VALUE REPORT 2025

la lucente spa®
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Introduction

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Letter to stakeholder

Dear All,
With the publication of the 2025 Value Report, La Lucente S.p.A. **(Lucente)** reaffirms its commitment to **transparent and comprehensive corporate reporting**.
This initiative, launched in 2021, continues to provide an increasingly analytical overview of the integration between economic performance and environmental, social, and governance (ESG) factors, serving as concrete evidence of an increasingly intrinsically responsible business model.

In a complex international landscape characterized by major geopolitical shifts, macroeconomic fluctuations, and significant regulatory uncertainty, companies today are facing a phase of partial deregulation of the European regulatory framework on sustainability. The so-called "Omnibus Package" has, in fact, redefined the timelines and scope of application for the key pillars of sustainability established at the European level: from the reduction in the number of companies subject to the Corporate Sustainability Reporting Directive (CSRD) and the related European Sustainability Reporting Standards (ESRS), to the postponement of the Corporate Sustainability Due Diligence Directive (CSDDD) to July 2028, to the simplifications to the EU Environmental Taxonomy and the postponements of the European Union Deforestation Regulation (EUDR) regarding the traceability of supply chains in certain sectors.

Against this backdrop of transition and the European Commission's recalibration of its objectives, Lucente is taking a proactive approach, resolutely pursuing its strategic path toward the full implementation of European sustainability standards, guided by the principle of double materiality and a rigorous analysis of impacts across the entire value chain.

For Lucente, 2025 was a year of structural consolidation. Production Value reached 64 million euros, marking a +9.0% increase compared to 2024, driven by the expansion of core operations and the growth of the customer portfolio. Gross Core Value Added, which this year coincides with the Gross Global Value Added came in at approximately 49 million euros, representing a +9.5% increase compared to 2024. These results demonstrate **our management's** ability to absorb significant external financial pressures - including the substantial increases resulting from the renewal of the sector's national collective bargaining agreement and the elimination of benefits linked to the "Southern Italy social security contribution relief" - while maintaining high **levels of efficiency and operating profitability**.

Given the nature of our industry and the high proportion of the workforce that characterizes it, our **People** remain our key stakeholders and the **true driving force** behind the company. The workforce has reached 2,168 employees, remaining essentially stable compared to the previous year and reflecting the structural turnover dynamics typical of the social clauses in the multiservice sector.

We are proud to report that women make up 59% of our entire workforce and that contractual stability is ensured by over 94% of employees holding permanent contracts.

The **environment** remains the other **priority area** of our ESG agenda, which in 2025 saw the commissioning of the photovoltaic system at the Modugno headquarters and the achievment of ISO 14067 (Product Carbon Footprint) certification.

Looking ahead, our ESG agenda will focus on strengthening the screening and assessment of environmental, social, and governance risks among our partners and suppliers throughout the supply chain, as a fundamental pillar for ensuring maximum operational resilience and the ethical alignment of our supply chain.

In the hope that you will appreciate the 2025 Value Report for its accuracy, transparency, and methodological rigor, I thank you on behalf of the entire Board of Directors for your trust and reaffirm Lucente's commitment to creating shared and sustainable value for the entire community.

Enjoy reading!

CEO / Angelo Volpe

Value
Report
2025

Methodological Note

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The current evolution of the international context is having an impact not only at the geopolitical and socioeconomic levels, but also at the strictly regulatory level.
From this perspective, the deregulation of the European sustainability regulatory framework is a direct consequence of the shift in the global landscape that is currently affecting businesses at multiple levels.

The drastic reduction in the number of companies required to report sustainability information under the Corporate Sustainability Reporting Directive, coupled with the significant simplifications introduced regarding the Corporate Sustainability Due Diligence Directive ((whose implementation has been postponed to July 2028) and the Taxonomy Regulation (simplified and with voluntary application for certain companies of a certain size)—introduced by the so-called "Omnibus Package"—represent the cornerstones of a deregulation process outlined at the European level. Among the recent developments are the possible decommissioning of the Green Claims Directive, as well as the one-year postponement of the implementation of the EUDR Regulation.

Despite this climate of regulatory uncertainty, Lucente remains committed to sustainability and sustainability reporting, publishing an integrated report that represents a key milestone in our strategic roadmap toward the full implementation of European sustainability standards.

» Lucente's governance aims to strengthen sustainability reporting:
» inspired by the principle of double materiality,
» that takes into account the impacts generated throughout the entire value chain,
» compliant with the new ESRS reporting standards, currently under review,
» integrated with the economic and financial information from the annual financial statements into a single document of strategic importance: the management report.

The reference standard for reporting sustainability information pertaining to Lucente continues to be the GRI (2021) standard (the "with reference" option) for the year 2025 as well. The 2025 Value Report (hereinafter also referred to as the Report or the Sustainability Report) is inspired by the principles and content of the IR framework (2021) based on the "capital-based" model of the IIRC (International Integrated Reporting Council), as well as the framework considered a reference by the IFRS (International Financial Reporting Standards) Foundation (https://392942.hs-sites-eu1.com/integrated-reporting-framework-downloads).

The document is therefore organized into distinct sections that begin with a methodological and strategic overview - including typical "general disclosure" information regarding the materiality analysis, the business model, the value chain, the organizational structure and the governance, and continues with more specific disclosures organized "by capital," linking the material issues to:

Financial capital.
Human capital.
Productive and intellectual capital.
Social and relational capital.
Natural capital.

The Report was drafted and information was gathered with the involvement of a Working Group (WG) composed of the Administration, Finance and Control, Compliance, HSE, Marketing and Communications, People and Organization, and Procurement and Fleet Management departments. The WG is coordinated by non-executive board member Lawyer Saverio Francesco Ressa, and Eng. Carmine Lamanna.

This report covers Lucente's qualitative and quantitative data and information for fiscal year 2025 (from January 1, 2025, to December 31, 2025), compared with fiscal year 2024 to ensure full comparability in terms of performance.

To ensure an accurate presentation of the data, the use of estimates has been limited as much as possible; where estimates are used, they are noted in the text. It should also be noted that any changes made to previously published comparative data are also appropriately indicated within the document.

To define material topics, an impact-based materiality process was implemented in accordance with the guidelines set forth in GRI 3 – Material Topics 2021.
In addition to the GRI Standard, the North American SASB (Sustainability Accounting Standards Board) standard was taken into account for materiality assessments, specifically the topics and indicators for the "Professional & Commercial Services" sector.

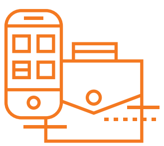
Appendices 1) and 2) contain the GRI Content Index and the SASB Content Index—the two technical tools that enable readers to identify specific content in accordance with international reporting standards.
The GRI Content Index, prepared using the "with reference" option, includes links to the 17 goals of the 2030 Agenda, in line with the SDG reporting framework "Linking the SDGs and the GRI Standards."

The Report is published annually and was approved by the Company's Board of Directors on **June 29, 2026**.

The Sustainability Report has undergone a limited assurance review by the auditing firm PricewaterhouseCoopers SpA (see the auditing firm's Opinion Letter).

The Report is made available through publication on the institutional website.

Comments on the 2025 Value Report may be sent to the following email address:
"sostenibilita@lalucente.it"

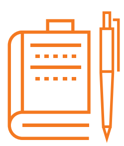


Financial capital

Human capital

Natural capital

Social and relational capital



Productive and intellectual capital

1 NO POVERTY — End poverty in all its forms everywhere

2 ZERO HUNGER — End hunger, achieve food security and improved nutrition and promote sustainable agriculture

3 GOOD HEALTH AND WELL-BEING — Ensure healthy lives and promote well-being for all at all ages

4 QUALITY EDUCATION — Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

5 GENDER EQUALITY — Achieve gender equality and empower all women and girls

6 CLEAN WATER AND SANITATION — Ensure availability and sustainable management of water and sanitation for all

7 AFFORDABLE AND CLEAN ENERGY — Ensure access to affordable, reliable, sustainable and modern energy for all

8 DECENT WORK AND ECONOMIC GROWTH — Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE — Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

10 REDUCED INEQUALITIES — Reduce inequality within and among countries

11 SUSTAINABLE CITIES AND COMMUNITIES — Make cities and human settlements inclusive, safe, resilient and sustainable

12 RESPONSIBLE CONSUMPTION AND PRODUCTION — Ensure sustainable consumption and production patterns

13 CLIMATE ACTION — Take urgent action to combat climate change and its impacts

14 LIFE BELOW WATER — Conserve and sustainably use the oceans, seas and marine resources for sustainable development

15 LIFE ON LAND — Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

16 PEACE, JUSTICE AND STRONG INSTITUTIONS — Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

17 PARTNERSHIPS FOR THE GOALS — Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

Communication Channels

Corporate communications, managed by the Marketing and Communications Department, are conducted through both digital and traditional channels, employing the most appropriate and tailored strategies for each category of stakeholder. In this way, the company maintains a targeted and ongoing dialogue with its stakeholders, clearly and consistently conveying its identity, values, and social, cultural, and sports initiatives

Corporate Documents

In 2025, the company utilized a range of tools to disseminate its institutional content, including:

- Company Profile
- Financial Reports
- Value Report 2024
- Corporate Video
- Press Releases

Over the course of the year, 9 press releases were issued, covered by daily newspapers, online portals, and trade publications, resulting in approximately 352 mentions.

Digital Engagement

Digital communication was managed by the Marketing and Communications Department, with the goal of strengthening Lucente's online presence and ensuring an ongoing relationship with its various stakeholders. Particular attention was paid to content curation and interaction management, with a focus on listening and engagement.

The tools used are:

il **WEBSITE**: the primary information channel for presenting the company's identity, the services offered, and its main areas of activity;

WEBSITE www.lalucente.it

27.400 visitors (+23% compared to 2024)

65.200 page views (+21% compared to 2024)

461.630 impressions (+28% compared to 2024)

25.854 clicks on the site

5,6% average CTR (click-through rate)

19,5% average position (average ranking of the site in Google search results)

The Contact page (https://www.lalucente.it/contatti/) received the most clicks and impressions (3,102 clicks and 68,576 impressions)

SOCIAL MEDIA, through which updates, initiatives, and content aimed at different stakeholders are shared;

LINKEDIN

nº 18 posts published

+ 12 talent acquisition posts

1.982 new followers

6.477 followers (+28% compared to 2024)

4.860 unique visitors (+13% compared to 2024)

126.439 impressions (+52% compared to 2024)

Meta

nº 18 posts published

200 new followers

4.220 followers (+1% compared to 2024)

5.082 content interactions + 7,702 link clicks

15.410 visits to Facebook and Instagram pages (+33% compared to 2024)

1.089.116 impressions (+2,027% compared to 2024)

NEWSLETTERS used to inform internal and external stakeholders about company projects and news.

Stakeholder Dialogue and Materiality Analysis

Stakeholder Engagement

Lucente considers the dialogue with stakeholders an essential factor for the company's sustainable development and for strengthening its competitive position.

This interaction is not solely intended to guide the materiality analysis—a cornerstone of the reporting process—but also aims to provide governance with a clear and synergistic information framework, which is essential for defining strategic priorities and optimizing the creation of shared value over the long term.

The growing focus on decarbonization and sustainability, digital innovation in services, the central role of human resources, and transparency in supply chain management has reinforced the need for structured and ongoing stakeholder engagement.

In line with the most recent analyses and surveys conducted by leading industry organizations (such as ANIP Confindustria, IFMA, and ISSA), companies that adopt a participatory and proactive approach enjoy tangible benefits:

» risk mitigation: a greater ability to prevent and promptly identify reputational and operational risks;
» business focus: faster identification of the expectations of customers and clients, both public and private;
» Development of human capital: a marked improvement in the internal work environment and in employer branding strategies;
» Supply chain sustainability: stronger and more effective collaboration with partners, suppliers, and local institutions;
» social license to operate: a steady growth in trust from the communities and regions we serve.

In line with these findings, Lucente has evolved its strategies for engaging a shift toward a two-way approach based on discussion and dialogue, utilizing advanced tools for listening, consultation, and the systematic collection and sharing of feedback.

The quality and frequency of this exchange generate progressive added value for the company, enabling it to:
» promptly identify areas for improvement, vulnerabilities, and emerging opportunities;
» align ESG objectives closely with the actual expectations of various stakeholders;
» optimizing operational processes and the design of tailored services;
» strengthen strategic partnerships with customers, public entities, and supply chain stakeholders.

The engagement process is guided by the core principles of the AA1000AP AccountAbility framework (inclusivity, responsiveness, materiality, and impact) and is conducted in accordance with the AA1000SES Stakeholder Engagement Standard, which ensures transparent, documentable, and continuous improvement-oriented management of engagement flows.

To maximize the effectiveness of its listening process, Lucente employs a variety of multi-channel tools, including:

» targeted surveys and questionnaires (both digital and paper-based);
» regular meetings and dedicated working groups;
» technical committees and compliance audits of the supply chain;
» collaborative digital platforms and internal communication channels;
» joint training activities on health, safety, and environmental sustainability.

This integrated approach allows us to effectively leverage the contributions of our stakeholders, incorporating them into both the strategic planning phase and the processes for monitoring corporate performance.

Below is an overview of Lucente's stakeholders and the main methods of engagement:

Stakeholder	Frequency of Dialogue	Engagement Methods
Trade associations	High	» Meetings » Conference Activities » Sponsorship of Initiatives
Banks and Financial Institutions	Medium	» Meeting » Surveys
Private clients	High	» Social media communication » Website » Joint project review » Service Verification Audit » Satisfaction Level Monitoring
Public-sector clients	High	» Service verification audits » Satisfaction level monitoring
Consortia	Medium	» Meeting » Informative Reports
IT Service Providers	High	» Involvement in processes » Meetings » Questionnaires

Stakeholder	Frequency of Dialogue	Engagement Methods
Strategic Service Providers	High	» Process involvement » Meetings » Ermete Project
Partners in Temporary Joint Ventures (ATI) and Temporary Consortium (RTI)	Medium	» Meeting » Co-design » Ermete Project
Unions	High	» Meeting
Subcontractors	High	» Sharing of Plans and Programs » Service Verification Audit » Ermete Project
Universities and Research Institutions	Medium	» Participation in Research Projects » Technology Transfer » Internships

Materiality Analysis

The materiality analysis, which forms the basis of this Value Report, involved a structured, multi-stakeholder engagement process, carried out through dedicated discussion sessions with members of the internal Working Group and the Sustainability Committee.
In full compliance with the GRI 3 (Material Topics) international guidelines and with a view toward progressive alignment with the requirements of the CSRD Directive, the process was divided into four sequential and synergistic phases.

1. Understanding the organisation's context
2. 2 Identify potential and actual impacts
3. Assess the significance of impacts
4. Prioritise the most significant impacts to report

In order to thoroughly analyze the competitive and regulatory landscape in which the organization operates, a training program was conducted in advance for the members of the Working Group. The focus was on the concrete implications of ESG standards for the facility management sector, with an in-depth update on the European regulatory framework:

- CSRD Directive and ESRS Standards: the status of the Directive's implementation and an analysis of the time extensions approved at the European level;
- CSDDD Directive: an examination of the Due Diligence obligations introduced along the value chain and their implications for service companies;
- the EU Environmental Taxonomy and the evolution of the ESRS and VSME reporting standards, which are essential for ensuring compliance across the supply chain.

