DATALOGIC

EMPOWER YOUR VISION

Consolidated Sustainability Report at December 31, 2024

Consolidated Sustainability Report

GENERAL INFORMATION

ESRS Standards	Reference	Notes
Preparation criteria		
BP-1 - General basis for preparation of the sustainability statements	Methodological Note	
BP-2 - Disclosure in relation to specific circumstances	Methodological Note	
GOVERNANCE		
GOV-1 - The role of administrative, management and supervisory bodies	Board of Directors and statutory bodies	
GOV-2 - Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	Board of Directors and statutory bodies	
GOV-3 - Integration of sustainability-related performance in incentive schemes	Remuneration policies	
GOV-4 - Statement on due diligence	Statement on due diligence	
GOV-5 - Risk management and internal controls over sustainability reporting	Internal control and risk management for sustainability	
Strategy		
SBM-1 - Strategy, business model and value chain	Business model and value chain	
SBM-2 - Interests and views of stakeholders	Stakeholder engagement	
SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model	Material impacts, risks and opportunities	
Impact, risk and opportunity management		
IRO-1 - Description of the process to identify and assess material impacts, risks and opportunities	Process of identifying and assessing IROs	
IRO-2 - Disclosure requirements in ESRS covered by the undertaking's sustainability statement	Disclosure requirements	

METHODOLOGICAL NOTE

General preparation criteria

This document represents Datalogic Group's first Consolidated Sustainability Reporting, covering 2024 and is prepared in accordance with Legislative Decree No. 125 of 6 September 2024, which implements Directive 2022/2464/EU (Corporate Sustainability Reporting Directive), and the ESRS Reporting Standards. [BP-1, 5a].
The Group does not include in its Consolidated Sustainability Reporting information derived from other legislation requiring the disclosure of sustainability information or from other generally accepted standards and frameworks for sustainability reporting, with the exception of the requirements of EU Regulation 2020/852 of the European Parliament and of the Council and its Delegated Regulations in relation to the European Taxonomy for Environmentally Sustainable Activities [BP-2, 15].

Reporting scope

The reporting scope of the data and information in the Consolidated Sustainability Reporting matches the scope of Datalogic Group Consolidated Financial Statements at 31 December 2024. Details of subsidiaries within the scope of Sustainability Reporting are given in Annex 2 of the Annual Financial Report [BP-1, 5b].
The Group has determined that there are no companies not included in the full consolidation scope for which the concept of operational control, as defined by the ESRS Reporting Standards, can be applied.

Value chain inclusion

Consistent with the double materiality analysis performed, the Statement considers information related to the Datalogic Group value chain, including [BP-1, 5c]:

- **Impacts, Risks and Opportunities (IROs)**: the identification of IROs was done by considering both the Group's direct operations and its relationships with upstream and downstream actors in the value chain;
- **Corporate policies**: Policy on human rights on workers, Policy on environment and sustainable procurement, Policy on customers and end-users;
- **Metrics**: The only metrics included in this Statement in relation to the value chain relate to indirect greenhouse gas emissions (Scope 3), reported in accordance with ESRS E1-6.

Use of estimates in the value chain

Metrics that include value chain data can be based on indirect sources, such as industry averages or approximation coefficients. These data are clearly identified and accompanied by a description of the methodology adopted for their calculation. Additionally, the level of accuracy associated with the data is indicated, and where necessary, planned actions to improve this accuracy in the future are outlined [BP-2, 10].

Estimation uncertainty

As stated in section 7.2 of ESRS 1, Datalogic Group highlights quantitative metrics and monetary amounts marked by a significant degree of uncertainty. For each metric, the causes of such uncertainty, such as dependence on future events, the calculation methodologies used or the quality of data from the value chain, are specified. The assumptions, approximations and assessments made are described transparently to ensure clarity in the reporting process. The estimates made for this Reporting are not, on the whole, marked by a high level of uncertainty, with the exception of estimates related to the quantification of Scope 3 emissions (ESRS E1-6) and resource inflows (ESRS E5-4). For more details, see the sections "GHG Emissions" and "Resource Inflows" [BP-2, 11].

