

Corporate Social Responsibility

Discover →



Letter from Chairman and CEO

Dear investors, suppliers, customers, employees, institutions and friends,

this document, the first of many, aims to be not only a summary of what has been done so far but mainly a sort of promise for the future, a future of collaboration, respect and innovation that the VRM group wants to share with its partners to build relationships transparent and committed to common objectives.

The VRM group's commitment to sustainability and to correct process and relationship management practices is not a burden on the business, an obligation to be fulfilled. Indeed, it is a source of pride, a point of strength. For this reason, at all times we want to give value to what we do, through a redefinition of our operational processes, in the reorganization, in the implementation of correct behavior towards people and the environment.

Our group has always supported innovative and sustainable processes with the introduction of greener processes, sourcing and then recycling of raw materials, last but not least, the installation of an impressive system for increasing the quotas of use of clean sources and renewables such as solar energy.



Letter from Chairman and CEO

We have established relationships in the area in which we are located, encouraging the use of the local workforce, and throughout the national panorama for social and educational initiatives, creating links with universities and technical institutes. We have supported initiatives related to health, sport and the enhancement of culture.

We have carried out the digital transition, innovation, technological research, research, carrying out training initiatives to offer our customers and the market cutting-edge products. Furthermore, we have always been attentive to important issues such as diversity and inclusion.

After years in which our group has refined its approach to sustainability in every form, today we want to formalize our commitment to always face challenging challenges in sharing with our stakeholders to build a better future.

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VRM

01. **VRM group**





The Holding

Italian Luxury Manufacturing

The industrial reality of VRM was born in 2004 in the Motor Valley of Bologna, close to Lamborghini, Ducati and Ferrari, by the will of the engineer Florenzo Vanzetto.

Its organization, a true industrial district, lays the foundations for challenging growth based on the excellence of materials, the quality of workmanship and the skills of a human capital capable of constantly questioning itself about the future.

Over the years VRM has evolved through the acquisition of high quality metal component industries in the automotive, motorcycle and fashion districts, becoming a group.

An industrial network is thus created between companies that share similar innovation models, virtuous processes and technological knowledge, guaranteeing flexibility and reactivity. To date, VRM can count on a production area of 20,000 m² of which 15,000 are covered, distributed over two sites in Zola Predosa (BO) and Ubersetto (MO).

Business Profile and Activities

Design, manufacturing, prototypes, assembly and leak tests

After several years of internal growth, VRM has evolved through the acquisition of high-quality manufacturing industries.

Initially starting from the automotive sector with the production of components for the main car and motorcycle manufacturers, the group's area of interest then extended to the Florentine fashion district with the processing of metal accessories for luxury brands.

VRM's choice to be present in the most exclusive Italian districts defines a unique holding in the Italian business panorama.



Business Profile and Activities

Design, manufacturing, prototypes, assembly and leak tests

The activities can be summarized in:

- design
 - construction
 - creation of prototypes
 - design and construction of processing equipment
 - precision machining of aluminum, magnesium and steel components
- supply of assembly parts already pre-assembled or disassembled
 - seal tests





Governance

The VRM Group bases its business on certain foundations linked to Made in Italy: innovation and quality. To do this it has organized its internal structure according to companies connected in vertical districts that share virtuous processes and techniques.

The different brands within the group refer to a management of qualified people with proven experience.

VRM main referents

**Florenzo
Vanzetto**

Chief Executive
Officer

**Vittorio
Clò**

Chief
Operating
Officer

**Tiziano
Pacetti**

Chief
Financial
Officer

District

High level of competences and access to smartest solutions in short time.



2004

VRM foundation by
Florenzo Vanzetto and
Italian entrepreneurs



2015

Marzocchi brand
and related plant
acquisition



2019

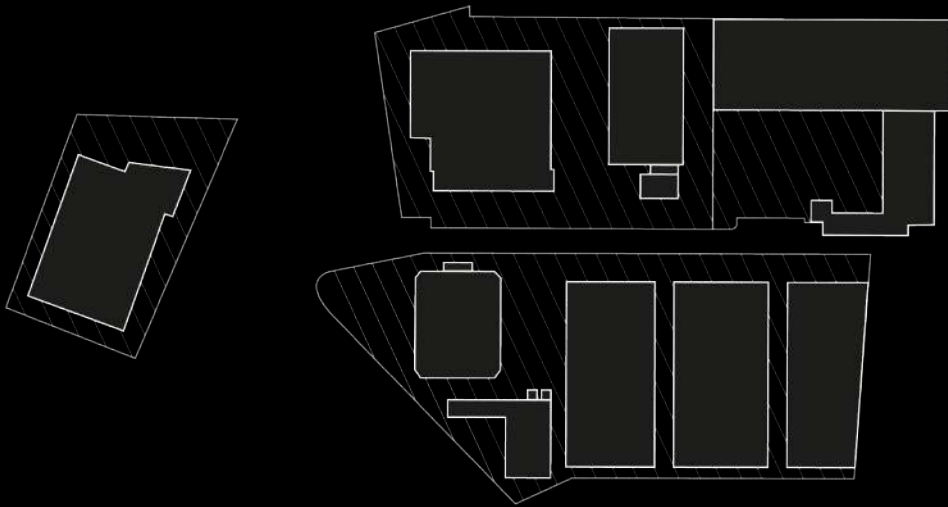
RCM Automotive
and related plant
acquisition



2020

MetalPlus, fashion metal
components industry
acquisition

VRM Headquarters



VRM SPA e Marzocchi Motor Headquarters
20.000 mq - Zola Predosa

Headquarter

Via dei Lombardi, 5
40069 Zola Predosa (BO)

Phone

+39 051.61.68.711

Email

info@vrmspa.com

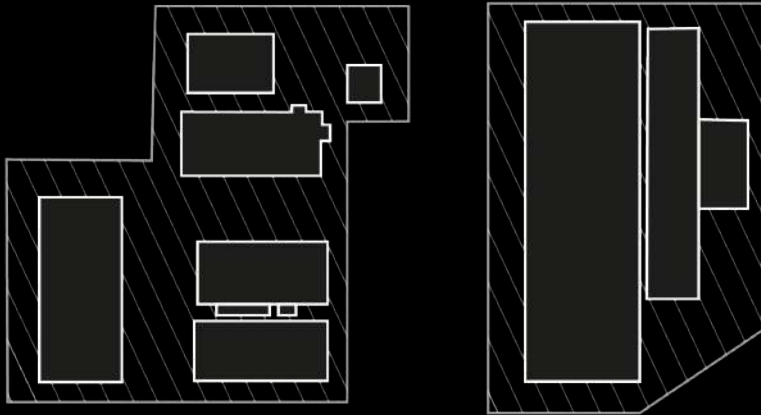
Ancillary facilities

Via Perdisa - 41053
Ubersetto di Maranello (BO)

Web Site

vrmspa.com

VRM Headquarters



RCM Automotive Headquarters
13.000 mq - Valsamoggia

Headquarter

Via dei Lombardi, 5
40069 Zola Predosa (BO)

Phone

+39 051.61.68.711

Ancillary facilities

Via Perdisa - 41053
Ubersetto di Maranello (BO)

