EIDOS

VSME BASIC MODULE

Sustainability Report 2025



Possehl Identification Solutions Company
www.possehl-identification.com

EIDOS

Precision is not a feature: it is a promise.

Sustainability Report 2025
Financial year 1 January – 31 December 2025
VSME Standard (EFRAG), Basic Module

CONTENTS

Letter to stakeholders 3

01 ABOUT US 4

Highlights 5
Governance and organisational structure 6
Our history 8
The Eidos business model 9
Sustainability in the Eidos strategy 15
Materiality assessment 18
Material sustainability topics 21
Methodological note 23

02 COMMITMENT TO THE ENVIRONMENT 24

Tackling climate change 25
Responsible use of resources and circular economy 30

03 PEOPLE AT THE CENTRE 33

The people of Eidos 34

04 CUSTOMERS, PRODUCTS AND INNOVATION 40

Data and information protection 41
Product quality, reliability and safety 43
Communication and transparency towards the market 45

05 GOVERNANCE AND BUSINESS CONDUCT 47

Ethics, integrity and compliance 48
Suppliers and a responsible value chain 50
Innovation and sustainable design 51
Operational resilience and emergency management 53

06 CONTENT INDEX 54

Possehl Identification Solutions Company
www.possehl-identification.com

Letter to stakeholders

2025 marked for us the start of a new journey: committing ourselves to an annual sustainability report.

When I think of our company, I think of the line printed on almost every pack of food or medicine that nobody reads until it is needed: an expiry date, a batch, a code. Every second, somewhere, an Eidos printer prints one. That line makes it possible to recall a batch instead of an entire warehouse, and for customers in the food and pharmaceutical markets traceability is already a technical requirement, even before it is an ESG issue.

When Eidos joined the Possehl Group in 2017, what struck me more than the machines were the people who develop and build them. In Chieri, near Turin, engineers and technicians create printers that are made to be repaired. An EIDOS printer has a service life of up to 20 years, thanks also to an ever-present after-sales service and guaranteed spare parts. It was circular economy before it even had a name.

We started out as 51; today we are 63 people. People are always at the heart of every transformation.

Here skills are built through a mix of formal education and on-the-job experience: the trade is also learned by working alongside those who already know how to do it. Research and development is entirely in-house. Twice a year we stop for a town hall at which results are shared with everyone. In two years there has not been a single injury.

2025 also brought numbers on the environmental side. The PV panels raised renewable energy consumption from 2% to 27%; market-based emissions fell by 21% while turnover grew by 18%. Plastic components are 3D printed, with no moulds or minimum batches, and a thinner base film for the ink ribbons saves 5 tonnes of PET a year.

A first report is a snapshot, and like all snapshots it also shows what is not yet in focus. Some things at Eidos have been practice for decades, such as the durability of the machines or the way the trade is passed on from one person to the next; others, from environmental policies to people policies, have yet to be formalised. The document says so chapter by chapter, without rounding off. And the ribbon, once printed, largely remains waste: we know this, and we are working on it.

Our commitments cover both fronts: workplace climate surveys, more structured career paths and new roles in research and development; storage for solar energy, an electric fleet within three years, recycling of 3D printing waste, machines that run without compressed air.

No regulation required us to publish this document. We are publishing it because there is now a starting point, and because the next steps, like the previous ones, will be taken by the people of Eidos.

Wolfgang Dietrich Barsch

CHAIRMAN OF THE BOARD OF DIRECTORS
EIDOS

EIDOS

01

ABOUT US

An industrial company in Chieri (Turin) specialising in a single technology: thermal transfer for the marking and identification of products along the entire production chain.

VSME DISCLOSURES IN THIS SECTION

B1–B2	Basis for preparation · Practices, policies and future initiatives
C1	Strategy, business model and sustainability
C9	Gender diversity in governance bodies



THE 2025 SUSTAINABILITY REPORT AT A GLANCE

Highlights

ENVIRONMENT

27%

share of energy from renewable sources in total consumption (2% in 2024)

–21.3%

total GHG emissions, market-based approach (225.6 tCO_2e in 2025)

205,000

kWh of annual capacity of the photovoltaic system installed in 2025

5 t

of PET saved with thinner base-film ribbons

SOCIAL

63

employees at the end of 2025 (+6 compared with 2024)

21%

women in the company (19% in 2024)

14%

incoming turnover rate in 2025

0

work-related injuries in 2024–2025

GOVERNANCE

Possehl Group Code of Ethics adopted

whistleblowing channel active and accessible to employees and stakeholders

0

cases of corruption or significant violations

ISO 9001 for quality management, since 1999

01.1

Governance and organisational structure

Eidos S.r.l. operates within the Possehl Group, a diversified international industrial group headquartered in Germany and active in a range of industrial and technological sectors. Within the Group, Eidos belongs to the Possehl Identification Solutions (PID) division, which specialises in technologies for industrial identification, labelling, coding and product traceability. Eidos became part of the PID scope in 2017 through its acquisition by NOVEXX Solutions, a group company specialising in labelling and industrial identification solutions.

The organisational structure reflects an integrated model that enables the company to oversee the entire production cycle, from design through to after-sales service, ensuring direct control over processes and the ability to respond to market needs.

Corporate governance follows the traditional model, comprising the following bodies:

- Shareholders' Meeting, which is responsible for all decisions provided for by applicable law and the Articles of Association;
- Board of Directors (BoD), responsible for the ordinary and extraordinary management of the company;
- Board of Statutory Auditors, responsible for supervising the management of the company and compliance with laws and regulations;
- Independent auditing firm, engaged to audit the accounts.

This structure ensures a clear separation between strategic direction, operational management and control functions, contributing to the transparency and reliability of decision-making processes.

The Board of Directors is the company's central governing body and is vested with all the powers necessary to manage the company, in both ordinary and extraordinary matters.

As at the reporting date of this report, the BoD has two members:

- Wolfgang Dietrich Barsch, Chairman of the Board of Directors and Director (in office since 2017), who acts as the company's legal representative and holds full signing powers for ordinary and extraordinary administration, consistent with the corporate purpose;
- Marco Parretti, Director (in office since 1 October 2025), who takes part in the Board's collective decision-making and contributes to defining the company's strategies.

The BoD operates on a collegial basis, ensuring that strategic decisions are shared and that the management of the company follows a unified direction.

The Board of Directors is supported by an Attorney-in-fact, Paolo Bori (in office since 2017), who holds powers to represent the company for specific operational functions. In particular, the Attorney-in-fact has been delegated responsibility for occupational health and safety, pursuant to Legislative Decree 81/2008, which includes:

- risk assessment and the drafting of the Risk Assessment Document (DVR);
- the appointment of the Head of the Prevention and Protection Service (RSPP);
- the designation of the occupational physician;
- the management of obligations relating to health surveillance and emergencies.

This assignment ensures direct operational oversight of an area that is significant from both a regulatory and a social responsibility perspective.

Oversight of the company's management is entrusted to the Board of Statutory Auditors, composed of:

- Alberto Capella, Standing Statutory Auditor;
- Giovanni De Luca, Alternate Statutory Auditor.

Both members are entered in the Register of Statutory Auditors and remain in office until the approval of the financial statements as at 31 December 2025.

The Board of Statutory Auditors monitors the propriety of the directors' conduct, compliance with applicable law and adherence to the principles of sound administration.

The statutory audit is entrusted to BDO Italia S.p.A.

At present, the composition of the governance bodies of Eidos S.r.l. shows an absence of gender diversity. Specifically, the Board of Directors consists of two members, both male, and the Board of Statutory Auditors – made up of one Standing Statutory Auditor and one Alternate Statutory Auditor – is likewise composed entirely of male members.

As a result, female representation in the governance bodies is 0%, with a female-to-male ratio of zero.



FROM 1974 TO TODAY

Our history

2008 · BUILDING THE CHIERI HEADQUARTERS



The lightened floor slabs with hollow spheres



The structure takes shape



The completed roof garden



The Chieri headquarters, completed

1974
THE FOUNDING
The brothers Giovanni and Franco Tabasso, electronic engineers, found Eidos.

1982
ROBO JET
The first industrial inkjet printer for self-adhesive labels, with an automatic applicator.

1987
THERMAL TRANSFER
The first thermal transfer label printer: the RJT.

1997
PRINTESS
The best-known and most widely used series of labelling machines.

2008
THE NEW HEADQUARTERS
The new Eidos plant is built.

2016
CODITHERM
Two new Coditherm patents filed.

2017
THE POSSEHL GROUP
With its acquisition by NOVEXX Solutions, Eidos joins the PID division.

2025
ENERGY FROM THE SUN
The photovoltaic system, producing about 205,000 kWh a year, comes on stream.

Source: eidos.eu, Company section; for 2017 and 2025, this document.

01.2

The Eidos business model

Eidos S.r.l. (hereinafter "Eidos" or "the Company") is an industrial business specialising in the design, prototyping, production and testing of industrial printers based on thermal transfer technology, intended for marking and identification processes along production lines. The company's operating model is distinguished by the full integration of activities across the entire product life cycle, from design to commissioning, through to after-sales service.

THE SIX PRODUCT PHASES

A SINGLE INTEGRATED CYCLE, FROM ANALYSIS TO AFTER-SALES SERVICE

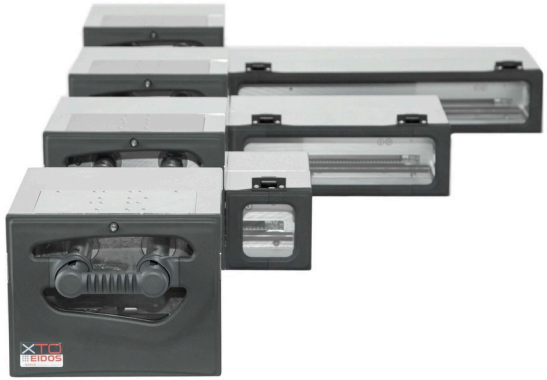




The offering is structured into three main product lines, each designed to meet specific application requirements in industrial settings:



PTS (Print & Apply System): a compact and versatile solution for printing and applying self-adhesive labels containing variable data. The system integrates a print module and an applicator, ensuring high standards of print quality, precision and operating speed. This technology is typically used in the final stages of production lines, for the logistics marking of finished products.