Application of transitional provisions

In accordance with Paragraph 136 and the guidance of Appendix C of ESRS 1, Datalogic Group omits presenting comparative data in the first year of preparing the sustainability statement, using the option to phase in the following information in future years [BP-2, 17]:

- **E1-9**: Anticipated financial effects from material physical and transition risks and climate-related opportunities;
- **E5-6**: Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities;
- **S1-7**: Characteristics of non-employee workers in the undertaking’s own workforce;
- **S1-11**: Social protection;
- **S1-12**: Inclusion of persons with disabilities;
- **S1-14**: Health and safety metrics (non-employee workers only);
- **S1-15**: Indicators of work-life balance.

STRATEGY

Business model and value chain

Significant products, services and markets

Datalogic S.p.A., a company listed on the Euronext STAR Milan of Borsa Italiana S.p.A. since 2001 and part of the Euronext Tech Leaders segment since 2023, is a world leader in the fields of automatic data capture and industrial automation. Boasting over fifty years of experience, the Group is specialised in the design and production of barcode readers, mobile computers, detection, measurement and safety sensors, vision and laser marking systems and RFID. Its pioneering solutions help increase the efficiency and quality of processes along the entire value chain in the Retail, Manufacturing, Transportation & Logistics and Healthcare segments.

The Group's production operations focus on component assembly and software development for the manufacture of high-tech products, and have low energy requirements compared to more energy-intensive sectors. The Group has a small number of production staff (blue collars account for only 33% of the Group's workforce), and has a strong focus on R&D, which employs more than 460 people.

Datalogic operates in a competitive global market, competing with major U.S. multinationals in two main market segments: Data Capture and Industrial Automation.

In the **Data Capture** segment, the main products include hand-held scanners, mobile computers, mobile devices, and fixed on-counter scanners for the retail, logistics, and healthcare sectors. There are many significant breakthroughs recently introduced in this segment, including: the new ***Datalogic AI Loss Prevention Suite***, an advanced platform based on machine learning models, available on *Magellan* series multi-plane scanners and *Mobile Computers* designed to support retailers in reducing losses in all in-store operations, from check-out to overall store management. The new advanced self-shopping software ***ShopEvolution 8***, equipped with pre-trained AI and machine learning models, allows checkout audits to be triggered only when necessary and enables purchase behaviour mapping and loss analysis by making data-driven decisions. Unlike others that rely on third-party partnerships, both solutions are based on Datalogic's proprietary AI technology and provide seamless integration, solid performance and unparalleled competitiveness, highlighting Datalogic's commitment to equipping retailers with advanced tools to streamline operations and improve the customer experience.

The ***Remote Management Solution*** also enables remote management of the installed product fleet, which not only streamlines operations but also reduces environmental impact by enabling real-time configuration, upgrades, and monitoring, thus minimising on-site interventions, technician travel, and consequently fuel consumption and CO_2 emissions.

Lastly, the new family of laptops ***Memor***, which offers advanced reading performance even for the long range, thanks to Datalogic's new proprietary scan engines. Combined Wi-Fi 6/6E and 5G connectivity provides comprehensive indoor and outdoor connectivity and includes band compatibility for homes and PA. Equipped with Bluetooth 5.3 for faster data transfer speed, longer range, better transmission stability and lower power consumption, the *Memor* family devices have a strong focus on security by automatically supporting all Android OS updates up to Android 18. They also represent a solution focused on sustainability and a commitment to reducing environmental impact through innovative solutions and eco-friendly materials. In fact, packaging with entirely recycled and recyclable material has been adopted for the entire range of products and accessories, and the volume of containers has also been reduced, for a lower environmental impact also related to the transportation and shipping of products. Advanced power management technology also extends battery life by 20%, optimising clients' power consumption.