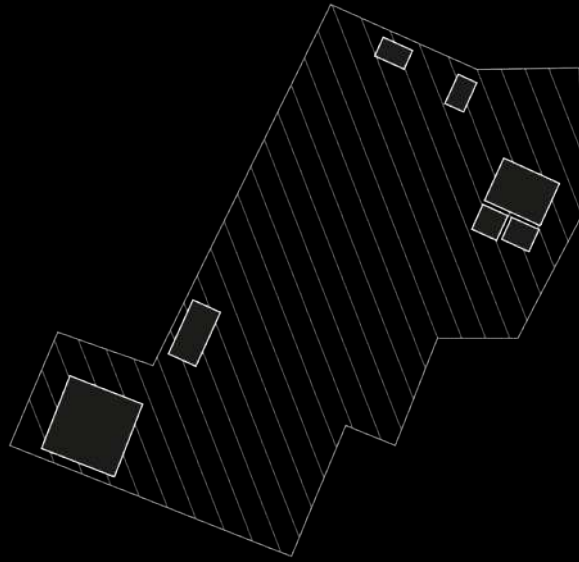
Email

info@vrmspa.com

Web Site

vrmspa.com

VRM Headquarters



MetalPlus Headquarters
12.000 mq - Firenze

Headquarter

Via dei Lombardi, 5
40069 Zola Predosa (BO)

Ancillary facilities

Via Perdisa - 41053
Ubersetto di Maranello (BO)

Phone

+39 051.61.68.711

Email

info@vrmspa.com

Web Site

vrmspa.com

Mission and Vision

Anticipate the future efficiently

Readiness to adapt to new challenges, to enter new contexts, to combine new synergies. This is the main objective of the VRM group and to do this it relies on the excellence of Italian talents.

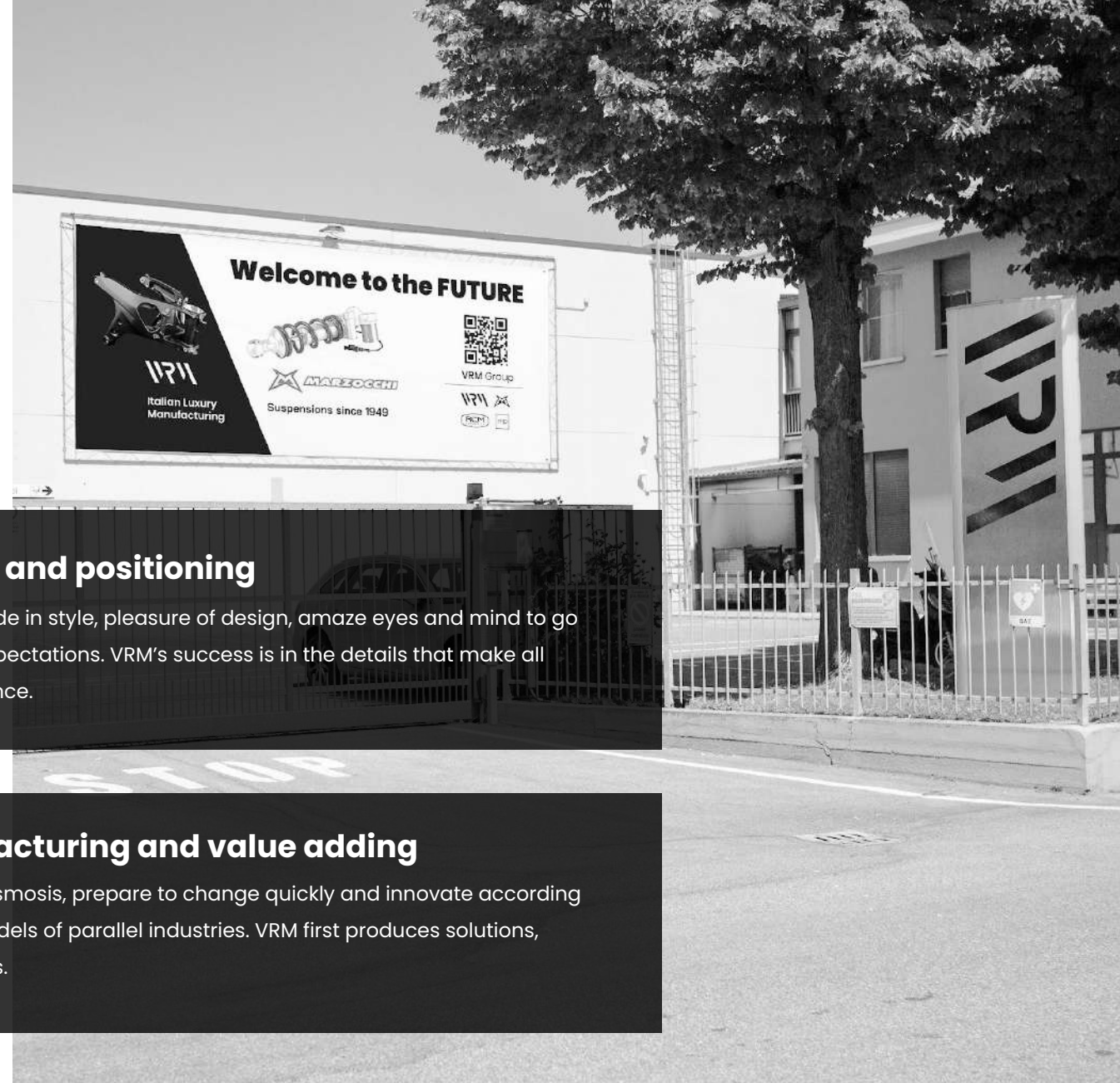
VRM SPA not only produces and markets high quality products, but does so in such a way as to reflect the commitment of VRM and its subsidiaries in carrying out their commercial activities in full compliance with applicable laws, inspired by integrity and honesty, encouraging and supporting sustainable production processes.

Luxury and positioning

Avant-garde in style, pleasure of design, amaze eyes and mind to go beyond expectations. VRM's success is in the details that make all the difference.

Manufacturing and value adding

Learn by osmosis, prepare to change quickly and innovate according to fluid models of parallel industries. VRM first produces solutions, then goods.



Company Policy

VRM Group Best Practices

VRM intends to reaffirm and develop its commitment to continuous improvement in the protection of workers' health and safety and in environmental protection.

Management considers this commitment to be strategic in the context in which it operates and undertakes to follow and promote the following corporate principles.