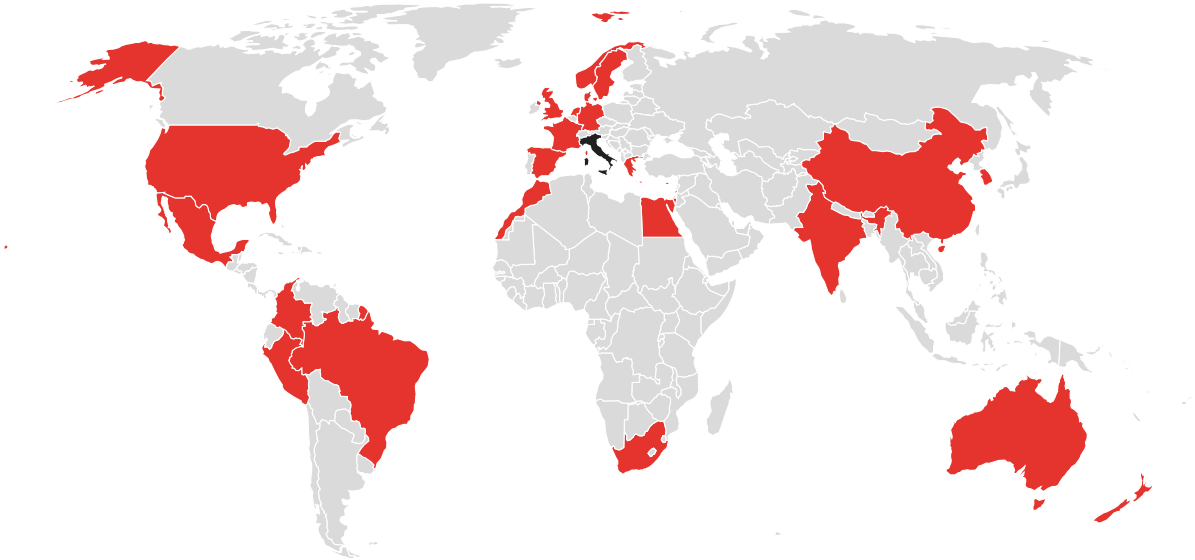
XTO (Thermal Transfer Overprint): a complete range of TTO printers designed for printing variable data on packaging film. The machines stand out for their modularity, ease of installation and fully electric power supply, features that support their operational efficiency and their integration into customers' production systems.



Coditherm: a line of printers patented by Eidos for the direct marking of variable data on plastic surfaces. This solution is a proprietary innovation that allows codes and information to be applied directly to products, without the need for intermediate media.

WHERE EIDOS PRINTERS GO

COUNTRIES WHERE THE COMPANY IS PRESENT WITH ITS PRODUCTS



EUROPE

Italy · Germany · France · Netherlands · Spain · United Kingdom · Denmark · Scandinavia · Greece · Cyprus

AFRICA AND MIDDLE EAST

Morocco · Egypt · South Africa · Israel

ASIA AND OCEANIA

China · India · South Korea · Australia · New Zealand

AMERICAS

USA · Mexico · Colombia · Peru · Brazil

Countries served Headquarters, Chieri

Alongside the sale of machines, Eidos offers a structured after-sales service, which includes maintenance, repair and the supply of spare parts and consumables. This service is a strategic component of the business model, ensuring operational continuity, high performance over time and a significant extension of the life cycle of installed products.

TARGET MARKETS

Eidos operates exclusively in the Business-to-Business (B2B) sector, serving industrial customers who use its technologies in their production processes or who integrate Eidos printers into more complex machinery.

The customer base therefore comprises two main categories:

- end-users, who use the printers directly on their own production lines;
- machine builders and system integrators, who incorporate Eidos solutions into more complex industrial plants.

Geographically, the company operates mainly in the Italian and European markets, as well as the United States, Latin America, China, Australia and New Zealand. This geographical spread allows Eidos to diversify its commercial risk and to seize growth opportunities at a global level.

SALES CHANNELS

FOUR CHANNELS, ONE NETWORK



BUSINESS RELATIONSHIPS AND VALUE CHAIN

The Eidos business model is based on a structured network of relationships with suppliers, customers and strategic partners across the entire value chain.

The company sources both from specialised international operators, leaders in their respective sectors, and from local suppliers. In particular, it works with manufacturers of key components for its products, such as printheads, consumables and electronic components, selected for their technical expertise, reliability and ability to guarantee high quality standards.

At the same time, the company maintains long-standing relationships with local manufacturing businesses, drawing on their operational flexibility and logistical proximity. This approach not only ensures continuity and speed of supply, but also contributes to the economic development of the local area.

The main customers belong to the industrial and manufacturing sector and include both large groups and machine builders and system integrators that incorporate the company's printers into their own production lines. This customer base reflects the company's technological positioning and its ability to operate in complex, highly automated production environments.

Products are distributed through an integrated network combining direct and indirect sales. End-users are the industrial operators who use Eidos technologies in their processes and benefit from a continuous technical support service, a distinctive feature of the company's offering.

In 2025 Eidos relied on a network of 162 suppliers, consisting mainly of Italian companies operating in the mechanical engineering, electronics and technical materials sectors. International suppliers are concentrated mainly in Europe and provide specialist components and raw materials that are strategic for production. Where possible, the company favours local suppliers, in order to ensure greater operational flexibility, shorten procurement lead times and limit the environmental impact associated with transport.

2025

SUPPLIER TYPE	BUSINESS SECTOR	COUNTRY (IF OTHER THAN ITALY)	NO. OF SUPPLIERS
Mechanical subcontractors	Contract assembly	-	8
Mechanical component distributors	Mechanical components	France, Germany	37
Manufacturers and distributors of electronic boards and components	Electronics	China, Germany, Netherlands	58
Thermal ribbon suppliers	Foil and jumbo rolls	Netherlands, France, Germany	8
Manufacturers of precision rubber-coated rollers	Rubber	France	6
PID Group companies	Intercompany	Germany	5
Label manufacturers	Label production	-	3
Mechanical subcontractors	Milling and turning	-	6
Mechanical subcontractors	Stainless steel sheet metal working	-	5
Mechanical part moulders	Machinery	Germany	5
Plastic material distributors	Plastics	United Kingdom, San Marino	13
Pneumatic component distributors	Pneumatics	-	3
Printing service providers	3D printing	-	3
Machining suppliers	Laser and waterjet cutting	-	2
Total suppliers			162

INTEGRATING SUSTAINABILITY INTO THE CORPORATE STRATEGY

Sustainability is an intrinsic element of the Eidos business model and is integrated mainly into its design, production and relationship choices.

From the design stage onwards, the company adopts an approach aimed at reducing environmental impacts across the entire product life cycle. In particular:

- products are developed to minimise the use of materials;
- preference is given to the selection of recyclable and reusable components;
- design is geared towards ease of maintenance and repair.

A distinctive feature is modular design, which allows common functional blocks to be used across different product lines, reducing complexity, waste and the need for duplicate components, with both environmental and operational benefits.

The adoption of 3D printing for prototyping – and increasingly also for production – also makes it possible to:

- significantly reduce plastic material waste;
- eliminate the need for metal moulds;
- optimise product development processes.

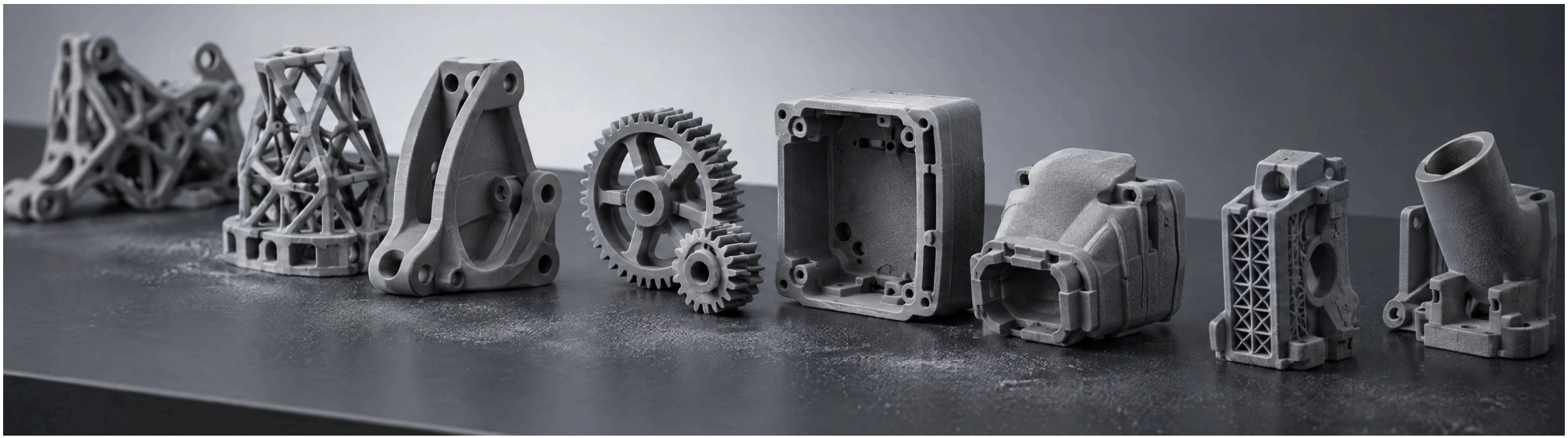
From a supply chain perspective, Eidos fosters relationships with local suppliers, contributing to the development of a sustainable industrial ecosystem and reducing the environmental impact of transport.

Finally, the after-sales service plays a key role in the sustainability of the model: through maintenance, repair and the supply of spare parts, the company significantly extends the useful life of its machines, reducing the need for replacement and the generation of waste.

