system enabled a significant increase in self-generated electricity, bringing **INIM's overall energy mix to cover 49% of its total energy demand with renewable sources**, considering both externally sourced energy and self-produced energy. This result corresponds to an **overall improvement of 18% compared to the previous year**.

DISCLOSURE GRI 302-1 ENERGY CONSUMPTION WITHIN THE ORGANIZATION					
	Gjoule 2023	Gjoule 2024	From renewable sources 2023	From renewable sources 2024	Difference 2023-2024
Electricity from external suppliers	3037.28	1774.00	47%	47%	0%
Electricity from internal photovoltaic system	-	1340.96	-	100%	100%
Gas	901.08	1342.31	0%	0%	0%
Tot	3938	4457	36%	49%	18%

In 2024, INIM also made significant investments to modernise its equipment. In particular, the company focused resources on optimising its production lines by replacing older-generation lines with more technologically advanced, high-efficiency and low-environmental-impact solutions, as well as by adopting more efficient testing equipment.

The implementation of the photovoltaic system, together with process efficiency improvements and the introduction of new machinery, contributed to an overall improvement in the organisation's energy efficiency, resulting in a **reduction in energy intensity of 8.3%** relative to the revenue generated (this indicator is calculated considering exclusively electricity consumption, which represents the only energy source directly used in production processes).

DISCLOSURE GRI 302-3 ENERGY INTENSITY - FOCUS ON ELECTRICITY ONLY				
Denominator		Energy intensity (energy/ denominator) 2023	Energy intensity (energy/ denominator) 2024	Difference 2023-2024
People	Number of employees	21	20	-2.1%
Size	Company premises size in m2	0.43	0.44	2.6%
Monetary unit	Revenues in Mln €	62.97	57.74	-8.3%

For 2024, an increase in recorded gas consumption is noted; however, these data are not to be considered reliable due to measurement errors resulting from faulty meters. Gas consumption is in fact not linked to production dynamics in our processes, nor justified by increased heating requirements.

A reduction in recorded consumption is therefore expected in the coming reporting periods, attributable to the restoration of accurate meter readings. Consequently, further improvements in the company's overall energy efficiency are expected in the next reporting period; however, such improvements are not yet fully observable in the current aggregated data, as they are affected by gas consumption figures that are not yet reliable.

DISCLOSURE GRI 302-3 ENERGY INTENSITY			
Denominator		Energy intensity (energy/denominator) 2023	Energy intensity (energy/denominator) 2024
People	Number of employees	27	29
Size	Company premises size in m ²	0.56	0.64
Monetary unit	Revenues in Mln €	81.65	82.62

Greenhouse gas emissions

Topics: GRI 305 Emissions 2016

INIM is dedicated to reducing its greenhouse gas (GHG) emissions by minimizing the impact of its processes that contribute most to these emissions. This approach is closely tied to our energy strategy (see the "Energy Consumption" section) for transitioning to sustainable energy sources. By improving energy efficiency, we aim to reduce our reliance on fossil fuels and minimize GHG emissions from our operations.

Evolution of Greenhouse Gas Emissions Management Performance in 2024

During 2024, INIM achieved significant progress in reducing its greenhouse gas emissions. These results are attributable, on the one hand, to the energy efficiency measures implemented at the production level, which made it possible to reduce electricity consumption while maintaining the same production volumes, and, on the other hand, to improvements in the company's energy mix. In particular, the full operation of the company-owned photovoltaic system enabled a substantial increase in the share of energy derived from renewable sources, which are characterised by a lower CO₂ emission intensity.

As a result of these measures, INIM recorded a **reduction in its total greenhouse gas emissions, decreasing from 235 tonnes of CO₂ equivalent to 185 tonnes, corresponding to an overall reduction of 23%** compared to the previous year.

DISCLOSURE GRI 305-1,2 DIRECT (SCOPE 1) GHG EMISSION AND INDIRECT (SCOPE 2) GHG EMISSIONS FROM ENERGY CONSUMPTION						
	Unit of measurement		CO ₂ kg Emission factor / unit of measurement	Tons of CO ₂		
	2023	2024		2023	2024	Difference 2023-2024
Scope 1						
Natural gas	22870 Smc	35302 SmC (+54%)	2.018*	46	71	11%
Scope 2						
Electricity	843688 KWh	492777 KWh (-42%)	0.224**	189	110	-33%
Tot				235	182	-23%

* Emission factor UK DBEIS 2022
** Emission factor IFl default grid factors 2021 v3.1

The impact of the efficiency measures is even more evident when analysed in terms of emissions intensity. On a per-unit-of-revenue basis, the company achieved a 31% reduction in emissions intensity, confirming a structural improvement in the environmental efficiency of its processes.

DISCLOSURE GRI 305-4 GHG EMISSIONS INTENSITY				
Denominator		GHG intensity (Ratio tCO ₂ /denominator) 2023	GHG intensity (Ratio tCO ₂ /denominator) 2024	Difference 2023-2024
People	Number of employees	1.611	1.187	-26%
Size	Company premises size in m ²	0.0336	0.0260	-23%
Monetary unit	Revenues in Mln €	4.87	3.37	-31%

Finally, it is important to note that these results are calculated including the impact of the increase in gas consumption recorded during the year, an increase attributable to measurement issues resulting from faulty meters rather than to actual changes in operational dynamics. As these measurement anomalies are currently being resolved and gas consumption is expected to decrease in the next reporting period, it is reasonable to assume that the benefits deriving from the efficiency measures implemented will emerge even more clearly once fully reliable data become available.