Company Policy

Consumption of resources and emissions

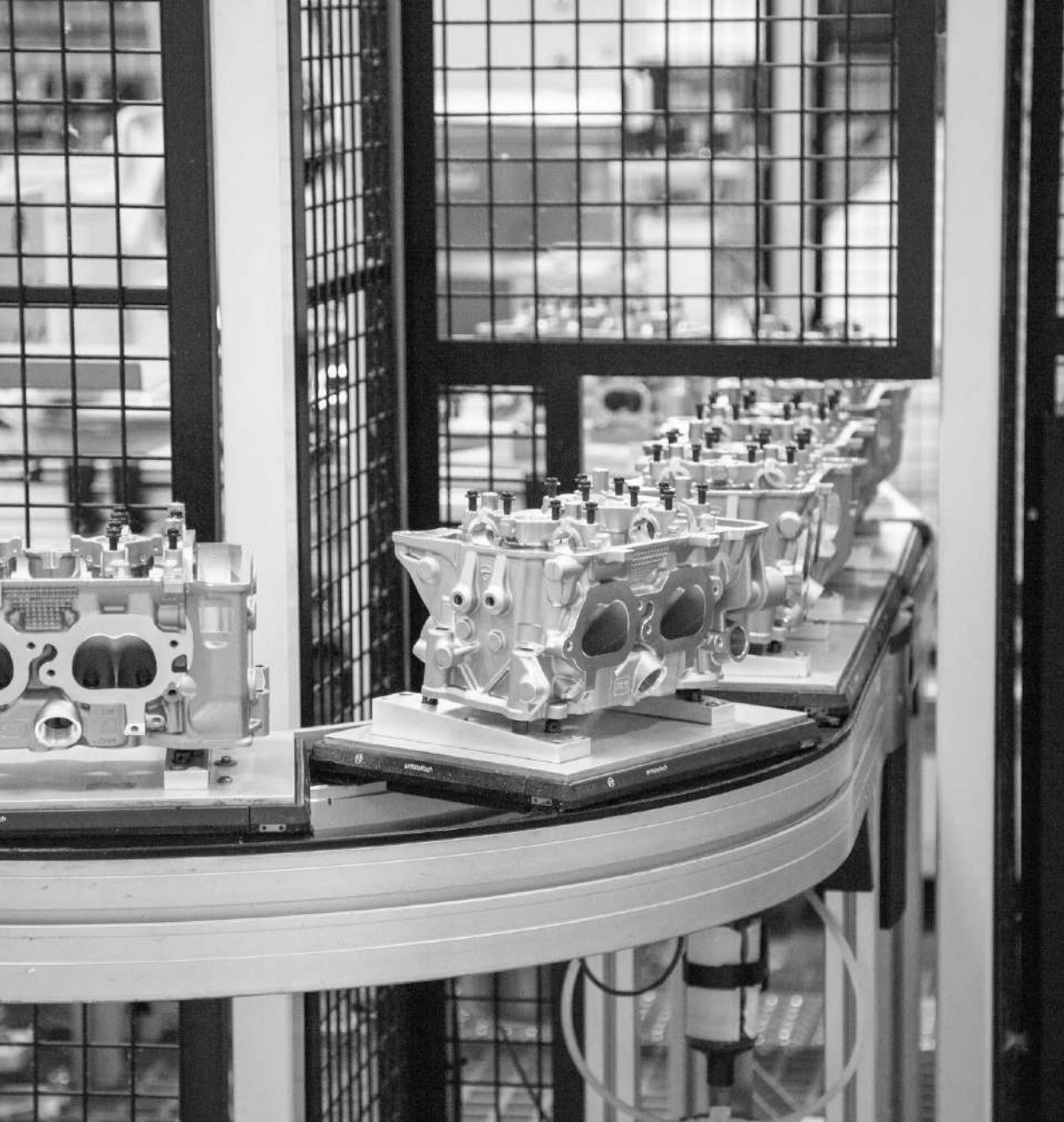
Reduce energy consumption by optimizing supply sources and process efficiency. Reduce the impact of waste on the environment by following the indications of European policies, protecting environmental matrices.

Company Policy

Planning & Analysis and Risk Assessment

Ensure continued enforcement of health, safety and environmental protection laws by taking appropriate measures. Ensure companies, suppliers and collaborators operating on the site adopt behaviors in line with the principles defined by this policy and operate in safe conditions for humans, the environment and products. Define and maintain active procedures to assess risks in normal, abnormal and emergency conditions.





Company Policy

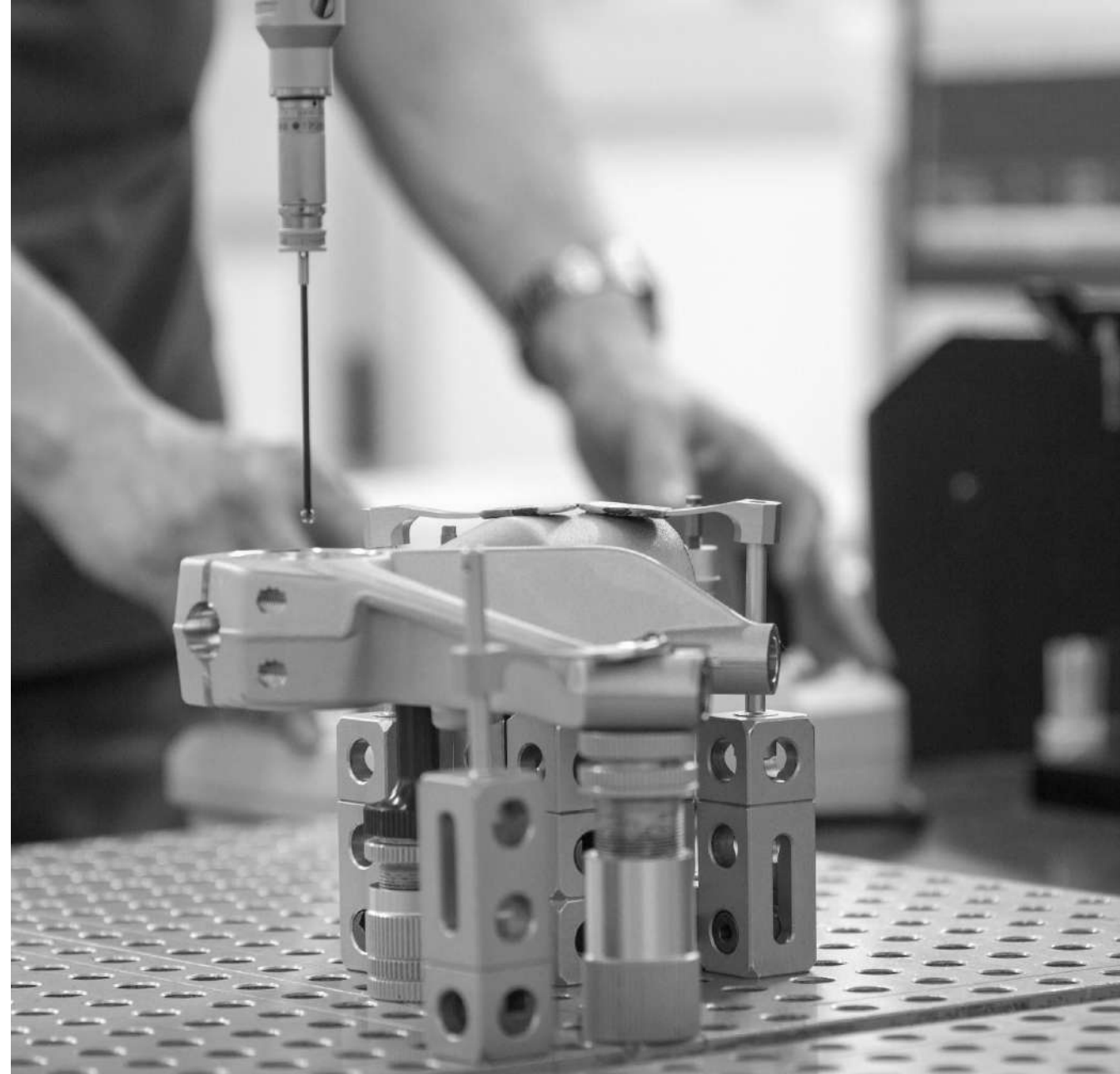
Verification, Review & Improvement

Define and adopt management, operational control and maintenance activities for the safe operation of plants, processes, temporary stops and equipment, preventing, limiting and controlling impacts on the environment. Commit to reviewing the principles expressed in this Policy to evaluate its effectiveness and adequacy in relation to the evolution of the organization, legislation and available techniques, as well as to achieve the company objectives, intervening with the necessary corrective and improvement actions.