WHERE 3D PRINTING IS USED

FROM DESIGN TO SPARE PARTS

Design	Prototyping	Production	Spare parts
digital prototyping	rapid prototyping of plastic components	plastic components for the printers	spare parts and customisations



01.3

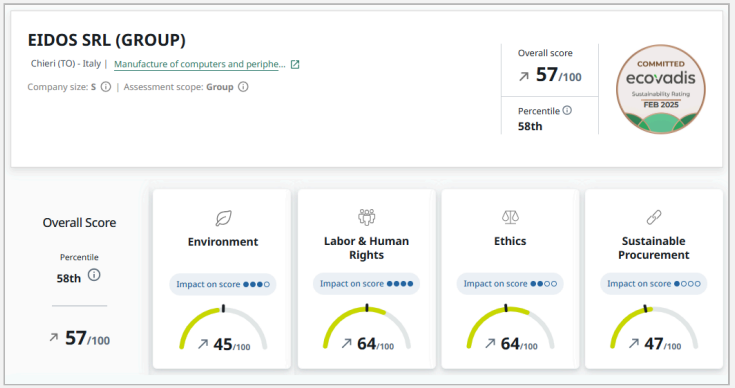
Sustainability in the Eidos strategy

Over the years, Eidos S.r.l. has progressively introduced a series of operational and design practices aimed at reducing environmental impacts and using resources efficiently. These initiatives form part of an integrated approach to production, in which technological innovation and operational efficiency contribute directly to improving environmental performance.

SUSTAINABILITY RATING

EcoVadis

As part of its progressive structuring of sustainability, Eidos has been registered on the EcoVadis platform since 2022 and submits its ESG practices to the related assessment. The assessment is a tool for benchmarking and monitoring its performance, helping to identify strengths and possible areas for improvement and to respond to the growing information requests from the market and the value chain.



The main actions implemented during the reporting period include significant measures concerning both the product and the production processes.

–12.5%

PLASTIC IN
INK RIBBONS

First, the company began a transition to ink ribbons with a thinner PET base film, which has reduced the amount of plastic used, as well as the overall weight of the products and their packaging. This measure resulted in a 12.5% reduction in material, equivalent to approximately 5 tonnes of PET saved, with benefits across the entire logistics chain.

A further key element is the widespread introduction of 3D printing for the prototyping of plastic components, which has eliminated the need for metal moulds and significantly reduced the material waste typical of traditional processes.

5 t

PET SAVED
PER YEAR

Since the second quarter of 2025, this approach has been extended beyond the prototyping stage to cover the entire production of the printers' plastic components. The adoption of an additive manufacturing model now makes it possible to avoid the waste associated with minimum-batch production and to optimise material consumption, contributing to a more efficient use of resources.

At the same time, design improvements have been introduced to increase operational efficiency. In particular, the new PTS printer was developed using the main functional blocks already used in the XTO line, promoting the standardisation of components. This approach makes it possible to reduce the number of suppliers, optimise procurement, limit warehouse redundancies and reduce waste, with both economic and environmental benefits.

In addition to the initiatives directly linked to production processes and product design, Eidos also promotes environmental sustainability projects aimed at generating positive effects for the local area and raising awareness among employees and stakeholders of environmental protection issues.

This includes the "Urban Corridors for Biodiversity" project, which aims to support the conservation of local biodiversity by protecting pollinating insects. As part of the initiative, six beehives have been installed at the company site, helping to create favourable habitats for bees and to strengthen the local ecosystem. The honey produced is also distributed to employees, encouraging staff to become directly involved in the environmental initiatives promoted by the company.





POLICIES, GUIDELINES AND OPERATING PRINCIPLES

In 2025 Eidos formalised a Diversity & Inclusion Policy, marking a first step towards building a structured system of ESG policies.

Alongside this initiative, the company adopts a set of operational guidelines which, although not always formalised in structured documents, concretely guide internal behaviour and company decisions.

In the environmental field, Eidos is committed to:

- managing energy resources efficiently, reducing waste and consumption;
- investing in the replacement of inefficient lighting systems;
- progressively developing the use of energy from renewable sources.

A central role is given to raising employee awareness, which is considered a key lever for continuous improvement. In this regard, the company promotes responsible behaviour such as:

- reducing the use of single-use materials, by adopting reusable tableware in common areas;
- limiting paper printing;
- paying attention to waste in daily activities.

In terms of production and design, the main guidelines concern:

- consolidating the use of additive manufacturing;
- modular design based on common functional blocks, aimed at reducing warehouse stock and waste.

These principles help to integrate sustainability into operational activities, even in the absence of a formalised environmental management system.

IMPROVEMENT TARGETS AND FUTURE DEVELOPMENT

Eidos has set a series of targets, differentiated by area, aimed at monitoring and improving its sustainability performance over time and at guiding future strategic choices.

The main targets include:

- achieving energy neutrality with regard to purchased energy;
- making full use of the energy produced by the photovoltaic system, through the introduction of storage systems;
- progressively replacing the company fleet with electric vehicles, over a three-year time horizon.

With regard to the use of resources, the company intends to further strengthen its circular approach through:

- the purchase of a system for recycling plastic waste from 3D printing, aimed at the internal reuse of raw materials;
- the expansion of the 3D printing machine fleet, in order to increase internal production capacity and further reduce dependence on external supplies.

01.4

Materiality assessment

The materiality assessment is a central element of this Sustainability Report, as it enables Eidos S.r.l. to identify and prioritise the most relevant ESG topics, guiding strategic choices, improvement actions and the content of the report.

For this first exercise, the company adopted a methodological approach based on the principle of double materiality, inspired by the guidance contained in the Implementation Guidance "EFRAG IG 1 – Materiality Assessment" and adapted to the size and operational characteristics of Eidos. This approach makes it possible to analyse in an integrated manner both the impacts generated by the company's activities on the environment and society, and the effects that ESG topics may have on the company's economic and financial soundness and operational continuity. In particular:

- a topic is considered material from the perspective of impact materiality when it concerns significant effects, positive or negative, actual or potential, that the company generates on people or the environment, across the entire life cycle of its activities and of the value chain;
- a topic is considered material from the perspective of financial materiality when it can influence, directly or indirectly, the company's economic performance and financial position, affecting factors such as profitability, cash flows, access to finance, cost of capital and resilience over time.

A sustainability topic is therefore classified as material when it is significant from one or both of these perspectives.

The first phase of the activity involved a benchmark analysis aimed at identifying potentially material ESG topics. For the impact materiality component, the benchmark considered the sustainability topics addressed in the reports or institutional communications of a sample of companies, among customers and comparable companies in the industrial and manufacturing sector, as well as the sustainability topics identified as material at the level of the Possehl Group, to which Eidos belongs, consistent with its strategic and values alignment with the Group. For the financial materiality component, the process was enriched by a specific benchmark of a financial nature, which considered:

- the elements arising from the context analysis specific to Eidos;
- the main ESG reporting and risk management frameworks (including TCFD, TNFD and SASB);
- international studies and analyses on ESG risks, including contributions from global bodies and observatories;
- evidence from the main sustainability ratings (such as EcoVadis, CDP and similar assessment tools).

This dual benchmark made it possible to build a structured list of sustainability topics, organised into environmental, social and governance areas. The topics identified were then associated with the related impacts, risks and opportunities (IROs), considering both the direct activities of Eidos and the effects along the value chain.

The assessment was conducted through internal involvement and using dedicated analysis tools, adopting a consistent approach for all IRO categories.

In particular, for impacts as well as for risks and opportunities, the assessment was based on two main variables:

- magnitude, understood as the overall significance of the effect (in terms of severity or benefit, as well as extent);
- likelihood of occurrence, referring to the possibility that the impact, risk or opportunity will materialise in the short, medium or long term.

With regard to impact materiality, magnitude takes into account the size and scope of the effects on the environment and people, considering both positive and negative impacts, actual or potential. For financial materiality, in addition to the assessment of magnitude and likelihood, a specific analysis was carried out to identify the main economic and financial KPIs potentially affected by each risk or opportunity. In particular, indicators such as revenue and sales volume, operating costs, cash flows, financing needs and access to credit were considered.

Each impact, risk and opportunity was assigned an overall score, resulting from the combination of the magnitude and likelihood variables. Specific materiality thresholds were then defined for each category: items with a score equal to or above the threshold were considered material.

Consequently, a topic was classified as material when associated with at least one material impact, risk or opportunity.

The table below shows the 14 sustainability topics material to Eidos. These topics were subsequently mapped to the indicators required by the VSME standard and to the indicators in the MEF set of 40 KPIs, in order to ensure consistency and completeness in reporting.

To represent the material topics more effectively, some sustainability topics identified in the double materiality assessment have been grouped within related thematic areas. In particular, the topic "Pollution" has been addressed jointly within the chapter "Use of resources, circular economy and waste management", in view of the strong correlation between the impacts connected with the use of raw materials, the management of the substances used in production processes, pollution prevention and the circular economy principles adopted by the company.

14

MATERIAL SUSTAINABILITY TOPICS

30

IMPACTS, RISKS AND OPPORTUNITIES ASSESSED · 14 IMPACTS, 9 RISKS, 7 OPPORTUNITIES

THE 14 MATERIAL TOPICS BY PILLAR

30 IMPACTS, RISKS AND OPPORTUNITIES ASSESSED

ENVIRONMENT		3 topics
Tackling climate change	R	
Pollution reduction	R	
Sustainable management of resources and waste	R	
SOCIAL		7 topics
Employee well-being and quality of life	I	
Valuing people and developing skills	I	O
Creating a safe working environment	I	R O
Protection of human rights	I I	
Data protection and confidentiality of information	I	R O
Product safety and quality	I	R O
Transparency of information towards the market	I	
GOVERNANCE		4 topics
Corporate integrity and prevention of corruption	I	R
Responsible management of relationships with suppliers and partners	I I	R O
Product innovation and sustainable design	I	O
Operational resilience and emergency management	I I	R O

I Impact R Risk O Opportunity

The map groups the fourteen material topics by ESRS pillar and shows, for each, the number of impacts, risks and opportunities assessed. The counts are the same as in the table that follows.

