

SUSTAINABILITY REPORT 2025





2025 SUSTAINABILITY REPORT

Taka-WPR Group

The TAKA-WPR Group operates in the profile and panel coating sector, working with PVC, aluminium, wood and wood-based materials, and offers an integrated solution combining coating machinery, reactive polyurethane hot-melt adhesives, application expertise and technical assistance. The industrial model stems from the meeting of two complementary entities – TAKA, specializing in the production of adhesives and chemical solutions, and WPR, active in the design of coating machinery – whose integration allows the Group to oversee the customer's entire production process, from surface preparation to adhesive application, up to the final coating. This is complemented by the TAKA-WPR Academy, a dedicated structure for training, technical consulting and know-how transfer, which strengthens the Group's positioning as a technical reference point for its supply chain. In 2025, the Group took a further step in its sustainability reporting journey, adopting ESRS standards.

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The history of the Taka-WPR Group

The TAKA-WPR Group was formed through the convergence of two distinct entrepreneurial journeys, which developed in parallel and gradually came together to create an integrated industrial model. WPR was founded in 1999 in Spresiano, in the province of Treviso, with a clearly defined vocation: the design and production of machinery for coating profiles and panels. From its first years of activity, the company introduced proprietary technical solutions, including the patented "Clean System" for the automatic cleaning of the glue melter, and in 2011 it launched the Luna system, destined to become the best-selling automatic coating system in the world.

TAKA was established in 2003 as a manufacturer of adhesives for the windows and doors sector and, over time, progressively expanded both its application scope — into furniture, construction and fashion — and its product range, developing increasingly advanced reactive polyurethane-based formulations and product lines aimed at reducing environmental impact. Within a decade, it consolidated its production capacity through the opening of three plants in the Vicenza area: the first houses the research and development laboratories and part of production, the second is dedicated to polyester production, and the third brings together the main production activities, quality control, logistics, and administrative and commercial functions.

2021 marked the formalization of the convergence between the two companies, with TAKA's acquisition of the entirety of WPR, while in 2026 the Costenaro family — the founding family of TAKA — acquired all the Group's shares.