Company Policy

Communication and Stakeholder Involvement

Involve and consult workers, also through their representatives, for the improvement of safety and health in the workplace and environmental protection; actively collaborate with the local reality, with the representative bodies, with suppliers, customers and any other external interested party, for the solution of specific problems on issues concerning the protection of health, safety, environmental protection of the surrounding area.



Highlights 2023 data

120 Mil of €

Turnover
+97% vs. last year

> 40 Mil of €

Investments
Last 16 years

500

Employees
always growing

20.000 mq

Production Area
Distributed over two sites

Turnover

A constantly growing *turnover*, demonstrating how much the market incorporates the professionalism and quality guaranteed by **VRM**.

Investments

Investments anticipate our commercial successes: **VRM** has an excellent intuition in identifying today the keys to tomorrow's success.

EBITDA – PFN

Investments anticipate our commercial successes: **VRM** has an excellent intuition in identifying today the keys to tomorrow's success.

■ EBITDA ■ PFN

Geo Sells

Investments anticipate our commercial successes: **VRM** has an excellent intuition in identifying today the keys to tomorrow's success.

Employees

VRM has expanded over the years into ever larger and more technological structures: one of the growth indicators, in addition to square meters, is undoubtedly our *staff*.

WPI

02. **Stakeholder**





People

Human resources are considered an indispensable element for the existence of the Company and a critical factor for successfully competing on the market. Respect, competence, merit, innovation and sustainability constitute the determining conditions for achieving the Company's objectives and represent the characteristics required by VRM SPA of its collaborators.

The main environmental impacts associated with processing upstream of the company production chain are taken into consideration by VRM which has adopted a CODE OF CONDUCT for its partners, reiterating its commitment to environmental protection and the adoption of sustainable practices.

Human Factor

The company's finished products, intended for b2b trade, become part of a production chain, that of the automotive and mechanical components, which is attentive to environmental issues and to the mitigation of the impact at the end of its products' life.



Workers

The heart of our company

VRM employs around 500 people on average: a growing group made up of experts, new specialized resources, engineers, technicians and qualified personnel.

In order to contribute to the development of company objectives and ensure that these objectives are achievable by all in compliance with the ethical principles and values of VRM, the company guarantees fair treatment based on individual skills and abilities. The staff is hired with a regular employment contract, in compliance with the laws and collective agreements.

Continuous training

Training a series of refresher courses are planned and organized for all levels of employees with the aim of always having staff ready, trained and ready on safety

Continuous comparison

Internal company staff have the opportunity, via questionnaire and appropriate channels, to provide suggestions, considerations and reports for continuous and constructive discussion with the company



Providers

Service Providers

In the relationship between supplier and customer, in B2B companies not only the sales or purchasing functions and employees are directly involved, but also the production employees, the technical, logistic, administrative and financial functions on which the services provided depend.

Product Suppliers

Service providers play a key role in compliance with the main regulatory requirements on the environment and on the subject of Health and Safety for VRM. Among the main suppliers of products we have the various credit institutions and banks, the suppliers of energy and water services (eg HERA Ambiente), the various suppliers involved in the transport of waste and the various destination plants and certification bodies (DNV and TUV).

Clients

VRM's activity is solely B2B and in particular the customers are companies belonging to the mechanical and automotive production sector. Contact with the consumer is indirect. Among the main corporate clients we find Ducati, BMW, Ferrari, Scania, Mercedes, companies that consider the protection of the environment and the reduction of the environmental impact of their activities to be fundamental issues in the perspective of continuous development and growth.

Main needs and expectations:

- Continuity of service (business continuity)
- Compliance with regulatory requirements³
- Certified Management System (e.g. BMW)
- Part II internal audit availability (e.g. Volkswagen)





Partners

Industrial Robots 4.0

Fully automated machinery

- DMG Mori Seiki Italia Srl
- Yamakazi Mazak Italia Srl
- SIR SpA
- RRRobotica Srl Industrial Automation Robots
- Evolut SpA

Advanced testing department

Product and process traceability

- Carl Zeiss Quality Services Srl
- Coord 3 SpA
- Taylor Hobson Precision
- Leonardo Srl System Integrator
- MG SpA Marposs
- Marposs Italia Srl
- SIR SpA

Institutions

Unions and Associations

VRM undertakes to implement the requests presented by the Unions for aspects relating to the environment, health and safety of workers. VRM maintains an active dialogue with this interested party in order to verify that all the needs presented to the company on behalf of the workers or in general of the subjects represented are satisfied or in any case their feasibility is assessed.

Main needs and expectations:

- Horizontal and vertical communication in the company
- Protection of workers' health and safety

Local and national relations

There are various collaborations with local, regional and national authorities. The Emilia Romagna Region is one of the various institutional bodies included among the company's interesting parties. The Region is the first in Italy, and among the first at European level, in terms of promotion and investments regarding the environmental aspects associated with production activities. The reduction of waste and waste, separate collection and widespread participation are the basis of Regional Law 16/2015.

Main needs and expectations:

- Compliance with the main obligations regarding Health and Safety and the Environment

A close-up, black and white photograph of a car's headlight, showing the intricate details of the lens and the surrounding bodywork. The headlight is positioned on the left side of the frame, with the car's body extending towards the right.

Competitors

In the company's relationship with its competitors, VRM considers it essential to incorporate the good practice fielded by other realities in order to evaluate possible benefits in the face of their implementation in the company.

The aspects that specifically concern the offer in terms of product of competitors, are evaluated within the QMS.

Main needs and expectations:

- No unfair competition

Whistleblowing

Anonymous reporting opportunity

The success of our company is based on Integrity and Compliance. To meet this standard, it is important to learn of potential employee misconduct or supplier misconduct. Therefore, we offer opportunities for anonymous reporting and communication.

We assure not to perform any steps in order to identify anonymous whistleblowers, who do not misuse our Whistleblower System. VRM commits to non-retaliation against complainants.

As an external Partner of VRM, you can address your grievance to the email address info@vrmspa.com. Upon completion of the investigation the complainant will be informed of the outcome and of any further steps the company may have decided to take.

Should the complainant not agree with the outcome of the investigation, an appeal procedure is in place, by which the complainants are entitled to address their appeal to the company CEO. However, this does not affect the statutory right to contact designated authorities.

Whistleblowing

Anonymous reporting opportunity

Retaliation of whistleblowers and all persons who contribute to investigations at VRM will not be tolerated. The information will be processed in a fair, fast and protected process.

The complainer's identity is treated confidentially.

As an employee of VRM, you can report alleged misconducts to your Dept. Manager and/or to VRM HR Manager and/or VRM HRO, that will process the report with the utmost confidentiality and provide you with feedback in a reasonable time.



The complainant is provided confirmation of receipt upon reporting the complaint. The complainant or their representative will be consulted during remediation/resolution.

Potential violations of the Code of Ethics for Business Partners by suppliers, including serious risks and violations of human rights and environment by direct and indirect suppliers, can also be

reported to the HRO, who will process the issue accordingly. This particularly includes taking the necessary measures to minimize or end violations and/or risks.

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03.