All Datalogic solutions aim to optimize energy use and extend the life cycle of devices, minimising replacements and e-waste, enhancing technological sustainability, and supporting circular economy strategies through optimising asset utilization and efficient refurbishment.

In **Industrial Automation**, the main products include fixed scanners for industrial use, sensors and safety solutions, laser marking systems, and artificial vision solutions

In industrial scanners, Datalogic continues to strengthen its global leadership through constant innovations, the most recent of which include the new family of readers *2D Imager Matrix 220.* Prominent among the products in this new family is the new ***Matrix 220 XAI***, the new barcode reader that integrates artificial intelligence to improve traceability and efficiency in production processes. This device is designed to address the challenges of reading codes marked directly on components (DPM) in industries such as automotive, electronics, and packaging. The *Matrix 220 XAI* stands out for its auto-configuration system, the fastest ever, based on artificial intelligence, developed by Datalogic's R&D Department with input from Pekat Vision, a Group company known for its expertise in artificial intelligence applied to vision systems. This technology, the result of Italian excellence in industrial innovation, uses advanced artificial intelligence algorithms capable of automatically adapting to different surfaces and materials, ensuring accurate reading of even the most damaged or low-quality barcodes. The result is rapid installation, reduced downtime and optimized

reading operations, even under the most challenging conditions. The device is equipped with the *DecodeX* decoding engine, based on Datalogic's proprietary technology, designed to dynamically adapt to different operating conditions, ensuring accurate barcode reading. This technology aims to set new standards in DPM performance, providing companies with advanced tools to address the challenges of an ever-evolving market. With the *Matrix 220 XAI*, Datalogic delivers innovative solutions powered by artificial intelligence, paving the way for the next generation of industrial automation and supporting businesses in enhancing traceability and operational efficiency.
In safety solutions, Datalogic has enriched its portfolio with advanced ***Safety Laser Scanners*** featuring *PROFIsafe* and *PROFINET* integration, meeting the highest safety standards while offering flexibility for industrial applications. These models combine ease of installation with advanced scanner configurability and diagnostics.
The ***SH4 AP*** models further complement the *SH4* family of safety barriers by introducing variants with a single active unit working with a passive unit, eliminating the need for electrical connections and significantly simplifying installation costs.
Lastly, regarding **sensors**, Datalogic offers a complete range for factory automation uses, from photoelectric sensors that use the emission and reception of light to detect the presence of objects or their parts, inspect their integrity or proper assembly, measure their size, distance or correct positioning, to the inductive, proximity or ultrasonic sensors, up to the new generations of smart vision sensors enabled with artificial intelligence and enhanced by machine learning-assisted setup algorithms, a smart solution for all object presence and orientation detection applications.
Customer proximity and responsiveness to specific needs, coupled with ongoing technological innovation and the delivery of high-quality offerings, have been the cornerstones of Datalogic's success for over fifty years now. With products used extensively in more than one-third of supermarkets and retail outlets worldwide, and in one-third of airports, transportation companies and postal services as well as in major manufacturing industries and hospital facilities globally, Datalogic offers its customers a wide range of solutions that meet all market needs [SBM-1, 40ai]. Meeting customer needs through constant technological innovation and high quality offerings, Datalogic has gradually developed a strong foothold in international markets partly through acquisitions, with a presence in 31 countries in Europe, Asia Pacific, and the United States [SBM-1, 40aii].

