

Fluid Global Solutions

BUSINESS, OUR WAY

Sustainability Report 2025

Voluntary non-financial statement.
This document has been prepared using data and information available as of 31 December 2025.
The reporting standard applied is the ESRS VSME.

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OPENING LETTER

GENERATE VALUE OVER TIME



Dear Stakeholders,

Growth is not merely a matter of outcomes, but primarily depends on the choices we make.

In 2025, Fluid Global Solutions strengthened its position, expanded its market presence and consolidated the progress it had made in recent years. Revenue rose by 7% compared with the previous year, together with improved operating profitability and a continued positive net financial position. Because of these achievements, we are now able to make further investments in organisational development and maintain our long-term perspective.

Once more this year, we are preparing the Sustainability Report voluntarily. We consider that sustainability is an essential part of business management and not just a matter of complying with regulations. Through measuring our performance, assessing risks and opportunities, and reporting our decisions, we incorporate sustainability into our strategy and thus provide a foundation for long-term growth.

This year, we strengthened our organisational development by investing in process improvement, digitalisation, governance, and skills enhancement, and we continue to regard innovation, adaptability, and empowering our people as our key strengths in a dynamic market.

We still deem our people as the company's most important asset, which is why we invest in skills development, the wellbeing of the organisation, and a working environment that enhances each individual's contribution. Meanwhile, we keep fostering an active relationship with the local area, knowing that our ability to create value also relies on the quality of our relationships with the community, our partners and all other stakeholders.

The Report outlines the course followed in 2025 and the tools we are employing to incorporate sustainability into our business management. It is an ever-developing journey, consisting of the results already obtained and the objectives yet to be achieved. We tackle it with pragmatism and a determination to improve each year.

We know that the challenges lying ahead will become more and more complex, and we will keep on meeting them by putting energy into our people, innovation, the quality of our processes, and even stronger governance, since we are convinced that this is the best means of creating long-term value for all our stakeholders.

Our thanks go to everyone who, through their work, trust, and cooperation, makes a daily contribution to the growth of Fluid Global Solutions.

The Founder and Owner,
Alessandro Biggio



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KEY HIGHLIGHTS

2025 MAIN RESULTS

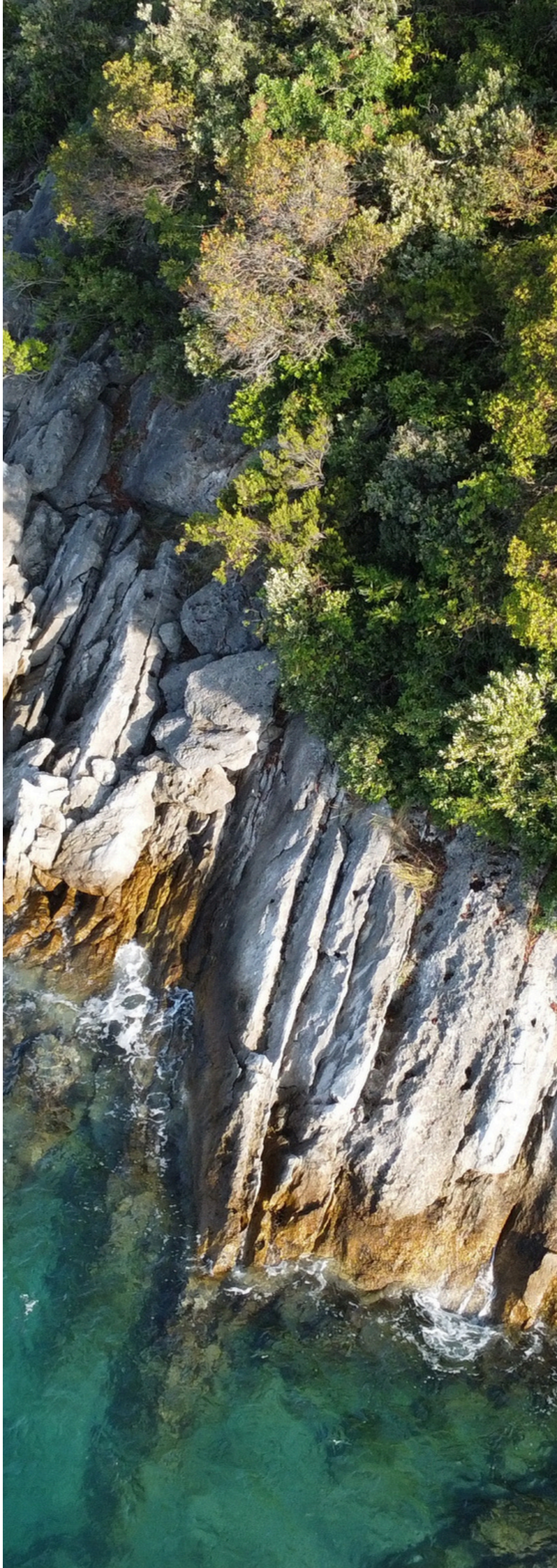
+16.5%
ORDERS ACQUIRED

309
HOURS OF TRAINING

15+
EDUCATION ACTIVITIES

100%
ELECTRICITY FROM RENEWABLE SOURCES

-6%
WASTE PRODUCED





FLUID GLOBAL SOLUTIONS

ESRS VSME – C1



THE COMPANY

Fluid Global Solutions is engaged in the sale, maintenance, remanufacturing, and supply of pumps, electric motors, and spare parts, providing specialised technical solutions for the marine, nautical, industrial, oil and gas, and civil sectors.

For many years, the company has built up its position in both national and international markets by using a business strategy based on technical expertise, good service and the capacity to quickly meet customer needs. As a result, it has been able to establish strong relationships with its customers, suppliers and partners, which in turn has enhanced its reputation for reliability.

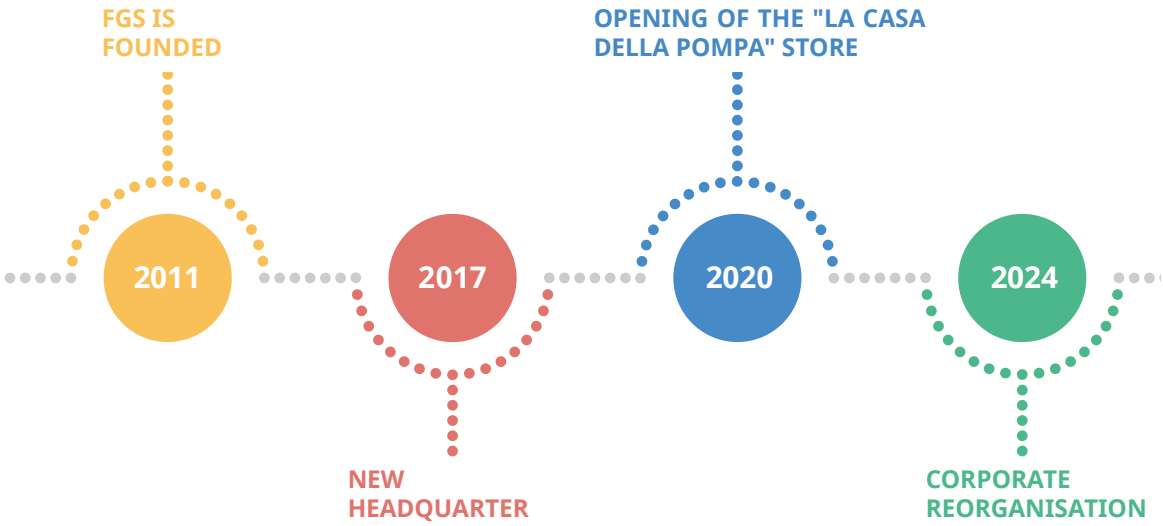
OUR VALUES

The values of Fluid Global Solutions have been consolidated over time through daily work, accumulated experience and the relationships built with customers, suppliers and partners.

Integrity, transparency, responsibility and attention to quality represent the principles that guide our way of doing business and drive corporate decisions.

We believe that trust is built through consistent behaviour, fair relationships, and a constant commitment to customers, employees, suppliers, and partners. This is why we operate with professionalism, technical expertise and attention to service quality, in the belief that a company's value is also measured by the quality of the relationships it is able to build and maintain over time.

These values act as the standard by which our work is guided and throughout the development of Fluid Global Solutions.



GROWING TOGETHER

The growth of Fluid Global Solutions results from the people who bring their skills, experience, and initiative to work every day.

We believe every person should contribute within their role to achieving common goals. This vision guides our concept of shared responsibility: the awareness that the company's results come from collective commitment.

To support this model, we invest in skills development and professional training so our people can face evolving markets and technologies with the right tools.

At the same time, we strengthen our business processes through evolving the ERP system, enhancing IT governance, cybersecurity, and digital tools. Our aim is to improve organisational efficiency and the quality of information supporting decision-making.

For us, innovation has value when it puts people in the position to work better, share knowledge and contribute to the development of the organisation.





SUSTAINABILITY AS A BUSINESS VISION

For Fluid Global Solutions, sustainability is the guiding principle in our business operations and strategic decisions.

Sustainability means understanding changes in the economic, technological, and social context, assessing their impact, and making choices that strengthen our organisation and adaptability.

It is not a series of isolated initiatives, but a management approach that integrates economic, environmental, and social factors into business decisions and supports our ongoing development.

We believe a company’s strength relies on combining reliability, responsibility, and vision, and viewing change as an opportunity for growth and innovation.

This vision guides Fluid Global Solutions’ strategic choices and is the foundation of the approach described in this Sustainability Report.









MARKETS AND INTERNATIONAL PRESENCE

Over the years, we have built a strong presence in both national and international markets, developed specialized technical skills, and steadily expanded in our main markets.

Fluid Global Solutions has mainly specialized in the marine sector. Our location in the La Spezia area, close to key Mediterranean logistics hubs, has helped us build strong expertise and relationships with shipowners, ship management companies, shipyards, and international partners.

We have also expanded into the nautical, industrial, and oil & gas sectors, offering advanced technical skills and services. Our refitting work builds on our marine experience, while our industrial and oil & gas operations use our expertise in fluid handling and management, especially where reliability and continuous operation are essential.

The creation of the "La Casa della Pompa" site has also strengthened our presence in the civil market and local services, allowing us to better support professionals, craftsmen, businesses, and local operators with maintenance, repairs, assistance, and technical consulting.

Fluid Global Solutions works with a wide range of customers, such as shipowners, ship management companies, shipyards, refitting operators, industrial and oil & gas companies, water infrastructure and network operators, and local professionals, craftsmen, and businesses.

By working in different markets, Fluid Global Solutions can combine skills, products, spare parts, and services to meet a variety of needs. This range of activities helps balance our business and makes us more adaptable as markets and customer needs change.

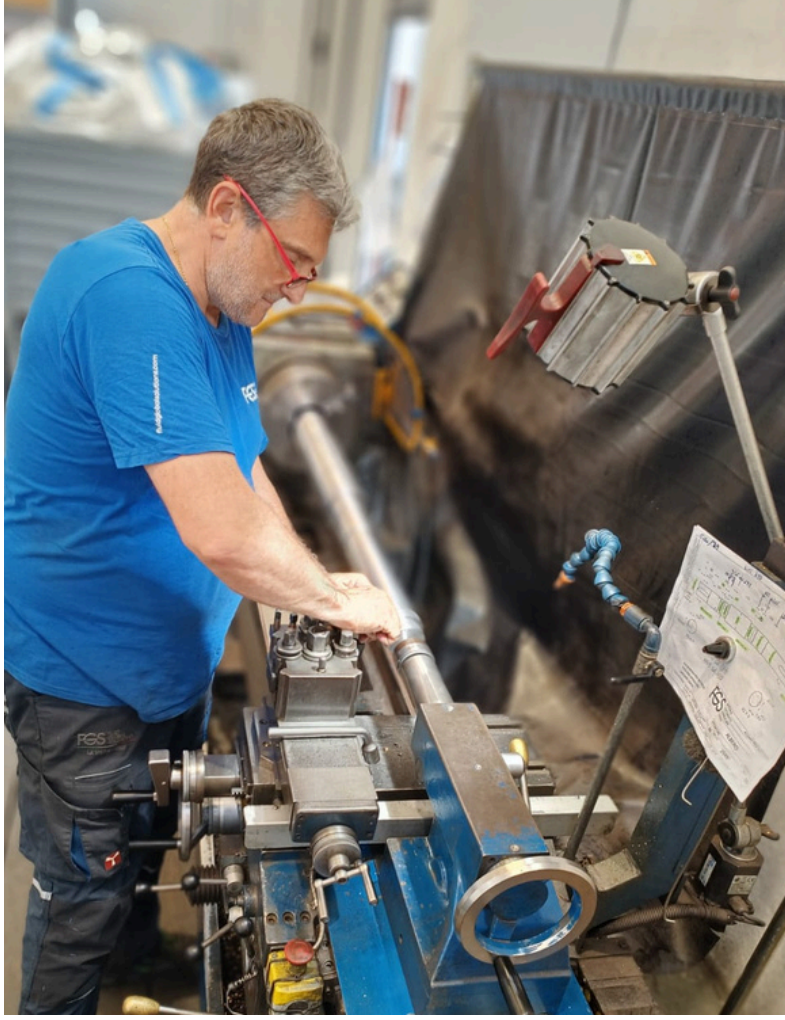


OUR EXPERTISE SUPPORTING CUSTOMERS

Fluid Global Solutions supports its customers throughout every stage of their equipment's life: from choosing the most suitable solution, to maintenance, through to functional restoration when intervention is needed on a plant already in operation.

This approach stems from the integration of product and spare parts supply, specialist technical expertise, and support services designed for the various sectors in which the company operates.

It is the company's in-depth knowledge of applications, combined with component availability and the ability to address even complex needs, that ensures equipment reliability and service continuity over time.



SPARE PARTS AND OPERATIONS

Fluid Global Solutions offers a comprehensive range of pumps, electric motors, and spare parts for the marine, nautical, industrial, and civil sectors: from centrifugal to positive-displacement pumps, from multistage to progressive-cavity pumps, from three-screw and gear pumps to diaphragm and submersible pumps. We complement this offering with a wide range of original and equivalent spare parts, and we can manufacture specific components when your application requires it.

Every plant has its own particular requirements, linked to the type of fluid handled, materials, operating conditions and technical specifications: from seawater to lubricating oils, from fuels to chemical fluids, through to onboard auxiliary services and industrial processes.

The company has built its expertise across these contexts, quickly identifying technically compatible solutions, reducing procurement times, and ensuring operational continuity for customers' plants.

TECHNICAL EXPERTISE AND SPECIALIST SUPPORT

The Technical Department is a central part of Fluid Global Solutions' service model. It helps customers identify components, analyse application characteristics and operational issues, and support equipment maintenance, overhaul, and restoration activities.

Every solution requires the assessment of multiple parameters — fluid characteristics, materials, required performance, and operating and installation conditions — based on which Fluid Global Solutions supports the customer in identifying and configuring the most suitable solution and, where applicable, in assembly activities.

Our experience across different markets helps us tackle even the most complex issues and find compatible alternatives when the originally installed components aren't immediately available.

In this sense, technical expertise goes beyond supplying a single product: it supports the customer in managing their equipment. It builds relationships over time founded on reliability, expertise and service quality.