01.4 · MATERIAL SUSTAINABILITY TOPICS · 1 OF 2

TOPIC	SUB-TOPIC	IMPACTS, RISKS, OPPORTUNITIES	I/R/O
Climate change	Tackling climate change	Difficulties in planning and operational continuity due to extreme weather events that may affect production sites, logistics or the availability of supplies.	Risk
Pollution	Pollution reduction	Increase in compliance costs linked to the tightening of environmental regulations (REACH, RoHS, chemicals management).	Risk
Circular economy	Sustainable management of resources and waste	Loss of margins due to the volatility of raw material prices and the difficulty of sourcing critical materials.	Risk
Own workforce	Employee well-being and quality of life	Greater employment stability thanks to technological specialisation and the company's positioning in industrial niches.	Impact
	Valuing people and developing skills	Strengthening of employees' technical and professional skills through training and upskilling activities in line with technological developments.	Impact
		Increase in technological innovation capacity thanks to staff kept up to date on new technologies and industry solutions.	Opportunity
	Creating a safe working environment	Improvement of safety conditions in customers' workplaces thanks to printing technologies that do not generate fumes, solvents or hazardous substances.	Impact
		Legal, insurance and reputational costs in the event of injuries or accidents at work involving employees or external personnel.	Risk
		Reduction in absenteeism and increase in productivity thanks to safe and well-organised working environments.	Opportunity
Workers in the value chain	Protection of human rights	Dissemination of minimum safety and compliance standards along the value chain thanks to the adoption of technologies that can be used in regulated contexts (healthcare, food).	Impact
		Infringement of workers' rights along the value chain if adequate safeguards are not adopted in the selection and management of suppliers.	Impact
Consumers and end-users	Data protection and confidentiality of information	Ensuring the reliability of industrial processes thanks to the structured and secure management of technical and operational information.	Impact
		Loss of competitive advantages and customer trust following breaches of technical or commercial data or confidential information.	Risk
		Strengthening of long-term relationships with customers thanks to high information security standards.	Opportunity

01.4 · MATERIAL SUSTAINABILITY TOPICS · 2 OF 2

TOPIC	SUB-TOPIC	IMPACTS, RISKS, OPPORTUNITIES	I/R/O
Consumers and end-users (continued)	Product safety and quality	Protection of the health and safety of end-users thanks to the design and marketing of products that comply with technical and regulatory standards.	Impact
		Product recalls, litigation and compensation claims in the event of malfunctions or defects in the technological solutions.	Risk
		Reduction in the risk of operational interruptions thanks to the high reliability and safety of the technological solutions offered.	Opportunity
	Transparency of information towards the market	Improvement in the transparency and reliability of the information made available to customers, partners and stakeholders.	Impact
Business conduct	Corporate integrity and prevention of corruption	Raising awareness of sustainable behaviour among the company's workforce, thanks to the adoption of ethical and responsible practices.	Impact
		Legal sanctions and reputational damage in the event of corrupt conduct or ethical violations.	Risk
	Responsible management of relationships with suppliers and partners	Strengthening of the stability and reliability of the supply chain through fair and transparent relationships and responsible payment practices.	Impact
		Reduced flexibility of the supply chain due to the high level of technical specialisation required of suppliers.	Impact
		Supply chain interruptions due to suppliers that are not adequately monitored or that have operational continuity problems.	Risk
		Greater reliability and stability of the supply chain thanks to relationships based on fairness and punctuality of payments.	Opportunity
	Product innovation and sustainable design	Improvement in product quality through rigorous controls and the adoption of high quality and safety standards and certified production processes.	Impact
		Increase in the value of the product portfolio, thanks to the design of more durable, modular and easily maintainable solutions throughout their entire life cycle.	Opportunity
	Operational resilience and emergency management	Operational continuity and protection of customers and employees thanks to effective management of incidents and critical events.	Impact
		Temporary reduction in service quality in extraordinary emergency situations.	Impact
		Interruption of operational activities and customer services due to unforeseen events (accidents, supply chain disruptions, unavailability of critical infrastructure).	Risk
		Strengthening of the perception of the company's reliability and solidity even in times of crisis or instability.	Opportunity

01.5

Methodological note

This 2025 Sustainability Report is a voluntary exercise for Eidos S.r.l. since, under the Corporate Sustainability Reporting Directive and the related Legislative Decree 125/2024, as amended by Law 118/25, through Decree-Law 95/2025, the company does not fall within the categories of undertakings required to publish their sustainability performance.

The reporting period coincides with the 2025 financial year (1 January – 31 December).

The document follows the VSME standard (*Voluntary Sustainability Reporting Standard for non-listed SMEs*) issued by EFRAG and adopts the Basic Module. However, with a view to contributing to more complete and in-depth reporting, the Company has chosen also to include some metrics and disclosures from the Comprehensive Module, as well as reporting based on the 40 ESG KPIs for SMEs developed in the document *"The sustainability dialogue between SMEs and banks"*, promoted by the Sustainable Finance Roundtable coordinated by the Ministry of Economy and Finance (MEF).

This framework was developed to support small and medium-sized enterprises in collecting, measuring and communicating their sustainability performance and to encourage greater standardisation of the ESG information required by the financial system. To complete the reporting framework, the document also includes further disclosures and indicators inspired by the ESRS standards *(European Sustainability Reporting Standards),* where considered relevant and useful for representing the sustainability topics identified as material for Eidos. The report is prepared on an individual basis and therefore includes only the data and activities of the company.

GENERAL INFORMATION ON THE COMPANY

Company name	Eidos S.r.l.
Legal form	Limited liability company
Full address of the registered office	Via Dell'industria, 11 - 10023 - Chieri (TO)
Main NACE code	28.29.3 (Manufacture of dosing, packing and packaging machinery)
Turnover for the financial year 2025	€19,661,757
Total assets for the financial year 2025	€659,191
Country where the business activities are carried out	Italy

The data comprise accounting records, direct measurements and summary calculations. Furthermore, it was not necessary to omit any information for reasons of confidentiality or data sensitivity.

Possehl Identification Solutions Company
www.possehl-identification.com

02

COMMITMENT TO THE ENVIRONMENT

Energy efficiency, self-generation from photovoltaics and additive manufacturing: the measures through which Eidos reduces consumption, emissions and materials across the product life cycle.

VSME DISCLOSURES IN THIS SECTION

B3	Energy and emissions
B4	Pollution of air, water and soil
B7	Resource use, circular economy and waste management



02.1

Tackling climate change

Eidos adopts an operational approach to managing energy consumption and greenhouse gas emissions, based on established practices and internal guidelines, albeit in the absence of formally structured policies. In particular, the company guides its activities according to the principles of:

- energy efficiency and waste reduction at the production plant;
- progressive reduction of climate-altering emissions, through targeted investments;
- integration of sustainability into product design, with attention to the life cycle.

The guidelines adopted follow two main lines. On the one hand, the operational management of the plant is geared towards an efficient use of energy resources, with measures aimed at reducing consumption and improving the performance of the systems. On the other, the company promotes investment in technologies with a lower environmental impact, such as renewable energy systems, storage systems and the progressive electrification of the company fleet.

Staff awareness-raising also plays an important role, contributing to reduced consumption through good practices, including:

- optimising room temperatures (±1°C in heating and cooling cycles);
- reducing the use of disposable materials in common areas;
- reducing paper printing.

At the same time, product design incorporates sustainability criteria, including the adoption of additive manufacturing and the standardisation of components, helping to reduce environmental impact throughout the entire life cycle of the machines.

During 2025 the company carried out several concrete energy efficiency measures. Of particular importance among these is the completion of the transition to LED lighting for approximately 75% of the plant, together with the revision of the operating parameters of the air-conditioning system, with optimised temperature set-points in both summer and winter. Further measures concerned more efficient scheduling and management of the systems.

Taking into account the extension of the production area by approximately 700 m^2 during 2025, these actions improved the plant's energy efficiency compared with the previous year, with estimated savings of approximately 55,000 kWh.

A further significant step was the installation, in February 2025, of a photovoltaic (PV) system with an annual production capacity of approximately 205,000 kWh. The system can cover approximately 50% of the company's energy needs, helping to reduce reliance on electricity purchased from the grid.



205,000 kWh
ANNUAL CAPACITY
OF THE PHOTOVOLTAIC SYSTEM

50%
OF THE COMPANY'S
ENERGY NEEDS

55,000 kWh
ESTIMATED SAVINGS
FROM EFFICIENCY MEASURES

75%
OF THE PLANT
CONVERTED TO LED

Although an increase in overall energy consumption was recorded during 2025, this trend is linked to the extension of the production area and the growth of the company's activities.

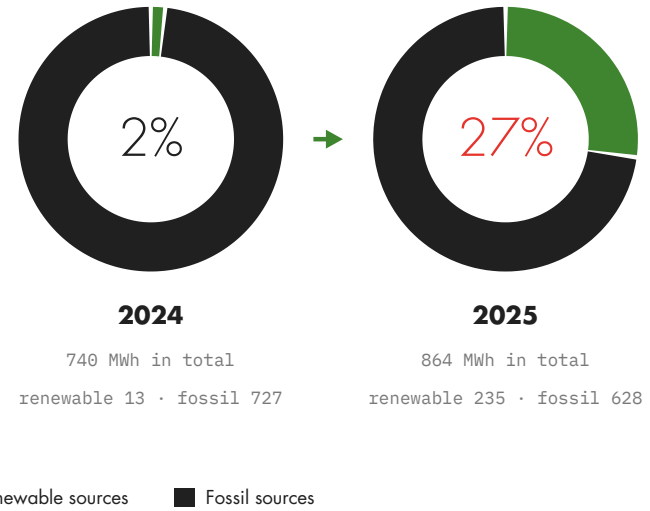
Total energy consumption rose from 740 MWh in 2024 to 864 MWh in 2025 (+16.8%). At the same time, there was a significant reduction in electricity purchased from the national grid, which fell from 360 MWh to 260 MWh (-27.8%), thanks to the start of operation of the photovoltaic system installed in February 2025.

Renewable energy production rose from 13 MWh to 235 MWh in total, of which 170 MWh was self-consumed and 65 MWh fed into the grid, helping to raise the share of energy from renewable sources from 2% to approximately 27% of total energy consumption.

ENERGY CONSUMPTION (IN MWH)	2024	2025
FOSSIL SOURCES		
Natural gas	-	-
Diesel for generators	-	-
Diesel	313	369
Petrol	53	-
Electricity purchased from the national mix	360	260
Total energy consumption from fossil sources	727	628
RENEWABLE SOURCES		
Electricity purchased from renewable sources	-	-
Self-generated electricity used	11	170
Self-generated electricity sold	2	65
Total energy consumption from renewable sources	13	235
Total energy consumption	740	864

ENERGY CONSUMPTION BY TYPE OF SOURCE

RENEWABLE SHARE OF TOTAL CONSUMPTION · MWH



Possehl Identification Solutions Company
www.possehl-identification.com

The increase in business activity and in overall energy consumption did not lead to an increase in greenhouse gas emissions.