Value chain
Datalogic Group sources from a global network of suppliers of varying sizes and geographies, purchasing hardware components, software, and integrated solutions. Materials purchased include printed circuit boards, sensors, microchips, batteries, displays, and other electronic components. Equally important is the procurement of software solutions, firmware, and operating systems, which are essential for the design of end products. Datalogic mainly purchases finished and semi-finished products, which it assembles on its production lines. Suppliers are selected based on their quality, innovation capacity, and ability to meet sustainability criteria. Potential impacts, risks, and opportunities along Datalogic's value chain stem primarily from dependence on global suppliers and the need to ensure business continuity and sustainable sourcing of components. Disruptions in the supply chain, whether from climatic, geopolitical, or regulatory factors, could affect the availability and cost of raw materials. However, adopting sustainability criteria and collaborating with responsible suppliers offers an opportunity to strengthen supply chain resilience and reduce the Group's overall environmental footprint. Downstream, Datalogic offers its products through a global network of distributors and business partners, with a strong focus on direct sales, particularly in the Industrial Automation segment. In addition to distribution, partners also offer installation and after-sales services for Datalogic products. The Group is also committed to complying with product recovery and recycling regulations, following Waste Electrical and Electronic Equipment (WEEE) guidelines, and providing customers with clear information on proper disposal and recycling of products. Datalogic holds a pivotal position in the value chain, coordinating all stages - from component procurement through distribution and after-sales support - ensuring that each stage contributes to an efficient and sustainable product lifecycle [SBM-1, 42c].
The Company collects and manages various data related to its products to optimize production, improve product quality, and ensure customer satisfaction. Data is collected through automated production systems, device performance monitoring in the field, and customer relationship management, particularly feedback on products and services. Data protection is a priority for Datalogic, which implements strict IT security protocols, complies with privacy and data protection regulations such as GDPR, and uses encryption technologies to ensure the integrity and confidentiality of information [SBM-1, 42a].
Datalogic products offer numerous benefits to end customers by providing innovative solutions that improve operational efficiency, safety, and quality in areas like retail, logistics, and industrial automation. Datalogic solutions also help reduce environmental impact by decreasing operational inefficiencies and operating costs. Datalogic is an ever-expanding Group with a strong focus on technological innovation and sustainability.

All stakeholders - including suppliers, business partners, and end customers - benefit from a collaborative business ecosystem that promotes advanced technology adoption, improved product quality, and a commitment to environmental sustainability [SBM-1, 42b].

Sustainability objectives

The Group has established a long-term strategy and a set of sustainability objectives that reflect its commitment to reducing environmental impact, improving product quality, and strengthening social responsibility. These objectives cover key product and service groups, customer categories, geographical regions, and stakeholder relationships, and will evolve over time as specific, measurable targets are introduced.

The Group is focusing its research and development expenditure on reducing product energy consumption, using recycled materials, and certifying eco-labeled products. Solutions that reduce energy consumption and improve the durability and environmental sustainability of products are at the heart of the offering, thanks, for example, to the introduction of recycled plastics in the new generations of several high-sales product lines such as the new *Gryphon* hand scanner series. Additionally, ongoing packaging optimization, aimed at weight reduction and increased use of recycled materials, meets the growing demand from customers and investors to reduce environmental impact. The goal of implementing a carbon footprint reduction plan is a crucial step in demonstrating the Group's commitment to sustainability, aligning with customer, investor, and regulatory expectations. Sustainability is central to the Group's relationships with key stakeholders, including suppliers and business partners, and is integral to evaluations aimed at promoting a more responsible supply chain. [SBM-1, 40e; SBM-1, 40g].

The Group's new products are designed for greater durability and easy recyclability, aligning with the company's circular economy strategies. With regard to key markets and customer groups. The Group is primarily active in Europe and North America, where demand for sustainable solutions is rapidly increasing, and where regulatory requirements for sustainability are stricter. Datalogic is committed to continuously improving customer satisfaction and consistently measures the Net Promoter Score (NPS): a key, widely recognized indicator for tracking customer satisfaction, which also reflects their growing expectations for sustainability [SBM-1, 40f].

Certified Management Systems

Datalogic adheres to European and internationally recognized standards to evaluate the performance of its products and services. The Group has achieved certifications in quality, environmental management, information security, workplace health and safety, and social responsibility, all with a focus on continuous improvement. The Group's commitment is demonstrated by its adherence to ISO standards, which serve as the benchmark for corporate quality management systems. The data and processes used in sustainability reporting are audited by accredited third-party bodies to certify compliance with the corresponding reference standards [BP-2, RA 2].