Innovation



Growth Engine

Sustainability and innovation

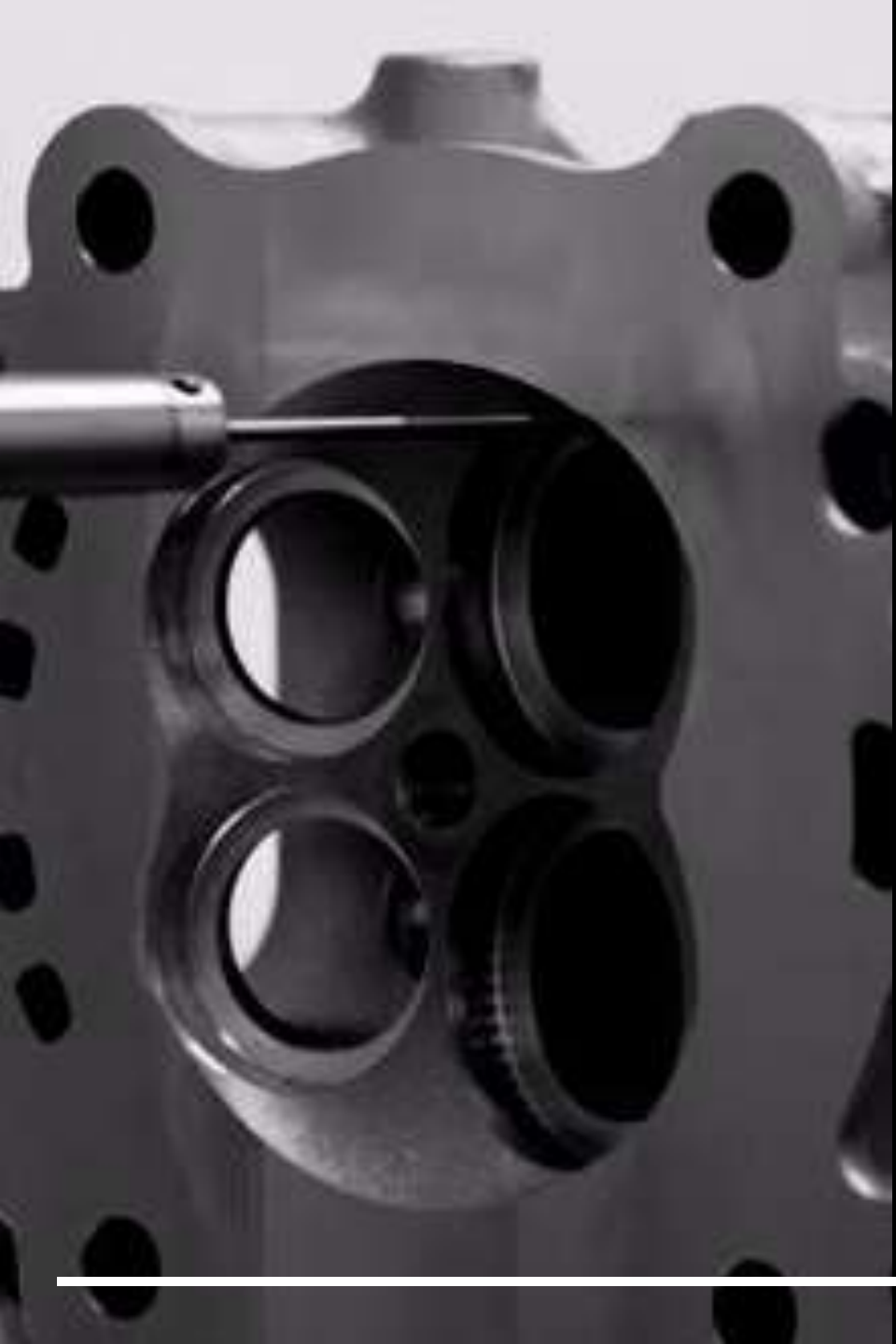
VRM promotes innovative and increasingly eco-sustainable production processes. It places change at the center of a market positioning and ethical commitment, involving our decision making, standard and processes within our plants on the Italian territory.

Success drivers

The added value that VRM creates is invested into 3 main silos: technologies, innovations and ethics, driving us to turnover, investment and employee increase.

Problem solving

Promptness in adapting to new challenges, entering new frameworks, combining new synergies. VRM counts on the cleverness of Italian talents.



Research & Development

Within the VRM group, the R&D department is of central importance and is responsible for developing ever more innovative and technological solutions. Every day a team of up-to-date and trained professionals designs, builds and field tests new products that meet market needs, fully respecting the environment.

Innovation is the engine that drives the various brands of the group which invests in the sector every day. The objective is to incorporate technological innovations to be applied to production processes and quality control systems.

VRM SPA is a company projected towards the future thanks to the constant strengthening and updating of the skills of its employees, the expansion of the production departments and the search for new technologies in order to always guarantee the highest level of quality.

Certifications

Quality

VRM SPA manufacturing processes are regulated by the *Quality Certification* issued by DNV GL, a well established and respected third party.

VRM and Marzocchi



MetalPlus



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Plant **VRM 1**

VRM 1 and VRM ex Pascoli

Environmental permits

Executive Determination : 480 dated 02/02/17 – Practice N.28/AS/2016 for VRM 1

Executive Determination : 481 of 02/02/17 – File N.28/AS/2016 for ex Pascoli VRM

The activities

Within the areas in question, the main activities concern design, experimentation, manufacturing and testing. You can locate:

01.

Production area: the pieces are placed and worked with the help of numerically controlled work centres.

02.

Quality office: in this area checks are carried out on the finished products intended for shipment in spot mode or in general in the manner envisaged by the company quality procedure or by specific customer requests. The checks are carried out using manual measuring instruments, such as meters, calipers and scales.

03.

Warehouse: in this area the pieces intended for third-party processing are stored and handled: unloading, storage, department replenishment, recovery and disposal of waste materials from the various departments;

04.

Research and development and tooling area;

05.

Offices: Administration and Commercial.

Related environmental aspects

By virtue of the activities carried out in the area in question, it is possible to identify the following environmental aspects:

01.

Emissions into the atmosphere: Emissions into the atmosphere come from mechanical metalworking activities, with a consumption of oil (as such or as an oily fraction of emulsions) equal to or greater than 500kg/year. The authorized emission points are identified with the abbreviations E1 (for the VRM1 plant) and E5 (for the VRM Pascoli plant). No powdery materials are moved and therefore there is no need to consider diffuse emissions.

02.

Domestic while wastewater of different nature (exhausted or washing solutions) is collected in the temporary deposit and subsequently disposed of as waste. Water discharges: the drains, also authorized by the AUA, only collect waste water.

03.

Ex Pascoli consist mainly of packaging and residues of ferrous material processing. Waste production and management: The waste connected to the work activities of the VRM1 and VRM plant.

04.

Noise: The noise associated with the activities carried out in the two plants derives mainly from the machines with numerical control as regards VRM 1 and from the activities related to the use of compressed air for VRM Pascoli. However, the machines installed inside the plants do not generate significantly perceptible noise outside the workplace. From a health and safety point of view, the aspect is assessed within the company DVR.

05.

Electrically they require a considerable use of energy as well as the use of methane gas to power the thermal plant (a heat generator with a potential of 360 kW is installed). The thermal power station used for heating is in function only in the winter period. Consumption of energy and raw materials: Powered CNC machines.

06.

Logistics and transport: Sourcing products via asphalt has a possible impact on the local traffic of the industrial area. The supplies and raw materials are unloaded at the warehouse areas and subsequently, on the basis of production-related needs, the various movements between the plants are carried out. The internal movements take place by means of electrically powered pallet trucks.