Note: Calculation method

Greenhouse gas (GHG) emissions produced annually are calculated by converting the amount of energy consumed into carbon dioxide equivalent (CO₂eq). For this measurement, we refer to the classification system of the GHG Protocol, which categorizes emissions into Scope 1, Scope 2, and Scope 3. For 2023, we reported Scope 1 and Scope 2 emissions, with plans to include Scope 3 emissions in the future as more data becomes available from our supply chain.

Specifically:

Scope 1 Emissions: These represent CO₂ emissions from sources owned and directly controlled by the company. For Inim, this corresponds to the gas used for heating the company's premises. Emissions were calculated using the conversion rate provided by the UK Department for Business, Energy & Industrial Strategy.

Scope 2 Emissions: These represent indirect CO₂ emissions from the energy resources utilized. For Inim, these include the impact of externally purchased electricity. Emissions were estimated using the "location-based" approach, considering the characteristics of the Italian national energy grid and applying conversion rates provided by United Nations Climate Change (UNCC) (IFI Default Grid Factors 2021 v3.1).

The role of internal bodies

Topics: GRI 2–12 Role of the highest governance body in overseeing the management of impacts

Inim established a “Sustainability Committee” bringing together representatives from key corporate functions to share a comprehensive and integrated vision of the company’s sustainability activities and objectives. The represented functions include:

- Human resource management
- Production
- Marketing
- Commercial activities
- Quality control
- Procurement
- Outbound materials management
- Employee safety
- Administration
- Finance
- Energy policies

The Sustainability Committee is responsible for collecting the data required for the Sustainability Report and for developing the operational aspects of the company’s activities related to ESG impacts. Furthermore, during the process of defining actions and strategic directions, the Sustainability Committee ensures the periodic involvement of Inim’s key stakeholders through various forms of engagement.

The Committee meets in plenary session at least three times a year: at the beginning of the financial year to define annual objectives, during the year to monitor progress, and at year-end to assess the results achieved. Operational activities related to individual projects are instead carried out throughout the year by the dedicated sub-groups.

These thematic sub-groups focus on the organisation’s main areas of intervention (social indicators, environmental indicators, production, commercial area, management and governance, communication) and carry out the relevant operational activities, periodically sharing progress during plenary meetings of the Committee, thus ensuring continuous coordination and an integrated overview of initiatives.

The activities undertaken by the Sustainability Committee are periodically reported to the Board of Directors, which holds responsibility for defining long-term directions related to sustainability impacts and for setting Inim’s overall sustainability strategy.

Annex

Annex I: GRI content index

STATEMENT OF USE	INIM ELECTRONICS HAS REPORTED THE INFORMATION CITED IN THIS GRI CONTENT INDEX FOR THE PERIOD 01/01/2024 - 31/12/2024 WITH REFERENCE TO THE GRI STANDARDS.	
GRI 1 USED	GRI 1: FOUNDATION 2021	
GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Objectives of the report and methodological approach
	2-3 Reporting period, frequency and contact point	Objectives of the report and methodological approach
	2-5 External assurance	Objectives of the report and methodological approach
	2-7 Employees	Employee overview; Equal opportunities and diversity
	2-8 Workers who are not employees	Non-employee workers; Equal opportunities and diversity
	2-12 Role of the highest governance body in overseeing the management of impacts	The role of internal bodies
	2-14 Role of the highest governance body in sustainability reporting	The role of internal bodies
	2-29 Approach to stakeholder engagement	The role of internal bodies
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality assessment
	3-2 List of material topics	Materiality assessment
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy consumption
	302-3 Energy intensity	Energy consumption
	302-4 Riduzione del consumo di energia	Energy consumption
	302-5 Reduction of energy consumption	Energy consumption
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Greenhouse gas emissions
	305-2 Energy indirect (Scope 2) GHG emissions	Greenhouse gas emissions
	305-4 GHG emissions intensity	Greenhouse gas emissions
GRI 306: Waste 2020	306-3 Waste generated	Waste management
	306-4 Waste diverted from disposal	Waste management
	306-5 Waste directed to disposal	Waste management
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employment policies; Stable employment contracts

GRI STANDARD	DISCLOSURE	LOCATION
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Management of workplace safety and risk
	403-2 Hazard identification, risk assessment, and incident investigation	Management of workplace safety and risk
	403-3 Occupational health services	Protecting occupational health
	403-4 Worker participation, consultation, and communication on occupational health and safety	Management of workplace safety and risk
	403-5 Worker training on occupational health and safety	Training and workplace safety
	403-8 Workers covered by an occupational health and safety management system	Management of workplace safety and risk
	403-9 Work-related injuries	Management of workplace safety and risk
	403-10 Work-related ill health	Management of workplace safety and risk
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Professional growth
	404-2 Programs for upgrading employee skills and transition assistance programs	Professional growth
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Equal opportunities and diversity
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Engagement with the local community

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Via dei Lavoratori, 10 - Località Centobuchi - 63076 Montepandone (AP) - ITALY
Tel. (+39) 0735.705007