Certification	Description	Scope
ISO 9001	Identifies regulations and guidelines that define the requirements for a quality management system in an organization	Datalogic Slovakia Sro, Datalogic SpA, Datalogic Srl, Datalogic USA Inc, Datalogic Vietnam LLC, Datalogic IP Tech srl, Datasensing srl, Datalogic Hungary Kft
ISO 27001	Identifies the requirements for setting up and operating an information security management system	Datalogic Spa, Datalogic Srl, Datalogic USA Inc and Datalogic Vietnam
ISO 14001	Environmental management standard that establishes the requirements of an environmental management system for an organization	Datalogic Slovakia Sro, Datalogic Spa, Datalogic Srl, Datalogic Vietnam LLC, Datasensing srl, Datalogic Hungary Kft
ISO 45001	Establishes formal procedures for managing worker health and safety	Datalogic Slovakia Sro, Datalogic Spa, Datalogic Srl, Datalogic IPTECH Srl, Datalogic Vietnam LLC, Datasensing srl, Datalogic Hungary Kft
SA 8000	Certifies commitment to sustainable development with special regard to social topics: e.g., respect for human rights and respect for labour law	Datalogic SpA, Datalogic IP TECH Srl, Datalogic Srl

Geographical distribution of employees

The Group has a significant global presence, with operations across different geographical areas. The following table shows the breakdown of employees in the various geographical areas [SBM-1, 40aiii].

Geographical area	Headcount	
	2024	%
EMEA - Europe, Middle East and Africa	1,666	60.6%
APAC - Asia Pacific	723	26.3%
AMERICAS - North, Central and South America	362	13.2%
Total	**2,751**	**100%**

Stakeholder engagement

The Company engages key stakeholders on sustainability aspects to ensure a comprehensive and balanced view across various areas. The engagement process includes both external actors, such as customers, banking institutions, investors, and business partners, and internal actors, such as Group employees. This approach enables the collection of valuable input that can directly influence business strategy and decision-making processes. Additionally, the Shareholder Dialogue Management Policy fosters transparency with the financial community and markets. It ensures the establishment, maintenance, and development of a dialogue with investors regarding sustainability topics [SBM-2, 45a].
In 2024, key stakeholder involvement occurred through targeted meetings and interviews, with feedback contributing to the identification and prioritization of material topics for Datalogic. These stakeholders included customers, suppliers, banks, investors, and research institutions. The Company also distributed questionnaires to gather views from a broader pool of stakeholders, assessing the Group's commitment to sustainability. Internally, a group of selected employees participated in company surveys to provide input for decision-making, promoting an ESG-conscious corporate culture [SBM-2, 45ai, 45aii, 45aiii, 45aiv].
Datalogic recognizes its workforce as central to the stakeholder engagement process. Workers' interests and views are integrated into corporate strategy through tools like questionnaires, meetings, workshops, and focus groups. The internal workforce plays a critical role in guiding corporate decisions and strengthening the company's ethical approach [S1.SBM-2, 12].
Similarly, Datalogic regards value chain workers as key stakeholders. The impacts of business operations on workers throughout the supply chain are carefully assessed (Datalogic subjects each new supplier to a self-assessment questionnaire, including specific ESG questions, and accepting the SA8000 principles), ensuring compliance with international human rights regulations and improving working conditions. This commitment translates into ongoing monitoring and dialogue with business partners to ensure responsible supply chain management. [S2.SBM-2, 9].
Datalogic Group also pays special attention to customers and end-users, recognising them as key stakeholders. Datalogic Group collects and analyses their views through active listening tools like satisfaction surveys, direct feedback at events,

industry trade shows, and on-site visits to Group facilities. Respect for consumer rights is central to the company's strategy, ensuring the provision of safe, reliable products that meet current regulations [S4.SBM.2, 8].
Input from various stakeholders is analysed and discussed at quarterly meetings of the Sustainability Executive Committee, a committee of top executives from relevant sustainability functions. During these meetings, top management evaluates stakeholder requests and monitors progress on sustainability topics. Stakeholder views are thus integrated into the processes of assessing the materiality of sustainability topics and affect the evaluation of corporate strategies and business model, with a view to continuous improvement [SBM-2, 45av, 45b, 45c].
The stakeholder engagement process enables Datalogic to maintain an ongoing and structured dialogue, strengthening transparency and accountability in corporate decisions. Administrative, management, and supervisory bodies are regularly updated on the outcomes of engagement activities, ensuring robust governance aligned with stakeholder expectations [SBM-2, 45d].