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Plant **VRM 2**

VRM 2

Environmental permits

Executive Determination: 479 of 02/02/17 – File N.27/AS/20164

The activities

In this area, assembly activities are performed (manually and using numerically controlled work centres), testing and washing. You can locate:

- Production area;
- Warehouse;
- Washing area;
- Logistics and Design Offices.

Related environmental aspects

By virtue of the activities carried out in the area in question, it is possible to identify the following environmental aspects:

01.

Emissions into the atmosphere: Emissions into the atmosphere come from surface degreasing of metals with a total consumption of solvents not exceeding 10kg/g and from mechanical processing of metals with a total consumption of oil equal to or greater than 500kg/year. For the VRM 2 plant, 3 emissions points identified with the abbreviations E2, E3 and E4 are authorized. No powdery materials are moved and therefore there is no need to consider diffuse emissions.

02.

N.27/AS/2016, provides that only domestic wastewater is transferred. Wastewater of different nature (exhausted or washing solutions) is collected in the temporary deposit and subsequently disposed of as waste. Water discharges: unloading, also authorized by the AUA n.479 dated 02/02/17

03.

Waste production and management the waste connected to the work activities of the VRM2 plant areConsisting mainly of packaging, residues from the processing of ferrous materials and washings carriedout on mechanical parts.

04.

Connected to the handling and cleaning of mechanical components with compressed air. Themachines installed inside the plant do not generate substantially perceptible noise outside theworkplace. From a health and safety point of view, the aspect is assessed within the company DVR. Noise: The noise associated with the activities carried out in plant n.2 derives mainly from the activities.

05.

Electrically powered and washing machines that require a certain number of water changes. Consumption is limited thanks to an emulsion separation system that allows the recovery of watertowards the process. On the other hand, to limit electricity consumption and migrate towards renewable energy sources, there is a photovoltaic system which to date, however, is not active due to issues relatedto its ownership. Consumption of energy and raw materials: There are machines inside the VRM 2 plant.

06.

Logistics and transport: Sourcing products via asphalt has a possible impact on the local traffic of the industrial area. The supplies and raw materials are unloaded at thewarehouse areas and subsequently, on the basis of production-related needs, the various movements between the plants are carried out. The internal movements take place by means of electrically powered pallet trucks.

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Plant **VRM 3**

VRM 3

Environmental permits

The VRM 3 plant has no discharges or emissions that require authorisation.

The activities

The area, essentially used as a warehouse, also hosts activities for the assembly of engine parts. You can locate:

- engine heads assembly department (first span starting from via dei Lombardi);
- semi-finished products warehouse and assembly wheel hubs and gear drums (second bay);
- warehouse.

Related environmental aspects

By virtue of the activities carried out in the area in question, it is possible to identify the following environmental aspects:

01.

Emissions into the atmosphere: The VRM 3 plant is mainly used as a warehouse and has no emissions requiring authorisation. The only 2 emissions into the atmosphere originated from two compression plants not subject to authorization pursuant to Legislative Decree 152/2006 as amended – art. 252, c. 5.

02.

Water discharges: There are no water discharges subject to specific authorization associated with the plant.

03.

Waste production and management: The waste connected to the work activities of the VRM 3 plant are consisting mainly of packaging.

04.

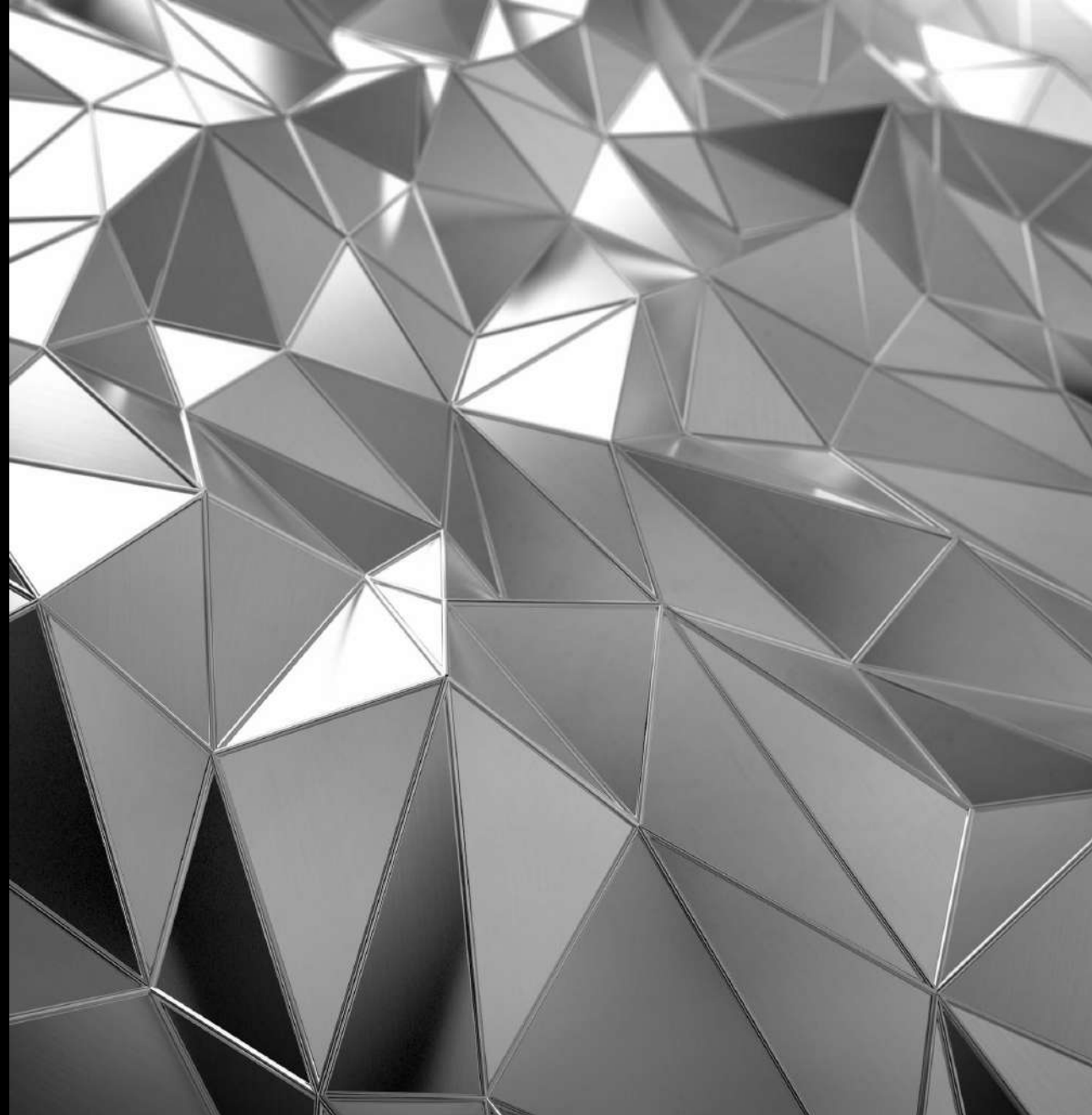
Noise: The noise associated with the activities carried out in plant n.3 derives mainly from the activities. Connected to the handling and cleaning of mechanical components with compressed air. The machines installed inside the plant do not generate substantially perceptible noise outside the workplace. From a health and safety point of view, the aspect is assessed within the company DVR.

05.