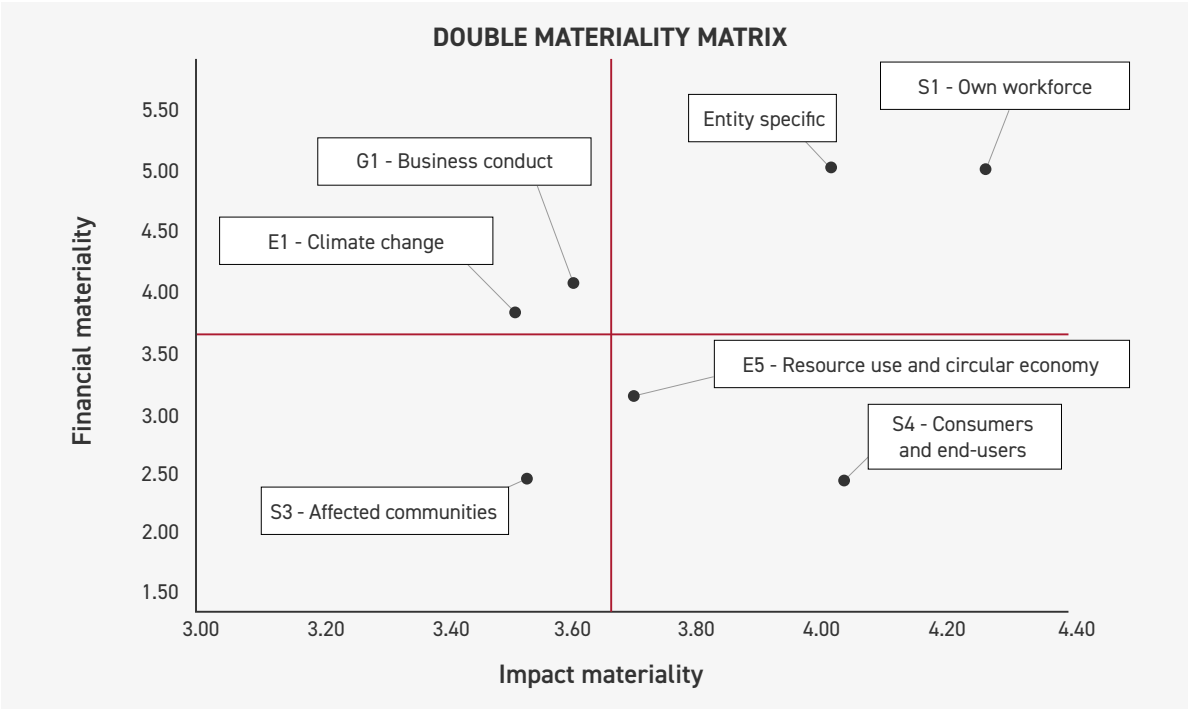
2025 SUSTAINABILITY REPORT

Our approach to sustainability

The 2025 Consolidated Sustainability Statement of the TAKA-WPR Group presents, in a structured manner, information on the Group's environmental, social, and governance performance. This report provides an accessible and concise overview of the Statement, highlighting the most significant information and outlining the journey undertaken.

The material topics covered were identified through a double materiality analysis, a process that involved the Group's key stakeholders — including customers, suppliers, and employees — in assessing both the impacts that business activities have on the environment and people, and the risks and opportunities that sustainability factors may create for business performance and continuity. The results of this process guided the selection of the priorities explored in the following pages and form the foundation of the Group's sustainability strategy.

The double materiality matrix graphically represents the outcomes of this process: the horizontal axis shows impact materiality — how much the Group's activities affect the environment and people — while the vertical axis represents financial materiality — how much sustainability topics can influence the Group's economic performance. The topics positioned highest and furthest to the right are those that the Group has identified as priorities.



The topics identified as material are: Climate change (ESRS E1); Resource use and circular economy (ESRS E5); Own workforce (ESRS S1); Consumers and end-users (ESRS S4); Business conduct (ESRS G1); Promotion of innovation as a pillar of sustainable growth (entity-specific topic).

ENVIRONMENT

Energy consumption and climate change

Producing chemical adhesives and designing industrial machinery means addressing environmental issues on several different levels: the footprint of production processes, the composition of formulations, and the useful life of products placed on the market. It is this plurality of dimensions that guided the Group's choices in 2025, with interventions calibrated to the specific nature of TAKA and WPR's activities.