Particular attention was paid to the analysis of operational evidence and to surveys conducted among early adopters of the ESRS standards (the companies that were the first to begin implementing the new requirements), capitalizing on best practices regarding organizational, managerial, and reporting impacts.

The internal analysis was validated through one-on-one interviews with strategic external stakeholders (including suppliers, financial institutions, universities, and certification bodies). This dialogue confirmed the relevance of last year's key issues and their respective impacts—both positive and negative, current and potential—across the various stages of the corporate value chain.

The materiality process described above has therefore led to the identification of a set of 10 ESG themes, including: 3 environmental, 4 social and 3 of governance and business themes.

Material topic	Topic description	GRI Standards	ESRS Standards
1) Emissions and climate change	Attention to the management of direct and indirect emissions generated by the organisation as well as by the provision of facility management services, thanks in part to more sustainable management of the supply chain in accordance with environmental criteria.	**GRI 305: Emissions 2016**	**E1: Climate change**
2) Waste reduction	Reduction of waste and responsible management of water resources and use of raw materials at the company's commercial and operational sites	**GRI 306: Waste 2020**	**E5: Circular economy**
3) Energy efficiency	Transition towards renewable energy solutions with a consequent reduction in energy dependence on fossil fuels	**GRI 302: Energy 2016**	**E1: Climate change**
4) Digitalisation and privacy	Research into technological solutions capable of streamlining business processes. Privacy protection and IT risk management.	**GRI 416: Client Health and Safety 2016** **GRI 418: Client Privacy 2016**	**G1: Corporate conduct** **S4: Consumers and end users**
5) Corporate governance and legality	Adoption of a governance model focused on the paradigm of ethics and legality	**GRI 205: Anti-corruption 2016** **GRI 201: Economic performance 2016**	**G1: Corporate conduct**
6) ESG investments	Economic, social and environmental investments capable of generating positive externalities at strategic company locations	**GRI 201: Economic performance 2016** **GRI 203: Indirect economic impacts 2016**	**S1: Own workforce** **S3: Communities concerned**
7) Health and safety	Seeking solutions that promote safety in the workplaces of its employees and workers in the value chain	**GRI 403: Occupational health and safety 2018**	**S1: Own workforce** **S2: Workers in the value chain**
8) Customer Relationship Management	Activation of dialogue channels designed to ensure real-time communication between La Lucente and its business partners	**GRI 417: Marketing and labelling 2016**	**S4: Consumers and end users**
9) Enhancement of human capital	Investments in training and capacity building projects	**GRI 404: Training and education 2016**	**S1: Own workforce**
10) Welfare, diversity & inclusion	Promotion of corporate wellbeing and development of an inclusive working environment that protects diversity in all its forms	**GRI 402: Relationship between workers and management** **GRI 405: Diversity and equal opportunities**	**S1: Own workforce**

The impact analysis, on the other hand, led to the identification of a set of 24 overall impacts.

Material topic	Impact	Type	Probability
1) Emissions and climate change	1. Climate change due to greenhouse gas emissions by the organisation	-	Current
	2. Supplier qualification and evaluation system based on economic, environmental and social criteria	-	Potential
	3. Emissions from vehicle use	-	Current
2) Waste reduction	4. Excessive water consumption and responsible wastewater management in service provision	-	Current
	5. Significant risks associated with improper waste disposal in the context of activities carried out by third parties	-	Current
3) Energy efficiency	6. Energy consumption intensity	-	Current
	7. Low share of energy from renewable sources	-	Potential
4) Digitalisation and privacy	8. Search for digital solutions for better management of primary and support processes	+	Current
	9. Processing of personal data and compliance with GDPR regulations	-	Current
	10. Information system security and organisational resilience for business continuity	-	Potential
5) Corporate governance and legality	11. Incidents of corruption, extortion and conflicts of interest with possible impacts on business and reputation	-	Current
	12. Formalisation of a sustainability governance structure	-	Potential
	13. Implementation of an efficient system for reporting complaints and irregularities for better risk management, including ESG risks	-	Current
6) ESG investments	14. Production and distribution of economic and social value for local communities	+	Potential
7) Health and safety	15. Significant risks related to the use of harmful and/or toxic substances by employees in the provision of services	-	Current
	16. Accidents related to worker health and safety	-	Current
8) Customer Relationship Management	17. Analysis of customer needs and customisation of service offerings	+	Current
	18. Failure to comply with service quality standards	-	Current
9) Human capital development	19. Recruitment and selection of staff	-	Current
	20. Management of staff turnover rate	-	Current
	21. Management of company turnover rate	-	Current
	22. Employee growth: development of new knowledge, skills and competences. Improvement of work performance	+	Current
10) Welfare, diversity & inclusion	23. Ineffectiveness of the D&I management system	-	Potential
	24. Corporate welfare projects, including through the recognition of benefits for company employees	+	Current

he materiality assessment was conducted by applying the logical and interpretive workflow of GRI 3 and, at the same time, integrating it with the European EFRAG IG 1 guidelines (Materiality Assessment Implementation Guidance).
In accordance with the inside-out approach, each impact was evaluated by analyzing the three key parameters set forth in the framework: severity, probability, and irreversibility.

The results of the analysis showed continuity with the previous fiscal year; the application of the methodology confirmed that the company's controls and stakeholder expectations are aligned with the same strategic drivers.
Using a score of 4 as the threshold, the seven topics confirmed as material for sustainability reporting purposes according to GRI standards are:
emissions and climate change;

- waste reduction;
- energy efficiency;
- digitalization and privacy;
- customer relationship management;
- developing human capital;
- welfare, diversity, and inclusion.

With regard to financial materiality, for fiscal year 2025, Lucente has developed its second consecutive cycle of qualitative analysis, consolidating the outside-in approach launched last year.

The process focused on assessing the economic and financial impacts arising from emerging risks and opportunities, adopting—in strict accordance with the European EFRAG IG 1 (Materiality Assessment) guidelines—the two key parameters of magnitude and probability.

Using a threshold score of 3.5, the analysis confirmed the strategic significance of four key themes:

- waste reduction;
- digitalization and privacy;
- development of human capital;
- welfare, diversity, and inclusion.

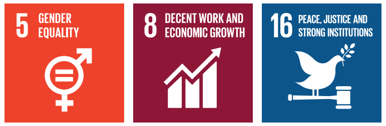
The stability of these results compared to the previous year confirms the effectiveness of risk management controls and the strength of the financial drivers linked to the ESG factors identified by the Working Group.

Material topic	Impact	Inside Out impact assessment	Impact materiality of topics
1) Emissions and climate change	1. Climate change due to greenhouse gas emissions by the organisation	**4**	**4,00**
	2. Supplier qualification and evaluation system based on economic, environmental and social criteria	**4**	
	3. Emissions from vehicle use	**4**	
2) Waste reduction	4. Excessive water consumption and responsible wastewater management in service provision	**5**	**4,00**
	5. Significant risks associated with improper waste disposal in the context of activities carried out by third parties	**3**	
3) Energy efficiency	6. Energy consumption intensity	**3**	**3,50**
	7. Low share of energy from renewable sources	**4**	
4) Digitalisation and privacy	8. Search for digital solutions for better management of primary and support processes	**4**	**4,33**
	9. Processing of personal data and compliance with GDPR regulations	**4**	
	10. Information system security and organisational resilience for business continuity	**5**	

Material topic	Impact	Inside Out impact assessment	Impact materiality of topics
5) Corporate governance and legality	11. Incidents of corruption, extortion and conflicts of interest with possible impacts on business and reputation	2	3,00
	12. Formalisation of a sustainability governance structure	3	
	13. Implementation of an efficient system for reporting complaints and irregularities for better risk management, including ESG risks	4	
6) ESG investments	14. Production and distribution of economic and social value for local communities	3	3,00
7) Health and safety	15. Significant risks related to the use of harmful and/or toxic substances by employees in the provision of services	2	2,00
	16. Accidents related to worker health and safety	2	
8) Customer Relationship Management	17. Analysis of customer needs and customisation of service offerings	3	4,00
	18. Failure to comply with service quality standards	5	
9) Human capital development	19. Recruitment and selection of staff	3	3,75
	20. Management of staff turnover rate	5	
	21. Management of company turnover rate	2	
	22. Employee growth: development of new knowledge, skills and competences. Improvement of work performance	5	
10) Welfare, diversity & inclusion	23. Ineffectiveness of the D&I management system	3	3,5
	24. Corporate welfare projects, including through the recognition of benefits for company employees	4	

* Threshold value 4

The Company



| GRI 2-1 |

Our History

Founded in 1922 by Mario Volpe, Lucente is a leading facility management provider operating in the Italian and European markets.

The company's strong position in both markets is supported by its active involvement in industry associations - including membership in **ANIP Confindustria, where the CEO, Angelo Volpe, has assumed** the presidency **in 2025**, and participation in **the European Consortium ECS - European Customer Synergy -** which enables the company to continuously integrate global best practices and cutting-edge quality standards.

The company's evolution remains inextricably linked to the legacy of Giuseppe Volpe, a pivotal figure and the human cornerstone of the company, which is now led by the third generation.

His enlightened vision, integrity, and tireless spirit of service continue to serve as a true beacon for the organization's progress, inspiring a corporate culture that combines technological and operational development with social responsibility and a commitment to core values.

| GRI 2-6 |

The Business Model

The evolution of the European regulatory framework on sustainability now requires companies to make a significant leap forward in their reporting on processes across the entire value chain, taking into account both the consolidation of the Corporate Sustainability Reporting Directive (CSRD) and the related ESRS standards, and the introduction of the VSME standard for other organizations that fall outside the scope of the CSRD's mandatory requirements (namely, unlisted SMEs and micro-enterprises), which now have at their disposal a proportionate and standardized reporting tool, albeit a voluntary one.

The representation of the value chain evolves from a mere compliance requirement into a strategic governance lever, identifying flows and integrating in-house activities with outsourced ones. This makes it possible to analyze the contribution of each individual operational phase to service quality, the mitigation of ESG impacts and the generation of shared value in line with the SDGs.

In the case of Lucente, the value chain is structured as a global services, comprising three main business lines:

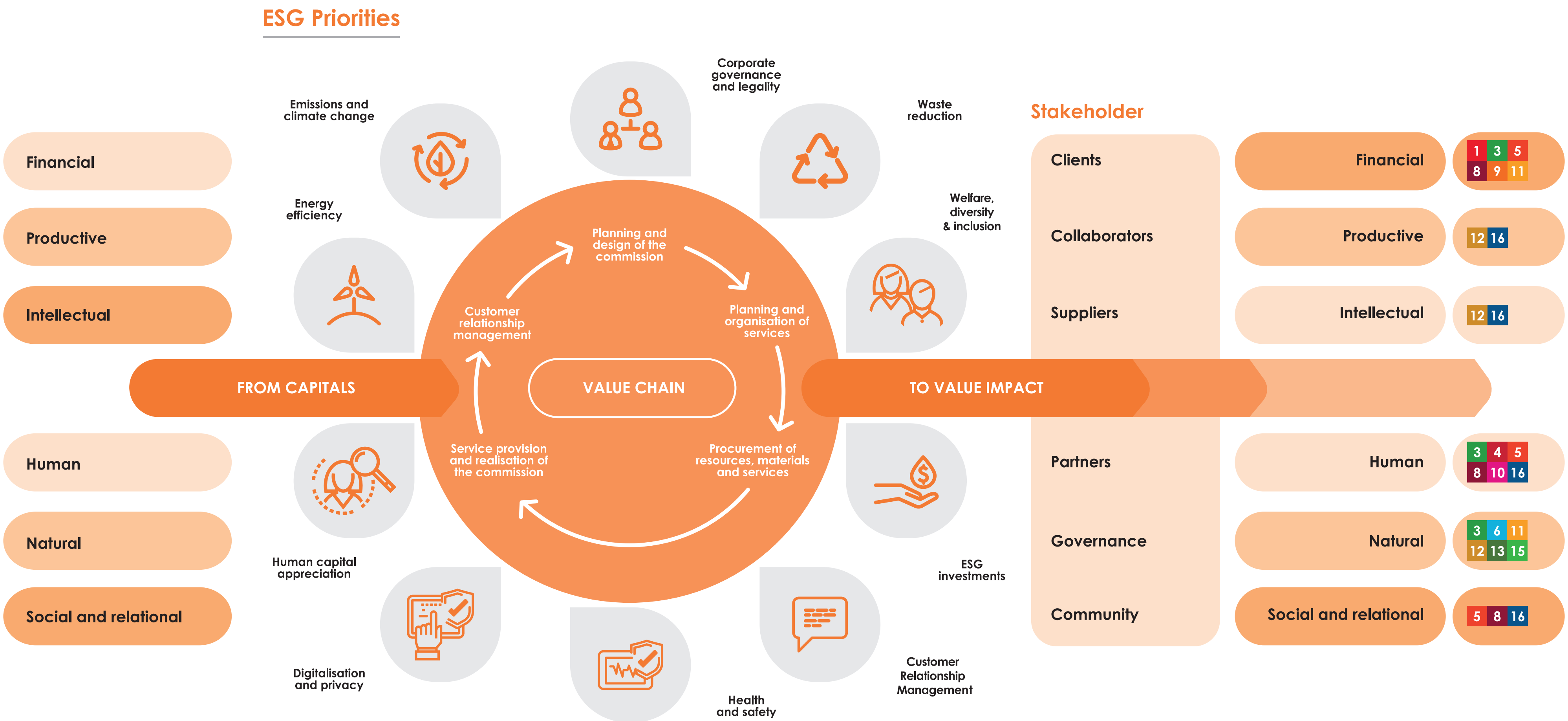
» cleaning and sanitization: residential and industrial cleaning, services for the healthcare and food industries, environmental remediation, sanitization and bacterial decontamination;
» ecology and environmental management: collection, transport, recovery, and disposal of municipal and special waste, both hazardous and non-hazardous; asbestos removal, pest control, rodent control, and bird control;
» maintenance and integrated services: security, reception, concierge services, of green spaces, facility maintenance, logistics, transportation, and porter services.

Lucente has adopted the Integrated Reporting (IR) approach, which identifies the flow of resource transformation into tangible impacts through sequential steps:

A. Input Resources (From Capitals): The business model is fueled by the synergistic combination of six fundamental capitals: Financial, Productive, Intellectual, Human, Natural, Social, and Relational.
B. The Value Chain Cycle: these capitals are activated and leveraged through the five operational phases that characterize the facility management project:
- **a.** Project Planning and Design
- **b.** Planning and organization of services
- **c.** Procurement of resources, materials, and services
- **d.** Service delivery and project execution
- **e.** Customer Relationship Management.

C. ESG Pillars and Priorities: This operational cycle is consistently guided by and aligned with the sustainability priorities defined by the company (including Energy Efficiency, Health and Safety, Waste Reduction, Corporate Governance, and Compliance).

During fiscal year 2025, Lucente further strengthened the analysis and transparency of this structured workflow. The final output of the cycle is "Value Impact," a measurable return that generates shared value for the ecosystem of business partners (customers, employees, suppliers, partners, governance, and the community) and has a positive impact on the regeneration of these resources, in full alignment with the overarching goals of the UN Agenda.