MAINTENANCE, OVERHAUL AND ASSISTANCE

Maintenance, overhaul, and assistance activities are among the company's distinctive features and concern pumps, electric motors, and other equipment.

Interventions are carried out at the company's workshops, directly at customer premises, within industrial plants, or on board vessels. Activities may include checking the condition of the equipment, disassembly, component inspection, replacement of necessary parts, overhaul, reassembly and final functionality testing.

To support maintenance and overhaul activities, Fluid Global Solutions provides diagnostic instrumentation and test benches to identify anomalies, verify equipment condition, and assess proper operation and performance before returning it to service.

The integration of technical expertise, diagnostics, spare parts availability, overhaul and testing enables the company to fully manage the various stages of an intervention, from initial inspection through to return to service.







REVERSE ENGINEERING

Fluid Global Solutions carries out reverse engineering activities aimed at reconstructing components and resolving technical issues related, in particular, to older equipment, specific configurations or spare parts no longer available on the market.

Through technical surveys, analysis of the existing component, digital modelling and custom design, the Technical Department is able to reconstruct the geometric and functional characteristics of the component and define a solution compatible with the target equipment.



This activity is particularly significant in contexts where the original technical documentation is incomplete or unavailable, the component is discontinued, or the plant's characteristics require a dedicated solution.

The contribution of this activity to preserving the technical and economic value of plants is explored in greater detail in the section dedicated to the circular economy (ESRS VSME B7).

LOGISTICS, DATA AND SERVICE CONTINUITY

Keeping our service reliable depends on an efficient, continually improving logistics system.

In 2025, Fluid Global Solutions managed over 5,700 shipments, making sure customers in different sectors and locations had the parts they needed.

To help our warehouse run smoothly, we use an organized storage system and an automated vertical warehouse.
This setup improves how we manage spare parts, track materials, and prepare orders quickly.

Our digital systems help us manage logistics and share information, which improves tracking, efficiency, and the quality of service we offer our customers.

One of our customer tools is the *MyFGS* platform. It gives you digital access to your order details, shipment status, and support activities, making communication faster, clearer, and more effective.







CIRCULAR ECONOMY AND VALUE OVER TIME

ESRS VSME B7

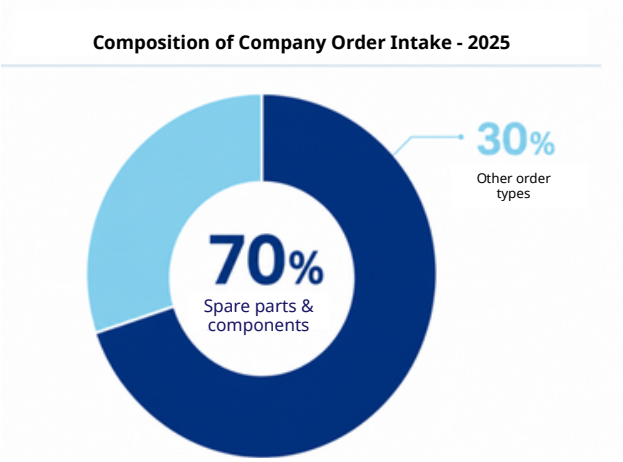
PRESERVING THE VALUE OF EXISTING PLANTS AND SYSTEMS

At Fluid Global Solutions, we view the circular economy not only as end-of-life product management, but as preserving the value of existing plants and systems for as long as possible.

This approach is directly consistent with the second principle of the circular economy as defined by the Ellen MacArthur Foundation[1]: keeping products and materials in circulation at their highest value.
This principle is achieved through maintenance, reuse, repair, refurbishment and remanufacturing activities, which extend the useful life of assets while preserving their functionality and performance before resorting to material recycling.

The circular model therefore stands in contrast to the traditional linear approach based on production, use and replacement, promoting more efficient use of resources and reducing the need for new raw materials and waste generation.
European policies [2] also recognise repairability, maintenance and reuse as key tools for extending product life cycles and fostering more sustainable consumption and production models.

Fluid Global Solutions' contribution to this model aligns with our core business.
Through integrated products, technical expertise, and specialist services, we help keep plants and systems operational, extend their life, and promote efficient resource use.



In 2025, approximately 70% of our order intake consisted of components and spare parts, demonstrating our commitment to maintaining existing equipment.

Having replacement components available is often the most effective way to preserve functionality, extend useful life, and maintain technical and economic value over time.

Supplying spare parts is not only a commercial activity, but also a tangible contribution to circular economy principles.



[1] Ellen MacArthur Foundation, Circulate Products and Materials, second principle of the circular economy: keeping products and materials in circulation at their highest value through maintenance, reuse, repair, refurbishment and remanufacturing. https://www.ellenmacarthurfoundation.org/circulate-products-and-materials?utm
[2] https://www.consilium.europa.eu/en/topics/circular-economy/?utm

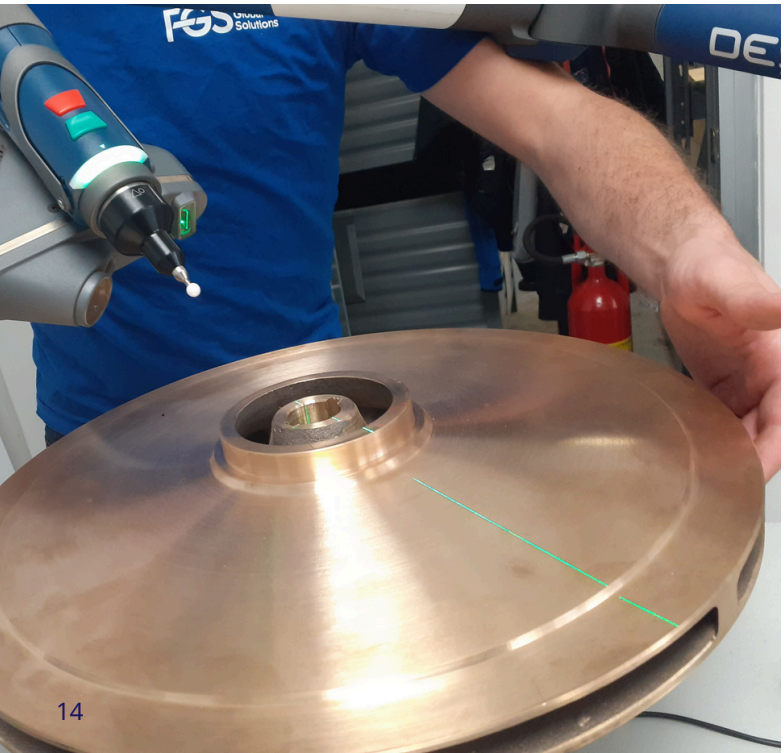
The company's wealth of technical expertise also contributes to making this approach possible. In-depth knowledge of components and how they function enables targeted interventions, helps determine which parts actually need replacing, and supports evaluation of alternatives to complete replacement of plants and systems.

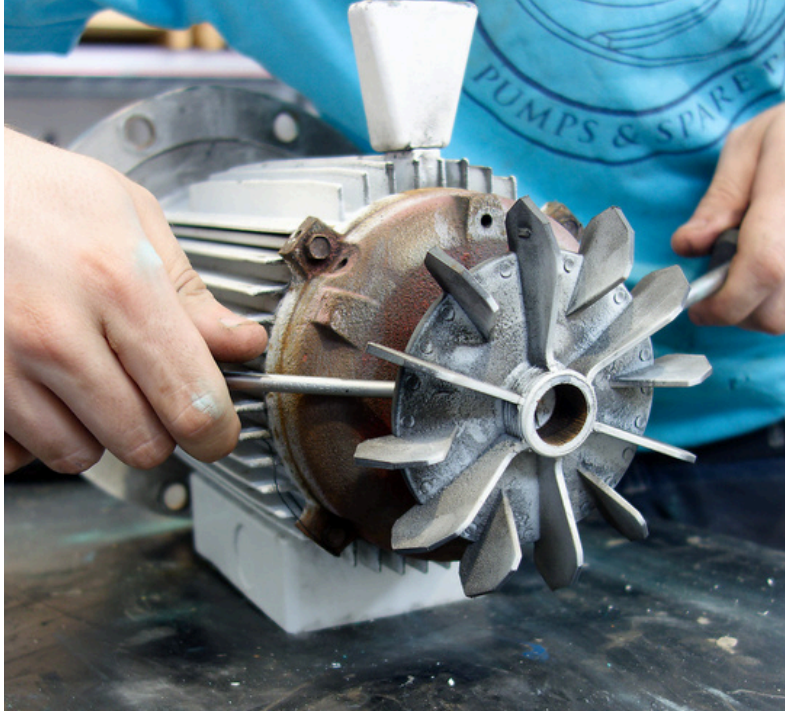
In many cases, the ability to intervene on a single component makes it possible to preserve the value of the entire system, with both economic and environmental benefits.

This activity is complemented by maintenance, overhaul, technical assistance and reverse engineering activities, which make it possible to recover components no longer available on the market, restore impaired functionality and enhance the value of plants that would otherwise be destined for replacement. Through these activities, the company helps preserve the technical, economic and functional value of existing systems, promoting more efficient use of resources.

This approach is also supported by the progressive evolution of the company's tools and processes.

The growing availability of technical information, activity traceability and structured data management helps make maintenance, assistance and component life-cycle management activities more effective, fostering greater operational continuity and more efficient use of resources.







The dissemination of expertise and information represents a further element supporting this model. Through technical content, informational insights, and awareness-raising activities aimed at customers and operators, Fluid Global Solutions promotes a maintenance culture oriented toward fault prevention, proper component management, and the preservation of value over time.

Conscious and timely maintenance helps extend the useful life of plants and systems and promotes more efficient use of resources. From this perspective, the circular economy is a guiding principle for how Fluid Global Solutions creates value.

By supporting the continued operation of plants and systems, we contribute to more efficient resource use, the enhancement of existing investments, and a more sustainable development model.

THE INTERNATIONAL GROWTH

Fluid Global Solutions operates internationally, with a strong commercial presence in Italy and several other European and non-European countries.

In addition to the Italian market, which remains a key segment, Greece, Germany, the Netherlands, the United Kingdom, and Turkey are also important. The company is expanding in high-growth regions such as the Middle East and Asia, with activities in the United Arab Emirates, Singapore, and China.

A network of agents and partners supports international growth, allowing the company to cover diverse regions while maintaining direct relationships with shipowners, ship management companies, shipyards, industrial operators, and end customers.

In 2025, the total value of orders reached approximately €8.7 million, an increase of 16.5% over the previous year. The number of orders grew from 5,834 to 6,131, reflecting continued commercial growth.

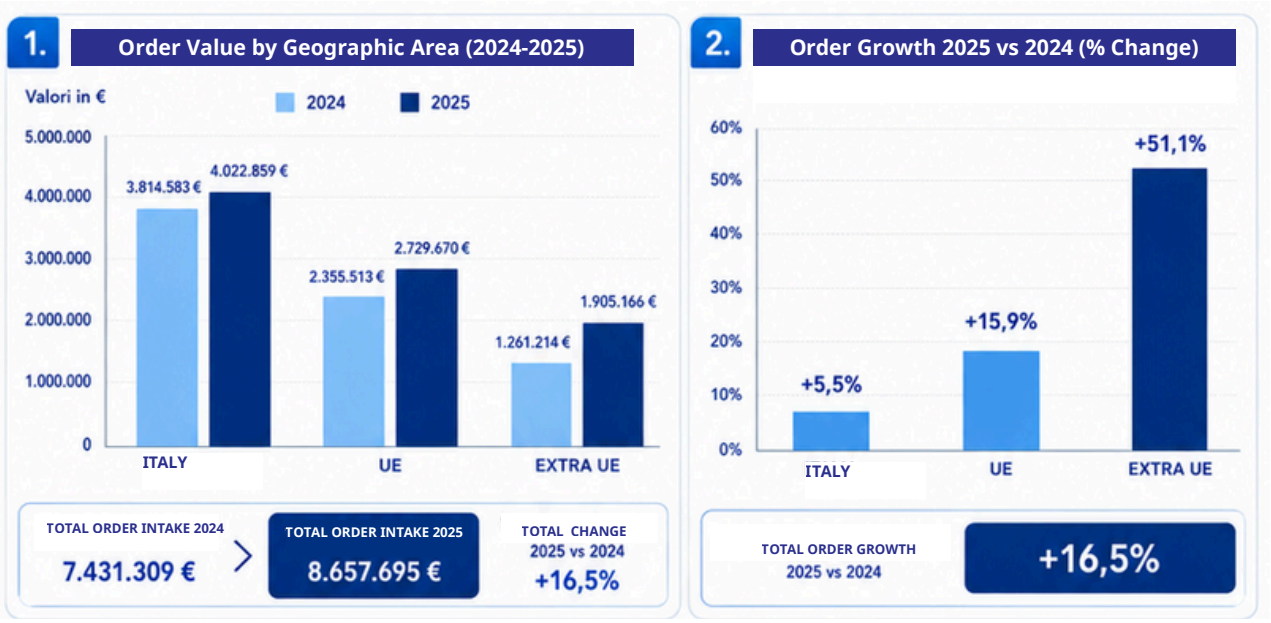
+50%

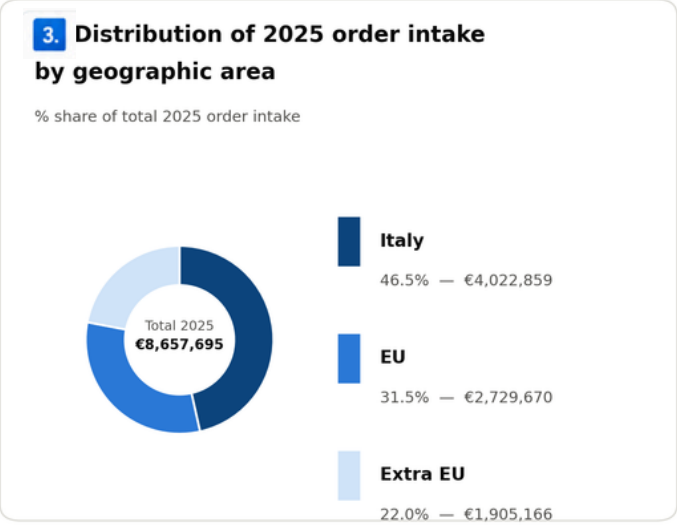
Non-European markets recorded growth of over 50% in the value of orders acquired compared to 2024.

Non-European markets saw the largest increase, with order values rising by over 50% compared to 2024. This highlights the company's expanding presence in high-potential regions.

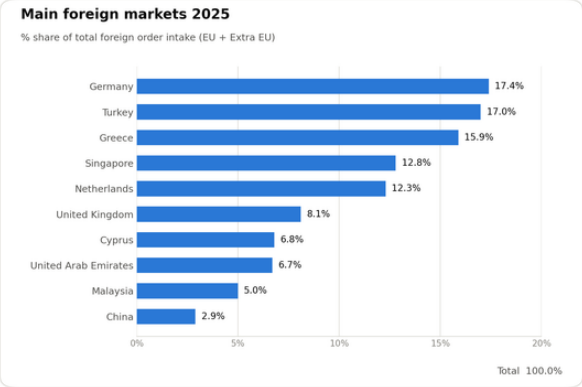
European markets also grew by approximately 16%. The Italian market remained central, with a 5.5% increase in order value.