Attributable to the two electrically powered compression plants. Consumption of energy and raw materials: Inside the VRM 3 plant the main consumptions are attributable to the two electrically powered compression plants.

06.

Logistics and transport: Sourcing products via asphalt has a possible impact on the local traffic of the industrial area. The supplies and raw materials are unloaded at the warehouse areas and subsequently, on the basis of production-related needs, the various movements between the plants are carried out. The internal movements take place by means of electrically powered pallet trucks.





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Plant **VRM 5**

VRM 5

Environmental permits

The VRM 5 plant has no discharges or emissions that require authorisation.

The activities

The area is used for activities of:

- Component processing with the aid of numerically controlled work centres;
- Warehouse.

Related environmental aspects

By virtue of the activities carried out in the area in question, it is possible to identify the following environmental aspects:

01.

Emissions into the atmosphere: The VRM 5 plant is mainly used as a warehouse and has no emissions requiring authorisation. The only emissions into the atmosphere originate from Robur type air conditioning systems.

02.

Water discharges: There are no water discharges subject to specific authorization associated with the plant.

03.

Waste production and management: the waste connected to the work activities of the VRM 5 plant are consisting mainly of packaging and residues of the processes carried out using numerical control machines.

04.

Noise: The noise associated with the activities carried out in plant n.5 derives mainly from the activities. Related to the handling of mechanical parts. The machines installed inside the plant do not generate substantially perceptible noise outside the workplace. From a health and safety point of view, the aspect is assessed within the company DVR.

05.

Consumption of energy and raw materials: Inside the VRM 5 plant the main consumptions are attributable to air conditioning systems and numerical control machines.

06.

Logistics and transport: Sourcing products via asphalt has a possible impact on the local traffic of the industrial area. The supplies and raw materials are unloaded at the warehouse areas and subsequently, on the basis of production-related needs, the various movements between the plants are carried out. The internal movements take place by means of electrically powered pallet trucks.





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Plant **VRM 6**

VRM 6

Environmental permits

The VRM 6 plant has no discharges or emissions that require authorisation.

The activities

This area is configured as a single homogeneous environment, within which the following activities are carried out:

- Warehouse;
- Assembly and Fitting, where the following lines are present: traditional forks, Up Side Down forks (USD), Telelever forks, pumping line. Then there is a "White room", that is a closed environment, obtained inside the volume of the shed and equipped with forced ventilation from the outside, where the same assemblies of some of the aforementioned lines take place, in optimal conditions;
- Quality check;
- There are on the first floor the offices, meeting rooms, changing rooms and the cafeteria with the related room used for cooking food. The preparation, cooking and administration of meals is contracted out to an external company.

Related environmental aspects

By virtue of the activities carried out in the area in question, it is possible to identify the following environmental aspects:

01.

Emissions into the atmosphere: The VRM 6 plant is mainly used as a warehouse and offices, it has no emissions that require authorisation. Inside the building there is an air conditioning system to which an emission point is associated which does not require authorisation.

02.

Water discharges: There are no water discharges subject to specific authorization associated with the plant.

03.

Waste production and management: The waste connected to the work activities of the VRM 6 plant are consisting mainly of packaging relating to products entering the company.

04.

Noise: The noise associated with the activities carried out in plant n.6 derives mainly from the activities related to the handling of mechanical parts. The machines installed inside the plant do not generate substantially perceptible noise outside the workplace. From a health and safety point of view, the aspect is assessed within the company DVR.

06.

Consumption of energy and raw materials: Inside the VRM 6 plant the main consumptions are attributable to air conditioning systems.

07.

Logistics and transport: Sourcing products via asphalt has a possible impact on the local traffic of the industrial area. The supplies and raw materials are unloaded in the areas in front of the building and subsequently, on the basis of the needs related to production, the various movements between the plants are carried out. The internal movements take place by means of electrically powered pallet trucks.



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Plant **VRM 7**

VRM 7 Via Roma 32/2

Environmental permits

The VRM 7 plant has no discharges or emissions that require authorisation.

The activities

This warehouse essentially carries out the assembly of engine parts and chassis components (frames, subframes and swingarms) for the Ducati line. It is possible to locate in the shed:

- Production area(assemblies);
- Warehouse(also with external tarpaulin structure);
- Offices(on 2 floors, currently used only offices on the ground floor and not those on the first floor);
- Thermal power plant;
- Changing rooms and services.

Related environmental aspects

By virtue of the activities carried out in the area in question, it is possible to identify the following environmental aspects:

01.

Emissions into the atmosphere: The VRM 7 plant has no emissions requiring authorisation. The only emissions into the atmosphere originate from Robur type air conditioning systems.

02.

Water discharges: There are no water discharges subject to specific authorization associated with the plant.

03.

Waste production and management: The waste connected to the working activities of the VRM 7 plant are consisting mainly of packaging and counter products used for assembly.

04.

Noise: The noise associated with the activities carried out in plant n.7 derives mainly from the activities related to the handling of mechanical parts. The machines installed inside the plant do not generate substantially perceptible noise outside the workplace. From a health and safety point of view, the aspect is assessed within the company DVR.

05.

Consumption of energy and raw materials: Inside the VRM 7 plant the main consumptions are attributable to air conditioning systems.

06.

Logistics and Transportation: Procurement of products via asphalt involves a possible impact on the local traffic of the industrial area. Supplies and raw materials are unloaded in storage areas outside the main hall. The internal movements take place by means of electrically powered pallet trucks.





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Plant **VRM 8**

VRM 8 Via Roma 34

Environmental permits

The VRM 8 plant has emissions for which an application for authorization has been submitted general derogation on 31 July 2020 for which the Municipality of Zola sent the documentation to Arpae and pc to the company with protocol n.19731 of 6 August 2020 file n. 9/EA/20.

The activities

This warehouse essentially carries out the assembly of engine parts and chassis components (frames, subframes and swingarms).

Related environmental aspects

By virtue of the activities carried out in the area in question, it is possible to identify the following environmental aspects:

01.

Emissions into the atmosphere⁶: The VRM 8 plant has no emissions requiring authorisation. The only emissions into the atmosphere originate from Robur type air conditioning systems.

02.

Water discharges: There are no water discharges subject to specific authorization associated with the plant.

03.

Waste production and management: The waste connected to the work activities of the VRM 8 plant are consisting mainly of packaging and bench products used for the assembly of engine parts.

04.

Noise: The noise associated with the activities carried out in plant n.8 derives mainly from the activities related to the handling of mechanical parts. The machines installed inside the plant do not generate substantially perceptible noise outside the workplace. From a health and safety point of view, the aspect is assessed within the company DVR.

05.

Consumption of energy and raw materials: Inside the VRM 8 plant the main consumptions are attributable to air conditioning systems.

06.

Logistics and Transportation: Procurement of products via asphalt involves a possible impact on the local traffic of the industrial area. Supplies and raw materials are unloaded in storage areas outside the main hall. The internal movements take place by means of electrically powered pallet trucks.



IRII

04.

Sustainability



Energy management at VRM

Watch out for resources

Methane and electricity are used to meet energy needs.

As for the thermal units installed at the various plants, they guarantee domestic hot water and winter air conditioning of the respective rooms.

At the various plants there are also air conditioning systems, refrigeration systems, chillers and dryers.

All the obligations related to these plants (leak control, efficiency verification, maintenance registration, etc.) are kept under control by the Environmental Management System Manager, as reported in the appropriate procedures, who may use the support of external companies if necessary.