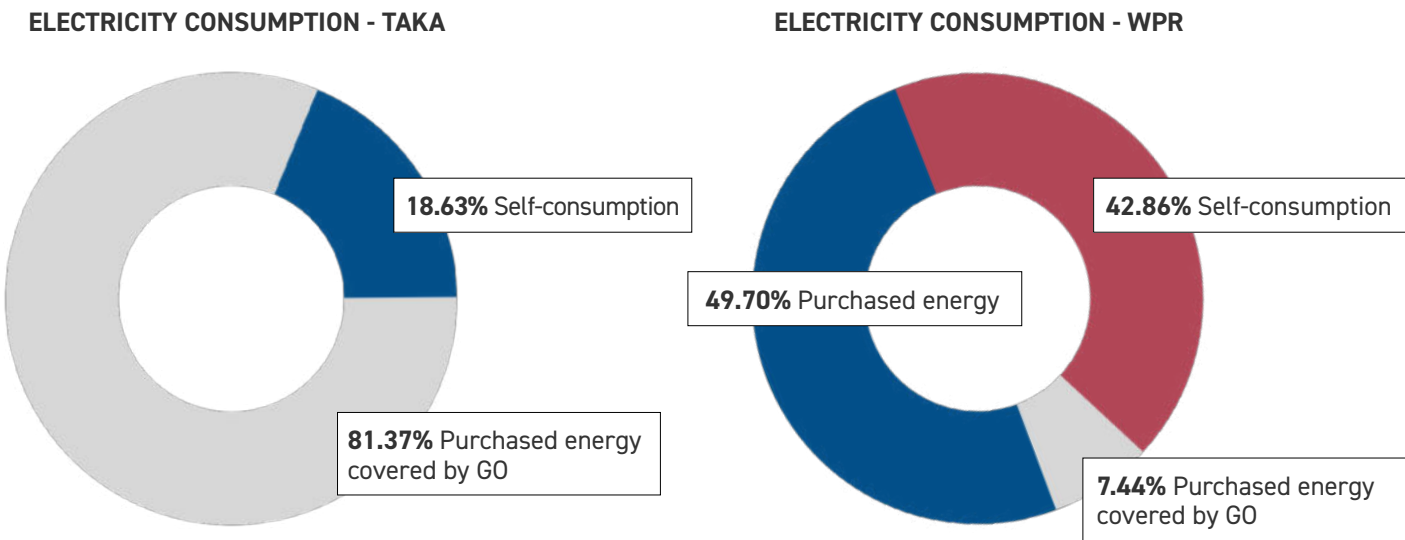
With regard to energy procurement, 2025 marks the completion of a journey begun by TAKA several years ago: following the renewal of WPR's supply contract in December, the entire Group now purchases electricity fully covered by Guarantees of Origin. This component is complemented by self-production from photovoltaic systems present at both sites: considering the entire 2025 financial year, over 98% of the electricity consumed by the Group came from renewable sources. In parallel, TAKA has installed energy consumption meters on all production lines at the Taka 3 site, introducing granular and continuous monitoring of requirements for each individual production process: an information base that the Group intends to use to identify areas of inefficiency and define increasingly targeted reduction interventions. In the same vein, the Group has begun the process of adopting a dedicated carbon footprint monitoring platform, also covering Scope 3 indirect emissions and product life cycle analyses, whose operational integration will begin in 2026. These choices are directly reflected in the emissions profile: thanks to the purchase of energy certified from renewable sources, Scope 2 emissions calculated using the market-based method amount to 16.53 tCO2eq, compared to 780.57 tCO2eq calculated using the location-based method, based on the average energy mix of the national electricity grid.

PLANT OUR FUTURE

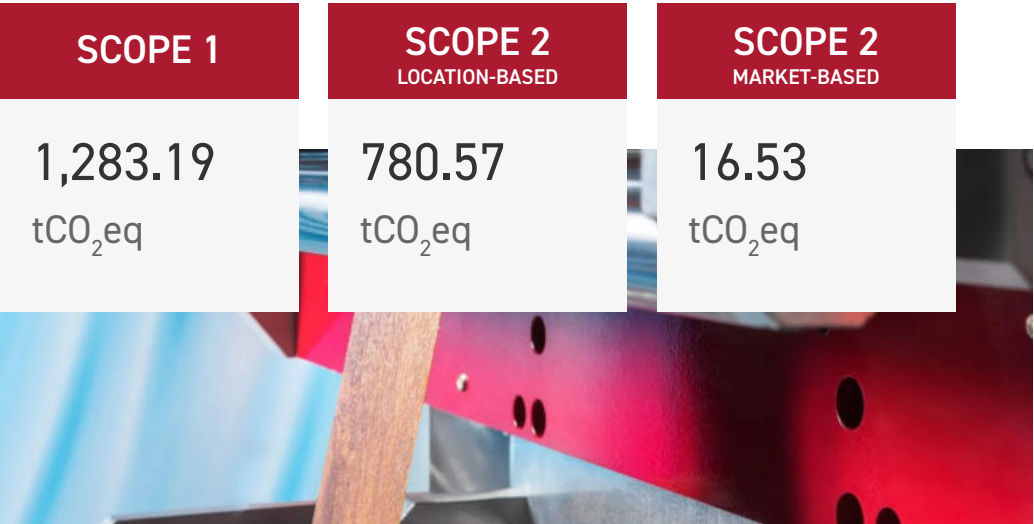
In May 2025, the Group organised a participatory reforestation day in the Piana di Marcesina, on the Asiago Plateau – one of the areas hardest hit by Storm Vaia in 2018, when millions of trees were felled within just a few hours, compromising soil stability across large areas of the plateau. With the support of operators specialized in reforestation and emission offsetting, employees and their family members planted 750 seedlings of native species, selected for their root characteristics particularly suitable for soil remediation and the recovery of local biodiversity. A concrete contribution to the territory and an opportunity for shared involvement for the people of the two Group entities.