Geographic presence and market diversification distribute the company's activities across various economic contexts, reducing reliance on a single market and enhancing adaptability to international changes.









↗ In 2025, order value grew +16.5% compared to 2024, driven by significant growth in international markets, particularly Extra EU (+51.1%)

The number of orders increased by +5.1% (from 5,834 to 6,131), while average order value grew by +10.8%

THE SUPPLY CHAIN AS A FACTOR OF RELIABILITY AND RESILIENCE

The ability to ensure operational continuity, service quality, and prompt customer response depends significantly on the strength of the supply network.

This is why Fluid Global Solutions considers the supply chain a strategic component of its business model, capable of supporting operational efficiency, supply continuity and service quality through consolidated relationships with qualified partners.

Supplier selection and management are guided by reliability, product and service quality, technical expertise, responsiveness to operational needs, and the development of long-term collaborative relationships.

Over the years, many supply relationships have been strengthened, encouraging the exchange of expertise, technological advancement, and shared solutions.

This network is a key aspect of the company's business model and enhances service quality for customers.

In 2025, Fluid Global Solutions launched an initiative to share its Code of Ethics with suppliers and business partners.

Through this initiative, the company communicated the principles and values that guide its operations, encouraging integrity, fairness, transparency, respect, and professional responsibility.
This marks the first step toward greater supply chain engagement on sustainability and corporate responsibility.

The company plans to gradually integrate ESG criteria into supplier qualification and evaluation, strengthening its sustainability management system and fostering relationships focused on creating shared value.



In 2025, about 61% of the total purchasing value was with Italian suppliers, complemented by significant procurement from European partners, especially in Poland, Germany, and Bulgaria.
Most procurement is sourced from Europe, reflecting the company's commitment to proximity, reliability, and quality in its supply chain.

In addition to its European base, Fluid Global Solutions works with suppliers in Asia and other key international markets.

This diversification reduces reliance on individual markets and strengthens the company's ability to adapt to supply chain disruptions.

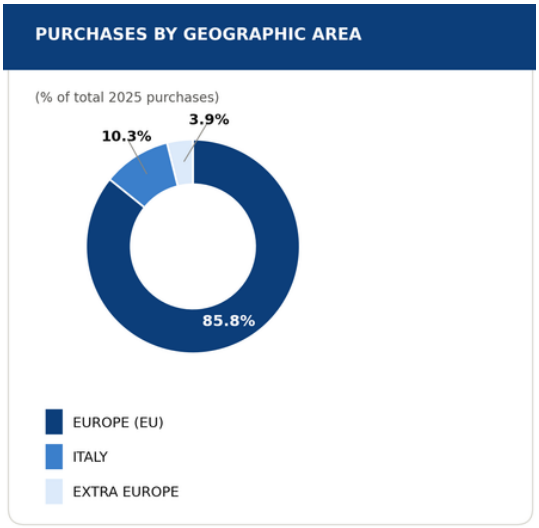
In an environment of increasing geopolitical complexity and market volatility, a qualified and diversified supplier network is essential for resilience.

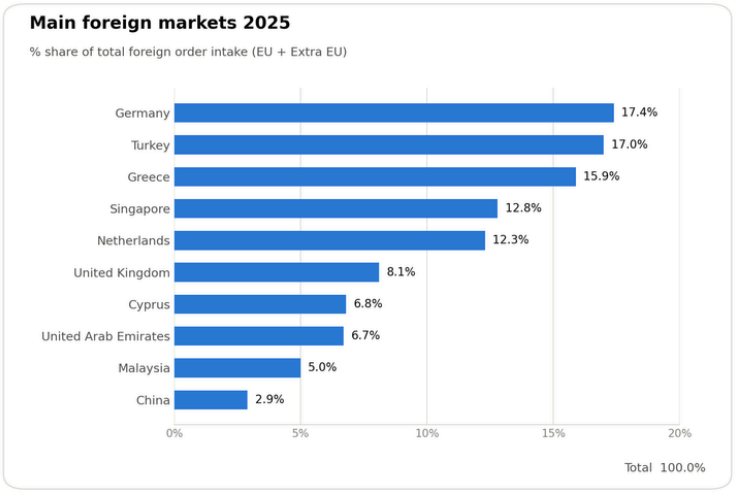
Strong supplier relationships and diversified sourcing enable the company to manage disruptions effectively and maintain operational continuity.

Through this consolidated partnership system, Fluid Global Solutions supports operational continuity. Through its established partnerships, Fluid Global Solutions ensures operational continuity, high service quality, and prompt customer response.

OUR SUPPLY CHAIN

Geographic distribution of 2025 purchases





Our supply chain is characterised by strong roots in Europe: 85.8% of purchases come from European suppliers, of which 10.3% in Italy.

INDEPENDENT CERTIFICATIONS AND ASSESSMENTS

For Fluid Global Solutions, certifications and independent assessments are essential for verification and ongoing improvement. Benchmarking against national and international standards allows the company to monitor process effectiveness, identify development opportunities, and enhance organisational reliability.

Certifications, ratings, and assessment systems support the organisation’s growth by strengthening service quality, process efficiency, and credibility. They are ongoing tools rather than final goals.

ESG RATING

In 2025, Fluid Global Solutions again received the ESG rating from the Synesgy platform, confirming its continued integration of environmental, social, and governance principles.

Developed using CRIF Ratings' methodology and aligned with international standards, the assessment measures ESG performance, identifies areas for improvement, tracks organisational progress, and guides future sustainability initiatives.

ISO 9001 QUALITY MANAGEMENT SYSTEM

Fluid Global Solutions has held UNI EN ISO 9001 certification since 2013. In 2025, the company successfully renewed this certification, confirming its Quality Management System meets international requirements.

The Quality Management System enables the company to oversee operations, define responsibilities and procedures, manage information, and monitor performance. This approach supports service quality, reliability, and operational continuity.

This certification is part of the company’s broader development strategy, which also includes process digitalisation, enhanced management tools, and ongoing operational efficiency improvements.



COLLABORATION AND INDUSTRY NETWORKS

Fluid Global Solutions actively participates in associative networks, technical bodies and professional networks operating at the local, national and international levels. Through these collaborations, the company develops relationships, shares expertise and takes part in discussions on the key issues shaping the evolution of the sectors in which it operates.

Participation in these networks fosters dialogue with businesses, institutions, research centres and operators within its reference supply chains, contributing to the dissemination of good practices, innovation and the growth of these supply chains.



NATIONAL LEVEL

CONFINDUSTRIA - Fluid Global Solutions is a member of Confindustria La Spezia, a territorial association within the Confindustria System, the leading representative organisation of Italian businesses. Participation enables the company to stay informed about economic, regulatory, and industrial developments, and to address topics such as innovation, sustainability, competitiveness, and business growth.

Membership in the Confindustria System also promotes dialogue with companies across various sectors, supporting the development of local relationships and collaborations.

In 2025, Fluid Global Solutions' commitment to the association was reinforced by the appointment of its Chief Executive Officer as Vice President of Confindustria La Spezia.
This role demonstrates the company's dedication to supporting the local business community and engaging with institutions.

ASSONAVE - Fluid Global Solutions participates in Assonave, the National Association of the Shipbuilding Industry, which unites companies and operators from key sectors of the Italian maritime supply chain.

Through this association, the company maintains ongoing dialogue on developments in the marine and nautical sectors, addresses strategic issues, and helps facilitate knowledge sharing and the advancement of national industrial expertise.

CONSORZIO TECNOMAR LIGURIA – Fluid Global Solutions is a member of the Tecnomar Liguria Consortium, which brings together small and medium-sized enterprises in marine technologies, shipbuilding, boatbuilding, and blue economy activities.

Through this membership, the company supports initiatives in research, innovation, training, and technological development, encourages collaboration among businesses, institutions, and researchers, and helps strengthen the competitiveness of the Ligurian production system.

INTERNATIONAL LEVEL

EMISA - Fluid Global Solutions is a supporting member of EMISA (European Marine International Suppliers Association), an international organisation that promotes fairness, transparency, and fair competition in the marine supply sector.

As a member, the company helps promote shared standards for quality, commercial procedures, certifications, and fair market practices, while maintaining ongoing dialogue with international operators.

IMPA - Fluid Global Solutions is a member of IMPA (International Marine Purchasing Association), a leading international organisation dedicated to the maritime supply chain.

By participating in the association's activities, the company engages with international operators, explores market developments, and shares best practices to improve efficiency, quality, and transparency in marine supply management.







PEOPLE

ESRS VSME – B8

PEOPLE AT THE HEART OF THE GROWTH

Fluid Global Solutions creates long-term value through the skills, responsibility, and engagement of its people, who drive the company's daily development.

In a sector defined by technical specialisation, ongoing innovation, and long-term relationships, human capital is a key driver of the organisation's competitiveness and resilience.

Empowering people is central to the company's sustainability strategy. By investing in skills, supporting wellbeing, encouraging professional growth, and building a culture of trust and responsibility, the company strengthens its capacity to adapt, innovate, and create long-term value.

In 2025, Fluid Global Solutions advanced its organisational growth by enhancing both its structure and its tools for listening, training, wellbeing, and skills development.
The company believes that sustainability relies on creating an environment where people can realise their potential and actively contribute to growth.

AN EVOLVING ORGANISATION

As of 31 December 2025, Fluid Global Solutions employed 26 people, reflecting the company's continued growth in recent years.
The growing workforce has driven ongoing organisational development, supporting company growth while maintaining close decision-making, operational flexibility, and strong integration across functions.

The team includes 16 men and 10 women, with women making up 38% of staff. The average age is 39.4 years, reflecting a blend of technical skills, experience, and professionalism. The gradual increase in average age in recent years is due to workforce stabilisation and the company's success in retaining and developing talent.

	2023	2024	2025
Permanent contract	1	0	1
Fixed-term contract	22	24	25
Active internships	-	1	-
Total	23	25	26
Full time	22	24	24
Part- ime	1	1	2



The vast majority of employees are hired on permanent contracts, confirming the company's commitment to building stable, long-term working relationships. Staff turnover, at 3.8% in 2025, also reflects a good ability to retain talent and supports organisational continuity and the preservation of the company's skills and expertise.

	2023	2024	2025
M	13	16	16
F	9	9	10
AVERAGE AGE	36,86	37,7	39,42



DIVERSITY, EQUAL OPPORTUNITIES AND EQUITY

ESRS VSME – C5

Fluid Global Solutions' human resources management is guided by respect for individuals, equal opportunities, and a commitment to valuing skills.

The company views diversity as a key factor that enhances skills, experience, and perspectives, strengthening its ability to operate across various contexts and meet customer needs.

Percentage of women in the workforce	2024	2025
	36%	38%

In 2025, women made up 38% of the workforce, reflecting continued growth in female representation within a sector traditionally dominated by male technical professionals.

The company also prioritises gender balance in leadership roles.

A Top Management Gender Diversity Ratio of 1 demonstrates equal representation of men and women in senior management, underscoring the company's commitment to valuing skills and professionalism regardless of gender.

Top Management Gender Diversity ratio [4]	2025
	1

[4]Female executives and managers as a ratio to male executives and managers.

While full-time employment remains prevalent, Fluid Global Solutions adopts flexible working arrangements that allow operational needs to be reconciled with employees' personal needs.

Turnover Rate*	2025
	3,8

*The outbound turnover rate is calculated by dividing the number of employees who left the organisation during the reporting year by the average number of employees present during the same period; the result is then multiplied by 100 to express the value as a percentage.



PAY EQUITY
ESRS VSME – B10

Fluid Global Solutions follows the National Collective Labour Agreement for the Tertiary, Distribution and Services sector (CCNL Commercio). This means all employees are fully covered by the contract, and the company meets all economic and regulatory requirements from collective bargaining.

The company sees pay equity as a key part of managing its people and regularly checks indicators of equal treatment. In 2025, the unadjusted Gender Pay Gap was -1.48%.

This means women's average hourly pay was a bit higher than men's. The company's result is much better than the European Union average, which Eurostat reports as 11.1%.

Non adjusted Gender Pay Gap [5]	2025
FGS	-1,48
European Average (Eurostat) [6]	11,10%

[5] The unadjusted gender pay gap represents the difference between the average gross hourly earnings of employees who identify as men and those who identify as women, expressed as a percentage of average gross hourly earnings of men. Unlike the adjusted gender pay gap, the unadjusted figure does not account for pay differences arising from variations in years of experience, qualifications, contract types or roles.
[6] (2024) https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender_pay_gap_statistics

ORGANISATIONAL WELLBEING, WELFARE AND FLEXIBILITY

Fluid Global Solutions considers employee wellbeing essential to the organisation's growth. To support this, it fosters a work environment that addresses employees' needs through welfare programs, flexible work options, and initiatives that promote work-life balance.

In 2025, the company enhanced its welfare and quality-of-life initiatives, notably by extending supplementary healthcare coverage to all employees to further support individual wellbeing.

SUPPLEMENTARY HEALTHCARE COVERAGE
SMART WORKING
PART-TIME WORK
CORPORATE WELFARE PLATFORM

The organisation has expanded flexible working arrangements by promoting remote work for suitable roles and introducing part-time options where feasible.
These measures address diverse organisational and personal needs, supporting a better work-life balance.

The company offers a welfare platform that enables employees to manage benefits flexibly, encouraging use according to individual needs.

In 2025, the company introduced a digital platform for managing attendance and key administrative processes.

This tool allows employees to independently track attendance, holidays, leave, and personal documents, and to clock in and out via mobile devices when appropriate. Digitalising these processes increases transparency, streamlines administration, and supports more efficient human resources management.

At Fluid Global Solutions, organisational wellbeing results from integrating tools, services, and arrangements that enhance quality of work life, individual autonomy, and a culture of trust and responsibility.



TRAINING AND SKILLS DEVELOPMENT

Evolving markets, technologies, and organisational models make continuous skills development essential to Fluid Global Solutions' growth.

To address these needs, the company plans training activities annually, aligning them with input from different functions, operational requirements, and strategic priorities. Programmes focus on technical and regulatory updates as well as professional and managerial skill development.

TOT HOURS OF TRAINING	
2023	263
2024	291
2025	309
DELTA	+6%

In 2025, the company delivered 309 hours of training, demonstrating its ongoing commitment to human capital development.

A significant portion of this training addressed mandatory requirements, with particular emphasis on occupational health and safety and compliance with legislative provisions.

	2024	2025
TOTAL MANDATORY TRAINING HOURS	98	230
TOTAL VOLUNTARY TRAINING HOURS	193	79

Fluid Global Solutions also promoted programmes to develop soft skills, leadership, communication, and collaboration across all functions, supporting the organisation’s ongoing evolution.

Training enables the company to maintain up-to-date skills, foster innovation, and adapt its organisational model.







AWARENESS AND GROWTH PATHS

Fluid Global Solutions uses listening and dialogue tools to understand employees' needs and support ongoing organisational improvement.

In 2025, the company conducted an internal survey to gather structured feedback from employees on company climate, engagement, growth opportunities, and skill recognition.