The Integrated Policy

Lucente has formalized its ethical and operational commitment through an Integrated Strategic Policy, approved by the Board of Directors and shared with all employees.

This guideline aligns the company's actions with standards of sustainability, quality, safety, legal compliance, energy efficiency, social responsibility, gender equality, and information security. In practice, this document translates into an Integrated Management System certified according to the leading international standards: **ISO 9001, ISO 14001, ISO 45001, ISO 50001, ISO 37001, ISO/IEC 27001, SA8000, and UNI PdR 125:2022**.

The Integrated Policy is structured around interdependent strategic pillars, including:

- the continuous improvement of environmental, energy, and quality performance;
- the prevention of risks to workers' health and safety;
- promoting a culture of legality and transparency;
- the protection of its information assets and the safeguarding of confidential business information;
- the adoption of organizational models aimed at promoting diversity and protecting human rights and equal opportunities;
- the active involvement of internal and external stakeholders.

In this context, Lucente sets and monitors measurable objectives that are consistent with its value chain, with a view to ensuring accountability, reducing its environmental impact, mitigating operational and social risks, and consolidating a business model focused on creating shared value.

Principle	Objective
Quality	» Pursuit of high qualitative and quantitative standards in performance » Transparency and collaboration with customers
Environment and energy	» Definition of environmental KPIs and risk mapping » Promotion of a culture of sustainability throughout the entire value chain » Mitigation of environmental impacts » Energy efficiency
Hygiene, health and safety in the workplace	» Risk mapping and updating » Monitoring of worker health, safety and hygiene objectives » Regulatory updates and compliance risks » Prevention of accidents in the workplace » Internal communication » Dialogue with subcontractors » Protocols for the prevention of risks associated with pandemics » Ongoing dialogue with employee representatives
Corporate social responsibility and gender equality	» Involvement of suppliers in supply chain risk assessment » CSR policies » Protection of workers and combating forced labour » Protection of trade union rights » Protection of diversity » Protection of human rights » Full compliance with relevant national collective labour agreements » Fair remuneration policies » Training and information on SA8000 and gender policies » Promotion of CSR within corporate communications » Recruitment policies » Training on diversity and inclusion » Work-life balance and parental protection » Stakeholder engagement
Prevention of corruption	» Compliance with the law and adoption of ethical principles » Compliance with anti-corruption regulations » Transparent contract management » Strengthening of legality protocols » Promotion of legality within the value chain » Due diligence of suppliers » Reporting of anomalies » Promotion of a culture of compliance
Information Security	» Protection of Information Assets and Compliance (Confidentiality, Integrity, and Availability – CIA & GDPR) » Confidentiality – Integrity – Availability » Risk Governance » Risk Management – ISMS Effectiveness – Awareness » Monitoring, Incident Management, and Culture » Incident Management

Corporate Governance

| GRI 2-9 |

Lucente's expansion is linked to the strengthening of its governance structure. The company is pursuing a continuous organizational transition aimed at identifying and integrating strategic managerial talent.

The integration of these new specialized skills is the key driver not only for supporting economic growth, but also—and above all—for accelerating and steering the transition toward a fully sustainable business model.

| GRI 2-10 | GRI 2-11 | GRI 2-12 | GRI 2-13 | GRI 2-14 | GRI 2-20 | GRI 405-1 |

The Board of Directors

Lucente adopts a standard corporate governance model, structured to ensure transparency, efficiency, and a clear separation of roles. The management of the company is entrusted to a Board of Directors composed of three members, appointed by the Shareholders' Meeting in accordance with the Articles of Incorporation.

The Shareholders' Meeting appoints the Chairman of the Board of Directors, while the Board of Directors appoints the Chief Executive Officer, defining his powers and management responsibilities. The Shareholders' Meeting determines the compensation of the Board members and the Chairman, while the Board of Directors is responsible for setting the Chief Executive Officer's compensation.

Currently, Lucente's Board of Directors, confirmed on May 3, 2024, is composed as follows:

Board of Directors				
	Position	First and Last Name	Gender	Age Group
	President	Pierluigi Mantini	M	>50
	CEO	Angelo Volpe	M	>50
	Non Executive Director	Saverio Francesco Ressa	M	>50

The Board of Directors leads the development of the ESG strategy, ensuring active and constant oversight of all stages of the process, and continuously supervising and verifying reporting activities.

This management model is complemented by the Sustainability Committee, a body that supports senior management with advisory and propositional functions. The Sustainability Committee also assumes an executive role when necessary, ensuring the effective implementation of projects related to environmental, social, and governance sustainability.

The Board of Statutory Auditors

Lucente's Audit Committee consists of 3 standing auditors and 2 alternate auditors, all appointed by the Shareholders' Meeting in accordance with the Articles of Incorporation. With regard to matters related to the allocation of responsibilities and the term of office, the criteria are established by law, while compensation is determined by the Shareholders' Meeting.

Currently, the Board of Statutory Auditors is composed as follows:

Position	First and Last Name	Gender	Age Group
Chair	Fabio Caputo	M	>50
Standing Auditor	Anna Lucia Muserra	F	>50
Standing Auditor	Francesco Campobasso	M	>50

| GRI 2-15 | GRI 2-26 | GRI 406-1 |

The Supervisory Body pursuant to Legislative Decree No. 231/2001

As a demonstration of its commitment to ethical, transparent, and responsible corporate management, Lucente has voluntarily adopted an Organizational Management and Control Model (MOGC) that complies with the provisions of Legislative Decree No. 231/2001.
The introduction of this model represents a fundamental pillar of the company's Corporate Governance, enabling it to consolidate and enhance its organizational capacity to identify, assess, and manage potential risks arising from the management of its most sensitive business processes.

The Model consists of a General Section and a Special Section, as well as a Code of Ethics, a system of sanctions, and specific protocols regarding the management of the individual cases covered by the Model.

To ensure maximum independence, expertise, and autonomy, the company has opted for a collegial Supervisory Board composed of external professionals with specific expertise and an allocated budget.

The Supervisory Board is composed as follows:

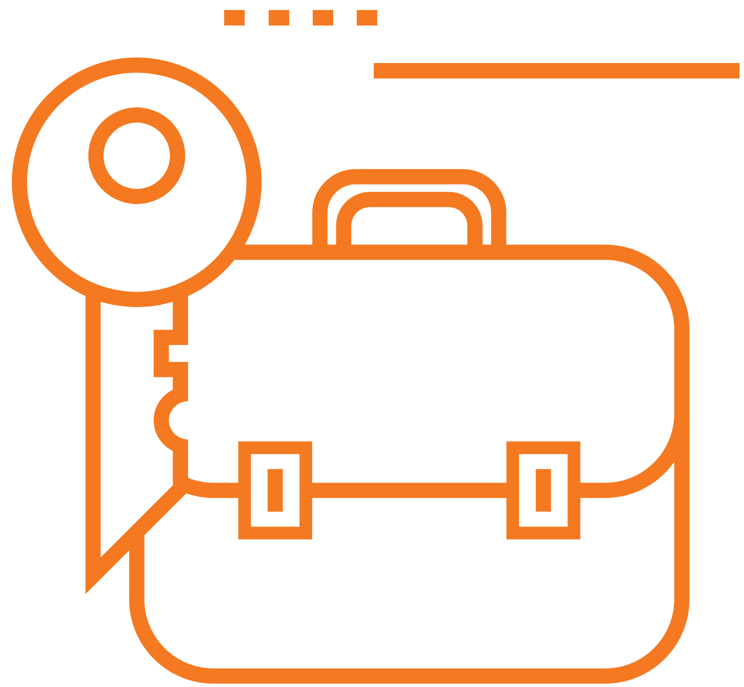
Role	First and Last Name	Gender	Age Group
President	Alessandro De Nicola	M	>50
Member	Lorenzo Allegrucci	M	>50
Member	Francesca Parente	F	<50

In accordance with the applicable regulatory framework, Lucente has implemented a digital whistleblowing platform on its corporate website that allows employees, contractors, suppliers, and any other stakeholders who have or intend to have business relationships with the Company to safely and securely report any unlawful conduct or irregularities.

Reports are handled by the Supervisory Body, which is responsible for processing them and verifying their validity. The process is governed by formalized internal protocols that ensure the strict application of the principles of fairness, impartiality, and confidentiality, protecting the identity of the whistleblower and safeguarding them from any form of retaliation or discrimination. No reports were received during the reporting period.

Statutory Audit

Lucente's financial statements are subject to a statutory audit. Specifically, the external audit was entrusted to the consulting firm **PriceWaterhouseCoopers S.p.A**



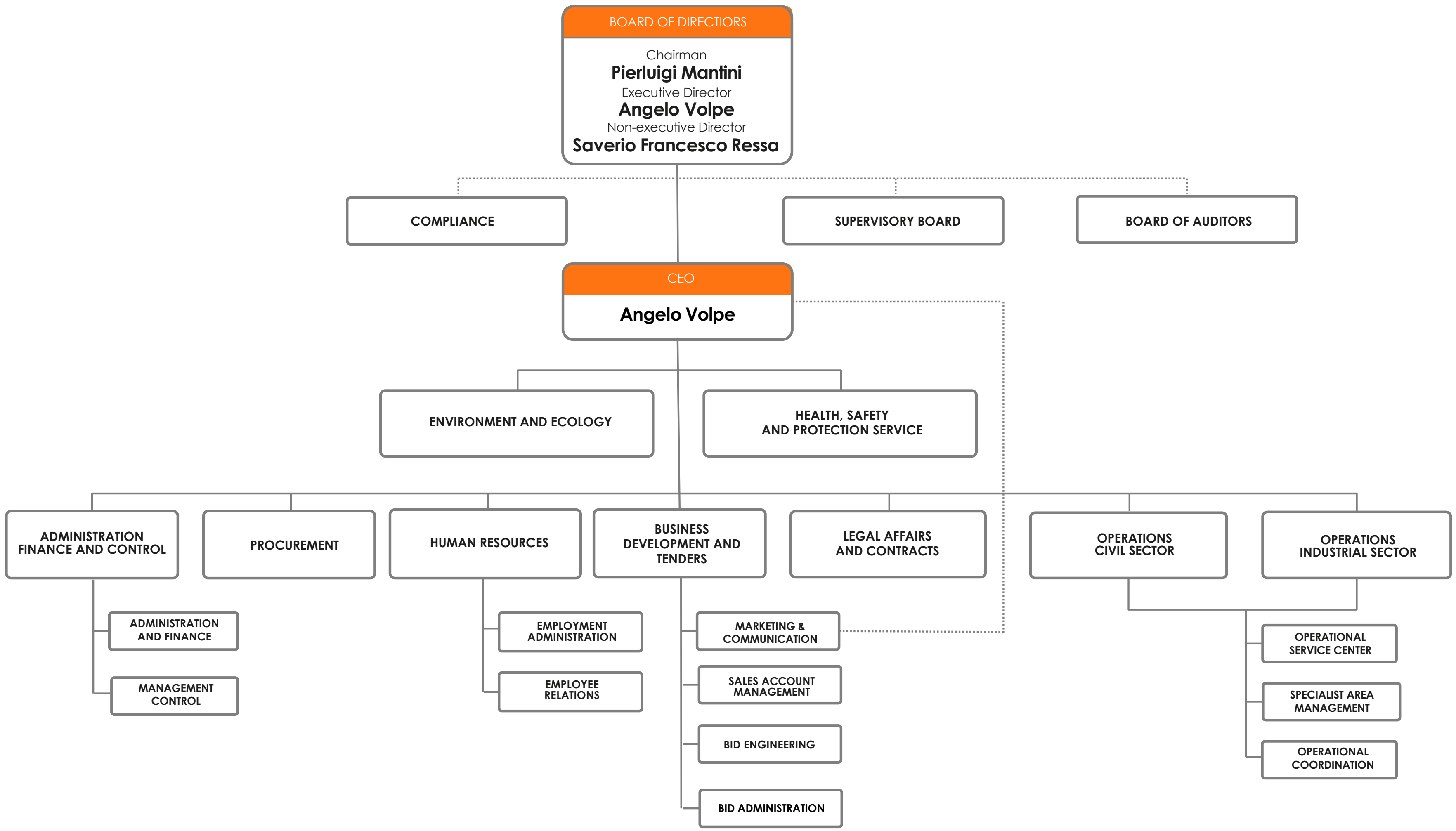
Value
Report
2025

Organizational Structure

La Lucente spa®

Lucente's governance model is based on a hierarchical-functional organizational structure, designed to ensure a direct and synergistic link between the various business units and the Board of Directors.
Interaction between the Board of Directors and the operational departments is coordinated by the Chief Executive Officer.
The company's organizational chart is divided into specialized macro-areas that oversee the key processes: Environment and Ecology, Safety, Finance and Control, Procurement, Human Resources and Organization, Business Development and Tenders, Legal Affairs and Contracts, and Operations.

This structure addresses the need to maintain constant operational control, facilitating performance monitoring and ensuring adequate quality standards.



Ethics, Legality and Compliance

Corporate Social Responsibility

Throughout 2025, Lucente further strengthened its commitment to Corporate Social Responsibility by integrating ESG criteria into its business strategies and processes to promote an intrinsically sustainable growth model.

Confirming the strength of this approach, Lucente obtained ISO 14067:2019 (Product Carbon Footprint) certification, which attests to Lucente's rigorous system for calculating product carbon footprints and supports its environmental mitigation efforts. At the same time, Cerved Rating Agency's assessment process awarded the company an ESG score of 77/100: an outstanding result that certifies Lucente's excellent non-financial performance across the three pillars of environmental, social, and governance.

This consistent commitment to excellence was validated throughout the year by prestigious awards at both the national and European levels.

Motore Italia: during the Apulia leg of the Class Editori/Milano Finanza roadshow, Lucente was honored in the "MF Italian Legal Rating" category, reserved for companies that, having been awarded the AGCM's highest "3-Star" legality rating, stand out for their ethics and transparency.

Business Visionaries Award: for the second consecutive year, the Academic Institute of Entrepreneurial Sciences—in collaboration with the I-AER Economic and Scientific Research Institute and partners PwC and MIT Technology Review—has honored La Lucente for its strategic vision, adaptability, and achievements in terms of competitiveness and sustainable productivity.

Industria Felix ESG Award – Sustainable Italy That Competes: in its inaugural edition, the company ranked in the ESG category with a score above the industry average, earning the Industria Felix Green Quality Seal for its exemplary combination of financial reliability and sustainability

Sustainability Award: for the fourth consecutive year, the publication ALTIS (a spin-off of the Catholic University of the Sacred Heart in Milan) has named Lucente among Italy's top 100 companies for sustainability. The award, sponsored by Kon Group, ELITE, Open Es, and Azimut, highlights how sustainability serves as a fundamental driver of shared value for the organization.

European Enterprise Awards 2025: as part of the initiative promoted by EU Business News, the company was awarded the titles of Best Facilities Management Company 2025 – Italy and the ESG Excellence Award 2025, distinguishing itself on the international stage for its innovative drive and positive impact on the local community.