GOVERNANCE

Board of Directors and statutory bodies

Board of Directors
The Board of Directors (BoD) of Datalogic S.p.A. is responsible for setting corporate strategies and overseeing operational management.

Name	Role	Gender	Executive	Independent
Romano Volta	Chairman	M	Yes	No
Valentina Volta	Chief Executive Officer	F	Yes	No
Filippo Maria Volta	Director	M	No	No
Angelo Manaresi	Director	M	No	Yes
Chiara Giovannucci Orlandi	Director	F	No	Yes
Vera Negri Zamagni	Director	F	No	Yes
Valentina Beatrice Manfredi	Director	F	No	Yes

At December 31, 2024, the Board is composed of 7 members, of whom 2 have executive positions and 5 are non-executive. The composition of the Board ensures diverse expertise in the fields of industrial automation technologies, global markets, and business management. There is no provision for worker representation on the Board of Directors in line with legislation on worker representation in administrative bodies. Within the Board, gender balance is ensured: out of 7 directors, 4 are women (57%) and 3 are men (43%), with a women/men ratio of 1.3. Additionally, 4 out of 7 directors are independent (57%). The independence stated by the Directors is assessed annually according to the recommendations of the Corporate Governance Code [GOV-1, 19, 20a, 21; G1.GOV-1, 5].
The governance of sustainability and risk monitoring is entrusted to the Board of Directors, with the support of the Control, Risk, Remuneration, Appointments and Sustainability Committee (Single Committee), composed exclusively of independent and non-executive members. The Board of Statutory Auditors oversees compliance with regulations and principles of proper administration. Such bodies periodically review the corporate strategy, monitoring the effectiveness of the adopted policies and the achievement of sustainability objectives. Specifically, the results of stakeholder engagement and the analyses of impacts, risks, and opportunities that identified the material sustainability topics for Datalogic were submitted to the Sustainability Executive Committee for a completeness check and subsequently shared with the CEO. The Board of Directors, with the favourable opinion of the Single Committee in its role as sustainability committee and having heard the Board of Statutory Auditors, then approved double materiality [GOV-1, 20b, 20c, 22a, 22b, 22d, 26b].
The Executive Chairman and the Group CEO are responsible for the implementation of governance processes for the various heads of corporate functions and for structuring an integrated internal control system aimed at identifying and managing key risks, under the supervision of the Single Committee and the Board of Directors. The lines of responsibility are clear, with the Sustainability Executive Committee reporting to the CEO and the Executive Chairman. The Executive Chairman and the CEO inform the Board at least four times a year about the exercise of the powers delegated to them by the Board of Directors, ensuring constant monitoring of corporate strategies and their implementation. The Head of Internal Audit reports hierarchically and directly to the Chairman of the Board of Directors.

This ensures a constant update on risk management and the measures taken to mitigate them, guaranteeing the integration of sustainability aspects into strategic decision-making processes [GOV-1, 22c, 22cii, 26a].
The governance bodies address and manage operational and financial risks, including the adjustment of market strategies and sustainability policies, while identifying innovation opportunities in the industrial automation sector. The sustainability strategy is managed by the Group CEO with the support of the Executives through a Sustainability Executive Committee, while the Board, with the support of the Single Committee, approves the long-term objectives and monitors their implementation [GOV-1, 22ci, 26c].
Datalogic has adopted a structured internal control system, with procedures applied by the heads of corporate functions whose activities are subject to periodic internal and external audits; the outcome of these audits is reported to the supervisory bodies. The assessment of the effectiveness of corporate strategies and sustainability impacts takes place through periodic reports provided by the Executive Bodies to the Board of Directors, with the support of the Single Committee and under the supervision of the Board of Statutory Auditors [GOV-1, 22ciii, 26b].
To ensure comprehensive understanding of the sector and sustainability dynamics, the Company has conducted informational activities for its directors and supervisory bodies, with periodic in-depth analyses managed by the executive directors and management [GOV-1, 23].