This initiative identified strengths and areas for improvement, which were shared with department heads.
Based on the results, targeted improvement plans were developed for departments needing additional support.
In these areas, coaching programs and initiatives aimed at enhancing communication, collaboration, and professional relationships were introduced.

These activities mark the beginning of a broader organisational evolution focused on clarifying roles, responsibilities, collaboration, and professional development opportunities.

In 2026, the company will launch a structured project to define its organisational structure, formalising roles, responsibilities, and development paths for each function.
This project is based on the 2025 survey findings and aims to strengthen organisational awareness, operational clarity, and skill recognition.
For Fluid Global Solutions, listening to employees creates the foundation for shared growth by turning internal dialogue into concrete actions for improvement.





SAFETY AS A SHARED VALUE

ESRV VSME – B9

Protecting health and safety is a fundamental principle of Fluid Global Solutions' business.

The company operates daily in environments with varying risk levels, including offices, workshops, warehouses, industrial plants, and vessels.
Prevention, expertise, and responsibility are essential to maintaining safe working conditions.

Safety is embedded in work organization through operating procedures, training, ongoing updates, and behaviors focused on risk prevention.

In 2025, 230 hours of health and safety training were delivered, demonstrating the company's commitment to a culture of prevention and sustained awareness.

Continued focus on these areas resulted in no workplace accidents, serious incidents, occupational illnesses, or work-related deaths in 2025.

For Fluid Global Solutions, safety is a shared value that protects people, supports operational continuity, and fosters a responsible and aware work environment.



Health & Safety training hours provided		
2023	2024	2025
30	98	230

The policies and initiatives developed in 2025 are summarized in the indicators below, which Fluid Global Solutions uses to monitor performance over time in areas such as people, training, inclusion, and health and safety.

	2022	2023	2024	2025
Number of deaths as a result of workplace accidents	0	0	0	0
Number of workplace accidents with serious consequences (excluding deaths)	0	0	0	0
Number of recordable workplace accidents	0	0	0	0
Hours worked	26.202	32.518	41.134	42.793
Tasso di decessi risultanti da infortuni sul lavoro	0	0	0	0
Rate of deaths resulting from workplace accidents	0	0	0	0
Rate of recordable workplace accidents	0	0	0	0
Total number of deaths caused by occupational illness	0	0	0	0
Total number of recordable occupational illness cases (deaths excluded)	0	0	0	0
Occupational illnesses resulting from exposure to workplace hazards	0	0	0	0
Work-related accidents while working remotely	0	0	0	0
Commuting accidents (home-to-work travel)	0	0	0	0



GOVERNANCE

ESRS VSME – C6

Fluid Global Solutions

GOVERNING SUSTAINABLE GROWTH

For Fluid Global Solutions, governance is more than a set of rules or procedures. It is the framework that translates strategic vision into decisions, behaviors, and relationships aligned with company values. Sustainability is central to this approach.

We are integrating economic considerations with environmental, social, and governance factors.

This approach supports informed decision-making, effective risk management, identification of new opportunities, and lasting value creation for all stakeholders.

SUSTAINABILITY COMMEETTEE
ETHICS CODE
DIGITAL GOVERNANCE
ASSESSMENT

In 2025, FGS strengthened its governance by fully implementing the Sustainability Committee, adopting the Code of Ethics, enhancing digital governance, and introducing new monitoring and improvement tools.

Governance now serves as the link between strategy, innovation, responsibility, and transparency, supporting company growth in a changing economic and regulatory environment.

SUSTAINABILITY COMMITTEE

A STRATEGIC OVERSHIGHT BODY

Established in 2024, the Sustainability Committee became fully operational in 2025 and now serves as the company's primary body for coordinating ESG initiatives.

The Committee comprises members from diverse areas of the company, bringing complementary expertise in technical, administrative, financial, organisational, communication, and sustainability fields.

This multidisciplinary approach enables a cross-functional perspective on ESG issues, encourages collaboration across departments, and integrates sustainability into decision-making.

The Committee's main responsibilities are:

SUSTAINABILITY REPORT COORDINATION
MONITORING ESG INDICATORS
SETTING IMPROVEMENT PRIORITIES
OVERSEEING THE CODE OF ETHICS
PROMOTING SUSTAINABLE CULTURE
FACILITATING STAKEHOLDER DIALOGUE

Regular meetings and ongoing communication with Management ensure effective monitoring of initiatives, alignment of priorities, and continuous oversight of the company's sustainability efforts.



THE ETHICS CODE

THE VALUE GUIDING EVERY DECISION

In 2025, Fluid Global Solutions adopted its Code of Ethics and Conduct, which defines the principles and standards of behaviour required of all individuals representing the company.

The Code is more than a set of rules; it is a governance tool that guides daily decisions and promotes behaviour aligned with the company's values, including legality, transparency, fairness, and responsibility. The entire organisation is responsible for applying the Code.

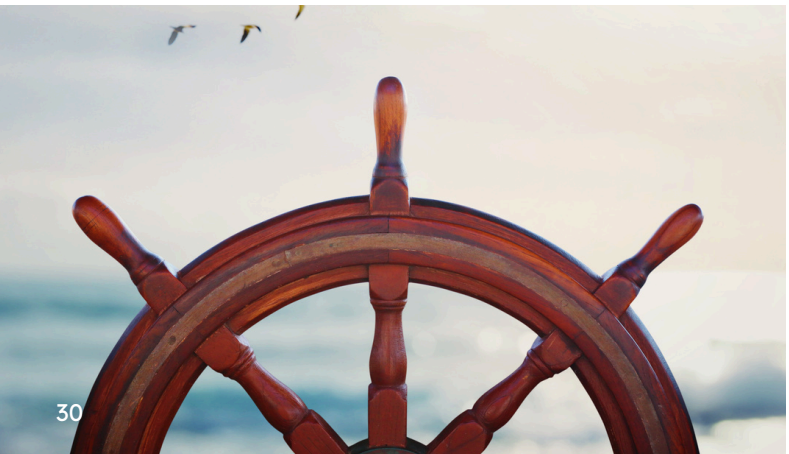
All employees must understand and follow its principles in their work, fostering a culture of integrity, mutual respect, and responsibility.

In 2025, the Code of Ethics was also shared with suppliers and business partners to promote shared principles throughout the value chain and strengthen relationships based on integrity, transparency, and fairness.

The Code governs the main areas of corporate responsibility and serves as the reference point for the development of the policies and initiatives described in the following sections.

THE PRINCIPLES GOVERNED BY THE CODE OF ETHICS

AREA OF OVERSIGHT	FGS'S COMMITMENT
⚖ **Integrity and transparency**	Acting with fairness, legality, transparency and responsibility in all business relations.
✓ **Human rights and inclusion**	Protecting human dignity, promoting equal opportunities and combating all forms of discrimination.
✓ **Health and safety**	Ensuring safe working environments, promoting prevention and people's wellbeing.
■ **Protection of information**	Protecting data, corporate information and confidentiality, fostering correct and responsible use.
● **Anti-corruption**	Preventing corrupt practices, managing conflicts of interest and promoting behaviour based on integrity.
▲ **Customer relations**	Operating with professionalism, fairness, transparency and attention to customer satisfaction.
◆ **Supplier relations**	Building relationships based on fairness, transparency, collaboration and shared responsibility.
♻ **Supply chain sustainability**	Promoting FGS's ethical, social and environmental principles among suppliers and partners.
● **People and decent work**	Valuing skills, mutual respect, inclusion and professional development, combating child and forced labour.
● **Community and environment**	Operating responsibly, reducing the impacts of activities and contributing to the sustainable development of the local area.



The Code of Ethics is a tool designed to evolve alongside the organisation, being updated over time in line with the regulatory context and the company's development.

Its implementation is supported by the work of the Sustainability Committee, internal communication initiatives, and the progressive integration of its principles into business processes and relationships with suppliers and business partners.

DATA DRIVEN GOVERNANCE

DATA, INNOVATION AND SECURITY TO SUPPORT OUR GROWTH

L'evoluzione digitale rappresenta uno dei principali fattori di sviluppo di Fluid Global Solutions. Per questo motivo l'azienda ha progressivamente rafforzato il proprio modello di governance, valorizzando il ruolo dei dati come supporto alle decisioni strategiche e operative.

Per Fluid Global Solutions adottare un approccio data driven significa disporre di informazioni affidabili, integrate e tempestive, in grado di migliorare il controllo dei processi, supportare la pianificazione delle attività e rendere più efficace il processo decisionale.

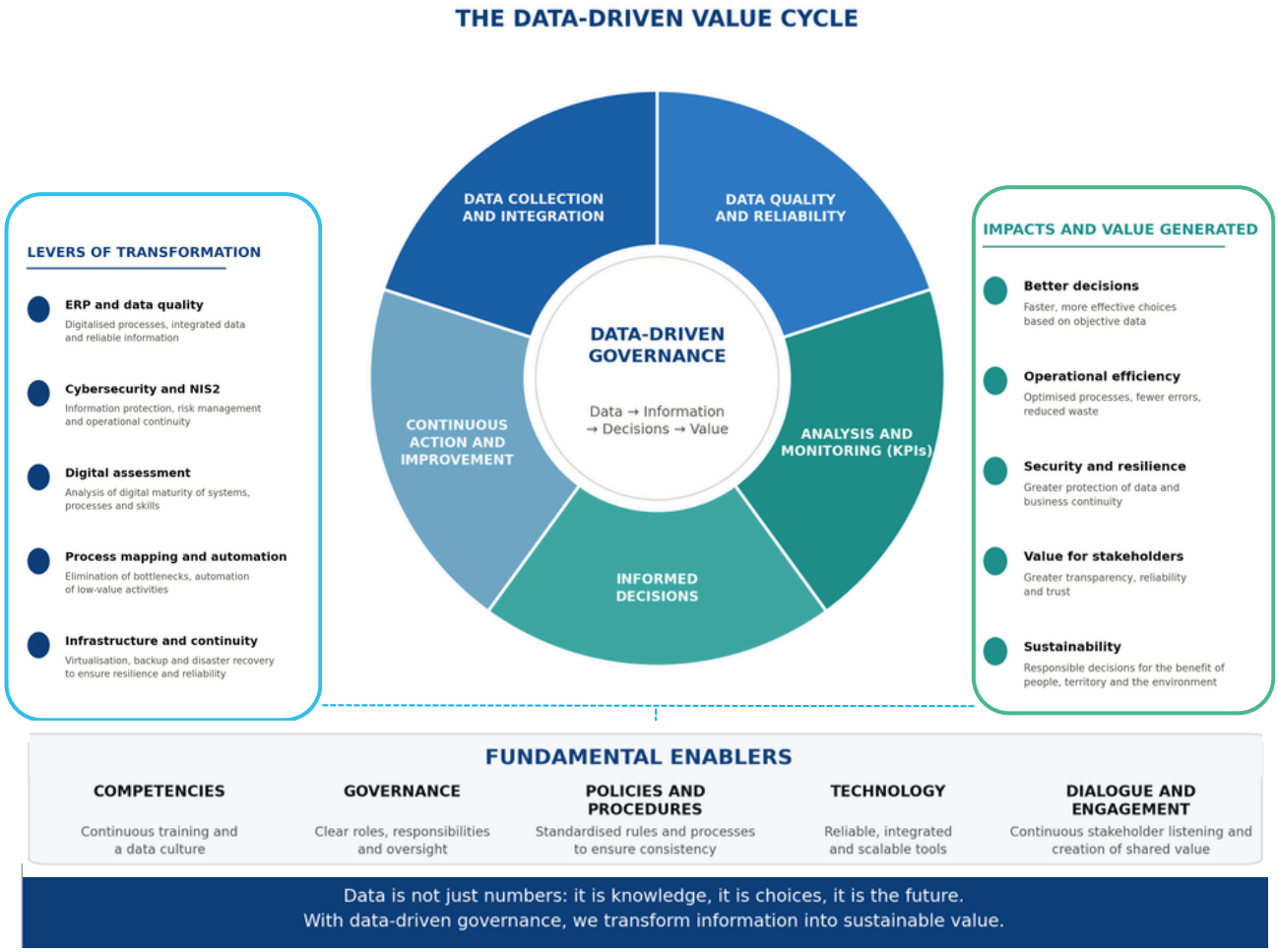
In questo percorso si inserisce l'evoluzione del sistema ERP aziendale, finalizzata a rafforzare l'integrazione tra le diverse funzioni, migliorare la qualità dei dati e rendere i processi sempre più strutturati e controllati.

Parallelamente, l'azienda ha proseguito il rafforzamento della propria infrastruttura informatica e dei sistemi di cybersecurity.

Pur non rientrando tra i soggetti obbligati dalla Direttiva NIS2, Fluid Global Solutions ha scelto di ispirarsi ai suoi principi, realizzando una Gap Analysis per valutare il livello di maturità dell'organizzazione nella gestione dei rischi informatici, della continuità operativa e della protezione delle informazioni.

L'analisi costituisce la base del percorso di evoluzione che proseguirà nel 2026 attraverso un progetto di Digital Assessment, finalizzato alla mappatura dei processi aziendali, all'analisi dei flussi informativi, alla valutazione della qualità dei dati e alla definizione delle successive priorità di sviluppo.

Per Fluid Global Solutions la trasformazione digitale rappresenta uno strumento di governo dell'impresa: dati affidabili, processi strutturati e sistemi sicuri contribuiscono a rafforzare la capacità decisionale dell'organizzazione e a sostenerne lo sviluppo nel tempo.



INTEGRITY, FAIRNESS, TRANSPARENCY AND RESPONSIBILITY IN RELATIONSHIPS

ESRS VSME - B10

Integrity is a core principle of Fluid Global Solutions' governance model and guides our relationships with customers, suppliers, employees, institutions, and business partners.

Operating with integrity means making decisions aligned with our corporate values and upholding fairness, transparency, and responsibility. We ensure compliance with regulations and honour our commitments to stakeholders.

These principles are implemented through the Code of Ethics, which defines our standards of conduct. The Code addresses conflict-of-interest prevention, transparency in business relationships, proper management of corporate information, and compliance with rules for interactions with customers, suppliers, and public administration bodies.

The Sustainability Committee, internal reporting system, and regular monitoring of ethical and compliance indicators support the implementation of the Code.

In 2025, there were no incidents of corruption, violations of anti-corruption regulations, or related sanctions, confirming the effectiveness of our measures.

Number of sanctions and total amount of fines for violations of anti-corruption and anti-money laundering/anti-bribery laws

Convictions and sanctions	2023	2024	2025
Convictions for corruption	0	0	0
Convictions for corruption/extortion	0	0	0
Sanctions for corruption	0	0	0
Sanzioni per corruzione/ concussione	0	0	0
Other (if applicable)	0	0	0
Total	0	0	0





HUMAN RIGHTS AND PROTECTION OF THE INDIVIDUAL

ESRS VSME - C7

Fluid Global Solutions bases its business model on a fundamental respect for human rights.

The company values human dignity and fosters a workplace defined by mutual respect, inclusion, recognition of skills, and protection of individual freedoms.

LThese principles guide human resources management and shape relationships with customers, suppliers, business partners, and all stakeholders. Fluid Global Solutions is committed to promoting safe, fair working conditions that respect fundamental rights, preventing discrimination, harassment, forced labour, and child labour, and encouraging conduct aligned with the Code of Ethics.