Capital

Financial Capital

KPI

+9,0% (%) — *Production value*

€ 49 (ML) — *Gross global added value*

+11,5% (%) — *CAGR turnover 2023-2025*

€ 64 (ML) — *Directly generated economic value*

Material topics

ESG Investments

SDGs

| GRI 201-1 |

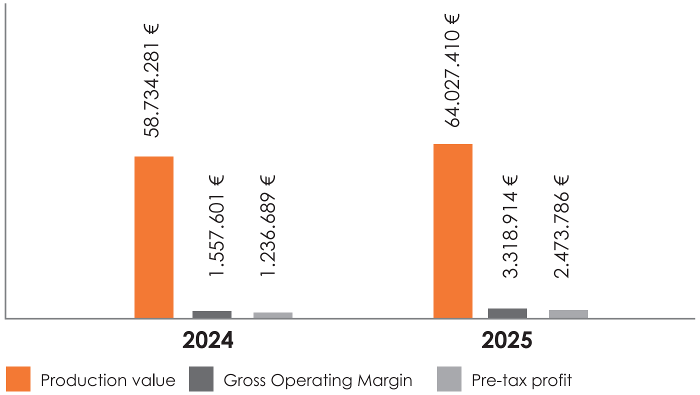
The Numbers

The value of production has increased compared to previous fiscal years and, in particular, shows a 9.0% increase compared to 2024. This trend is primarily attributable to the full execution of contractual agreements initiated in late 2024, the extensions of several major contracts, and the expansion of the customer portfolio. EBITDA benefited from the positive trend in production value, showing a significant improvement both in absolute terms—up by
1.76 million euros—and in percentage terms, reaching 5.18% compared to 2.65% in the previous fiscal year.

This result is particularly significant when one considers that, during the fiscal year, the cost structure was affected by a further increase in the sector's national collective bargaining agreement effective July 2025, with an estimated total impact of approximately 500,000 euros, as well as by the loss of the "South" social security contribution relief, which had generated a positive effect of approximately 530,000 euros in fiscal year 2024. The trend in EBITDA therefore confirms the Company's ability to absorb pressure on labor costs through selective revenue growth and improved operational efficiency.

The following table shows the results achieved over the last three fiscal years in terms of Production Value, Gross Operating Margin, and Income Before Taxes.

	31/12/2024	31/12/2025
Value of Production	**58.734.281**	**64.027.410**
Gross Operating Margin	1.557.601	3.318.914
Income before taxes	1.263.689	2.473.786



Distributed and Generated Value Added

In 2025, the company showed a significant improvement in its ability to generate value compared to the previous fiscal year. **Production value grew by 9.0%**, rising from 58.7 million euros to 64.0 million euros, driven almost entirely by an increase in sales revenue, which reflects an expansion of core business activities.

Intermediate costs rose at a more moderate rate (+7.3%), totaling 15.1 million euros. This trend was primarily driven by higher costs for services, while other operating expenses decreased, reflecting improved management of certain ancillary components. As a result of these combined factors, **Gross Core Value Added** increased by **9.5%**, reaching 48.9 million euros. The operating margin, expressed as the ratio of value added to production value, remained high and essentially stable (approximately 76%), with a slight improvement compared to the previous fiscal year.

Gross Global Value Added follows a similar trend, confirming the company's ability to generate increasing wealth without the contribution of significant ancillary components.

In summary, fiscal year 2025 shows **balanced and structural growth**, characterized by an increase in revenue, overall control of intermediate costs, and the maintenance of high levels of operating profitability.

Statement of Value Added

Items	2024	2025
a) Value of production	**58.734.281 €**	**64.027.410 €**
Sales revenue	58.110.665 €	63.394.582 €
Changes in inventories of finished goods and merchandise	0 €	0 €
Changes in work in progress on order	0 €	0 €
Increases in fixed assets	0 €	0 €
Other revenue	623.616 €	632.828 €
b) Intermediate costs	**14.102.832 €**	**15.134.305 €**
from raw materials	3.650.662 €	3.746.592 €
for services	6.460.140 €	8.414.924 €
for the use of third-party assets	1.918.922 €	1.891.326 €
provision for risks	76.065 €	103.060 €
oneri diversi di gestione	1.978.846 €	1.037.358 €
Change in inventory	18.197 €	-58.955 €
c) Gross Value Added (a-b)	**44.631.449 €**	**48.893.105 €**
d) Balance from ancillary operations	570 €	€0
e) Total Gross Value Added (c+d)	**€44,632,019**	**€48,893,105**

Distribution of Value Added

In 2025, the Company further strengthened its ability to generate and distribute economic value among its stakeholders, with a **Gross Global Value Added of approximately 49.0 million euros**, up **+9.5%** compared to 2024.

The distribution of value confirms the central role of **human capital**, to which the vast majority of the resources generated is allocated. **Employee compensation** totaled 45.0 million euros (+5.9%), representing over 90% of total value added. This figure underscores the Company's commitment to ensuring job security, fostering skills development, and providing adequate compensation levels, in line with the principles of social responsibility.

There was an increase in **remuneration to the Public Administration**, amounting to 1.26 million euros (+38.6%), confirming the greater tax contribution generated and, therefore, the support provided to the region's economic and social system.

Interest expense remains modest, although it shows an increase compared to the previous fiscal year, reflecting financial management that remains balanced and characterized by limited reliance on debt.

The company's returns also grew significantly through depreciation and amortization (+58.8%), reflecting increased investments and the gradual development of the operational structure, with a view in the medium - long term sustainability.

Particularly noteworthy is the increase in **returns on risk capital**, with net income exceeding 1.2 million euros, highlighting a greater ability to generate value for shareholders and maintain financial strength.

By contrast, there was a decrease in **payments to the community** (-36.1%), reflecting lower charitable contributions during the year; this component nevertheless continues to reflect the Company's commitment to the local community and social initiatives.

Overall, the distribution of value added in 2025 shows:

» **a strong focus on people**, as the company's primary stakeholders
» a **growing contribution to taxation and the public sector**
» strengthened **economic and financial sustainability**
» **balanced value creation**, focused on business continuity

The Company thus reaffirms its commitment to generating shared value by balancing the interests of its stakeholders with a view to sustainable development.

Distribution of Added Value	2024	2025
Staff remuneration	**42.526.297 €**	**45.044.423 €**
Salaries	31.941.081 €	32.966.761 €
Social contributions	8.498.780 €	9.755.328 €
TFR	1.865.799 €	2.033.496 €
Retirement benefits	0 €	0 €
Other costs	220.637 €	288.838 €
Remuneration of the Public Administration	**909.005 €**	**1.259.933 €**
Taxes	909.005 €	1.259.933 €
Contributions for the financial year	0 €	0 €
Remuneration of credit capital	**10.779 €**	**56.870 €**
Interest expense	10.779 €	56.870 €
Differential from financial instruments	0 €	0 €
Company remuneration	**830.114 €**	**1.318.027 €**
Depreciation, amortisation and impairment of fixed assets	830.114 €	1.318.027 €
Return on risk capital	**354.684 €**	**1.213.853 €**
Group profit (loss) for the year	354.684 €	1.213.853 €
Profit (loss) for the year attributable to non-controlling interests	0 €	0 €
Remuneration of the Community	**164.485 €**	**105.178 €**
Donations and sponsorships	164.485 €	105.178 €
Contributions for scientific research	0 €	0 €
Gross Global Added Value	**44.795.364 €**	**48.998.284 €**

Economic Value Generated and Distributed

In 2025, the economic value generated grows by 9.1%, while the value distributed increases by 10.2%, reflecting a greater redistribution to stakeholders. The largest share continues to go to employees, with an increase in wages and benefits (+5.9%).

Payments to the government and capital providers also increase, while investments in the community decrease. Retained earnings decline, reflecting a greater sharing of the wealth produced.

Items (figures in euros)	2024	2025
A) Directly Generated Economic Value	**58.110.665,00 €**	**63.394.582,00 €**
Operating costs	12.029.724,00 €	14.052.841,00 €
Employee salaries and benefits	42.526.297,00 €	45.044.423,00 €
Payments to Capital Providers	365.463,00 €	1.270.723,00 €
Payments to the government	909.005,00 €	1.259.933,00 €
Investments in the community	164.485,00 €	105.178,00 €
B) Economic value distributed	**55.994.974,00 €**	**61.733.098,00 €**
C) Retained economic value (A–B)	**2.115.691,00 €**	**1.661.484,00 €**

The transition to an impact-based reporting framework resulted in a need for refinement and integration of traditional corporate risk management models. Recent years have amply confirmed that a company's financial stability and sustainability are closely intertwined with and influenced by the socio-environmental impact of its business model.

Recent global surveys conducted by the World Economic Forum underscore the crucial relevance of factors external to the company; the current environment requires companies to constantly monitor interconnected risks ranging from the digital and ecological transitions to geopolitical tensions, macroeconomic fluctuations, and challenges related to the cost of living.

In this scenario, the integrated management of internal and external risks remains a fundamental strategic lever within the facility management and integrated cleaning and sanitization services sector.

Consequently, the monitoring and mitigation of numerous critical factors—which relate to issues that differ in nature and impact—are systematically implemented, including:

» compliance and ethics: strict adherence to legal regulations and collective bargaining agreements, and the promotion of ethical and transparent conduct throughout the value chain;

» health and safety : the protection and constant oversight of workers' hygiene, health, and safety—a cornerstone for a labor-intensive organization with activities spread across numerous job sites;

» responsible supply chain: the professional management of outsourcing activities, partners in temporary joint ventures (ATI) and temporary consortia (RTI), and supplier relationships, further incentivized through e-procurement tools dedicated to evaluating ESG performance;

» human capital: active engagement, continuous development and empowerment of the workforce, mitigating the risk of turnover and promoting inclusion;

» information security: managing IT risks, data protection (data management), and cybersecurity, in light of the ongoing digitization of operational processes;

» quality and contract performance: managing potential issues related to contract performance and strengthening the relationship of trust with clients, both public and private.

From a risk management perspective, the current organizational structure ensures structured oversight through the presence of the Supervisory Body to monitor the risks defined within the 231 Model.

These oversight mechanisms work in synergy with the management structures responsible for sustainability to ensure that impact analysis is fully integrated into risk mitigation strategies.

With regard to specific risks, the periodic risk assessments conducted during fiscal year 2025 enabled a detailed mapping and categorization of the main internal and external factors, proactively guiding the company's control measures and improvement plans.

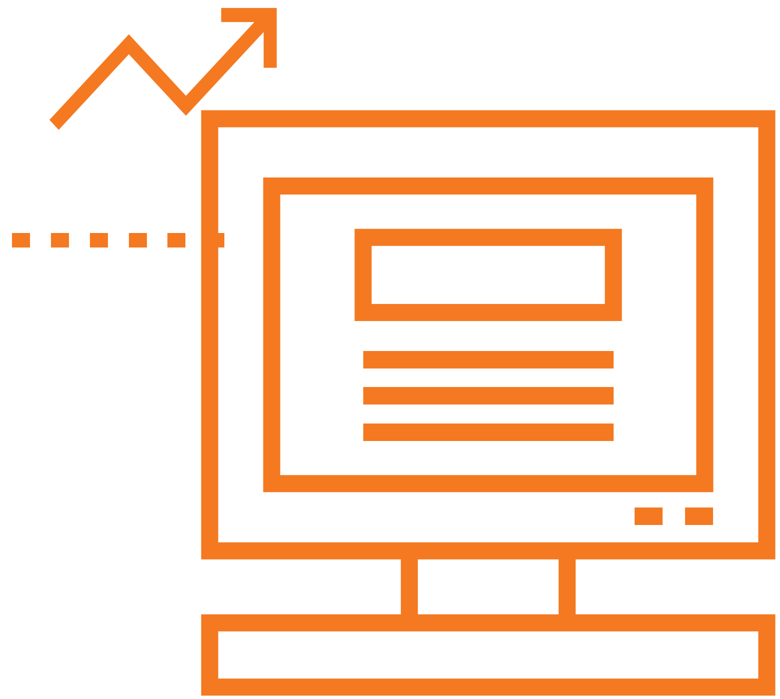
Internal Risks		External Risks	
Type	**Impact**	**Type**	**Impact**
Operation	With regard to the main(and typical) operational risks (human resources management, supply chain, health and safety, environment, and regulatory framework), the Company has adopted an Integrated Management Systemwhich, combinedwithtraining and the continuous professional development of its employees, serves as a rigorous control mechanism.	**Market**	An analysis of the new orders secured in 2024 shows that, at present, the Company is not facing any particular challenges in terms of market penetration and positioning its offerings in the markets.
Crediti	The continuous expansion and diversification of the customer portfolio means that the risk of exposure to customers is mitigated as well as diversified. The Company has revised its policies on "receivables" by intensifying monitoring and analysis of collections three times a month, thereby significantly reducing response times and potential recovery times, and consequently limitingtheneedforlegalactioninconnection with enforcement proceedings.	**Compliance**	Constant monitoring to ensure that processes and activities comply with and adapt to national and EU-derived regulations..

Liquidity	Liquidity is monitored through constant and timely verification of the correlation between collection and payment time-lines. The projected cash flow is reported monthly, with weekly updates that allow us to identify any periods of financial need.	**Competition**	A focus on customer needs and service quality, combined with market analysis, enables us to manage competitive risk.
Social and Environmet	Strict compliance with regulations regarding the environment, safety, and workplace hygiene - as well as those con-cerning privacy and data security- helps mitigate the risk of penalties.		

The 2023–2025 Business Plan

The 2025 fiscal year marked the successful conclusion of the cycle launched with the 2023–2025 Business Plan, a journey that has definitively consolidated the integration between the company's economic and financial objectives and its ESG priorities.

The three-year plan's foundational pillars—focused on internal growth and syste-mic efficiency—successfully guided strategic decisions, supported by targeted investments and dedicated initiatives that ensured continuous improvement in sustainability performance.



Human Capital

KPI

Smart working
Flexible working

59%
Incidence of female staff

94%
Open-ended contracts

Material topics

Health and Safety

Development of Human Capital

Employee Benefits, Diversity, and Inclusion

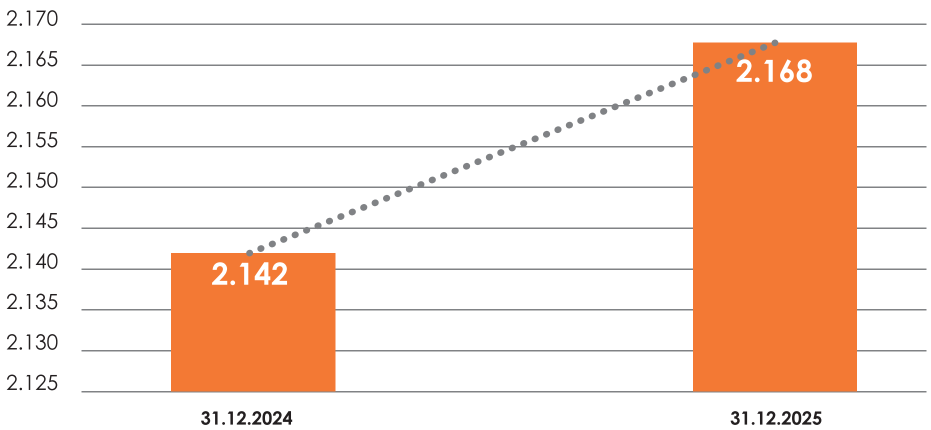
SDGs

3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH
10 REDUCED INEQUALITIES
16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Our People

Employees

Lucente operates in a labor-intensive sector characterized by the central role of human capital, a fact further confirmed by specific financial data showing that economic and financial growth has been supported by a steady increase in the number of employees, rising from 2,142 as of December 31, 2024, to 2,168 as of December 31, 2025, thus showing a substantial alignment with the previous year.