Electricity



Emissions

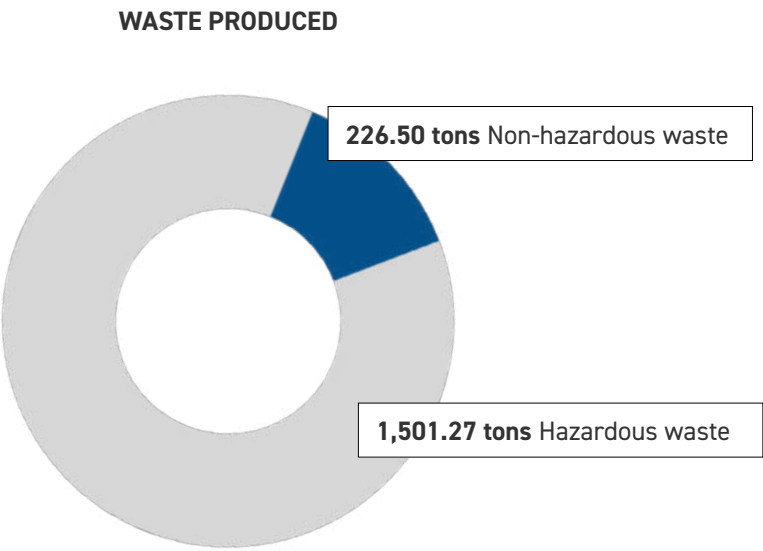
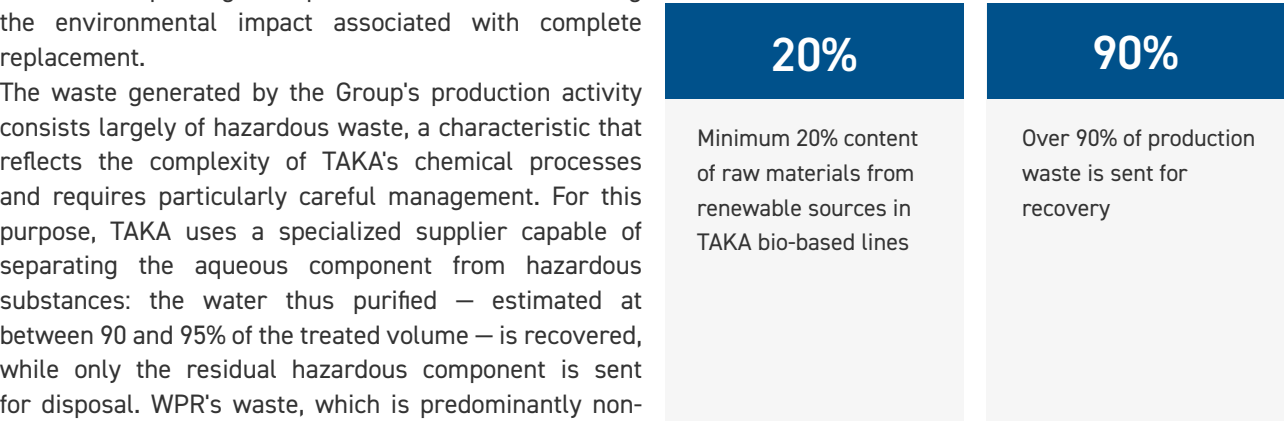


The location-based method reflects the average energy mix of the national electricity grid. The market-based method, on the other hand, takes procurement choices into account: zero emissions are assigned to the portion of purchased electricity covered by Guarantees of Origin, while the residual mix emission factor is applied to the remaining portion not covered by GOs. This residual mix excludes from the national energy mix the electricity already allocated through Guarantees of Origin. The comparison between the two values provides a concrete measure of the impact of procurement decisions on the Group's emissions profile.