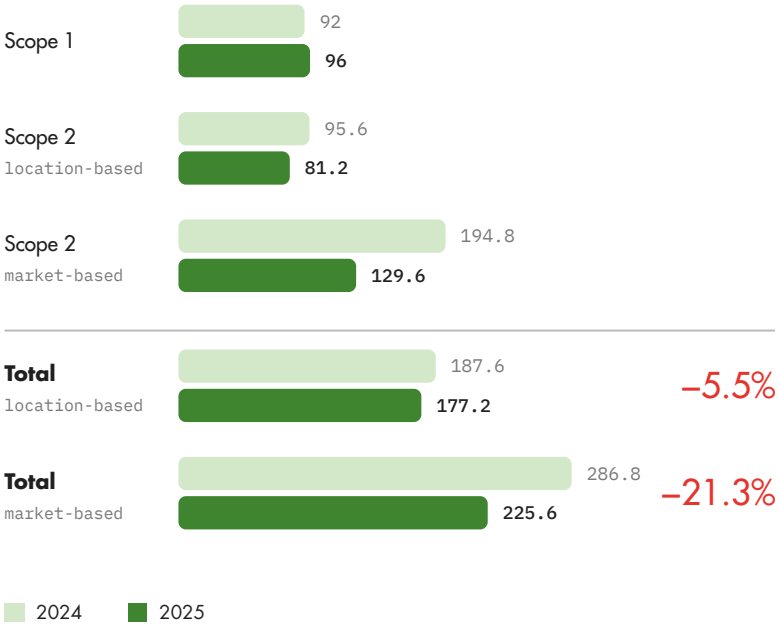
On the contrary, total location-based emissions decreased from 187.6 tCO_2e in 2024 to 177.2 tCO_2e in 2025 (-5.5%). This result is mainly attributable to the reduction in electricity drawn from the grid and the progressive increase in self-generation from photovoltaic sources.

Under the market-based approach as well, which takes into account the characteristics of the purchased energy mix, total emissions show a significant reduction of 21.3% compared with 2024.

GROSS GREENHOUSE GAS EMISSIONS (IN TCO_2E)	2024	2025
Gross GHG emissions - Scope 1	92	96
Gross GHG emissions - Scope 2 (location-based)	95,6	81,2
Gross GHG emissions - Scope 2 (market-based)	194,8	129,6
Total GHG emissions (location-based)	**187,6**	**177,2**
Total GHG emissions (market-based)	**286,8**	**225,6**

GREENHOUSE GAS EMISSIONS

TCO_2E · 2024 AND 2025



Possehl Identification Solutions Company
www.possehl-identification.com

Particularly significant is the improvement in GHG intensity, i.e. the ratio of greenhouse gas emissions to turnover. The indicator went from 11.29 tCO_2e per € million of turnover in 2024 to 9.01 tCO_2e per € million in 2025, a reduction of approximately 20%, a result that reflects both the growth in business volume and the energy efficiency measures and the increase in the share of renewable energy used.

In the medium term, Eidos intends to continue improving its energy and emissions performance. The main lines of development include:

- achieving energy neutrality with respect to purchased energy;
- maximising self-consumption of the energy produced through the installation of storage systems (batteries), currently under evaluation;
- signing up to energy supplies with certified renewable origin;
- completing the transition to an electric company fleet.

GHG INTENSITY (TCO_2E / € MILLION)	2024	2025
Gross GHG emissions – location-based	187,6	177,2
Total turnover (€ million)	16,61	19,66
Total GHG intensity	11,29	9,01

GHG INTENSITY

TCO_2E PER € MILLION OF TURNOVER

−20% in GHG intensity compared with 2024



Possehl Identification Solutions Company
www.possehl-identification.com

02.2

Responsible use of resources and circular economy

The efficient use of resources and the integration of circular economy principles are central elements of the Eidos production model, particularly in product design and development activities. In this area, the company also addresses the issue of pollution in an integrated manner, as it is considered closely connected with the management of raw materials, of the substances used in processes and of the waste generated.

Printer design is guided by the criteria of:

- reducing the quantity of material used and eliminating redundancies;
- modularity and repairability, enabling rapid and targeted interventions;
- product durability, with an estimated average life of approximately 20 years;
- replaceability of components using original spare parts.

This approach makes it possible to extend the life cycle of products and to reduce waste generation in the long term.

The company also pays attention to regulatory compliance and to reducing the impact of the substances used. The materials and consumables offered comply with the main reference regulations (REACH, RoHS-II, PFAS, POPs, MOSH and MOAH) and, where possible, solvent-free solutions are adopted, particularly for printing systems.

Further confirming its focus on the responsible management of resources, since 2019 Eidos has also held FSC Chain of Custody certification for the marketing of FSC Mix or FSC Recycled certified paper for self-adhesive labels, which guarantees the traceability of materials from responsibly managed forests along the entire supply chain. The certification is a further tool for overseeing company processes and helps to promote sustainable procurement practices, in line with the company's commitment to product quality and the continuous improvement of its activities.

CERTIFICATION

FSC® · Chain of Custody

During 2025 Eidos strengthened its approach to resource efficiency through the introduction and consolidation of technological and design solutions aimed at reducing waste.

A significant measure was the development of a department dedicated to 3D printing, which makes it possible to produce not only the prototypes for research and development activities but also the plastic components used in production. The adoption of additive manufacturing has significantly reduced material waste, eliminated the need for metal moulds and overcome procurement approaches based on minimum quantities, contributing to a more efficient use of resources.

At the same time, the company introduced improvements in the materials used in its products. In particular, the transition to ink ribbons with a thinner PET base film reduced the amount of plastic used by 12.5%, corresponding to approximately 5 tonnes a year. This reduction has also generated benefits in terms of weight during transport and the quantity of packaging required.

Further improvements concern the standardisation of the machines' main functional groups. The new PTS printer, for example, was designed using components already used in the XTO line, with the aim of reducing the variety of components, simplifying procurement management and limiting warehouse stocks. This approach makes it possible to reduce waste along the production chain and to improve the overall efficiency of the system.

The use of solvent-free printing technologies, adopted in particular for some product lines, is a further element in reducing environmental impacts, helping to limit the release of potentially polluting substances.

Waste management is based on an approach focused on the correct separation and recovery of the different fractions. Eidos carries out separate waste collection for all the main types of waste generated by its activities, including paper, plastic, glass, metals and electronic waste.

SEPARATE WASTE COLLECTION

THE FRACTIONS SEPARATED ON SITE



Paper | Plastic | Glass | Metals | Electronic waste

Treatment and disposal are entrusted to specialised operators who handle transport and management at authorised facilities, ensuring compliance with current legislation. Traceability of waste flows is ensured by keeping the RENTRI register.

In 2025, a total of 17.9 tonnes of waste was produced (in line with the quantity produced in 2024), of which only 0.2 was hazardous.

WASTE PRODUCED (T)	2024	2025
Non-hazardous waste	17,6	17,8
Hazardous waste	0,6	0,2
Total waste produced	18,2	17,9

–66.7%
HAZARDOUS WASTE 2025 VS 2024

17.9 t
TOTAL WASTE PRODUCED IN 2025

0.2 t
HAZARDOUS WASTE PRODUCED IN 2025

The data show substantial stability in the total quantities of waste produced compared with the previous year. Particularly significant, by contrast, is the decrease in hazardous waste, which fell from 0.6 tonnes in 2024 to 0.2 tonnes in 2025 (-66.7%), while non-hazardous waste remained substantially stable.

With regard to the final destination of waste, Eidos has also begun an in-depth review with the main operators responsible for managing plastic, paper and mixed-material packaging, in order to obtain more detailed information on the shares actually sent for recovery and recycling. The information gathered will further strengthen the monitoring of circular economy performance in future years.

Looking ahead, Eidos intends to further strengthen its approach to the circular economy and sustainable resource management. In particular, the development objectives include:

- the introduction of a system for the internal recycling of plastic waste from 3D printing, in order to reuse the raw materials in production processes;
- the expansion of the 3D printer fleet, with the aim of increasing in-house production and further reducing dependence on external suppliers;
- continuous improvement in waste management and in reducing the use of virgin raw materials.

03

PEOPLE AT THE CENTRE



Sixty-three people, 97% on permanent contracts. Job stability, transfer of skills and not a single injury in two years.

VSME DISCLOSURES IN THIS SECTION

B8 · C5	Own workforce · General characteristics
B9	Workforce · Health and safety
B10	Remuneration, collective bargaining, training
C6	Human rights

03.1

The people of Eidos

Eidos regards people as the cornerstone of its development and competitiveness, adopting an approach to human resources management founded on the principles of fairness, the enhancement of skills and job stability.

Personnel management is geared towards promoting equal opportunities and valuing diversity at every stage of the employment relationship, from recruitment to professional development. In this context, particular attention is paid to creating a collaborative and inclusive working environment, in which every employee can contribute actively to the company's growth.

The company promotes organisational well-being through initiatives aimed at ensuring an appropriate work-life balance, including flexible working hours and organisational arrangements that take individual needs into account. Although there are no formalised policies, human resources management is based on established practices founded on direct dialogue, listening and compliance with current legislation, fostering a company climate based on trust and collaboration.

Diversity, equity and inclusion

Eidos recognises the value of diversity, equity and inclusion as elements capable of fostering the growth of the organisation, innovation and people's well-being. With this in mind, in 2025 the Company formalised a Diversity, Equity & Inclusion Policy, with the aim of promoting an increasingly inclusive working environment geared towards valuing individual differences.

Although operating in a context characterised by a historical predominance of men, typical of its sector, Eidos is progressively strengthening its focus on gender equality and equal opportunities in recruitment, professional development and internal career progression.

The company's commitment is directed towards combating all forms of discrimination and promoting working conditions that enable each person to fully express their potential. Along this path, monitoring the composition of the workforce and the presence of women is one of the means by which Eidos intends to measure and develop its progress over time.

In support of this path, the company also plans to promote specific training and awareness-raising activities on Diversity, Equity & Inclusion, with the aim of consolidating internal awareness and fostering an increasingly inclusive corporate culture grounded in respect for diversity.