Women make up the majority of the workforce, accounting for 59% of the total workforce.

	2024			2025		
Professional Qualification	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
Executives	1	0	1	1	0	1
Manager	9	2	11	8	3	11
Employees	26	37	63	25	34	59
Laborers	846	1218	2064	852	1240	2092
Apprenticeship	0	3	3	0	3	3
Interns	0	0	0	0	2	2
Total	**882**	**1260**	**2142**	**886**	**1282**	**2168**

From a contractual standpoint, the 2025 figure confirms full compliance with the provisions of the sector-specific National Collective Bargaining Agreement (multi-services), with a clear predominance of open ended contracts, which account for over 94% of the total, serving as tangible evidence of the company's effort to retain employees by establishing stable employment relationships.

The breakdown by contract type highlights part-time employment, a result of the flexibility and continuous (re)adjustment of working hours required by projects that demand an adaptive delivery of services.

	2024			2025		
Contract Type	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
Fixed-term	59	96	**155**	42	84	**126**
Open ended	823	1164	1987	844	1198	2042
Total	**882**	**1260**	**2142**	**886**	**1282**	**2168**

	2024			2025		
Contract Type	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
Full-time	243	97	340	252	100	352
Part-time	639	1163	1802	634	1182	1816
Total	**882**	**1260**	**2142**	**886**	**1282**	**2168**

	2024			2025		
Age Groups	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
<30	51	48	99	41	48	89
> 30 and < 50	364	489	853	359	488	847
> 50	467	723	1190	486	746	1232
Total	**882**	**1260**	**2142**	**886**	**1282**	**2168**

New Hires			2024					2025		
Gender	<30	30-50	>50	Total	%	<30	30-50	>50	Total	%
Men	45	153	73	271	33%	35	118	127	280	43%
Women	40	232	275	547	67%	38	181	159	378	57%
Total	85	385	348	818		73	299	286	658	

New Hires			2024					2025		
Professional Qualification	<30	30-50	>50	Total	%	<30	30-50	>50	Total	%
Executives	0	0	0	0	0,0%	0	0	0	0	0%
Manager	0	0	2	2	0,2%	0	1	1	2	0,3%
Employees	5	9	2	16	2%	2	7	0	9	1,4%
Laborers	75	375	344	794	97%	69	290	285	644	97,9%
Internship	2	1	0	3	0,4%	2	1	0	3	0,5%
Apprenticeship	3	0	0	3	0,4%	0	0	0	0	0%
Total	85	385	348	818	--	73	299	286	658	-

Terminations			2024					2025		
Gender	<30	30-50	>50	Totale	%	<30	30-50	>50	Totale	%
Men	23	107	94	224	36%	35	96	125	256	42%
Women	28	171	193	392	64%	28	138	186	352	58%
Total	51	278	287	616	--	63	234	311	608	-

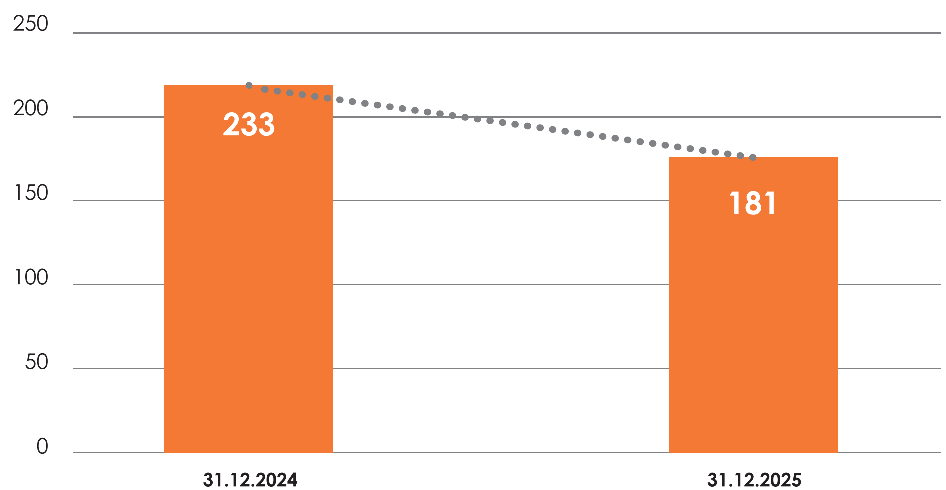
| GRI 2-8 |

Terminations			2024					2025		
Professional Qualification	<30	30-50	>50	Totale	%	<30	30-50	>50	Totale	%
Executives	0	0	0	0	0%	0	0	0	0	0%
Managers	0	0	0	0	0%	0	1	3	4	1%
Employees	2	5	0	7	1%	1	7	4	12	2%
Laborers	46	271	287	604	98%	62	225	304	591	97%
Internship	3	2	0	5	1%	0	1	0	1	0%
Total	51	278	287	616	-	63	234	311	608	-

Turnover is a structural phenomenon linked to the nature of the contracts and to the "social clause" that ties the employment relationship to the duration of the contract.

Temporary workers

The use of temporary workers decreased by approximately 22% in 2025, falling from 233 in 2024 to 181 in 2025. This decrease is due to improvements in work organization that minimized risks related to operational continuity.



Staff Training

In 2025, a total of 3.980 hours of training were provided, involving 912 participants. In line with the company's commitment to worker safety, the majority of these activities focused on Health & Safety (H&S), with 3.234 hours of training provided to 879 workers. Key initiatives included digital innovation (with 342 hours of the Zucchetti ERP course and 140 hours of Power BI training), managerial development programs (the Magister and HSE Manager courses), and the promotion of ESG culture.

Training Course	Hours	Number of Participants	Qualification
HSE MANAGER	80	2	1 Staff Member and 1 Manager
SUSTAINABILITY	24	4	3 Office Workers and 1 Apprentice
FLEET MANAGEMENT	8	1	1 Employee
BASIC PURCHASING COURSE	12	1	1 Employee
ZUCCHETTI ERP COURSE	342	9	6 Employees and 3 Managers
CFO 4.0 COURSE	40	2	2 Managers
MAGISTER COURSE	100	10	3 mployee, 6 Supervisors and 1 Apprentice
POWER BI COURSE	140	4	2 Employee and 2 Managers
Total Specialized Fields	**746**	**33**	
Total H&S	**3.234**	**879**	**879 Laborers**
Grand Total	**3.980**	**912**	

The following tables provide a breakdown of the average number of hours by gender and job classification:

Average Number of Training Hours by Gender

Gender	No. of Participants	Total Hours	Average Hours
Man	441	2.155	4,89
Women	471	1.825	3,87

Average Number of Training Hours by Qualification

Qualification	No. of Participants	Total Hours	Average Hours
Executives	0	0	0
Middle managers	14	354	25,29
Laborers	879	3.234	3,68
Office workers	17	376	22,12
Apprentices	2	16	8,00
Totale	**912**	**3.980**	**4,36**

Value
Report
2025

Occupational Health and Safety

La Lucente spa

The Health and Safety Management System

Lucente implements an integrated management model in accordance with the ISO 45001:2018 and SA 8000:2014 (Social Accountability) standards, using a systemic (HLS – High Level Structure) approach to risk management.

This model, which is consistent with the provisions of Legislative Decree No. 81/2008, helps mitigate health and safety risks in the workplace, including through ongoing training and information initiatives.

Mandatory Training

Throughout 2025, the training program combined compliance with legal requirements (pursuant to Articles 36 and 37 of Legislative Decree No. 81/2008) with specialized courses focused on the various stages of the production process.

From an inclusion perspective, the total number of hours saw a redistribution of gender quotas compared to the previous fiscal year: female employees accounted for 45% of the total hours (equal to 1,467 hours, compared to 62% in 2024), while male employees accounted for the remaining 55%, for a total of 3,234 hours provided

MANDATORY SAFETY TRAINING FOR WOMEN	No. of courses	Hours per course	Total hours
First Aid Responder - Refresher Training	1	6	6
First Aid Responder - ADVANCED	1	16	16
Emergency Management Officer - LOW	2	8	16
Art. 37 of Legislative Decree 81/08 - FG	66	4	264
Art. 37 of Legislative Decree 81/08 - FG+ FS Low	75	8	600
Art. 37 of Legislative Decree 81/08 - FS Update	3	6	18
Art. 37 of Legislative Decree 81/08 - FS Low	67	4	268
Management of Environmental Aspects Related to Cleaning Services	233	1	233
Supervisor	2	8	16
Supervisor - Refresher Training	5	6	30
TOTAL	**455**		**1467**

MANDATORY SAFETY TRAINING FOR MEN	No. of courses	Hours per course	Total hours
Basic Training for Workers in Confined Spaces	7	12	84
First Aid Responder - Advanced Refresher Course	3	6	18
First Aid Responder - ADVANCED	2	16	32
Self-Propelled Forklift Operator	6	12	72
Self-Propelled Forklift Operator - Refresher Course	18	4	72
Emergency Response Specialist - BASIC	3	4	12
Emergency Management Officer - HIGH	5	8	40
Emergency Management Officer - INTERMEDIATE	3	16	48
MEWP Operator (with and without stabilizers)	2	10	20
Art. 37 81/08 - FG	94	4	376
Art. 37 81/08 - FG+ FS High	1	16	16
Art. 37 81/08 - FG+ FS Low	26	8	208
Art. 37 81/08 - FG+ FS Medium	1	12	12
Art. 37 81/08 - FS Refresher Course	11	6	66
Art. 37 81/08 - FS Low	97	4	388
Category III PPE - Work at Heights	4	8	32
Category III PPE - Work at Heights - Refresher Training	3	4	12
Management of Environmental Aspects Related to Cleaning Services	119	1	119
Supervisor	13	8	104
Supervisor - Refresher Training	6	6	36
TOTAL	**424**		**1767**

| GRI 403-9 | GRI 403-10 |

Accidents

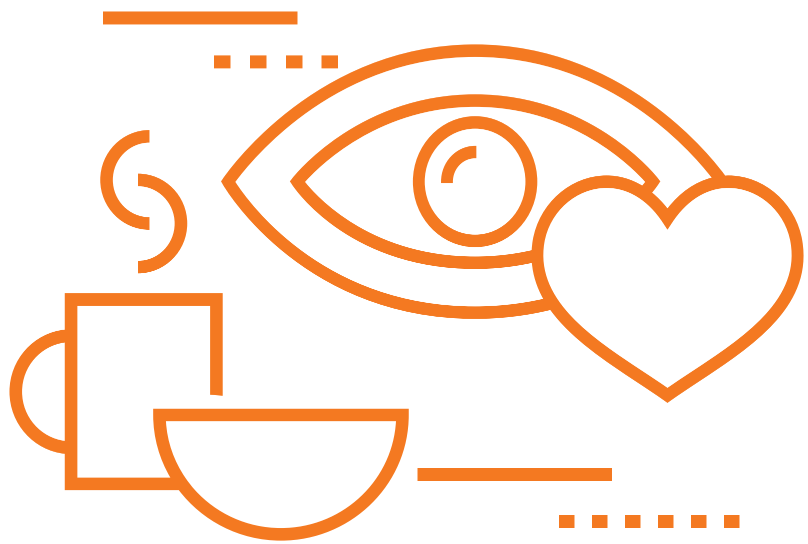
The absence of serious or fatal accidents in both 2024 and 2025 is a testament to our constant focus on workplace health and safety; furthermore, despite an increase in hours worked (approximately 128,000) and the average number of employees (132), 2025 saw a decrease in the severity index, which fell from 0,236 to 0,194.

Furthermore, the overall number of accidents and the frequency rate - which showed a slight increase compared to the previous year - should be interpreted in conjunction with the total number of lost days, which fell to 451 days in 2025, compared to 509 days in 2024, further confirming, once again, that the company's focus on its employees is itself a strategic lever for ensuring adequate levels of operational effectiveness and continuity.

Furthermore, it is noteworthy that the analysis of the types of accidents reveals that almost all of them were minor incidents resulting from momentary lapses in attention - a trend on which the organization intends to focus its upcoming awareness campaigns.

Year	Fatalities	Workplace Injuries	Serious Injuries	Days Lost	Hours worked / year	Average number of employees	Severity Index	Frequency Index
2024	0	35	0	509	2.198.675	2.039	0,232	15,92
2025	0	40	0	451	2.327.186	2.171	0,194	17,19

Table 1 Frequency rate = number of accidents / total number of hours worked × K (1,000,000)—the calculation includes accidents resulting in at least one day of absence from work following the day of the incident, excluding accidents occurring while commuting. Severity rate = number of workdays lost / total number of hours worked × K (1,000).



Value
Report
2025

Welfare Policies and Organizational Well-Being

la lucente spa

GRI 401-2 |

Key consolidated metrics include:

Smart & Flex Working

The "Smart&Flex Working" 2025 project, aimed at all administrative staff, seeks to introduce greater flexibility in the management of work performance. The main measures planned are:

- **Smart working:** the option, on a voluntary basis, to work remotely for up to two days per week, in accordance with the company's organizational needs, internal policies, and the right to disconnect.
- **Flex working:** the option to adjust start and end times with a 60-minute window, promoting a better balance between work and personal life.

Summer Short Workweek

The adjustment to the weekly schedule—which provides for an early end to work at 1:00 p.m. on Fridays—is permanently confirmed for the period between May and September.

Corporate welfare policies continue to prioritize support for parenthood, assistance with family responsibilities, and organizational inclusivity, while also benefiting from the ongoing digitalization of HR processes and ongoing efforts to raise awareness about digital disconnection.




Productive and Intellectual Capital

KPI

1.775 Sites in Italy

12 Certifications

Digital commission management

Material topics

Digitalization and Privacy

Customer Relationship Management

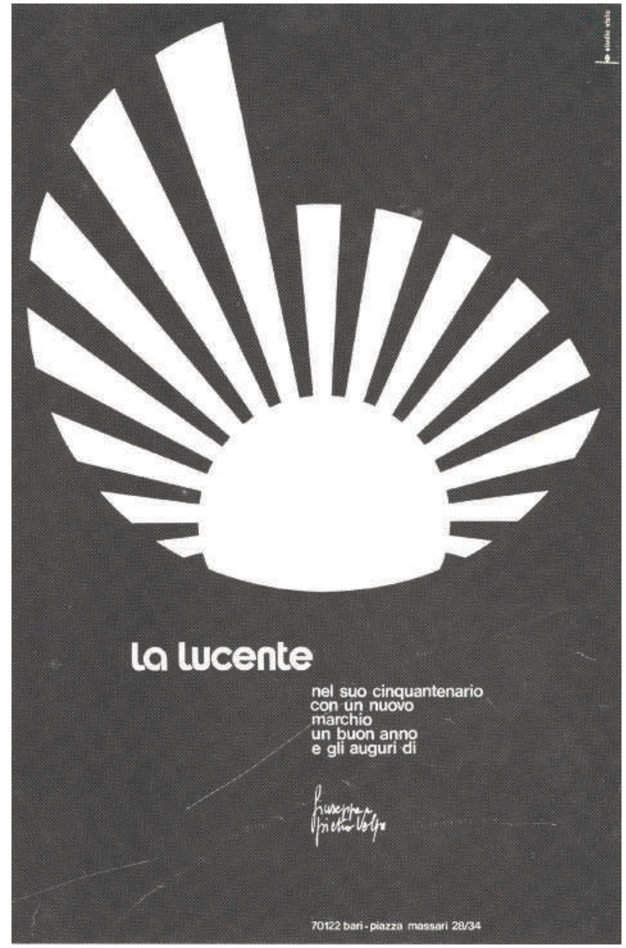
SDGs

The trademark

La Lucente is a Historical Trademark of National Interest

Lucente's trademark is a distinctive element of its historical identity and values. On the occasion of the company's centennial (2022), the trademark was entered into the Register of Historical Trademarks of National Interest, established by the Ministry of Economic Development with the aim of protecting and promoting the industrial property of Italian companies that have been in operation for at least fifty years and are recognized as national exemplars of excellence.