Resources, products and circular economy

Resource management in a group that operates on chemical and plant engineering processes presents distinct challenges compared to a traditional manufacturing producer. For TAKA, the central issue is the composition of raw materials and the environmental profile of its formulations; for WPR, it is the ability to extend the useful life of machinery installed at customers' sites, reducing the need for replacement and the related environmental impact. With regard to raw materials, TAKA has developed bio-based adhesive lines containing at least 20% raw materials from renewable sources, certified by Beta Analytic, as well as formulations using regenerated raw materials, progressively reducing dependence on fossil-based and virgin resources. WPR, on the other hand, applies the principles of the circular economy through retrofit and upgrade services for machinery already installed at customers' premises: extending the operational life of the plants through targeted modernization interventions allows for improving their performance while containing the environmental impact associated with complete replacement.

The waste generated by the Group's production activity consists largely of hazardous waste, a characteristic that reflects the complexity of TAKA's chemical processes and requires particularly careful management. For this purpose, TAKA uses a specialized supplier capable of separating the aqueous component from hazardous substances: the water thus purified — estimated at between 90 and 95% of the treated volume — is recovered, while only the residual hazardous component is sent for disposal. WPR's waste, which is predominantly non-hazardous in nature, is managed by an operator that annually reports on the environmental performance of collection — including the portion sent for recovery — with indicators verified by Bureau Veritas. Considering all recovery operations, over 90% of the total waste generated by production activity is sent for recovery.



SOCIAL

The Group's social dimension is expressed on two complementary levels: internally, through care for people, working environments and organisational culture; externally, through product quality, customer relationships and the protection of customer data. In 2025, the Group invested on both fronts with concrete actions.