In 2025, the Code of Ethics was shared with all employees and communicated to key suppliers to promote these principles throughout the value chain.

The company regularly monitors these areas through its governance system, implementing measures to prevent non-compliance and to maintain an inclusive, safe, and respectful workplace.

Sanctions or convictions received	2025
Child labour	0
Forced labour	0
Discrimination	0
Other issues covered by the Code of Ethics	0



LISTENING, DIALOGUE AND REPORTING

TRANSPARENCY AS A TOOL FOR IMPROVEMENT

At Fluid Global Solutions, open dialogue with employees and stakeholders is essential for quickly identifying issues, preventing risks, and driving organisational improvement.

In accordance with the Code of Ethics, the company offers a dedicated channel for reporting any behaviour that does not align with corporate values and rules.

The reporting system ensures confidentiality, impartiality, and protection for whistleblowers. All communications are managed in compliance with relevant regulations and data protection requirements.

Reports help prevent issues and protect corporate integrity by identifying risks and strengthening organisational processes.

During 2025, no reports wIn 2025, no reports were received regarding violations of the Code of Ethics, discrimination, harassment, or other non-compliant behaviour.

This outcome demonstrates the effectiveness of our prevention measures and reflects our ongoing commitment to a workplace founded on dialogue, responsibility, and mutual respect.

	2025
Total number of reports received	0
Active channels	Internal
Number of identified incidents of discrimination or harassment	0
Number of corrective actions taken	0

A LOOK AHEAD

ESRS VSME - C

Fluid Global Solutions' sustainability journey reflects business, organisational, and technological decisions that have steadily guided the company toward a more structured and responsible development model.

In 2025, this journey advanced through investments in a new operational site, energy efficiency, process digitalisation, skills development, and stronger governance. These efforts included adopting the Code of Ethics and integrating ESG principles into business processes.

In this context, the Sustainability Report is both a reporting and planning tool. It helps define development priorities for the coming years and monitor their implementation.

The roadmap outlines the areas where Fluid Global Solutions will focus its investments, translating its strategy into measurable objectives.

THE SUSTAINABLE DEVELOPMENT GOALS

The United Nations 2030 Agenda represents the main international framework for promoting sustainable economic, social and environmental development.

Fluid Global Solutions values the Sustainable Development Goals (SDGs) as guiding principles for growth and prioritises those most aligned with its business model and impact.
By voluntarily adopting the ESRS VSME standards, the company strengthens its approach, gains a clear framework for measuring performance, supports informed decision-making, and enhances the structure of its sustainability reporting.

THE STRATEGIC DIRECTIONS OF THE SUSTAINABILITY JOURNEY

Fluid Global Solutions' roadmap focuses on three integrated priority areas that will guide the company's investments and improvement initiatives in the coming years.

ENVIRONMENTAL PROTECTION AND RESOURCE EFFICIENCY

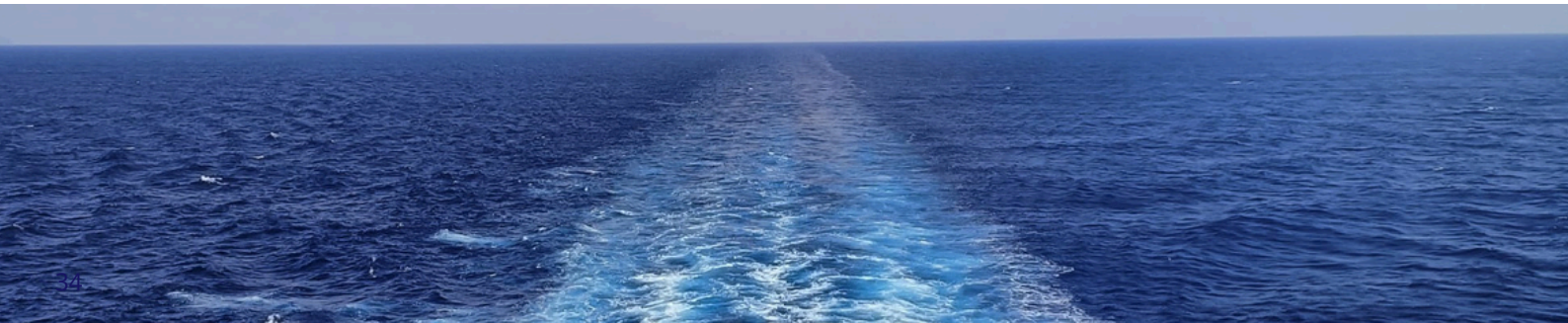
Fluid Global Solutions will continue its journey to reduce environmental impacts through energy-efficiency measures, emissions monitoring, the development of the circular economy, and the optimisation of resource use, while continuing to support customers in the energy transition of the marine and industrial sectors.

PEOPLE, SKILLS AND SOCIAL RESPONSIBILITY

Fluid Global Solutions will continue to invest in skills development, health and safety, organisational wellbeing, and employee growth. The company is committed to fostering an inclusive and responsible work environment that supports professional development.

GOVERNANCE, INNOVATION AND DIGITAL TRANSFORMATION

The company will further strengthen governance, digitalization, and risk management by consolidating its ERP system, enhancing cybersecurity, monitoring ESG performance, and engaging the supply chain in upholding the Code of Ethics.



FROM THE JOURNEY TO THE OBJECTIVES

These strategic directions are implemented through the roadmap outlined in the following pages, which details medium-term objectives, key initiatives, and their current progress.

The roadmap serves as a planning and monitoring tool, enabling Fluid Global Solutions to track progress toward objectives and fulfil its commitments over time.

Legend		
🟢🟢🟢	**Achieved**	Objective completed
🟢🟢⚪	**On schedule**	Progress in line with the planned timeline.
🟢⚪⚪	**Under definition**	Actions, responsabilities or timelins currently being defined.
🟨	**Deferred**	Objective deferred or not in line with the planned deadline.

Area	Objective	Action	Goal	Stage	Status
Climate change	Awareness of the progress of our 2022 investment in solar panel installation.	Analysis of consumption using data provided by energy suppliers.	Annual	Monitoring of production output: for details, see the relevant paragraph on page 49	🟢🟢🟢
Climate change		Assessment of the purchase of a storage battery to manage excess production.	---	We did not purchase the storage battery, as the excess production is marginal in relation to such an investment.	🟨
Environment and efficiency	Warehouse enhancement and automation.	Purchase and installation of an automated vertical warehouse.	2027	Intervention under evaluation and planning.	🟢⚪⚪
Environment and efficiency	Energy audit	Carry out an energy audit of the company's sites and main plants, analysing energy consumption, usage patterns and possible improvement measures.	2027	Planned.	🟢⚪⚪
Pollution	Launch of emissions measurement activities.	Calculation of Scope 1 and Scope 2 CO2 eq. emissions.	2027	Data collection and internal structuring in progress.	🟢⚪⚪

Area	Objective	Action	Goal	Stage	Status
Climate change	Conversion to electricity supply from renewable and/or non-fossil sources.	Renegotiate supply contracts.	2027	We are considering opting for a supplier with a greater share of certified renewable energy in the energy mix.	
Business Conduct	Supplier qualification based on sustainability performance.	Develop a supplier qualification form that incorporates sustainability parameters and indicators (such as emissions, awareness, and respect for human and labour rights).	2026	In the second half of 2026, we plan to launch an assessment through a questionnaire involving our most significant suppliers.	
Business Conduct	Supplier awarness	Promote our Code of Ethics among suppliers.	2025	The Code of Ethics has been sent to all suppliers and is available on our website.	
Business Conduct	Software improvement	Enhance digital archiving through a document management system ensuring legally compliant digital preservation (in place of physical originals).	2028	The company has purchased a legally compliant digital archiving system to improve tax record storage and is evaluating the implementation of a company-wide document management system. Offices are also progressively reducing printing, favouring digital archiving where permitted by regulations.	
Climate change	Zero plastic office	Reduce plastic consumption in FGS premises. Reduce paper use in the office through the introduction of the new ERP system.	2028	Internal assessments and analyses are underway to improve our understanding of paper and plastic consumption trends, particularly in packaging. The new ERP system, which will become operational in some areas from 2025, includes a digital archiving system. By the end of 2026, the ERP will be operational across all areas, enabling 100% digital documentation and reducing internal office paper consumption.	
Climate change	Elimination of virgin plastic in packaging	Transition to recycled plastic or biodegradable packaging materials	---	In line with European regulations, we are committed to reducing the use of virgin plastic in packaging.	
Business Conduct	Sustainable and responsible communication"	Adoption of promotional items in line with our commitment.	Annual	We are committed to prioritising, for promotional materials, the use of solutions made from recovered, recycled or reusable materials.	

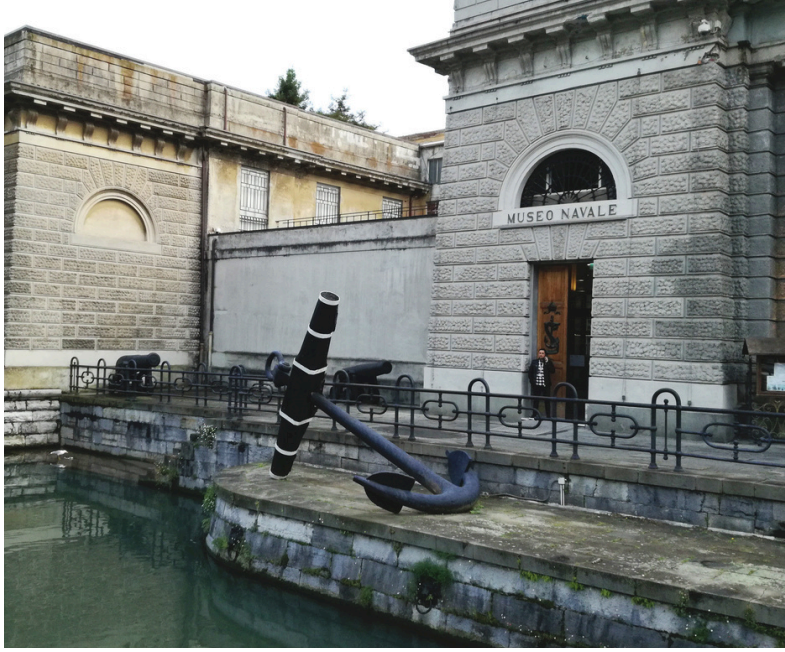
Area	Objective	Action	Goal	Stage	Status
Business Conduct	ESG performance monitoring	Sustainability Committee	Annual	2025 saw the first meeting and the assignment of appointments and responsibilities.	
IT Security			2026	A process has been launched to understand the company's IT needs.	
Workforce	Internal skills assessment plan	Establish a system for periodic employee performance evaluation	2026	A document is being developed that describes the skills and responsibilities expected for each role, to identify strengths and areas for training investment and to build more structured internal career development paths.	
Business Conduct	Data governance	Review of policies for employees, suppliers and customers to ensure regulatory compliance.	2026	Review required to ensure regulatory compliance in data privacy and to strengthen the company's data governance.	
Business Conduct	Rafforzamento struttura organizzativa	Establishment of a Board of Directors	2026	The establishment of the Board of Directors is planned for 2026.	
Inclusion	Digital accessibility	Upgrading the company website to higher accessibility standards	2026	We have had an assessment carried out on our website's readiness.	
Workforce	Continuity of welfare measures	Renewal of the employee welfare platform.	Annual	Renewed for 2025 to consolidate the company's welfare model and meet employees' needs.	
Community	Restoration of cultural heritage	Participation in the call for proposals for the redevelopment of La Spezia's Museum District.	Completed	The 'Le Polene' consortium was established for the redevelopment of the District.	
Business Conduct	Standardisation of corporate image	Reorganisation of communication and branding	Completed	Objective aimed at strengthening the consistency of corporate identity, improving communication and establishing a more clearly defined structure.	
Workforce	Improvement of common areas	Refurbishment of the kitchen area and common spaces	2027	Objective included to improve the quality of shared spaces, promoting wellbeing in the workplace.	
Business conduct	Review of company regulations	Update of flexibility policies.	2026	A review of the regulations is planned to introduce greater flexibility, benefits and tools to support work-life balance.	

OUR COMMITMENT TO THE LOCAL AREA

CREATING VALUE BEYOND THE BUSINESS

Fluid Global Solutions considers its relationship with the local area essential to its business approach. The company supports community initiatives and collaborates with institutions, schools, associations, and third-sector organisations.

In 2025, this commitment resulted in projects focused on three main areas: sport, culture, and social causes. Initiatives included supporting local sports organisations, enhancing cultural heritage, and advancing health, research, and social inclusion, all aimed at contributing to local development.



Other supported initiatives include cultural events such as Artiglià – Disartiglià, local sports associations, and projects focused on health, research, and social inclusion.

TRAINING THE SKILLS OF TOMORROW

FGS actively engages in career guidance and collaborates with schools, technical institutes, and universities to bridge the gap between education and employment.
Through student meetings, company testimonials, and professional exploration initiatives, FGS promotes the technical and managerial skills required for international markets.

SUPPORTING THE LOCAL AREA

Being part of the community means contributing to its growth. In 2025, Fluid Global Solutions supported sporting, cultural, and social initiatives that benefit the La Spezia area, partnering with organizations that generate collective value.

Key initiatives included supporting the Palio del Golfo in its centenary year and the La Spezia Naval Technical Museum. The Museum, entrusted by the Italian Navy to Difesa Servizi, is managed and enhanced, including business museum activities, by the new consortium Le Polene Società Consortile a R.L., of which Fluid Global Solutions is a founding member for a 12-year term.

SOLIDARITY THAT CREATES VALUE

Special attention was given to assisted mobility projects for people with disabilities, promoting greater access to services and broader participation in community life.

In 2025, Fluid Global Solutions transformed a traditional gesture into an act of solidarity. During the Christmas holidays, the company redirected the value of customary client gifts to support Fondazione Dynamo Camp and communicated this decision to stakeholders.

This initiative supported projects for children and young people with serious or chronic illnesses, demonstrating a new approach to customer and partner relationships through social responsibility.

RESPONSIBLE PROMOTION

Sustainability is also reflected in the way Fluid Global Sustainability is also evident in how Fluid Global Solutions communicates its identity.ourney for institutional and promotional communication, favouring the use of catalogues, technical documentation, informational brochures and business cards in digital format, with the aim of reducing paper consumption and the impacts associated with printing and distributing materials.

The company also selects durable, practical promotional items made from materials with reduced environmental impact, such as certified wood, cotton, cork, and recycled aluminium.

These initiatives are part of the “Zero Plastic Office – Zero Paper Office” programme, aimed at promoting more efficient use of resources in day-to-day activities.



CARING FOR THE ENVIRONMENT

Favouring the use of catalogues, technical documentation, informational brochures and business cards in digital format, with the aim of reducing paper consumption and the environmental impact of printing and distribution.
The company prioritises digital formats for catalogues, technical documents, brochures, and business cards to reduce paper consumption and the environmental impact of printing and distribution, and uses certified wood, cotton, cork, and recycled aluminium.

These initiatives are part of the “Zero Plastic Office – Zero Paper Office” programme, aimed at promoting more efficient use of resources in day-to-day activities.

COMMUNICATING SUSTAINABILITY

For Fluid Global Solutions, communicating sustainability means sharing knowledge and best practices that promote more conscious use of resources.