The consumption of the plant is well below the consumption threshold of 10,000toe per year set for the industrial sector, therefore the appointment of an Energy Manager for the optimization of consumption is not foreseen.

Sources of energy at VRM Plant

26,04%

Renewable
sources

11,54%

Carbon

50,36%

Natural
gas

1,23%

oil

6,23%

Nuclear

4,6%

Other sources

VRM Responsible Sourcing of raw Material Policy

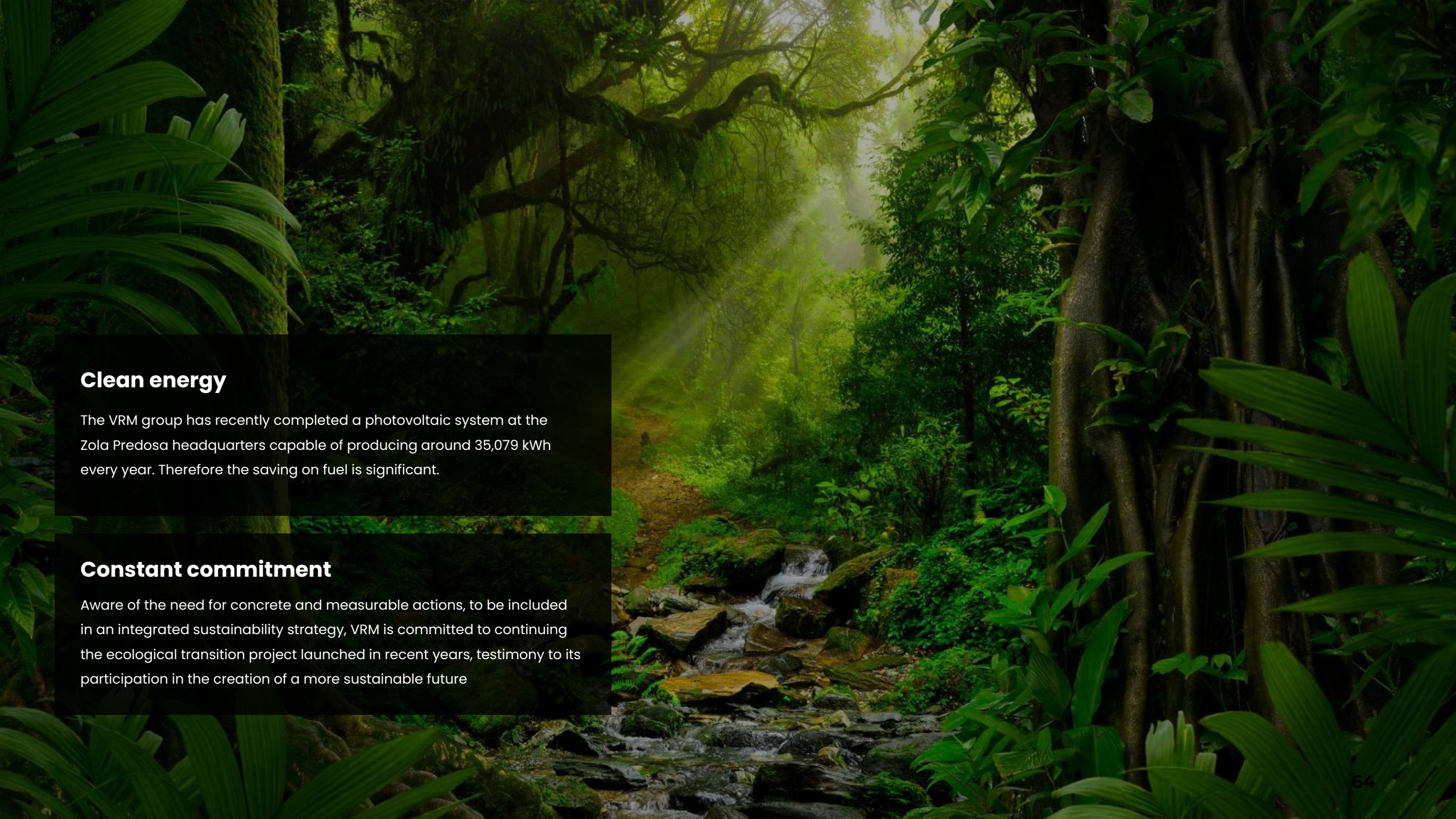
The goal of the Responsible Sourcing Policy is to communicate VRM's position and expectations regarding the responsible sourcing of raw materials. The policy is aligned with VRM's global sourcing commitments and global sustainability goals. The policy promotes engagement and standardized communication with our suppliers.

This Policy applies to all VRM Personnel, Business Partners, Direct and Indirect Suppliers, as well as contractors, consultants and temporary employees or secondees. This Policy and other relevant policies and procedures set a minimum standard that must be followed. Where local laws, regulations or rules impose a higher standard, that higher standard must be followed. The scope of the Policy includes the sourcing of all raw materials purchased by VRM Global Procurement and related services.



The expectations set forth in this Policy apply to all Direct and Indirect Suppliers in our businesses globally.

We are committed to supplying compliant, consistent, safe, responsibly sourced and sustainable products that push the boundaries of what's expected. VRM considers raw materials as responsibly sourced when they meet our social and environmental expectations (stated in this Policy) or for which continuous improvement plans are in place for Suppliers to work on. This Policy is guided by the Sustainable Development Goals (SDGs), the International Labor Organization (ILO) conventions, the Ten Principles of the United Nations (U.N.) Global Compact, the U.N. Guiding Principles on Business and Human Rights, and the Universal Declaration of Human Rights.



Clean energy

The VRM group has recently completed a photovoltaic system at the Zola Predosa headquarters capable of producing around 35,079 kWh every year. Therefore the saving on fuel is significant.

Constant commitment

Aware of the need for concrete and measurable actions, to be included in an integrated sustainability strategy, VRM is committed to continuing the ecological transition project launched in recent years, testimony to its participation in the creation of a more sustainable future

11211

05.

Relationship



Media

The media represented an opportunity for VRM to show the company to the stakeholders, as well as in terms of the quality of its products, also in terms of the efforts made and investments made to reduce the environmental impacts connected to the production activity and limit as much as possible the risks associated with Health and Safety in the workplace. VRM undertakes to provide the media with truthful and transparent information when requested.

Universities and Institutes

Young people are the future

Since its inception, VRM SPA has paid great attention to young talent, the future of every company. Thanks to the collaboration with the major Italian universities and institutes, the group has been able to develop profitable relationships over the years both to increase its workforce and to finance and develop new research projects and the creation of techniques and systems applicable to the automotive world.

Open day

Direct discussion through workshops, courses, refresher days with students and universities has allowed a mutual and continuous exchange of skills, advice and stimuli

Work in progress

The collaboration with some universities has allowed the development of various projects with the creation of prototype systems applicable to both the automotive and two-wheeler worlds

Sponsor



FAI – Fondo Ambiente Italiano

Attention to the territory and the culture

The VRM Group has joined the Corporate Golden Donor project promoted by the FAI to protect and enhance the Italian artistic and environmental heritage.



Telethon

Support for health and research

The VRM Group supports the activities of the Telethon foundation underlining its support for research also in the medical field.



GOLF CLUB BOLOGNA

Associazioni sportive

Golf Club Bologna

VRM Group supports many sports-related activities especially for young people and children



Thanks for the attention