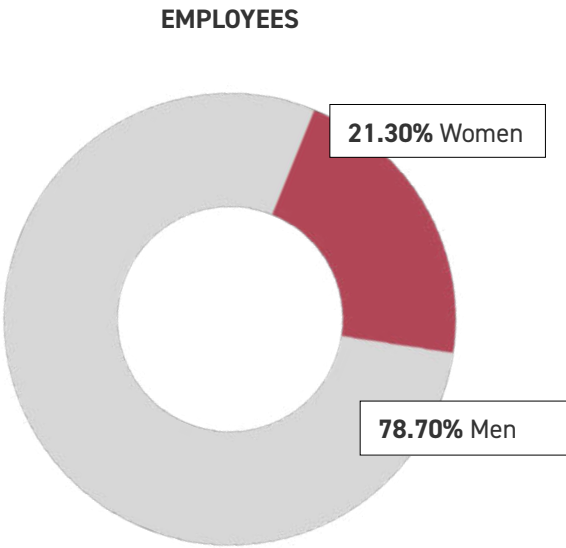


People, well-being and inclusion

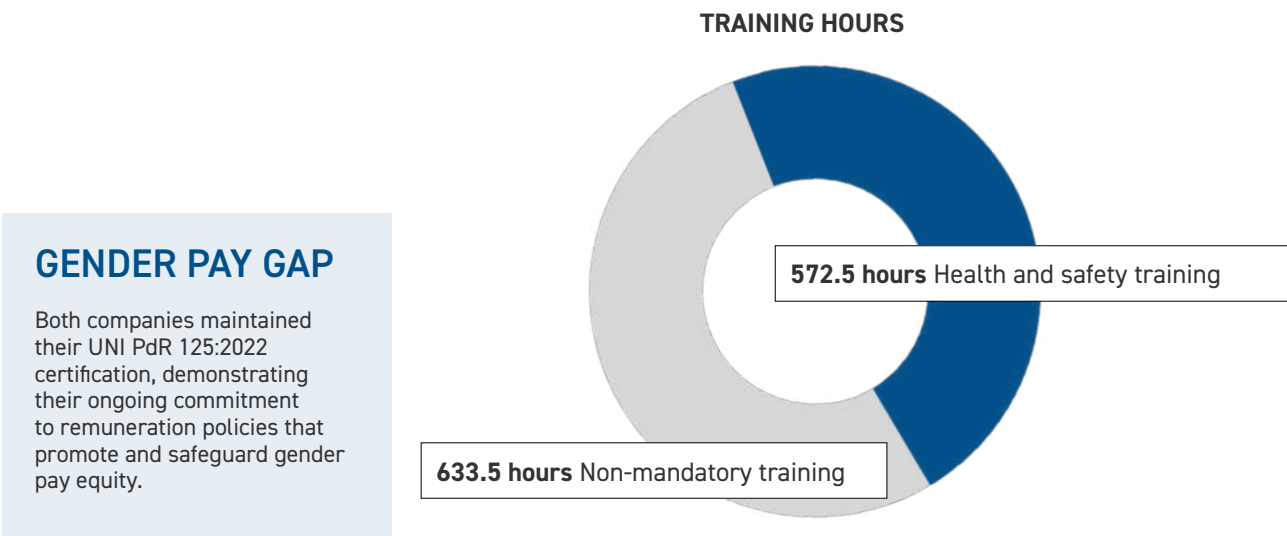
Protecting health and safety in the workplace is a priority for the Group, which translates into concrete interventions in spaces and processes. Automatic raw material loading systems and a new tank for the storage and automatic loading of isocyanate have been installed at TAKA's plants. As isocyanate requires particular care during handling, these measures help reduce workers' exposure to potential risks associated with production processes. A dispenser for personal protective equipment has also been set up to improve its accessibility and ensure timely replacement. WPR has updated its Risk Assessment Document, strengthening the overall oversight of operating conditions.

To support the overall well-being of workers, both companies have set up corporate welfare plans that cover areas such as parenthood — with additional days of paternity leave, maternity leave supplementation, and birth bonuses — support for families during the summer months, and access to an individual welfare account. TAKA has also extended its plan with a counseling project, making active and emotional listening sessions available to each employee. WPR has activated an agreement with a dental network, guaranteeing employees and their first-degree family members access to dental services at discounted rates.

In 2024, both companies obtained the UNI PdR 125:2022 gender equality certification — a formal recognition of the effectiveness of the measures adopted regarding equity in access to career opportunities, remuneration policies, and organizational processes. Maintaining the certification requires continuous commitment: in 2025, the Group provided training on Diversity and Inclusion,



involving staff from both companies. WPR addressed specific topics related to the strategic management of gender equality, including pay transparency in light of EU Directive 2023/970 and internal and external communication strategies to promote an inclusive culture. Training also covered broader areas: workplace safety, regulatory compliance, cybersecurity, and artificial intelligence, for a total of 1,206 hours provided in 2025.





THE GROUP AND THE TERRITORY

The bond with the local communities in which it operates represents a concrete dimension of the TAKA-WPR Group's social responsibility

In 2025, both companies confirmed their commitment through donations, sponsorships, and contributions destined for associative, sporting, educational, cultural, and social entities. Among the most significant initiatives is the support for the participation of ITIS Giorgi-Fermi of Treviso in the F1 in Schools competition, a project that brings students closer to the world of design, innovation, and technical-scientific skills. WPR also promoted the activation of internships and traineeships, offering students and young professionals concrete opportunities for learning and engagement with the corporate context. These initiatives are complemented by support for local sports associations and entities engaged in the social and health sectors, with contributions destined for solidarity, prevention, and assistance projects, and for organizations active in promoting culture and community gathering.