During 2025, the company website and digital channels featured content focused on responsible equipment maintenance, promoting a culture of repair, product longevity, and efficient resource use.

Through the FGS Sparks column and other periodic insights, the company shared content on the circular economy as applied to hydraulic pump maintenance, and took part in the main international days dedicated to environmental sustainability, inclusion and social responsibility.

OUR CONTRIBUTION TO THE LOCAL AREA

Concrete initiatives for shared and sustainable growth

Being part of the community in which the company operates means generating shared value. In 2025 Fluid Global Solutions supported projects and initiatives promoting education, culture, solidarity and environmental protection, contributing to the development of the local area and people's wellbeing.

OUR IMPACT IN NUMBERS - 2025

15+	20+	1	1	100%
Initiatives with schools/ universities	Associations & org. supported	Dynamo Camp project	Corporate Clean-up project	Digital communic.

TRAINING & GUIDANCE

Collaborating with schools, technical institutions and universities brings young people closer to the world of work and enhances local talent.

Investing today in tomorrow’s skills.

SPORT, CULTURE & COMMUNITY

Supporting sport, culture and local traditions, promoting events and initiatives that strenghten our community identity.

Enhancing what makes our local area unique.

SOLIDARIETY & TERRITORY

Supporting inclusion projects, assisted mobility, prevention and research initiatives. In 2025 we donated the value of our Christmas gifts to Fondazione Dynamo Camp.

Building more inclusive and supportive community together

SOLIDARIETY & TERRITORY

Taking part in an environmental initiative such as the “Pulire il sentiero” project, caring for the natural spaces we share.

Small actions, big impact for our environment.

RESPONSIBLE COMMUNICATION

We chose to eliminate paper by using digital documents, brochures and business cards. Our Corporate gadgets are also selected based on sustability criteria.

Zero paper office. Zero plastic office: an everyday choice.

COMMUNICATING SUSTAINABILITY

Sharing knowledge and best practices on resposible maintenance and taking part in international days dedicated to the environment and ESG topics.

Knowing, sharing, building a better future

Our commitment to the local area is an integral part of our corporate identity.
We will continue to build relationships of value and generate positive, lasting impact for people and the planet.



RISKS, OPPORTUNITIES & RESLIENCE

ESRS VSME - C4

UNDERSTANDING THE CONTEXT TO GUIDE DECISIONS

Operating in the marine and industrial sector requires navigating a rapidly changing environment shaped by climate change, technological advances, new regulations, geopolitical instability, and increasing stakeholder expectations for sustainability. For Fluid Global Solutions, risk management is central to strategy and essential for maintaining operational continuity, adaptability, and informed investment decisions.

The European regulatory framework has changed significantly in recent years. The European Green Deal, Fit for 55 package, and European Climate Law, which targets climate neutrality by 2050, remain key policy drivers. These are further supported by the proposed 2040 climate target, which aims for a 90% reduction in net greenhouse gas emissions from 1990 levels.

In 2025, the European Union began simplifying sustainability regulations with the Omnibus Package, which streamlines reporting obligations while maintaining their core objectives. Although Fluid Global Solutions is not required to report under the Corporate Sustainability Reporting Directive (CSRD), the company has voluntarily adopted the ESRS VSME standards to ensure transparent and structured reporting.

In addition to environmental factors, risks from geopolitical developments, changing trade regulations, digitalisation, and increased cyber threats are becoming more significant. For companies in international maritime markets, these factors directly affect operational continuity, supply chain management, and responsiveness to market changes.

For this reason, Fluid Global Solutions adopts an integrated approach to risk management, jointly considering climate, regulatory, geopolitical, technological, and organisational factors affecting the company's resilience and growth.

REFERENCES SCENARIOS

Fluid Global Solutions conducts risk assessments using a forward-looking approach to evaluate how changes in climate, regulations, and the economy may impact its business model and adaptability.

The analysis is guided by the objectives of the Paris Agreement, recent scientific assessments from the Intergovernmental Panel on Climate Change (IPCC), and the International Energy Agency's (IEA) Net Zero by 2050 roadmap, which are internationally recognised benchmarks for evaluating climate change impacts and the energy transition.

Climate scenarios are not forecasts, but methodological tools used to examine possible global developments and assess their potential effects on business operations, continuity, supply chain, and competitiveness.

This analysis also incorporates assessments of regulatory, geopolitical, technological, and market risks in the marine and industrial sector, offering a comprehensive view of key factors that may affect the company's resilience.



THE SCENARIOS CONSIDERED

The following scenarios form the reference framework Fluid Global Solutions uses to assess the resilience of its business model under various potential climate developments.



Scenario	Description	Possible involvement for Fluid Global Solutions
Optimistic scenario (≤1,5°C)	Rapid reduction in emissions and full implementation of the Paris Agreement objectives.	Greater development of sustainable technologies, growing demand for high-efficiency services and acceleration of the energy transition.
Intermediate scenario (2–3°C)	Only partial implementation of climate policies, with a progressive increase in environmental regulation. This is currently considered the most likely scenario.	Greater regulatory pressure, rising energy and logistics costs, and growing demand for ESG compliance along the supply chain.
Severe scenario (>4°C)	Failure to achieve climate targets, with an increase in extreme weather events and economic instability.	Greater exposure to supply chain disruptions, increased insurance costs, market volatility and possible impacts on operational continuity.



FROM SCENARIO ANALYSIS TO RISK ASSESSMENT

Fluid Global Solutions begins its analysis with climate scenarios and also evaluates key regulatory, geopolitical, technological, and market risks that could impact the company's business model and operational continuity.

The analysis differentiates between physical risks, which result directly from climate change, and transition risks, which arise from changes in regulations, technologies, markets, and the geopolitical environment.
This framework supports further impact assessments and the development of mitigation measures.

PHYSICAL RISKS

Physical risks refer to the impacts of climate change on infrastructure, operations, and supply chains.
The IPCC classifies these as acute risks, linked to extreme weather events, and chronic risks, related to gradual changes in climate patterns.

For Fluid Global Solutions, these risks primarily affect operational continuity, logistics, supply availability, and customer activities in the marine and industrial sectors within an interconnected supply chain.



ACUTE PHYSICAL RISKS

Acute physical risks involve extreme weather events, such as heavy rainfall, floods, storm surges, heatwaves, storms, and fires, which may disrupt operations and damage infrastructure.

For Fluid Global Solutions, such events could result in:

- For Fluid Global Solutions, these events could lead to:y disruption of operational activities;
- delays in logistics and transport;
- delays in the delivery of materials and components;
- increased insurance and recovery costs.

Special attention is given to the operational site near the Magra river, which may face increased exposure to flooding or severe weather under more extreme climate scenarios.

CHRONIC PHYSICAL RISKS

Chronic physical risks result from gradual climate changes, including rising temperatures, sea-level rise, altered precipitation patterns, and more frequent intense weather events.

Over the medium to long term, these changes may impact:

- the resilience of the international supply chain;
- the availability and cost of certain raw materials;
- the efficiency of maritime logistics;
- the planning of maintenance activities;
- the technical requirements of customers in the marine sector.

In the maritime sector, these changes may accelerate wear on vessel components, increasing demand for high-performance materials, retrofits, and specialised maintenance.

These trends also present potential growth opportunities for Fluid Global Solutions.

TRANSITION RISKS

Transition risks are impacts arising from changes in regulations, technologies, markets, and stakeholder expectations during the shift to a low-carbon economy.
Unlike physical risks, these stem from economic, regulatory, and technological changes in the operating environment rather than direct effects of climate change.

These risks are especially significant for Fluid Global Solutions due to its operations in the marine and industrial sectors and its presence in international markets, where regulations are continually evolving.



REGULATORY RISK

Changes in European and international regulations are a primary driver of change in the marine and industrial sectors. Decarbonisation policies, the circular economy, energy efficiency, and increased focus on sustainability are reshaping the regulatory landscape.

Key measures include the European Green Deal, the Fit for 55 package, the Carbon Border Adjustment Mechanism (CBAM), the Packaging and Packaging Waste Regulation (PPWR), the Corporate Sustainability Reporting Directive (CSRD) and, more recently, the Omnibus Package.
In the maritime sector, initiatives promoted by the International Maritime Organization (IMO) are also particularly relevant, including the extension of Emission Control Areas (ECAs) to the Mediterranean Sea and the progressive energy efficiency requirements for fleets.

Fluid Global Solutions continuously monitors regulatory developments to ensure compliance and anticipate necessary adjustments as the sector transitions.

GEOPOLITICAL AND COMPLIANCE RISK

Geopolitical instability, new sanctions, and trade restrictions are increasingly significant risks for companies in international markets.

These factors can disrupt supply continuity, complicate international business relationships, and challenge regulatory compliance.

For Fluid Global Solutions, these risks are especially relevant due to its operations in the marine sector and its work with international partners.

To address these risks, the company continuously monitors geopolitical and regulatory developments and has enhanced its procedures for verifying business partners, vessels, and compliance with sanctions.

Recent experience has led to the consolidation of commercial due diligence activities to reduce operational risk, ensure regulatory compliance, and maintain stable business relationships.



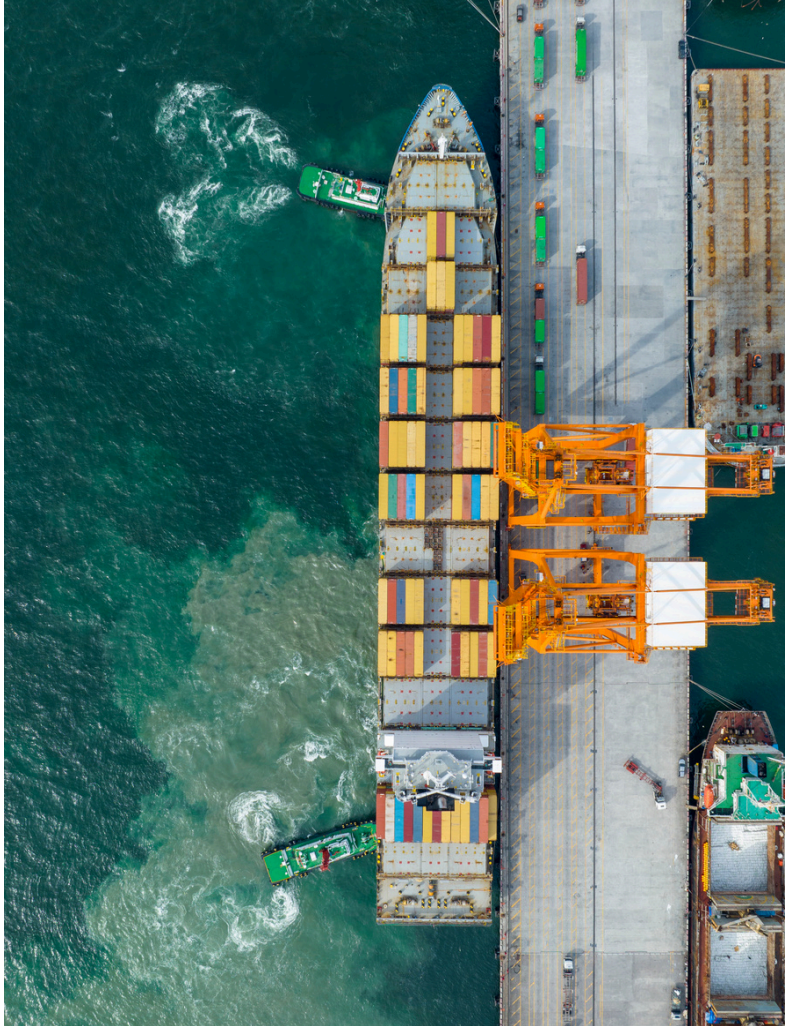
TECHNOLOGICAL & CYBER RISKS

Increasing digitalisation exposes companies to risks in information security, data protection, and operational continuity. Cyberattacks, system vulnerabilities, or digital service disruptions can compromise operations and the availability of business information.

These risks are especially relevant for Fluid Global Solutions due to ongoing digitalisation and reliance on information systems for management and operations.

In 2025, the company launched a program to strengthen digital governance by consolidating its ERP systems, enhancing its IT infrastructure, and initiating a cybersecurity improvement plan aligned with NIS2 Directive principles.

Although not required to comply with the Directive, the company voluntarily conducted a gap analysis to assess maturity and develop a multi-year improvement plan.



MARKET AND SUPPLY CHAIN RISK

Changing customer expectations, raw material availability, international logistics, and increased focus on ESG criteria can impact supply continuity, delivery times, operating costs, and competitiveness.

These factors are significant for Fluid Global Solutions due to its international operations and reliance on a network of qualified suppliers.

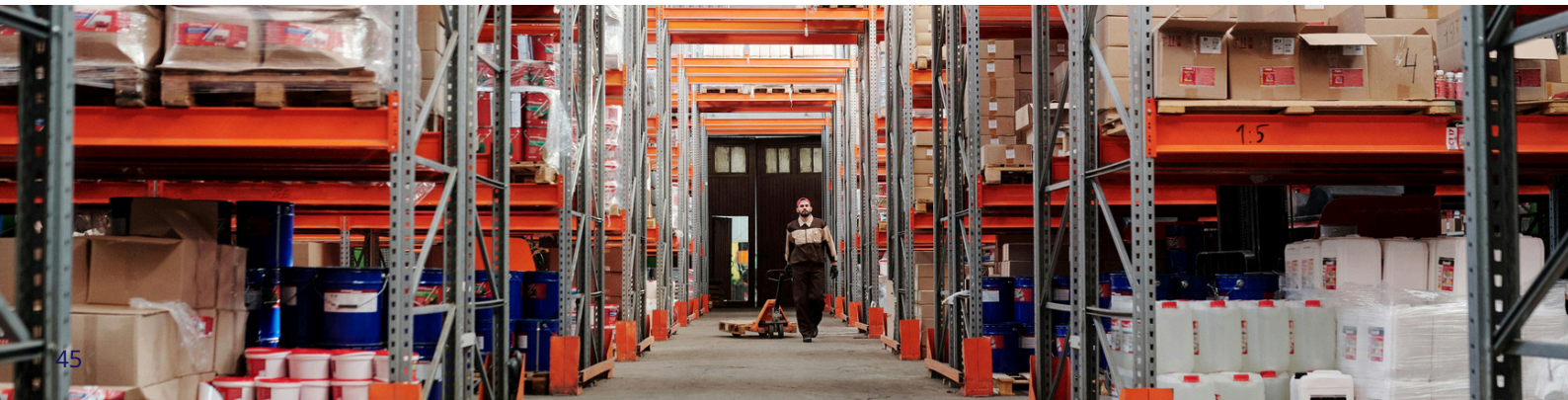
The company manages these risks by diversifying suppliers, monitoring markets, maintaining strong business relationships, and gradually involving the supply chain in its Code of Ethics and sustainability principles.

REPUTATIONAL RISK

Increasing stakeholder focus on ESG issues makes corporate reputation more important. Issues with regulatory compliance, transparency, service quality, or fairness can affect the trust of customers, partners, financial institutions, suppliers, and employees.

For Fluid Global Solutions, protecting its reputation is essential to building lasting stakeholder relationships.