Company recognized as a historical trademark of national interest by the Ministry of Economic Development

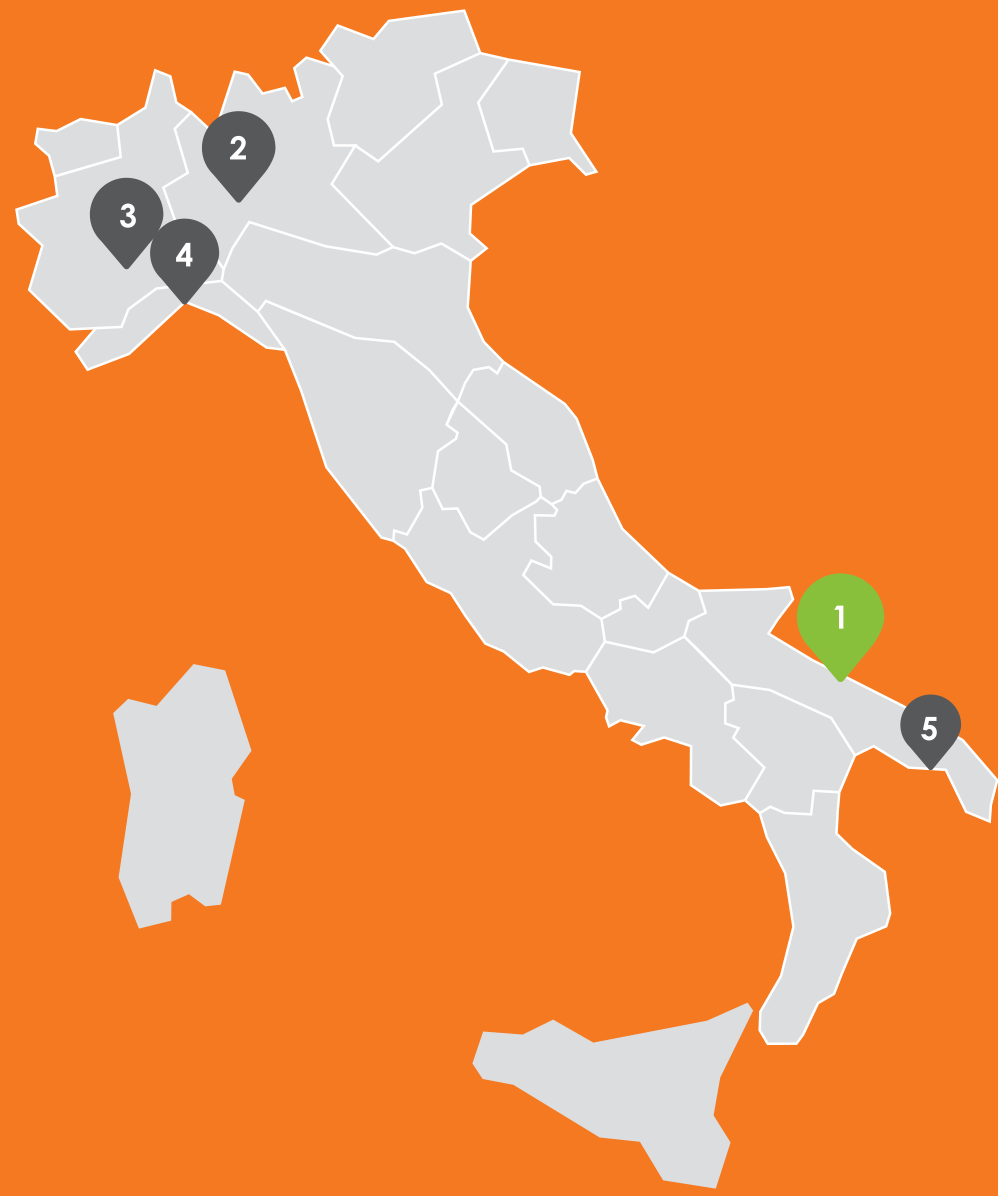


Geographical Presence

| GRI 2-1 |

Geographic coverage will remain virtually complete in 2025 as well, with 1.775 active construction sites in 17 out of 20 regions, further confirming the company's nationwide reach.

2024	2025
1.881	1.775



Operational and Legal Offices 2025

1. MODUGNO / Headquarters - Via dei Gerani, 6 - Modugno 70026 (BA)

2. MILANO / Viale Enrico Forlanini, 23 - 20134 (MI)

3. TORINO / Via Marco Polo, 24 - 10129 (TO)

4. GENOVA / Via Giacomo Biga 67/R - 16144 (GE)

5. MANDURIA / Taranto-Lecce Bypass (TA)

La Lucente spa®

Furthermore, the aforementioned decrease in the number of construction sites did not even have an impact on the widespread distribution of construction sites across the country, covering almost entirely with active construction sites in 17 out of 20 regions.

	2025
Regions / Provinces	**Number of sites**
ABRUZZO	**298**
Chieti	22
L'Aquila	176
Pescara	1
Teramo	99
BASILICATA	**12**
Matera	7
Potenza	5
CALABRIA	**15**
Catanzaro	4
Cosenza	3
Crotone	1
Reggio Calabria	3
Vibo Valentia	4
CAMPANIA	**21**
Avellino	1
Benevento	3
Caserta	4
Napoli	11
Salerno	2
EMILIA ROMAGNA	**76**
Bologna	1
Forlì-Cesena	1
Piacenza	1
Ravenna	73
FRIULI VENEZIA GIULIA	**3**
Gorizia	2
Pordenone	1

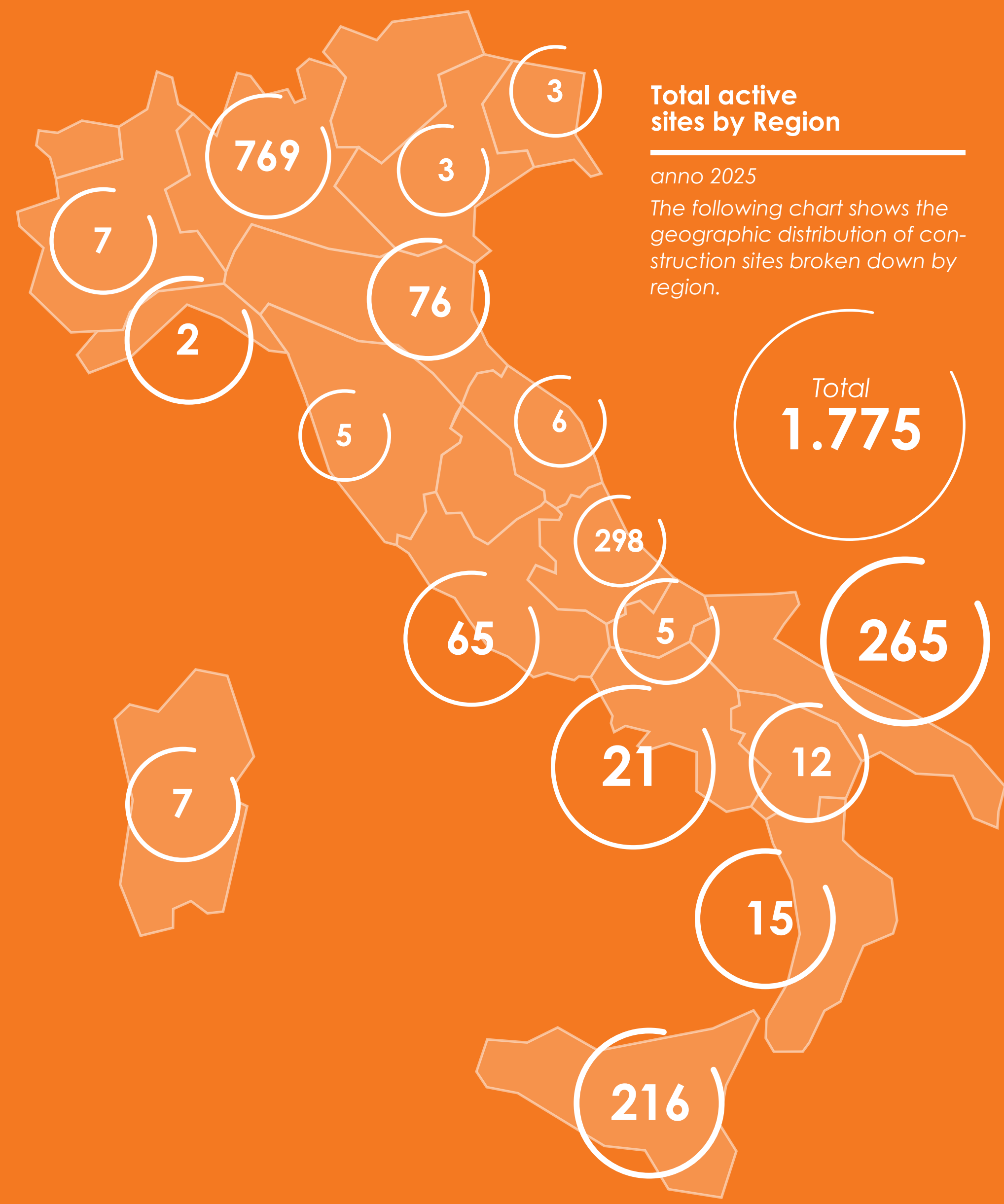
	2025
Regions / Provinces	**Number of sites**
LAZIO	**65**
Frosinone	3
Latina	23
Rieti	1
Rome	37
Viterbo	1
LIGURIA	**2**
Genoa	2
LOMBARDY	**769**
Bergamo	1
Brescia	276
Como	1
Cremona	126
Lodi	58
Mantua	15
Milan	105
Pavia	187
MARCHE	**6**
Ancona	5
Pesaro Urbino	1
MOLISE	**5**
Campobasso	3
Isernia	2
PIEDMONT	**7**
Alessandria	1
Asti	1
Biella	1
Cuneo	1
Novara	1
Turin	2

	2025
Regions / Provinces	**Number of sites**
PUGLIA	**265**
Bari	151
Barletta - Andria - Trani	5
Brindisi	21
Foggia	41
Lecce	20
Taranto	27
SARDINIA	**7**
Cagliari	3
Nuoro	1
Oristano	1
Sassari	2
SICILY	**216**
Agrigento	1
Caltanissetta	1
Catania	3
Enna	3
Messina	117
Palermo	87
Ragusa	1
Syracuse	1
Trapani	2
TUSCANY	**5**
Arezzo	2
Florence	1
Livorno	2
VENETO	**3**
Venice	3
TOTALE	**1775**

Total active sites by Region

anno 2025

The following chart shows the geographic distribution of construction sites broken down by region.



Digitalization and data security

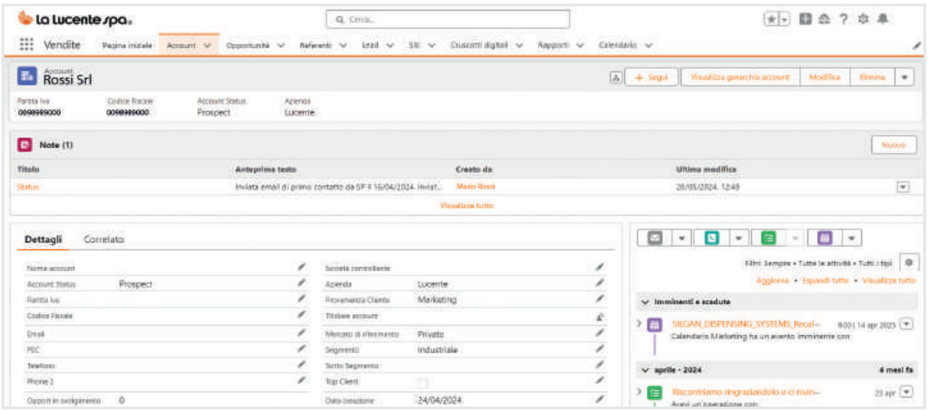
| GRI 203-1 | GRI 418-1 |

Our ongoing commitment to developing technological solutions to support process management and integration continues. As part of this effort, the Salesforce platform is now fully operational for CRM management, while the evaluation process for the new ERP system has reached its final phase.

In terms of the protection and security of information assets, fiscal year 2025 marked a major milestone with the attainment of ISO/IEC 27001 certification, the international standard for information security management.

This important recognition complements the ongoing updates to the Privacy Policy—which is designed to govern the processing of personal data in full compliance with the principles of lawfulness, fairness, and transparency set forth in EU Regulation 2016/679 (GDPR).

Confirming the robustness of our internal procedures and the security systems we have implemented, we have again received no substantiated complaints this year regarding violations of customer privacy, either from third parties or from regulatory bodies.



The management system

Certifications and Ratings

The Integrated Management System (IMS) is a fundamental pillar of our corporate governance, ensuring that sustainability policies are managed through a systematic approach and certified compliance.

The adoption of an ISMS based on voluntary standards—which was further strengthened in 2025 with the attainment of ISO/IEC 27001 certification for information security—demonstrates the Board of Directors' commitment to organically integrating ESG risk.

This approach goes beyond mere regulatory compliance, ensuring that all processes—from contract acquisition to service delivery and the protection of information assets—are consistent with the stated ethical, quality, and security standards.

9001:2015
QUALITY

45001:2018
HEALTH AND SAFETY

14001:2015
ENVIRONMENT

50001:2018
ENERGY

37001:2016
ANTICORRUPTION

27001:2022
INFORMATION SECURITY

14067:2019
PRODUCT CARBON FOOTPRINT

EN 16636:2015
PEST MANAGEMENT

EN 13549:2003
QUALITY MEASUREMENT

8000:2014
SOCIAL ACCOUNTABILILTY

EMAS
ENVIRONMENT

EU
ENVIRONMENT

CTG OG1
CIVIL AND INDUSTRIAL BUILDINGS

RATING
SUSTAINABILITY

RATING
SUSTAINABILITY

RATING
SUSTAINABILITY

RATING
LEGALITY

125:2022
EQUAL OPPORTUNITIES

Social and relational capital

KPI

Assessment of ESG risks in the supply chain

Membership of international networks

Participation in trade associationsa

Material topics:

Waste reduction

Corporate governance and legality

ESG investments

SDGs

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Customer Relationship Management Systems

Digital Optimization of Business Processes

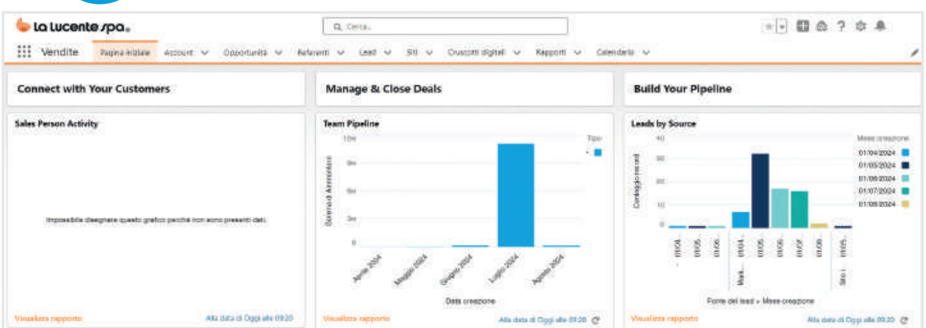
As part of its digitalization and management innovation initiatives, Lucente has consolidated its use of the Salesforce platform as a Customer Relationship Management (CRM) system, with the strategic goal of expanding business opportunities and refining the quality monitoring of services.