WORKFORCE COMPOSITION

In 2025 the workforce consisted of 63 people, 21% of whom were women (a slight increase compared with 19% in 2024). The workforce is characterised by a high level of job stability: 97% of employees are in fact employed on permanent contracts. The two fixed-term contracts in place at the end of the financial year were subsequently converted into permanent contracts. Only 3% of employees worked part-time. In 2025 the gender ratio at management level stood at 14%.

WORKFORCE COMPOSITION

BY GENDER · 63 PEOPLE AT 31/12/2025



13 ♀ — WOMEN · 21%

50 ♂ — MEN · 79%

19% — WOMEN IN 2024

The tables below show the composition of the workforce broken down by type of contract.

2024

WORKFORCE COMPOSITION BY EMPLOYEE CATEGORY	FEMALE	MALE	OTHER	NOT REPORTED	TOTAL
EMPLOYEES ON PERMANENT CONTRACTS					
Executives	0	1	0	0	1
Middle managers	1	5	0	0	6
White-collar staff	10	35	0	0	45
Blue-collar workers	0	5	0	0	5
TOTAL PERMANENT CONTRACTS	11	46	-	-	57
EMPLOYEES ON FIXED-TERM CONTRACTS					
TOTAL FIXED-TERM CONTRACTS	-	-	-	-	-
TOTAL EMPLOYEES					57

2025

WORKFORCE COMPOSITION BY EMPLOYEE CATEGORY	FEMALE	MALE	OTHER	NOT REPORTED	TOTAL
EMPLOYEES ON PERMANENT CONTRACTS					
Executives	0	1	0	0	1
Middle managers	1	6	0	0	7
White-collar staff	12	36	0	0	48
Blue-collar workers	0	5	0	0	5
TOTAL PERMANENT CONTRACTS	13	48	-	-	61
EMPLOYEES ON FIXED-TERM CONTRACTS					
Executives	0	0	0	0	-
Middle managers	0	0	0	0	-
White-collar staff	0	2	0	0	2
Blue-collar workers	0	0	0	0	-
TOTAL FIXED-TERM CONTRACTS	0	2	-	-	2
TOTAL EMPLOYEES					63

In 2025 there was an incoming turnover rate of 14%, against an outgoing turnover rate of 5%, with 9 new hires and 3 leavers. The turnover tables for 2024 and 2025 are shown below.

TURNOVER	NO. OF EMPLOYEES	NO. OF LEAVERS	NO. OF NEW HIRES	OUTGOING TURNOVER RATE	INCOMING TURNOVER RATE
2024	57	1	0	2%	0%
2025	63	3	9	5%	14%

63
PEOPLE ON THE WORKFORCE AT 31/12/2025

97%
PERMANENT CONTRACTS

21%
WOMEN IN THE TOTAL WORKFORCE

14%
GENDER RATIO AT MANAGEMENT LEVEL

ENGAGEMENT, WELL-BEING AND PROFESSIONAL GROWTH

Internal communication is organised through structured opportunities for discussion, including periodic department meetings (MDI), weekly Management Team Meetings and company Town Hall meetings held twice a year, ahead of the summer break and the Christmas closure. These meetings provide occasions for sharing the company's strategies and results, as well as moments of direct exchange between management and employees.

To support the dissemination of information, the company has introduced digital internal communication tools, such as information screens displaying up-to-date content on company KPIs (for example sales figures), product videos and information on photovoltaic energy production, as well as general information content.

In the area of well-being, the company has improved its common spaces, renovating the break areas, and has introduced initiatives aimed at enhancing the quality of working life, such as offering free coffee to employees. These actions help to strengthen the organisational climate and to encourage moments of socialising within the workplace.

With a view to continuous improvement, Eidos intends to further strengthen employee engagement and satisfaction, including through the introduction of structured listening tools, such as periodic company climate surveys. At the same time, the company plans to progressively develop its welfare and work-life balance policies, strengthen retention initiatives and define more structured professional growth paths. The introduction of specific HR indicators, such as the level of employee satisfaction and the turnover rate, is also being evaluated, in order to monitor the effectiveness of the actions taken over time.

TRAINING AND SKILLS DEVELOPMENT

Skills growth and staff awareness are a fundamental pillar for Eidos, which promotes the continuous development of knowledge through a comprehensive training system structured on several levels.

Occupational health and safety training is provided in accordance with current Italian legislation (Legislative Decree 81/08 and State-Regions Agreements) and is coordinated by the Head of the Prevention and Protection Service (RSPP). It comprises general and specific training, differentiated according to the risk level of the job roles, as well as the related mandatory periodic refresher courses, ensuring that the skills required to work safely are maintained over time.

Alongside mandatory training, the company promotes the development of technical and soft skills by drawing on qualified external providers, particularly for specialist areas not available in-house. These include, for example, language training, such as English language courses, which serve the international context in which the company operates.

A distinctive feature of the training approach is the emphasis placed on internal training and the sharing of company know-how. Skills are transferred mainly through operational shadowing and "on the job" training, enabling direct and continuous learning within work processes.

Possehl Identification Solutions Company
www.possehl-identification.com

This process is formalised and monitored by means of the skills matrix, which makes it possible to record precisely the skills acquired by each employee and to track their development over time. This tool is key to ensuring operational continuity, safeguarding critical skills and supporting the professional development of staff.

In 2025 an average of 5 training hours per employee was provided, divided between mandatory training and refresher and awareness-raising activities on topics relevant to the organisation.

OCCUPATIONAL HEALTH AND SAFETY

Protecting the health and safety of workers is a fundamental value for Eidos and an integral part of its operational management. The company considers safety not as a mere regulatory obligation, but as an essential element in the planning and management of its activities.

The approach adopted is based on the principles of prevention, continuous improvement and the active involvement of workers. In particular, the company promotes constant risk assessment, with the aim of identifying and mitigating potential sources of hazard in advance, and encourages staff to report risk situations or near misses, contributing to the development of a widespread safety culture.

The training courses covered, in particular, occupational health and safety, anti-corruption and anti-money laundering, personal data protection and other topics related to sustainability and corporate compliance. To complement traditional training courses, the company delivers short bite-sized e-learning modules, devoted both to periodic refreshers on topics already covered by recurring training courses and to in-depth study of specific subjects identified from time to time according to the company's needs and the evolution of the regulatory and operating context.

In 2025 these modules covered topics such as energy efficiency in the workplace, whistleblowing, information security, data protection and AI compliance.

The table below shows the training hours provided.

TRAINING HOURS	2024	2025
Average number of training hours per employee	5	5
OF WHICH:		
Mandatory training	2	2
Non-mandatory training	3	3
OF WHICH (MANDATORY AND NON-MANDATORY TRAINING):		
Health and safety	2	2
Anti-corruption and anti-money laundering	1	1
Privacy	1	1
Bite-sized e-learning modules	1	1

Possehl Identification Solutions Company
www.possehl-identification.com

From an organisational point of view, roles and responsibilities are defined in accordance with Legislative Decree 81/08. The main figures involved include the Employer, responsible for strategic direction on prevention; the RSPP, who supports risk assessment and the definition of prevention measures; the Occupational Physician, responsible for health surveillance; the safety officers, who oversee operational activities; and the RLS, who represents workers on safety matters.

Operational management is based on established tools and practices, including the drafting and continuous updating of the Risk Assessment Document (DVR), the planning of preventive maintenance of systems and equipment, and the definition of clear and standardised emergency procedures. Staff also receive periodic safety training and drills, ensuring the ability to manage emergency situations.

No work-related injuries occurred during the two-year reporting period.

0

WORK-RELATED INJURIES
IN 2024-2025

HUMAN RIGHTS AND INCLUSION

Eidos adopts an approach to respecting human rights based on adherence to the Possehl Group Code of Ethics, which sets out the fundamental principles regarding the protection of workers, non-discrimination and respect for fundamental rights.

Management and control practices on human rights, both for the internal workforce and along the value chain, refer to the compliance policies and management systems adopted at group level.

Although it has not currently implemented structured human rights due diligence procedures specific to the local level, the company complies with the requirements and standards defined by the group to which it belongs, which include criteria for the selection and monitoring of suppliers and the management of relationships with customers and partners.

Looking ahead, Eidos intends to strengthen its oversight of these issues through the possible formalisation of a company human rights policy that applies the principles of the Group Code of Ethics at local level. In addition, its future objectives include the adoption of a Supplier Code of Conduct and the progressive integration of ESG criteria into qualification and selection processes, in order to extend its ethical and social commitments along the entire supply chain.

04

CUSTOMERS, PRODUCTS AND INNOVATION

Confidentiality of information, inherent machine safety and transparency towards the market: the three safeguards through which Eidos protects those who use its printers.

VSME DISCLOSURES IN THIS SECTION

B4 · C6	Data protection and confidentiality of information
–	Product safety and quality
–	Transparency of information towards the market



04.1

Data and information protection

Eidos S.r.l. attaches great importance to the protection of sensitive information, recognising the confidentiality of technical, commercial and customer data as fundamental to protecting its know-how and to maintaining relationships of trust with stakeholders.

The approach adopted is based on the principle of confidentiality of information, which is applied across all business relationships, including those with customers, suppliers and partners. With this in mind, access to data is governed by the *need-to-know* criterion, whereby each party may access only the information necessary to carry out their activities.

Technical information, project data, product specifications and company know-how are managed through company information systems with role-based access profiles, which ensure a level of protection consistent with the criticality of the information processed. Confidentiality obligations are also formalised through specific contractual agreements, including non-disclosure agreements (NDAs) signed with customers and suppliers, as well as dedicated clauses in staff employment contracts.

Specific attention is paid to the management of information acquired during operational activities. Data collected at customer sites in the course of maintenance, repair or technical inspection work are used exclusively for the stated purposes and within the scope of the activities for which they were provided, in accordance with the principles of fairness and minimisation.

With regard to personal data, the company operates in compliance with EU Regulation 2016/679 (GDPR) and Legislative Decree 196/2003, adopting an approach based on collecting only the data that are necessary, using them for explicit purposes and retaining them for a limited period. Where applicable, Eidos also complies with the cybersecurity obligations laid down by Legislative Decree 138/2024, which transposes the NIS2 Directive.