The company manages reputational risk through its Code of Ethics, strengthened sustainability governance, voluntary ESRS VSME-aligned reporting, and ongoing stakeholder engagement.





MITIGATION AND ADAPTATION MEASURES

Risk management is an ongoing process involving the entire organisation, translating into measures designed to prevent or reduce the impacts of the main risk factors identified and to strengthen the company's adaptive capacity.

The main measures adopted by Fluid Global Solutions are summarised in the table below. These measures are not isolated interventions, but form part of an integrated risk management system involving governance, processes, technology and people.

This approach enables Fluid Global Solutions to respond more effectively to the evolving economic, regulatory and climate context, thereby strengthening its organisational resilience.

Subject matter	Actions
Operational continuity	Preventive maintenance of infrastructure, updating of emergency plans and monitoring of insurance coverage.
Supply chain	Geographic diversification of suppliers, monitoring of raw material availability and strengthening of relationships with reliable partners.
Regulatory compliance	Continuous monitoring of European and international regulatory developments and updating of company procedures.
Geopolitica & compliance	Preventive screening of business counterparties, monitoring of transactions subject to international restrictions and oversight of applicable sanctions regimes.
Technical innovation	Consolidation of the ERP system, process digitalisation and development of a data-driven organisation.
Cybersecurity	Strengthening of IT governance, gap analysis based on the principles of the NIS2 Directive, and a multi-year plan to improve information security.
People & Skills	Continuous training, skills development and the dissemination of a sustainability culture.
Governance	Sustainability Committee, Code of Ethics and progressive integration of ESG criteria into decision-making processes.

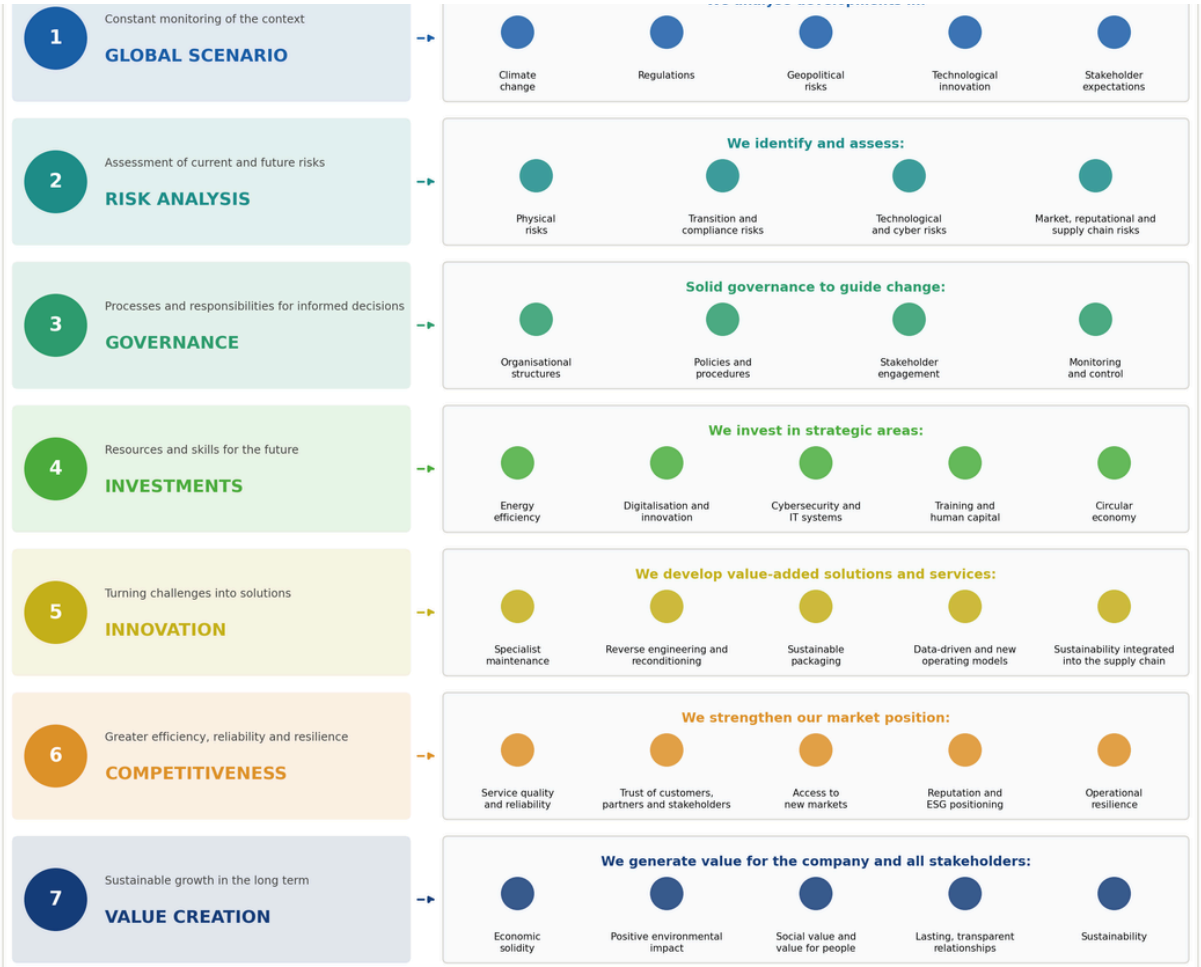
FINANCIAL IMPLICATIONS OF CLIMATE-RELATED RISKS AND OPPORTUNITIES

Assessing physical and transition risks allows Fluid Global Solutions to estimate their potential impact on the company's economic and financial position and to plan measures that enhance resilience.

Recent investments in energy efficiency, digitalisation, cybersecurity, and organisational development are reducing exposure to key risks and strengthening the company's ability to adapt to changes in the operating environment.

Although these initiatives require financial and organisational commitment, they also offer opportunities to improve process efficiency, strengthen relationships with customers and partners, and enhance competitiveness over the medium to long term.

Physical risks	Transition risks
Extraordinary costs for potential damage to infrastructure	Investments required for technological and digital upgrading
Increase in insurance premiums	Costs arising from regulatory developments
Operational and logistics slowdowns	Greater volatility in raw material prices
Supply chain delays with possible effects on deliveries	Possible economic effects related to market changes and new customer requirements



OUR VISION: anticipating change, innovating responsibly, creating value for the future.
Resilience is not just the ability to adapt, but a strategic choice that guides every decision we make.

TRANSITION OPPORTUNITIES

For Fluid Global Solutions, the ecological and digital transition presents both risks and significant opportunities for development.
The evolving marine and industrial sectors demand specialised skills, advanced digital processes, technical services, and sustainability-focused solutions.

The main opportunities identified by the company concern the following areas:

Service innovation. Increasing demand for specialist maintenance, retrofitting, reverse engineering, and component reconditioning highlights the value of the company's expertise and supports circular economy models that extend product life and reduce resource consumption.

Digital transformation. Digitalising business processes and strengthening IT infrastructure improve organisational efficiency, service quality, and responsiveness to market needs.
Sustainable supply chain. Engaging suppliers with the Code of Ethics, focusing on supply chain sustainability, and monitoring business partners strengthen the reliability of supply relationships.

Circular economy and energy efficiency. Optimising packaging, aligning with the European Packaging and Packaging Waste Regulation (PPWR), investing in solar energy, and developing component reuse solutions offer opportunities to enhance environmental performance and operational efficiency.

Market positioning. Investments in sustainability, digitalisation, cybersecurity, and skills development strengthen Fluid Global Solutions' market position, create new business opportunities, and meet the expectations of a market focused on ESG criteria.

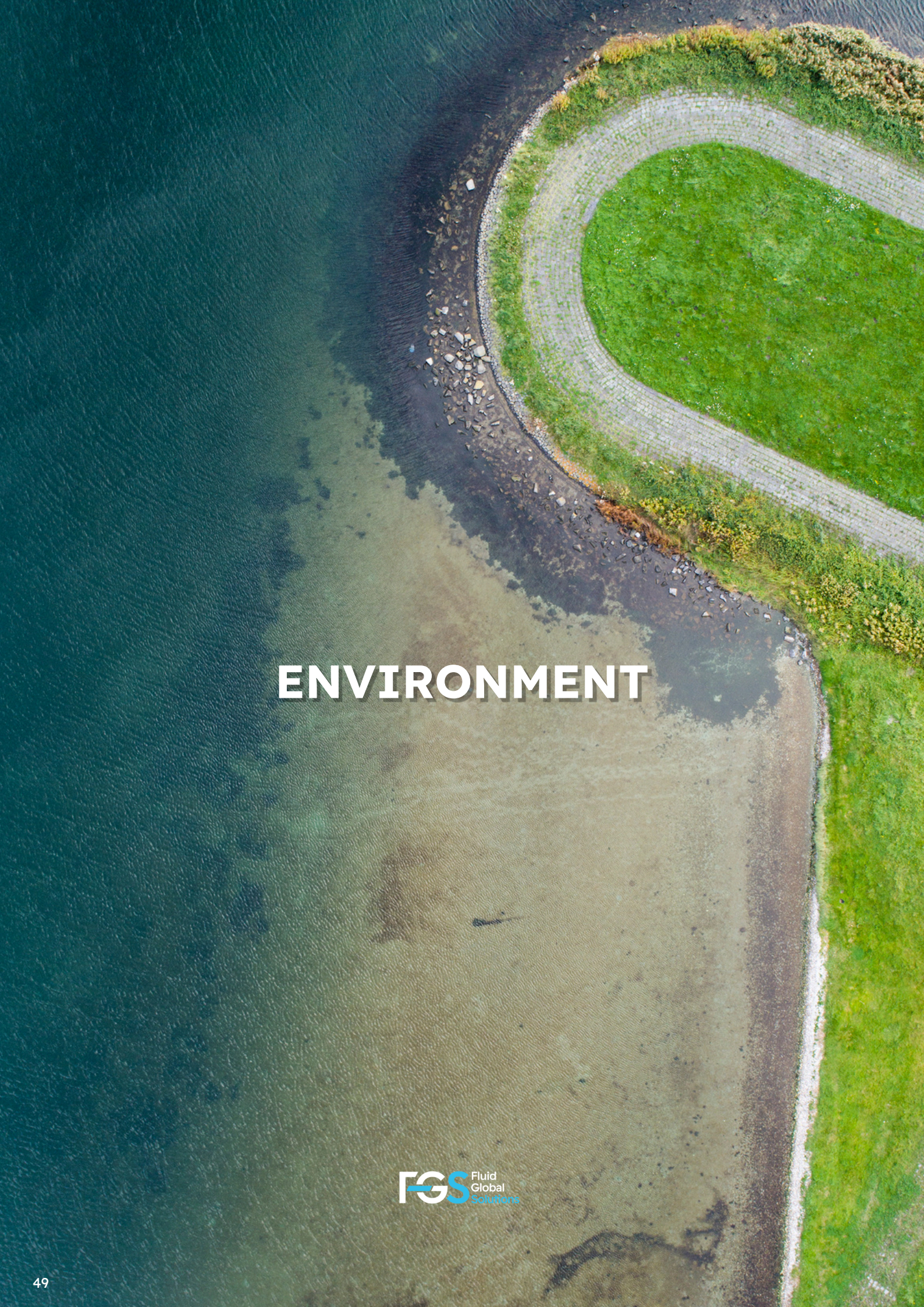
RESILIENCE AS A COMPETITIVE FACTOR

At Fluid Global Solutions, risk management is a dynamic process that informs strategic decisions and supports the organisation's growth.

By analysing the business context, monitoring regulatory changes, and investing in digitalisation, cybersecurity, skills development, and sustainability, the company addresses market changes through prevention, innovation, and continuous improvement.

Sustainability is not only a risk management tool, but also a strategic driver of competitiveness that enhances the company's resilience, innovation, and long-term value creation.





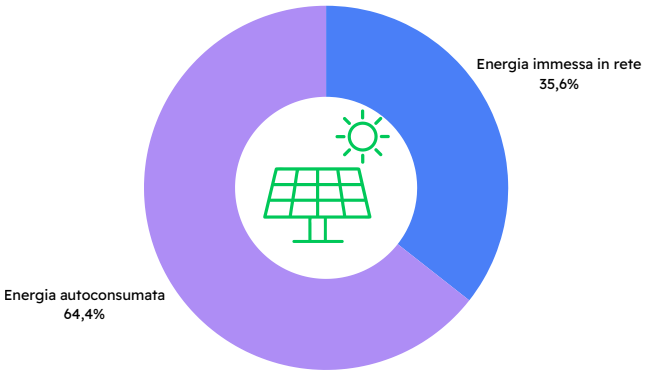
ENVIRONMENT

OUR APPROACH

At FGS, we view environmental sustainability as both a responsibility and an opportunity for innovation and continuous improvement. We are committed to minimising our impact on ecosystems, protecting biodiversity, and preserving environmental health.

To achieve this, we implement practices that reduce resource consumption and waste, and invest in projects that prevent, control, and reduce the environmental impacts of our operations.

Destination of energy generated by the photovoltaic system – 2025



ELECTRICITY

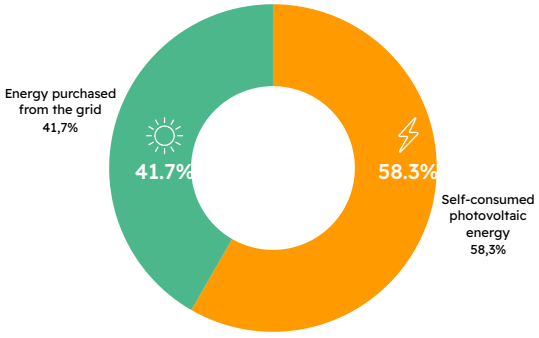
VSME ESRS - B3

	2023	2024	2025
MWh	37,596	35,867	42,8
GJ	135,34	129,12	154,08

In November 2023, we advanced our energy transition by installing a photovoltaic system with 56 panels and an estimated annual output of 29,718 kWh.
In 2025, the system produced 27.72 MWh of solar electricity, of which 17.84 MWh was used on-site and 9.88 MWh was supplied to the national grid.

Self-consumed solar energy met about 41.7% of the company's total electricity needs, with the remaining 58.3% supplied by the grid.
Of the system's total output, 64.4% was used directly by FGS and 35.6% was exported to the grid.