Throughout 2025, Salesforce was used continuously, particularly in the marketing and sales departments, proving to be an essential tool for managing and analyzing data related to current and potential customers.

The system has enabled continuous improvement in lead management processes, the execution of targeted communication campaigns and accurate target profiling, thereby strengthening the level of personalization in customer relationships and the ability to measure the return on lead generation activities.

This evolution is fully aligned with the vision of a transparent, traceable management model focused on building sustainable relationships, capable of generating value, including in terms of corporate reputation.
In line with this digital transformation process, the scouting phase was successfully completed in 2025, and the purchase of the new ERP system was finalized. At the same time, staff training sessions on how to use the software were launched in preparation for the full-scale and definitive implementation of the system beginning in 2026.

salesforce



National and International Networks

| GRI 2-6 | GRI 2-28 |

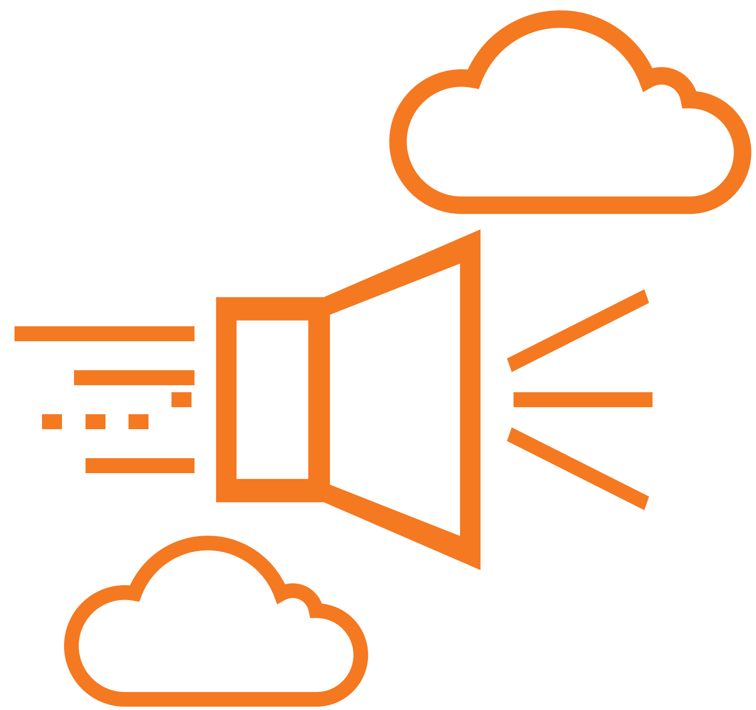
Strategic Partnerships and Membership Participation

Lucente recognizes the strategic value of sharing know-how, experiences and best practices, and consistently promotes synergies through collaborations and partnerships with organizations and associations.

Throughout 2025, the company has consolidated and actively pursued its participation in the associative sector, joining and contributing to leading national and international networks and consortia, including: **Confindustria** (at the local-Bari-BAT, regional and national levels), **ANIP** (National Association of Cleaning and Integrated Services Companies), **ANID** (National Association of Pest Control Companies), and **IFMA Italia** (International Facility Management Association), a global leader in the facility management sector committed to promoting culture, training and research.

The partnership with the European consortium **ECS - European Customer Synergy**—continued to play a leading role in 2025, with Lucente serving as the partner responsible for managing contracts throughout Italy. The company's ongoing commitment continued to support the revenue generated through this channel, confirming its strategic value for growth.

In March 2025 Lucente's CEO, Angelo Volpe, was elected National President of ANIP Confindustria, reaffirming his commitment to the industry as a whole.

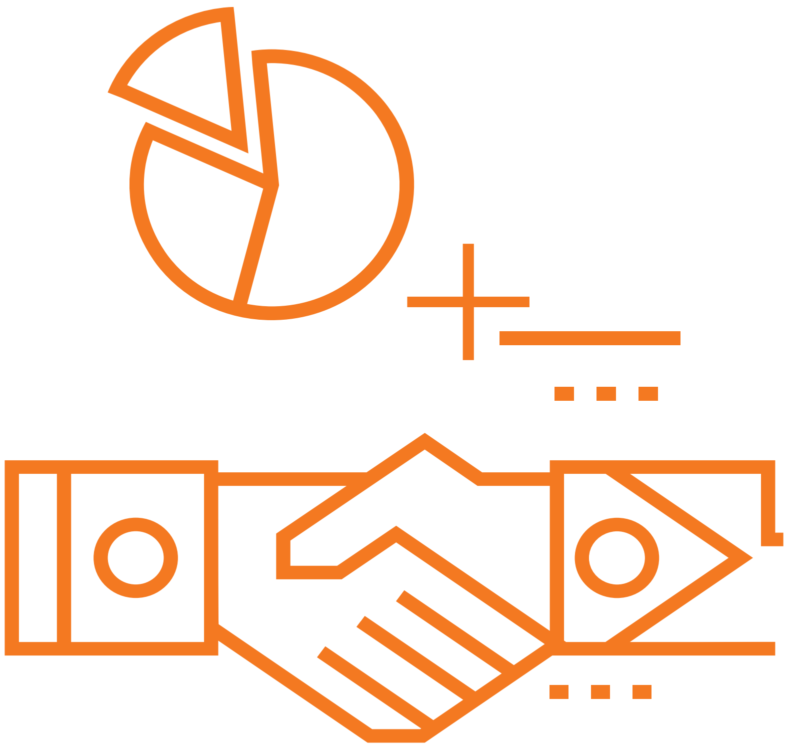


Suppliers and supply chain

Throughout 2025, Lucente further structured and consolidated its responsible supply chain management. The evaluation and qualification of business partners are guided by a selection process that consistently integrates - in addition to traditional technical and economic requirements - ESG criteria, which are crucial for ensuring full alignment between supplier performance, long-term corporate strategies and sustainability goals.

Following up on the technology scouting initiative it had launched, in 2025 the company successfully implemented a structured system for ESG risk analysis and due diligence. Specifically, an analytical risk assessment of all existing suppliers was completed using the EcoVadis, IQ+ and Vitals platforms, which provided a clear, digitized, and quantifiable picture of the supply chain's standing with regard to environmental sustainability, ethics, and human rights.

This forms the basis upon which targeted actions and engagement plans will be implemented in 2026, aimed at progressively improving suppliers' ESG performance.



Value
Report
2025

Commitment to the local community and social issues

La Lucente spa®

| GRI 413-1 |

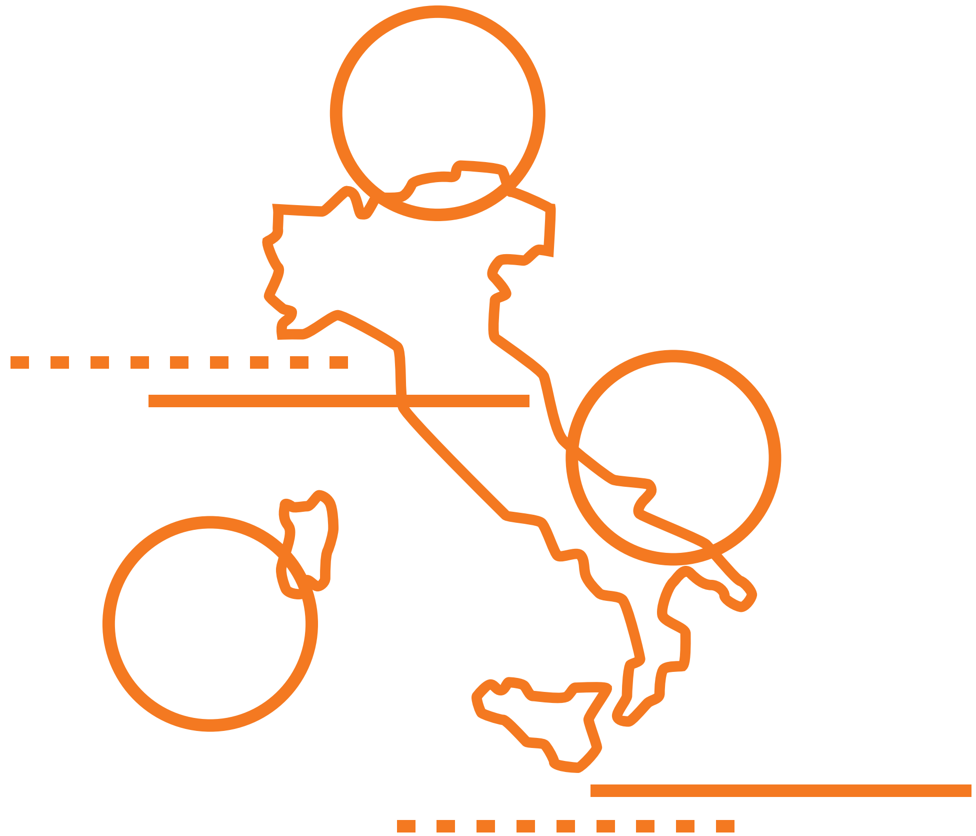
In 2025, the company renewed its support for local organizations, actively participating in the promotion of social, cultural, sports, and environmental projects, in line with its values of responsibility and community engagement.

SPONSORSHIP		
EVENT	**PURPOSE**	**AMOUNT**
Vivicittà 2025	Promotion and dissemination of the values of sports, inclusion and solidarity.	**1.500,00 €**
Race for the Cure 2025	Information, prevention and research on breast cancer.	**7.500,00 €**
Career FAIR Politecnico di Bari	Access to the labor market for young people.	**3.500,00 €**
A.S.D.POLISPORTIVA AMATORI VOLLEY BARI 2025/2026 Sport Season	Support and promotion of the values of the sports	**2.000,00 €**
Pugliesi nel Mondo 2025	Promotion of local art and culture.	**1.000,00 €**
Confindustria Bari e BAT Assemblea generale assembly	Institutional Relations and Public Affairs.	**5.000,00 €**

The company also made a significant contribution, in the form of donations, to organizations and associations working in the social sector. The following are the main initiatives supported:

DONATION		
BENEFICIARY	**PURPOSE OF THE DONATION**	**AMOUNT**
I BAMBINI DELLE FATE per l'inclusione sociale	Support for the treatment of childhood and adolescent disorders and autism spectrum disorders.	**3.000,00 €**
Re Start PROMOZIONE DELLA SALUTE	Support for youth policies aimed at the psychological well-being of the younger generation.	**2.000,00 €**
AIRC	Support for cancer research.	**720,00 €**
AIL ASSOCIAZIONE ITALIANA CONTRO LEUCEMIE LINFOMI E MIELOMA	Support for research into the treatment of leukemia, lymphoma and multiple myeloma.	**1.200,00 €**
FONDAZIONE ANT 1978 ONLUS Assistenza Nazionale Tumori	Support for cancer research	**500,00 €**
PARROCCHIA SAN CARLO BORROMEO BARI	Charitable activities in support of the parish community.	**100,00 €**

BORGONA STUDY CENTER ASSOCIATION	Support for cancer research on Ewing's sarcoma.	**2.500,00 €**
Fondazione VERONESI	Support for cancer research.	**2.000,00 €**
AGEBEO E AMICI DI VINCENZO ETS	Support for families of children with cancer and leukemia.	**2.250,00 €**



Natural Capital

KPI

+2,37% — Scope 1 emissions

Installation of a photovoltaic system at HQ

-23% — Scope 2 emissions

>98% — Of waste sent for recovery

Material topics

Emissions and Climate Change

Waste Reduction Energy

Efficiency

SDGs

3 Good Health and Well-Being

6 Clean Water and Sanitation

11 Sustainable Cities and Communities

12 Responsible Consumption and Production

13 Climate Action

14 Life Below Water

15 Life on Land

Environmental Sustainability: a strategic priority.

Despite the increase in revenue and the resulting rise in active and direct engagement, the permanent working group has contributed to achieving significant results, both in terms of reducing CO2-eq emissions for Scope 2 and substantially balancing Scope 1.

Emissions

In 2025, Lucente recorded a total energy consumption of 5.521,76 GJ, down from 5.455,32 GJ in 2024. It recorded an increase in total diesel consumption, rising from 4.813,65 GJ in 2024 to 5.000,55 GJ in 2025, representing a +3,9% increase, which is, however, correlated with and directly attributable to the +9,00% growth in production value.

The fact that the increase in diesel fuel consumption in GJ remained significantly lower than the percentage growth in the value of production (+3.9% compared to +9%) highlights, in and of itself, a positive optimization and greater efficiency in the use of energy carriers per unit of revenue.

The decline in electricity consumption drawn from the grid was significantly more pronounced, falling from approximately 241 GJ in 2024 to approximately 185 GJ in 2025. This significant decrease is the direct result of the photovoltaic system installed at the Modugno facility becoming operational.

Consumption	Unit of measurement	2024	2025
LPG	GJ	58,62	17,12
Diesel	GJ	4.813,65	5.000,55
Gasoline	GJ	341,45	318,89
Electricity	GJ	241,6	185,20
Total		**5.455,32**	**5.521,76**

Electricity consumption monitoring covers the Modugno headquarters and the branch offices in Milan, Turin, and Manduria.

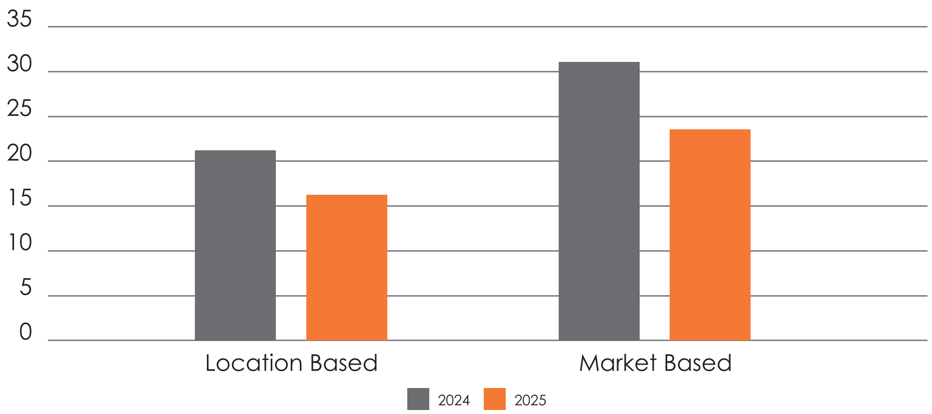
Location / Year	2024	2025
Modugno	213,8	158,2
Milan	9,09	10,4
Turin	1,21	0,4
Manduria	16,63	16,1
Total	**240,73**	**185,198**

Values in GJ

In 2025, Scope 2 emissions generated by Lucente amounted to 16.20 tCO_2eq according to the Location-based methodology[1] and 23.50 tCO_2eq according to the Market-based methodology[2], both down by approximately 23% compared to 2024.