Product quality and customer relationships

Product quality and customer data protection are two distinct but equally central areas for the Group in managing commercial relationships. The former is based on a certified management system and structured listening to customer needs; the latter requires continuous updating with respect to a rapidly evolving regulatory framework. TAKA's quality management system, ISO 9001 certified, ensures a structured approach to controlling production processes, managing non-conformities, and continuous improvement. To support customer relationships, in 2025 the Group extended the digital customer care platform developed by WPR to the entire TAKA network, centralizing technical assistance, documentation, and after-sales support, and making the response to customer needs faster and more effective. Regarding cybersecurity, the Group monitors the evolution of the regulatory framework with particular attention to the NIS 2 Directive — transposed in Italy with Legislative Decree 138/2024 — which introduces stricter obligations regarding IT risk management and significantly expands the scope of application compared to the previous legislation. In 2025, WPR provided specific training on phishing to the entire company population, with the aim of strengthening awareness of IT risks. During the reporting period, there were no data breaches.

ISO 9001 CERTIFICATION	1 DIGITAL PLATFORM	NIS2 DIRECTIVE
for TAKA's quality management system	for customer care shared between TAKA and WPR, to centralize technical assistance, documentation, and after-sales support	analysis of applicable requirements and necessary adjustments

GOVERNANCE

Governance, ethics and integrity

Credible governance requires clear tools, defined responsibilities, and channels through which anyone can report non-compliant behavior without fear of consequences. In 2025, the Group confirmed and strengthened these safeguards on several levels.



Both companies adopt a Code of Ethics and an Organization, Management and Control Model pursuant to Legislative Decree 231/2001 — a tool that allows for the systematic structuring of crime prevention in the interest or for the benefit of the company. The 231 Models are overseen by an independent Supervisory Body tasked with verifying their effective application. Compliance with the Code of Ethics and the 231 Model is also contractually required of suppliers, extending the Group’s values and behavioral standards along the supply chain. Reports of illicit behavior or behavior not in compliance with ethical principles are managed through the whistleblowing system, adopted by both companies in compliance with current legislation and accessible via dedicated digital platforms — in the case of TAKA, also through physical boxes placed in the workplace — which guarantee the possibility of reporting anonymously. During 2025, there were no confirmed cases of corruption and bribery, nor were any legal proceedings initiated or sanctions imposed attributable to such cases.

2/2	2/2	2/2	0
Company with a Code of Ethics	Company with a 231 model	Company with a whistleblowing system	Confirmed cases of corruption or bribery

INNOVATION

For TAKA-WPR Group, innovation represents a constitutive element of its development model

Innovation is expressed both in the design of new products and in the evolution of processes and methods of interaction with customers. For TAKA, the preferred ground is the research into lower environmental impact formulations; for WPR, it is the development of technological solutions that expand the possibilities for technical and commercial dialogue with the market. TAKA has begun researching and testing a new lower-emission raw material to be introduced into its formulations, in continuity with the path already undertaken with the development of bio-based lines and cleaners made with a high proportion of regenerated raw materials, designed to minimize consumption and reduce waste during the use process. This approach serves a dual purpose: reducing the environmental impact of the company’s operations and offering increasingly competitive solutions for customers that include sustainability among their purchasing criteria. WPR has developed an augmented reality platform in-house, with the support of TAKA, which enables WPR machinery and melters for TAKA hot-melt adhesives to be visualised at full scale in any environment using a headset. This technology allows for exploring the machines from every angle and interacting with individual components, offering a new tool for technical and commercial dialogue with customers — already presented at GlassBuild America 2025, the leading North American trade fair for the glass sector. Among the awards received in 2025, Flexi also won first place in the “Glass and door/window machinery” category at the Serramento Awards, promoted by Guida Finestra to recognise innovation and excellence in the sector. Looking to 2026, TAKA plans to launch the TAKA Performance Hub, an integrated platform that will bring together the Academy, an operational tool for tests, and a dedicated technical assistance service, with the goal of strengthening customer support and enhancing the Group’s technical heritage.

AUGMENTED REALITY	FLEXI	2026 OBJECTIVES
Full-scale visualization of machinery and melters through the development of an internal augmented reality platform	Flexi machinery awarded first place in the “Glass and door/window machinery” category	Launch of the TAKA PERFORMANCE HUB

Taka-WPR Group's sustainability strategy





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