Eidos has implemented a structured set of technical and organisational measures aimed at ensuring the security and confidentiality of information, differentiated according to the type of data processed.

As regards technical and commercial data, these are stored on company systems with controlled access, profiled according to the principle of least privilege. The integrity and availability of information are ensured by automatic and periodic backup systems, while the information considered most critical is managed with additional levels of protection, including logical separation from other company data.

Customer data are managed through dedicated tools, such as ticketing systems and CRM (*Customer Relationship Management*) platforms, which make it possible to track requests and to restrict their visibility to those involved in operational management. This ensures precise control over access to information and its proper use.

As regards personal data, the company ensures compliance with regulatory requirements, including providing information notices to data subjects, defining the purposes of processing and deleting data when no longer needed.

From a technological point of view, the IT infrastructure is designed to ensure adequate levels of security through:

- advanced authentication systems (MFA) where applicable;
- network perimeter protection and segmentation of IT environments;
- use of encrypted connections between sites (site-to-site VPN);
- constant updating of systems;
- use of antivirus and endpoint detection & response (EDR) solutions;
- structured backup systems.

These technical measures are accompanied by organisational practices that include defining rules for the use of IT tools, training staff on information security and periodically reviewing access rights, particularly in the event of a change of role or termination of employment.



04.2

Product quality, reliability and safety

Product quality, reliability and safety are central to the design and development of Eidos solutions. The company adopts an approach geared towards regulatory compliance and risk prevention, with the aim of ensuring that its printers can operate safely throughout the product life cycle.

Design is carried out in compliance with the essential safety requirements laid down by the applicable legislation, favouring solutions characterised by inherent safety: the aim is to build machines that can be integrated into customers' production processes while minimising, where possible, the need for additional devices or external guards. The approach adopted takes into account the different ways in which the equipment is used. For applications intended to operate within automated cells, where products are handled by robotic systems and operator intervention is limited to replacing consumables, Eidos offers solutions configured as "partly completed machinery", intended to be integrated by the system manufacturer into complete systems fitted with the necessary safety devices.

For applications involving direct operator interaction, the company instead develops complete machines, fitted with the protection systems required by the legislation, such as two-hand control panels that ensure safe operating conditions during use.

Product safety and reliability are verified throughout the development and production process through design, validation and testing activities. Every machine undergoes final testing before delivery to the customer, in order to verify that it functions correctly and complies with the design specifications. For the most significant projects, Eidos also carries out specific technical and safety tests in accordance with the applicable regulations, including CE marking, Machinery Regulation 2023/1230, the Low Voltage Directive and the legislation on electromagnetic compatibility.

Verification activities include electromagnetic compatibility (EMC) tests, noise emission tests and endurance tests, the latter carried out in collaboration with production to assess product reliability under real operating conditions. These checks make it possible to identify any critical issues in the early stages of the product life cycle and to ensure high quality standards before products are placed on the market.

The commitment to product safety and quality continues after delivery through a comprehensive after-sales technical service, aimed at ensuring the correct operation of the equipment over time and the maintenance of the original safety requirements. Technical support is ensured by close collaboration between the Research and Development department and the technical service department (S.A.TE.), which manages maintenance, repair and the supply of spare parts. The R&D department contributes to preparing spare parts lists and directly supports the resolution of the most complex technical issues.

Service activities include remote support, which enables rapid diagnosis and first-level assistance, as well as on-site interventions at the customer's premises or repairs carried out at the company's headquarters. These activities are aimed at restoring the mechanical and electronic integrity of the equipment using original and certified components, ensuring that the performance and safety standards envisaged at the design stage are maintained.

The offering also includes the supply of original spare parts and scheduled service contracts, which help to reduce the risk of machine downtime and ensure the operational continuity of installed systems.

Particular attention is also paid to customer training. Eidos has developed courses that can be delivered both in person and remotely, aimed at passing on the knowledge required for the correct and safe use of the equipment. Training activities are supported by dedicated technical documentation, including manuals, videos and illustrative material.

Product quality and safety are the subject of a process of continuous improvement, fed by constant dialogue with customers and by the analysis of information gathered during the life cycle of the machines.

All service requests are handled through a dedicated Contact Centre, which can be reached by telephone, email and web form. Reports are logged and monitored through Lyra, the centralised ticketing system, which ensures the traceability of interventions and timely responses.

The information gathered through the service system, including support requests, machine updates and customer feedback, is analysed and shared with the company's technical functions. This process generates a continuous learning cycle that contributes to updating operating procedures, developing safety specifications and improving future product generations, strengthening over time the quality, reliability and safety of the solutions developed by Eidos.



04.3

Communication and transparency towards the market

For Eidos S.r.l., transparency, accuracy and reliability of information are fundamental principles in its relationships with customers, business partners and, more generally, all stakeholders. Communication activities, both technical and commercial, are based on the use of verified information and on a faithful representation of the characteristics, performance and fields of application of its products.

The company adopts an approach founded on fairness and clarity of information, avoiding claims not supported by objective evidence and ensuring that all information disclosed is consistent with the results actually achieved and verified. This approach is in keeping with the principles of fair competition and the regulatory provisions applicable to the sector.

Products are presented through technical documentation that describes the functional and performance specifications of the solutions offered in a clear, measurable and consistent manner. The aim is to enable customers, partners and stakeholders to make informed assessments, with a transparent understanding of the potential, application limits and actual characteristics of the products. This approach contributes to building long-term relationships based on trust, technical expertise and professional integrity, elements that Eidos considers essential to its market positioning.

To ensure the quality and accessibility of information, Eidos provides a structured system of communication tools and channels for customers, partners and end-users.

Technical and commercial information is disseminated through a variety of tools, including the multilingual corporate website, technical and commercial documentation, product data sheets, user and maintenance manuals, as well as photographic and video materials that faithfully represent the characteristics and operation of the solutions offered. These tools are complemented by technical and commercial training activities for partners and customers, aimed at fostering a correct understanding of the applications and functionalities of the products.

Particular attention is paid to the reliability of the information disclosed. All data reported in the technical documentation and on the corporate website are in fact verified and validated in advance through internal testing procedures carried out by specialised staff of the Research and Development department. This process ensures that the information communicated to the market is consistent with the actual performance of the products and with the results obtained in testing and inspection activities.

Finally, requests received during the after-sales phase are managed through a centralised ticketing system that makes it possible to track every interaction and monitor its progress. This approach allows customers to follow the entire course of their request, from remote support to any interventions at the production site, from the supply of spare parts to training activities.

The traceability of requests and the availability of up-to-date information on the status of activities help to ensure a high level of transparency and to strengthen the relationship of trust with the customer. At the same time, the data collected through the support system feed into the company's continuous improvement process, making it possible to refine procedures, documentation and communication tools on the basis of the needs and experience gained in the field.



05

GOVERNANCE AND BUSINESS CONDUCT

The Possehl Group Code of Ethics, the whistleblowing system managed by an independent third party and ISO 9001 certification since 1999.

VSME DISCLOSURES IN THIS SECTION

B11	Convictions and fines for corruption and bribery
C9	Gender diversity in governance bodies
–	Suppliers, innovation and operational resilience



05.1

Ethics, integrity and compliance

The Eidos approach to corporate governance is founded on the principles and standards of conduct set out in the Code of Ethics (Code of Conduct) of the Possehl Group, adopted in its November 2022 version and applicable to all companies belonging to the Group. This document is the main reference for guiding decisions, conduct and relationships with stakeholders, promoting a corporate culture based on integrity, responsibility and compliance with the laws and regulations in force.

The Code governs a wide range of topics relevant to the responsible management of the business, including compliance with laws and internationally recognised human rights, the protection of occupational health and safety, environmental protection, non-discrimination and fairness in internal relations. It also sets out principles and rules on the prevention of conflicts of interest, the handling of gifts and hospitality, fair competition and compliance with antitrust legislation, as well as the proper keeping of accounting records and the protection of confidential information and personal data.

With regard to anti-corruption, the Possehl Group adopts an approach of the utmost rigour, promoting high standards for the prevention of and fight against corruption, tax evasion and money laundering. The Code expressly prohibits offering, promising or accepting undue advantages, as well as the use of payment practices or instruments that do not comply with applicable legislation. In the two-year reporting period, no cases of corruption, fraud or other significant violations of anti-corruption rules involving the Company or its personnel occurred or were reported.

0

CASES OF CORRUPTION
OR SIGNIFICANT VIOLATIONS
VSME B11 · MEF 40 KPIS, NO. 40

The governance framework is completed by a system for reporting violations (whistleblowing) implemented at Group level, designed to enable employees and stakeholders to report any conduct that does not comply with the Code of Ethics, regulatory provisions or internal guidelines.

Eidos promotes the practical application of governance principles through communication and awareness-raising activities aimed at staff, as part of the initiatives developed by the Possehl Group.

Group companies are required to inform employees about the contents of the Code of Ethics and to support its application in everyday work. The aim is to foster an open and responsible organisational culture in which every employee can ask for clarification, raise doubts or express concerns without fear of retaliation.

The Code of Conduct is updated periodically to keep it aligned with developments in the regulatory, economic and social context, ensuring that the company's principles remain consistent with international best practice in governance.

To handle reports, the Possehl Group has set up a whistleblowing system managed by an independent third party. The system is accessible through various channels, including a web platform, telephone, e-mail, fax, post and in-person meetings, and also allows anonymous reports to be submitted. The reports received undergo an initial legal review and are then handled according to procedures that guarantee confidentiality, protection of the whistleblower and appropriate handling of any issues.

In support of this system, each division of the Group has a Compliance Officer, who acts as the point of reference for compliance matters and for the application of internal policies.



05.2

Suppliers and a responsible value chain

Eidos considers the responsible management of relationships with suppliers and partners to be an important element in ensuring operational continuity, product quality and the reliability of the supply chain.

65	0	162
DAYS · AVERAGE PAYMENT TIME (APD)	LATE PAYMENTS TO SUPPLIERS	SUPPLIERS IN 2025

Although it has not adopted its own Supplier Code of Conduct at local level, the Company refers to the Supplier Code of Conduct of the Possehl Group, which sets out the expectations and minimum requirements for suppliers in social, environmental and ethical matters. In particular, the document promotes respect for human rights and workers' rights, the protection of health and safety, the prevention of forced and child labour, non-discrimination, environmental protection, the efficient use of resources, responsible waste management, the fight against corruption and compliance with applicable regulations along the value chain.