Coverage of total electricity requirements – 2025

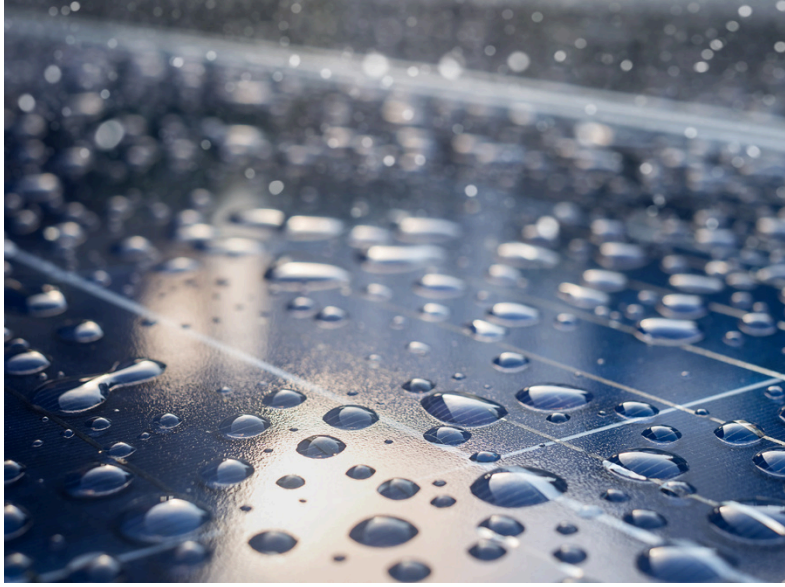


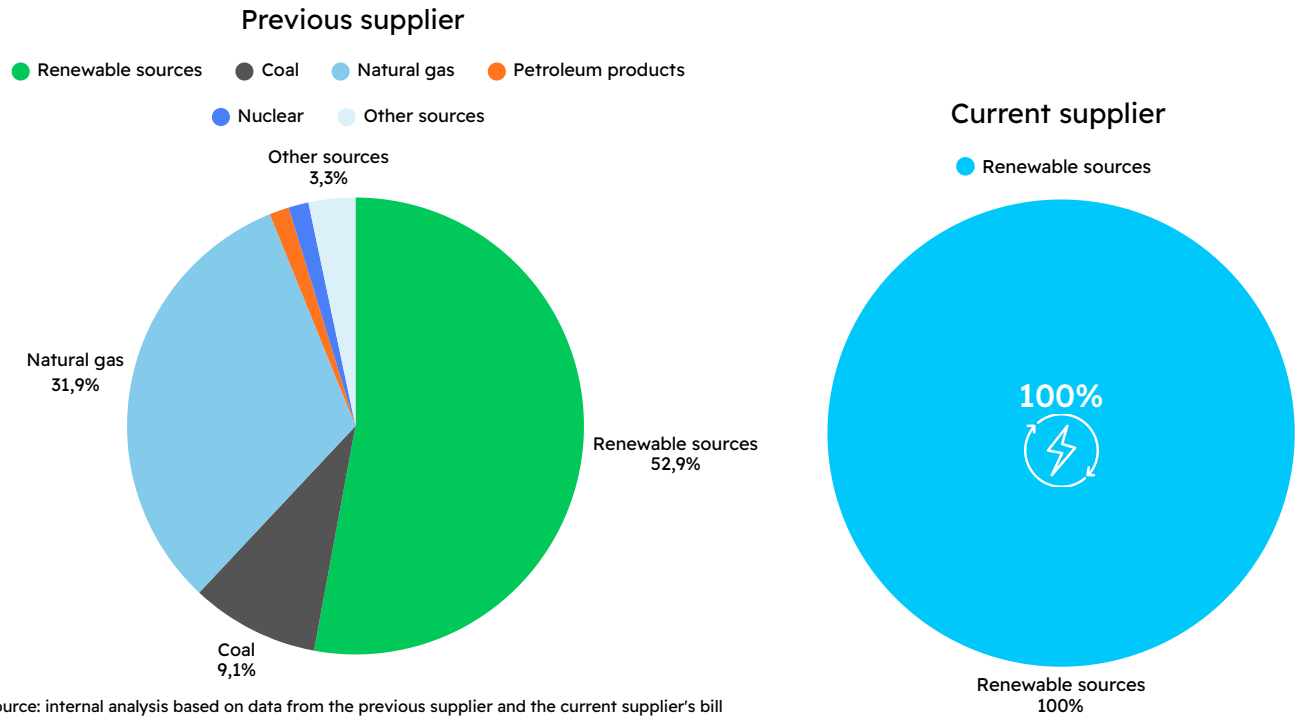
Indicator 2025	Value
Total photovoltaic system output	27,72 MWh
Self-consumed photovoltaic energy	17,84 MWh
Photovoltaic energy fed into the grid	9,88 MWh
Electricity drawn from the grid	24,96 MWh
Total electricity consumption	42,80 MWh
Coverage of energy requirements through solar self-consumption	41,70%
Coverage of energy requirements through purchased energy	58,30%
Share of photovoltaic output self-consumed	64,40%
Share of photovoltaic output fed into the grid	35,60%



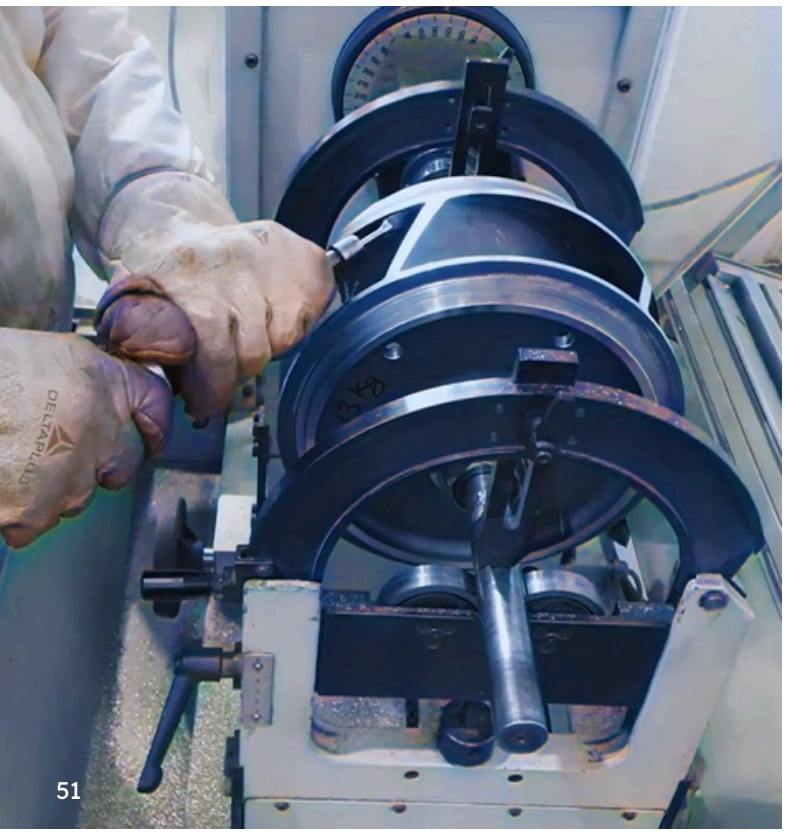
100% of the electricity used by the company comes from renewable sources, including energy self-generated and self-consumed through the photovoltaic system, as well as energy purchased from the supplier under the applicable contractual terms.

The investment therefore helps reduce reliance on grid-sourced energy and, at the same time, makes the surplus renewable energy available to the national electricity grid.





Source: internal analysis based on data from the previous supplier and the current supplier's bill



ENERGY INTENSITY

In 2025, total electricity consumption rose by 19.3% over the previous year. This increase aligns with business growth, as the value of orders acquired grew by 16.5% during the same period.

The ratio of energy consumption to order value increased by only 2.5%, indicating that higher energy use was primarily due to greater operational volumes.

The number of employees and orders also rose by 14.7% and 13.7%, respectively, underscoring the need to monitor consumption and pursue efficiency and waste reduction.

	2024	2025	CHANGE
Total electricity consumption	35,87 MWh	42,80 MWh	19,30%
Energy Intensity Ratio (MWh per million € of orders)	4,82	4,94	2,50%
Energy Intensity Ratio (MWh per employee)	1,43	1,64	14,70%
Energy Intensity Ratio (MWh per thousand orders)	6,14	6,98	13,70%

FUEL
VSME ESRS – B3

Our company fleet consists of 9 vehicles, of which 6 are diesel and 3 are petrol. Fuel consumption for 2025 is summarised in the table below.

(LITRES)	2025
Diesel	1.814,89
Petrol	456,75
HVO	43,55

WATER
VSME ESRS – B6

	2024	2025
l	150.000	155.000
m3	150	155
Discharge of liquids into the water network	0	0
Accidental spills on the ground (*)	0	0

*The indicator is calculated by dividing the total volume of water withdrawn by the product of the average number of employees and the total number of working days in the period. For the purposes of this calculation, 254 working days were considered for 2024 and 252 for 2025, excluding weekends and national holidays.

Over the two-year period 2024-2025, total water consumption at the Arcola site and the La Spezia operational site remained substantially stable, with a modest increase of approximately 3.3%.
Water is used mainly for sanitary and general facility purposes.

Water discharges consist of wastewater from sanitary facilities, conveyed and discharged into the public sewage system.

Rainwater, meanwhile, is collected via the facility's roof gutters and drainage channels and removed through the existing drainage system.

	2024	2025
Average daily water consumption rate per employee (m³)	23,62	23,65
Water consumption rate per thousand orders (m³)	25,71	25,28

WATER RISK

VSME ESRS – B6

The water stress assessment used the World Resources Institute's (WRI) Water Risk Atlas Aqueduct tool, referencing the baseline scenario, annual scale, and the baseline water stress indicator, which measures the ratio of total water withdrawals to available renewable water resources.

The company's location, Arcola (SP) and La Spezia, falls within a water stress category of 2 to 3 on a 0 to 5 scale, indicating a medium-high level shown in orange on the map.

This classification indicates moderate pressure on water resources at the territorial level, with potential issues mainly seasonal in nature, but without conditions of structural scarcity.



Overall Water Risk				
Low	**Low - Medium**	**Medium - High**	**High**	**Extremely High**
(0-1)	(1-2)	(2-3)	(3-4)	(4-5)

Overall Risk – Fonte:/www.wri.org



BIODIVERISTY
VSME ESRS – B5

Our operations are carried out at the following two operational sites:

- Via XXV Aprile, C3 – Località Pedemonte, 19021 Arcola (SP), which also serves as the registered office;
- Via Fontevivo 21/C, 19125 La Spezia (SP).

Both properties are in urban areas primarily designated for residential and industrial use.

According to the Liguria Region's environmental mapping services, the sites are not located within regional nature parks, regional forests, marine reserves, Sites of Community Importance (SCIs), Special Protection Areas (SPAs), or areas of particular wildlife interest.

There are no significant or sensitive environmental components nearby, either biotic (such as habitats, flora, fauna, and ecosystems) or abiotic (such as watercourses or vulnerable aquifers). Due to the sites' locations and the nature of our activities, no significant impacts on sensitive natural areas or protected zones have been identified.

Location	Area characterised by impacted biodiversity
Arcola (SP)	Low – urbanised and fully sealed area
La Spezia (SP)	Low – urbanised and fully sealed area

POLLUTION & EMISSIONS
VSME ESRS – B4

We conduct our activities with respect for the environment and are committed to reducing the impacts of our business processes. Due to the nature of our operations, production processes do not generate channelled atmospheric emissions. We implement organisational and operational solutions that comply with environmental regulations, supporting air quality and public health.

To drive further improvement, we have begun internal assessments to quantify greenhouse gas emissions in line with GHG Protocol criteria. This includes defining the reporting boundary, collecting relevant data, and evaluating direct and indirect emissions from our activities. The results will support the identification of reduction measures and strengthen our sustainable management model.

GESTIONE RIFIUTI
VSME ESRS – B7

In 2025, non-hazardous waste accounted for 88.6% of the total waste produced, while hazardous waste accounted for 11.4%.

This marks a decrease from 2024, when hazardous waste made up 14% of the total. Non-hazardous waste is primarily packaging materials, discarded spare parts, scrap, and other maintenance-related waste.

Of the total waste, 86.1% was sent for recovery and 13.9% for disposal after preliminary storage.

In February 2025, we completed our registration with RENTRI – the National Electronic Register for Waste Traceability, the information system established and managed by the Ministry of the Environment and Energy Security for the digitalisation and traceability of data relating to waste production, handling and transport.

	2024	2025
HAZARDOUS WASTE (kg)	439	682,5
% HAZARDOUS	14%	11,4%
NON-HAZARDOUS WASTE (KG)	5451,5	5297
% NON-HAZARDOUS	86%	88,6%
TOTAL WASTE (KG)	6322,5	5979,5

Joining the system represents a further step in our environmental management improvement journey, as it enables us to record and monitor waste loading, unloading, and disposal operations in a more structured way.

	2024	2025
Waste intensity index (kg of waste per order)	1,083	1,02
Non-hazardous waste intensity index (kg of waste per order)	0,93	0,86
Hazardous waste intensity index (kg of waste per order)	0,07	0,11
Waste intensity index (kg of waste per year per employee)	252,9	229,9



APPENDIX
ESRS VSME - B1

COMPANY NAME	FLUID GLOBAL SOLUTIONS SRL
REGISTERED AND OPERATIONAL OFFICE	Via XXV Aprile, C319021 Arcola – LA SPEZIA
LEGAL STRUCTURE	Single-member limited liability company
YEAR OF INCORPORATION	2011
COMPANY SIZE	SME
ATECO CODE	46.6 – WHOLESALE OF OTHER MACHINERY, EQUIPMENT AND SUPPLIES
BUSINESS ACTIVITY	Wholesale trade and design of mechanical and electromechanical devices; construction, repair and maintenance of mechanical and electromechanical devices, including through third parties.
Sole Director, Legal Representative and sole holder of the company's quotas	Alessandro Biggio
LOCAL UNIT	LA CASA DELLA POMPA – ELECTRIC MOTOR OVERHAUL BRANCH Via Fontevivo 21/C – 19125 LA SPEZIA
CERTIFICATIONS	ISO 9001 – Quality Management System (2013–present)
TOTAL ASSETS (BALANCE SHEET)	€ 3.895.468
REVENUE	€ 8.163.999
LOCATION OF SIGNIFICANT ASSETS	Italy
MAIN OPERATIONAL ACTIVITIES	Italy
Company Director	

METHODOLOGICAL NOTE
ESRS VSME - B1

Sustainability Report	The preparation of this Sustainability Report, now in its third consecutive year, reflects the company's commitment to consolidating a transparent and structured tool for communicating on environmental, economic and social sustainability issues. The document is addressed to the organisation's key stakeholders, including customers, suppliers, credit institutions, insurance companies, authorities and other interested parties, with the aim of providing clear information on the activities carried out, the results achieved and the commitments made in the sustainable development journey.
Standard	For the year 2025, we decided to adopt the European Union's recommendation of 30 July 2025, applying the ESRS VSME standard to report our sustainability performance and initiatives. We believe this standard can help promote a common language across Europe, including in sustainability reporting practices. For this first year of reporting under the VSME framework, we chose to apply the Basic Module and voluntarily supplement it with selected elements from the Comprehensive Module. With regard to classified or sensitive information, the only information omitted relates to data still being collected. In all cases where this approach is applied, clear disclosure will be provided, specifying the nature of the omission and the reasons for it.
Approval	This version of the Sustainability Report was approved by the Managing Director on 30 June 2026 and subsequently by the Board of Directors at its meeting on 17 August 2026.
Reporting topics	The topics reported have been defined according to the "if applicable" principle, based on the materiality analysis carried out in 2025.
Reporting Period	The data and information contained in this document refer to the 2025 financial year, from 1 January to 31 December.
Reporting Boundaries	This Report contains and reports data on Fluid Global Solutions relating to the Arcola plant and the La Spezia sales outlet.
Crediti	The charts contained in this document were generated with the support of ChatGPT and Claude: artificial intelligence systems developed by OpenAI and Anthropic. The images shown are the property of Fluid Global Solutions and taken from its own archive.

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