[1] Source of the location-based emission factor: TERNA - International Comparisons 2019–2020
[2] Source of the market-based emission factor: AIB European Residual Mixes 2023

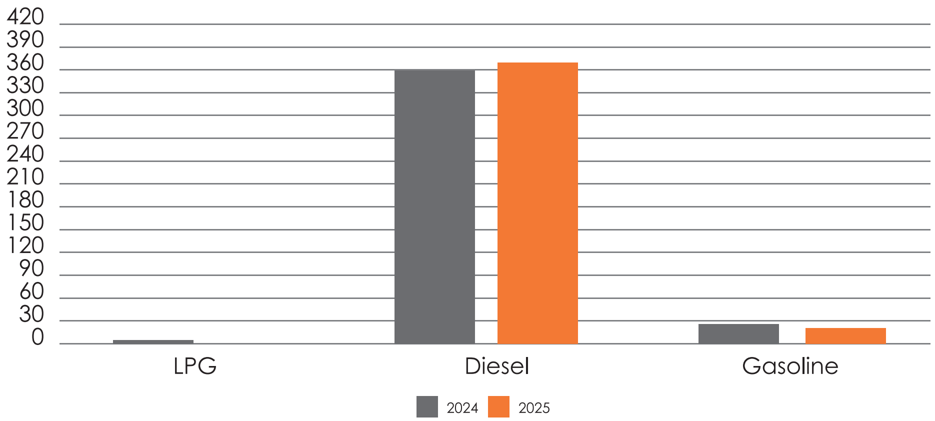
SCOPE 2 - ELECTRICITY



Lucente's total Scope 1 emissions in 2025 amount to 395.54 tCO_2eq and are broken down as follows:

» **GPL[3]:** 1,13 tCO_2eq
» **Diesel[4]:** 372,27 tCO_2eq
» **Gasoline[4]:** 22,14 tCO_2eq

SCOPE 1 - FUELS



[3] Emissions factor source: ISPRA 2023 Table of National Standard Parameters (Last updated January 16, 2023)
[4] Emission factor source: UK Government GHG Conversion Factors for Company Reporting - DEFRA 2023

Waste and water resources

| GRI 306-3 | GRI 306-4 | GRI 306-5 |

Waste Management

In 2025, the total volume of waste managed stood at approximately 335 metric tons, confirming - as in 2024 - the company's strong commitment to sustainable management, with more than 98% of both non-hazardous and hazardous waste sent for recovery.

		2024					2025				
EER category	WASTE CATEGORIES	Sent for recovery (kg)	Sent for disposal (kg)	Hazardous Waste (kg)	Non-hazardous waste (kg)	Total Waste (kg)	Sent for recovery (kg)	Sent for disposal (kg)	Hazardous waste (kg)	Non-hazardous waste (kg)	Total waste (kg)
02	Waste from agriculture, horticulture, aquaculture, forestry, hunting and fishing, food processing and preparation	0	110	0	110	110	0	761	0	761	761
07	Waste from organic chemical processes	26	4	30	0	30	4	8	12	0	12
08	Waste from the production, formulation, supply and use of coatings (paints, varnishes and glazed enamels), adhesives, sealants and printing inks	13	349	349	13	362	134	21	0	155	155
15	Packaging waste, absorbents, rags, filter materials and protective clothing (not otherwise specified)	6.421	2.621,5	3.256,5	5.786	9.042,5	8.125	2.511,5	3.709,5	6.927	10.637
16	Waste not otherwise specified in the list	527	1.392	1.773	146	1.919	446	1.482	1.745	183	1.928
17	Waste from construction and demolition operations (including soil from contaminated sites)	151.732	12	0,0	151.744	151.744	204.589	0	0	204.589	204.589
18	Waste generated by the health and veterinary sector or related research activities (except kitchen and restaurant waste not directly related to therapeutic treatment)	11	12	23	0	23	311	4	307	8	315
19	Waste produced by waste treatment plants, off-site wastewater treatment plants, as well as by the purification of water and its preparation for industrial use	0	0	0	0	0	0	13	0	13	13
20	Municipal waste (domestic and similar waste produced by commercial and industrial activities and institutions), including separately collected waste	97.995	0	0	97.995	97.995	116.960	0	0	116.960	116.960
TOTAL		**256.725,0**	**4.500,5**	**5.431,5**	**255.794,0**	**261.225,5**	**330.569,0**	**4.800,5**	**5.773,5**	**329.596,0**	**335.369,5**
%		**98,3%**	**1,7%**	**2,1%**	**97,9%**	**100,0%**	**98,6%**	**1,4%**	**1,7%**	**98,3%**	**100,0%**

| GRI 306-3 |

Water Resource Management

Following a modest increase in water consumption recorded in 2024 (917 cubic meters compared to 845 cubic meters in 2023), due to a failure in the fire suppression system's piping, the year 2025 fully demonstrated the effectiveness of water conservation policies. In fact, over the past year, consumption stood at 541 cubic meters, consolidating the trend toward greater efficiency.

The scope of water withdrawals covers exclusively the Modugno facility, where water is drawn from the public water supply system and consists of drinking water (with total dissolved solids ≤1,000 mg/L) sourced from areas classified as experiencing extremely high water stress (Extremely High), according to the assessment conducted using the World Resources Institute's (WRI) Aqueduct Water Risk Atlas tool.

GRI Content Index

Statement of Use	Lucente has reported its information for the period January 1, 2025–December 31, 2025 using the "referenced" approach
GRI 1	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION	SDG
GRI 2: General Disclosures 2021	2-1 Details about the organisation	The company	
	2-2 Entities covered by the organisation's sustainability reporting	Methodological Note	
	2-3 Reporting period, frequency and point of contact	Methodological Note	
	2-4 Restatements of information	Methodological Note	
	2-5 External assurance	Methodological Note	
	2-6 Activities, value chain and other commercial relationships	Business model	
	2-7 Employees	Employees	7,8
	2-8 Non-employees	Non-employee workers	7,8
	2-9 Governance structure and composition	Corporate governance	16
	2-10 Appointment and selection of the highest governing body	The Board of Directors	16
	2-11 Chair of the highest governing body	The Board of Directors	16
	2-12 Role of the highest governing body in controlling impact management	The Board of Directors	16
	2-13 Delegation of responsibility for impact management	The Board of Directors	
	2-14 Role of the highest governance body in sustainability reporting	The Board of Directors	
	2-15 Conflicts of interest	Supervisory Body pursuant to Legislative Decree no. 231/01	16
	2-16 Reporting critical issues	Supervisory Body pursuant to Legislative Decree no. 231/01	
	2-20 Procedure for determining remuneration	The Board of Directors	
	2-22 Statement on sustainable development strategy	Letter to stakeholders	
	2-23 Policy Commitment	Integrated policy	16
	2-24 Integration of policy commitments	Integrated policy	
	2-26 Mechanisms for requesting clarification and raising concerns	Supervisory Body pursuant to Legislative Decree No. 231/01	16
	2-27 Compliance with laws and regulations	Ethics, legality and compliance	

GRI STANDARD	DISCLOSURE	LOCATION	SDG
GRI 2: General Disclosures 2021	2-28 Membership of associations	Strategic partnerships and association membership	
	2-29 Approach to stakeholder engagement	Stakeholder engagement	
	2-30 Collective agreements	Employees	8
GRI 3: Material Topics 2021	3-1 Process for determining material topics	Materiality Assessment	
	3-2 List of material topics	Materiality Assessment	
	3-3 Management of material topics	Materiality Assessment	
GRI 201: Economic performance 2016	201-1 Directly generated and distributed economic value	The distributed and generated added value	8,9
GRI 205: Anti-corruption 2016	205-1 Operations assessed for corruption risks	Corporate social responsibility	16
GRI 302: Energy 2016	302-1 Energy consumed within the organisation	Emissions	7,8,12,13
GRI 303: Water and wastewater 2018	303-3 Interactions with water as a shared resource	Water resource management	6
GRI 305: Emissions 2016	305-1 Direct GHG emissions (Scope 1)	Emissions	12,13,14,15
	305-2 Indirect GHG emissions from energy consumption (Scope 2)	Emissions	12,13,14,15
GRI 306: Wast 2020	306-3 Waste generated	Waste management	3,6,12,15
	306-4 Waste not destined for disposal	Waste management	3,11,12
	306-5 Waste intended for disposal	Waste management	3,6,11,12
GRI 401: Employment 2016	401-1 New hires and turnover	Employees	5,8,10
	401-2 Benefits provided to full-time employees, but not to part-time or fixed-term employees	Welfare and organisational well-being policies	3,5,8
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	The health and safety management system	8
	403-2 Hazard identification, risk assessment and accident investigation accident	The health and safety management system	8
	403-3 Occupational health services	The health and safety management system	8
	403-4 Worker participation and consultation and communication on occupational health and safety	Mandatory training	8,16

GRI STANDARD	DISCLOSURE	LOCATION	SDG
GRI 403: Occupational health and safety 2018	403-5 Training of workers on health and safety at work	Mandatory training	8
	403-6 Promotion of workers' health	Mandatory training	3,8
	403-7 Prevention and mitigation of occupational health and safety impacts in business relationships	The health and safety management system	8
	403-8 Workers covered by an occupational health and safety management system	The health and safety management system	8
	403-9 Accidents at work	Injuries	8
	403-10 Occupational disease	Injuries	3,8
GRI 404: Training and education 2016	404-1 Average hours of training per employee per year	Staff training	4,5,8,10
	404-2 Employee skills upgrading and transition assistance programmes	Staff training	8
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity in governance bodies and among employees	Corporate governance	5,8
GRI 406 Non-discrimination	406-1 Incidents of discrimination and corrective measures taken	Supervisory Body pursuant to Legislative Decree No. 231/01	5,8
GRI 413: Local communities 2016	413-1 Activities involving local communities, impact assessments and development programmes	Commitment to the territory and social issues	
GRI 418: Customer privacy 2016	418-1 Substantiated complaints regarding customer privacy breaches and customer data loss	Digitalisation and data security	16

SASB Content Index

ACTIVITY	VALUE	COD
Number of employees: (1) full-time and part-time, (2) fixed-term, and (3) type of contract	1. 340; 1802. 2. 155 3. 2142 employees and 233 agency workers	SV-PS-000.A

TOPIC	METRIC	PARAGRAPH	CODE
Data Security	Description of the approach used to manage risks associated with data use	Digitalisation and data security	SV-PS-230a. 1
	Description of policies relating to the use, storage and management of data	Digitalisation and data security	SV-PS-230a.2
	(1) Number of data breaches, (2) percentage of events involving sensitive customer data (3) number of customers affected	0	SV-PS-230a.3
Workforce Diversity & Engagement	Degree of diversity (1) management, (2) employees	Employee	SV-PS-330a.1
	Turnover rate (1) Voluntary and (2) involuntary	Employee	SV-PS-330a.2
Professional	Description of the approaches used to ensure high professional standardsi	Supervisory Body pursuant to Legislative Decree 231/01	SV-PS-510a. 1

Independent Auditor's Report on the Value Report

To the Board of Directors of La Lucente SpA

We were engaged to perform a limited assurance engagement on the Value Report of La Lucente SpA (hereinafter "the Company") for the fiscal year ended December 31, 2025.

Directors' Responsibility for the Value Report

The Directors of La Lucente SpA are responsible for preparing the Value Report in accordance with the Global Reporting Initiative Sustainability Reporting Standards defined by the GRI—Global Reporting Initiative ("GRI Standards"), as described in the "Methodology Note" section of the Value Report.

The Directors are also responsible for that part of internal control they deem necessary to enable the preparation of a Value Report that is free from material misstatements resulting from fraud or from unintentional errors or events.

The Directors are further responsible for setting La Lucente SpA's objectives regarding sustainability performance, as well as for identifying stakeholders and the material aspects to be reported.

Audit Firm Independence and Quality Management

We are independent in accordance with the ethics and independence principles of the International Code of Ethics for Professional Accountants (including International Independence Standards) ("IESBA Code") issued by the International Ethics Standards Board for Accountants, based on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional conduct.

PricewaterhouseCoopers SpA

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Our audit firm applies the International Standard on Quality Management (ISQM Italia 1), which requires us to establish, implement, and maintain a quality management system that includes policies and procedures regarding compliance with ethical principles, professional standards, and applicable laws and regulations.

Responsibility of the Audit Firm

It is our responsibility to express, based on the procedures performed, a conclusion regarding the Value Report's compliance with the requirements of the GRI Standards. Our work was performed in accordance with the criteria set forth in International Standard on Assurance Engagements 3000 (Revised), "Assurance Engagements Other than Audits or Reviews of Historical Financial Information," issued by the International Auditing and Assurance Standards Board for limited assurance engagements. This standard requires the planning and performance of procedures to obtain limited assurance that the Value Report is free from material misstatements.

Therefore, our review involved a scope of work less extensive than that required to perform a full review in accordance with ISAE 3000 (Revised) ("reasonable assurance engagement") and, consequently, does not allow us to be certain that we have become aware of all significant facts and circumstances that might be identified through the performance of such a review.

The procedures performed on the Value Report were based on our professional judgment and included interviews, primarily with the Company's personnel responsible for preparing the information presented in the Value Report, as well as document reviews, recalculations, and other procedures aimed at obtaining evidence deemed useful.

In particular, we performed the following procedures:

- analysis of the process for defining the relevant topics reported in the Value Report, with reference to the methods used to analyze and understand the relevant context, identify, assess, and prioritize actual and potential impacts, and internally validate the results of the process;

- a comparison between the economic and financial data and information reported in the "Financial Capital" section of the Value Report and the data and information included in the Company's financial statements;

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- understanding of the processes underlying the generation, collection, and management of the significant qualitative and quantitative information included in the Value Report.

In particular, we conducted interviews and discussions with management personnel at La Lucente SpA and performed limited document reviews to gather information regarding the processes and procedures that support the collection, aggregation, processing, and transmission of non-financial data and information to the department responsible for preparing the Value Report.

Furthermore, with regard to material information, taking into account the Company's activities and characteristics:

a) with respect to the qualitative information contained in the Value Report, we conducted interviews and obtained supporting documentation to verify its consistency with the available evidence;

b) with respect to the quantitative information, we performed both analytical procedures and limited verification to ascertain, on a sample basis, the correct aggregation of the data.

Conclusions

Based on the work performed, nothing has come to our attention that would lead us to believe that the Value Report of La Lucente SpA for the fiscal year ended December 31, 2025, was not prepared, in all material respects, in accordance with the requirements of the GRI Standards as described in the "Methodology Note" section of the Value Report.

Bari, July 20, 2026

PricewaterhouseCoopers SpA

Corrado Aprico

Corrado Aprico

(Statutory Auditor)

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dal 1922

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