Supplier selection is driven mainly by criteria of reliability, quality and continuity of supply. These are complemented by a strong focus on geographical proximity: where possible, Eidos gives preference to local suppliers, helping to reduce procurement lead times, increase operational flexibility and limit the environmental impacts associated with transport.

A further contribution to supply chain resilience comes from the use of additive manufacturing. The in-house production of part of the components through 3D printing makes it possible to reduce dependence on external supplies, shorten logistics chains and limit the waste associated with minimum order quantities.

Relationships with suppliers are managed with a view to building stable, long-lasting relationships, based on mutual respect for commercial commitments and continuity of collaboration.

Although social and environmental criteria are not yet formally integrated into qualification processes through dedicated tools, the company takes these aspects into account in its assessments and has identified the future adoption of a Supplier Code of Conduct as one of the main areas for improvement in its supply chain management system.

On the economic side, Eidos pays particular attention to complying with the terms agreed with its business partners. The company records no late payments to suppliers and maintains an average payment time (Accounts Payable Days – APD) of 65 days, helping to ensure stability and reliability in business relationships and to support the economic sustainability of supplier companies, including smaller ones.

Finally, the continuity of the supply chain is safeguarded through a combination of qualified suppliers, well-established relationships with the local area and the progressive insourcing of certain production activities, elements that enable Eidos to strengthen the resilience of its supply chain and its ability to respond to market needs.

05.3

Innovation and sustainable design

Innovation is one of the distinctive features of the Eidos business model and a key factor in maintaining the company's competitiveness in its target markets. Research and Development activities are carried out entirely within the organisation through a dedicated structure made up of two specialist units: the Hardware Technical Unit (UTH), consisting of four people, and the Software Technical Unit (UTS), consisting of five people.

R&D activity is guided by the principle of system simplification, which translates into the continuous search for innovative solutions capable not only of improving the performance of existing machines, but also of introducing new approaches able to change and optimise the way customers operate. From this perspective, enabling technologies such as additive manufacturing and artificial intelligence are playing an increasingly important role in product development.

Design is based on criteria of modularity, efficiency and reliability. The use of functional blocks shared across the different product lines makes it possible to reduce design and production complexity, limiting component redundancy, wasted material and the generation of waste. This approach also favours the standardisation of solutions, simplifying maintenance activities and spare parts management.

Sustainability is integrated directly into the product development cycle. Prototyping by means of 3D printing makes it possible to significantly reduce plastic scrap and to eliminate the need to produce dedicated metal moulds. The in-house adoption of additive manufacturing also helps to shorten the supply chain and to reduce the waste linked to minimum order quantities and the transport of components.

Attention to sustainability also extends to supplier management, with preference given, where possible, to locally based partners, bringing benefits in terms of operational flexibility, shorter procurement lead times and containment of logistics-related emissions.

In terms of management systems, Eidos operates under an ISO 9001 certified system, which supports oversight of innovation and product development processes. The company also holds an intellectual property portfolio that includes several patents, among them the Coditherm line. While continuing to leverage its technological know-how, Eidos now considers the speed of developing innovations and bringing them to market to be a competitive factor just as important as patent protection.

Thanks to its technical expertise and the capacity for innovation built up over the years, the company is also recognised as the technology hub of the PID group, actively contributing to the development and dissemination of know-how within the Group.

The Research and Development process follows a structured methodology based on Advanced Product Quality Planning (APQP), which makes it possible to plan and control activities across all phases of the development cycle, from the definition of initial requirements to product industrialisation.

For hardware developments, the process is supported by the application of the Design Failure Mode and Effects Analysis (DFMEA) methodology, which makes it possible to identify and prevent potential failure modes as early as the initial design phases, reducing technical risks and improving the reliability of the solutions developed.

Software activities, on the other hand, follow a dedicated path with its own planning, but closely integrated with the APQP process in order to ensure coordination between the different components of the product.

Solutions are validated through the construction and testing of physical prototypes. Although the company does not currently use virtual simulation tools, the progressive integration of artificial intelligence into development processes is helping to improve design effectiveness and to increase the likelihood of achieving correct results as early as the first prototype iterations (*first try*), with resulting benefits in terms of shorter development times and a faster *time-to-market*.

The main technologies that currently characterise the Eidos innovation process are Artificial Intelligence (AI) and Additive Manufacturing (AM), used to support the evolution of the industrial printing solutions developed by the company. Thanks to the expertise developed in Additive Manufacturing, Eidos is recognised within the Group as a centre of competence and leads the cluster dedicated to this technology, coordinating know-how sharing activities and promoting the adoption of innovative solutions at Group level.

Among its future innovation objectives, Eidos intends to continue improving the environmental performance of its products, acting on both design and the technologies used, including the complete elimination of dependence on compressed air in its machines. This technology is currently still present, to a residual extent, in the applicators and in the Coditherm line. The progressive replacement of these systems will improve the energy efficiency of the equipment and further reduce its environmental impact throughout its entire life cycle.

At the same time, the company plans to strengthen its Research and Development capabilities by bringing new professionals into the Technical Department, with the aim of broadening the skills available and supporting the continuous evolution of innovation activities.

9

PEOPLE IN RESEARCH
AND DEVELOPMENT

2

HARDWARE AND SOFTWARE
TECHNICAL UNITS

1999

ISO 9001
CERTIFIED SINCE

05.4

Operational resilience and emergency management

The company oversees and ensures service continuity through direct control of the entire life cycle of its solutions, from design to final testing, through to after-sales technical service.

Operational risk management focuses on the main areas of potential criticality that may affect the company's ability to ensure production continuity and service quality. In particular, with regard to the supply chain, Eidos gives preference to reliable and geographically close suppliers and has progressively insourced part of its component production through additive manufacturing. This choice makes it possible to reduce dependence on external supplies, increase production flexibility and mitigate the risks associated with any supply chain disruptions.

For the management of technical risks, the quality management system provides for systematic inspections and testing before products are delivered, ensuring constant monitoring of equipment performance and conformity.

Business continuity is also supported by specific occupational health and safety procedures. In accordance with Legislative Decree 81/2008, the company's Attorney-in-fact holds the delegated powers relating to risk assessment, the preparation of the Risk Assessment Document (DVR) and the management of matters relating to emergencies and workplace safety.

Operational risk management is part of a structured organisational framework in which the ISO 9001 certified quality management system is the main tool for oversight and continuous improvement.

Since 1999, the system has provided for periodic audits of all company processes, aimed at verifying compliance with applicable standards and identifying opportunities for improvement. This approach makes it possible to monitor company activities constantly and to act promptly should any issues arise.

Responsibilities for risk management are shared between Management and the various company functions. Management sets the general direction and strategic priorities, while the technical, production and service functions oversee the specific risks within their respective areas of competence.

In terms of internal control, Eidos operates within the framework of the monitoring and control systems provided for by the Possehl Group Code of Conduct. These systems include authorisation and signature procedures, filing and document management processes, periodic process reviews and safeguards designed to ensure complete, accurate and transparent accounting.

As a further safeguard of the reliability of economic and financial information, the statutory audit is entrusted to an independent auditing firm, BDO Italia S.p.A., which carries out periodic checks on the accuracy of the company's reporting.

06

Content Index

The cross-reference table links the VSME standards applied — the Basic Module and, where adopted, indicators from the Comprehensive Module — with the 40 ESG KPIs for SMEs of the MEF Sustainable Finance Roundtable and with the chapters of this document.

VSME MODULE	VSME STANDARD	40 KPIS	REPORT CHAPTER	PAGE
Basic Module - General aspects	B1 - Basis for preparation	1	Methodological note	23
Basic Module - General aspects	B2 - Practices, policies and future initiatives for transitioning towards a more sustainable economy	2	Sustainability in the Eidos strategy	15
Comprehensive Module - General aspects	C1 - Strategy, business model and sustainability	-	The Eidos business model	9
Basic Module - Environmental aspects	B3 - Energy and emissions	4 - 8	Tackling climate change	25
Basic Module - Environmental aspects	B4 - Pollution of air, water and soil	13 - 14	Responsible use of resources and circular economy	30
Basic Module - Environmental aspects	B7 - Resource use, circular economy and waste management	21 - 25	Responsible use of resources and circular economy	30
Basic Module - Social aspects	B8 - Own workforce - General characteristics	35 - 36	The people of Eidos	34
Comprehensive Module - Social aspects	C5 - Own workforce - General characteristics	-	The people of Eidos	34
Basic Module - Social aspects	B9 - Workforce - Health and safety	32 - 34	The people of Eidos	34
Basic Module - Social aspects	B10 - Workforce - Remuneration, collective bargaining and training	31	The people of Eidos	34
Comprehensive Module - Social aspects	C6 - Human rights	26 - 27	The people of Eidos	34
Basic Module - Business conduct	B11 - Convictions and fines for corruption and bribery	40	Ethics, integrity and compliance	48
Comprehensive Module - Business conduct	C9 - Gender diversity in governance bodies	-	Governance and organisational structure	6

Page references refer to the numbering of this document. Indicators from the Comprehensive Module are adopted on a voluntary basis, to supplement the Basic Module.

Possehl Identification Solutions Company
www.possehl-identification.com



Behind every mark, a product;
behind every product, a person;
behind every person, the right to know.

COLOPHON

DOCUMENT	Sustainability Report 2025
REPORTING PERIOD	1 January – 31 December 2025
TYPE OF REPORTING	Voluntary
STANDARDS APPLIED	VSME (EFRAG), Basic Module, supplemented by the Comprehensive Module · 40 ESG KPIs for SMEs (Sustainable Finance Roundtable, MEF) · ESRS, where relevant
SCOPE	Individual — Eidos S.r.l.
MATERIALITY METHODOLOGY	Double materiality, based on EFRAG IG 1 – Materiality Assessment
STATUTORY AUDIT	BDO Italia S.p.A.
COMPANY NAME	EIDOS S.R.L.
REGISTERED OFFICE	Via dell'Industria 11, 10023 Chieri (TO), Italy
GROUP	Possehl Identification Solutions Company
WEB	eidos.eu

EIDOS