Control, Risk, Remuneration, Appointments and Sustainability Committee
In carrying out its duties, the Board of Directors relies on the support of the Control, Risk, Remuneration, Appointments and Sustainability Committee, also referred to as the Single Committee, which has expertise in the areas of appointments, remuneration, control, risks, and sustainability. This body, composed internally of independent and non-executive Directors, supports the assessments and decisions of the Board regarding the adequacy of the internal control system and risk management, as well as the definition of the related guidelines. Specifically, it assesses the adequacy of non-financial information to accurately present the business model, corporate strategies, the impact of activities, and performance achieved, analysing the material topics for long-term value generation. Additionally, it reviews the content of the Sustainability Reporting for the purposes of the internal control system and risk management.

Name	Role	Gender
Angelo Manaresi	Chairman	M
Chiara Giovannucci Orlandi	Independent Director	F
Vera Negri Zamagni	Independent Director	F

Board of Statutory Auditors
The Board of Statutory Auditors performs supervisory functions regarding compliance with the law and the bylaws, the adequacy of the administrative and accounting organization, and the proper administration of the Company. It coincides with the Internal Control and Audit Committee (CCIRC), which oversees the financial reporting and statutory audit process, ensuring transparency and compliance with good governance principles.

Name	Role	Gender
Diana Rizzo	Chair	F
Elena Lancellotti	Standing Auditor	F
Roberto Santagostino	Standing Auditor	M
Patrizia Cornale	Alternate Auditor	F
Giulia De Martino	Alternate Auditor	F
Eugenio Burani	Alternate Auditor	M

Remuneration policies

Datalogic's Remuneration Policy aims to:

- attract, motivate, and retain high-profile professional and managerial individuals
- incentivize the achievement of the strategic objectives and sustainable growth of the company
- align the overarching objective of creating sustainable shareholder value in the medium to long term with Management's interests, and to uphold the company's mission and values.

The **fixed component** of remuneration reflects the skills, experience, and contributions required for the assigned role. **Non-monetary benefits** encourage employee loyalty, while **short-term incentives** drive the achievement of annual budget objectives. **Long-term incentives** focus on creating shareholder value and aligning results with the Company's strategy, promoting resource loyalty and engagement [GOV-3, 27, 29a].

Short-term incentives (STI)

The short-term incentive system is divided into three main plans:

- ***Management Incentive Plan (MIP)*** - For top positions and management, excluding commercial roles. Performance is measured both against corporate targets (Corporate Performance Factors) and individual targets (Individual Performance Factors)
- ***Individual Performance Bonus (IPB)*** - For middle management and individual contributors in positions of particular importance. Performance is assessed based on the achievement of individual targets
- ***Sales Incentive Plan (SIP)*** - For staff with commercial functions. Performance is measured against sales targets and strategic targets related to the commercial role.

Long-term incentives (LTI)

The long-term incentive plan, with a three-year time horizon, is reserved for top management and other strategic figures. The ***Performance Share Plan (PSP)*** provides for the assignment of Datalogic shares, commensurate with the level of responsibility and the achievement of Group targets defined at the beginning of the period.

Impact of sustainability objectives on performance

The short-term incentive system for management (MIP) includes an ESG objective: the Net Promoter Score (NPS), which measures customer satisfaction. Additionally, for 2024, a sustainability objective was incorporated into the Individual Performance Factors for the CEO, accounting for 15% of the overall individual performance evaluation.

In the long-term incentive plan (PSP), one corporate performance target involves the percentage of female managers and employees, weighted at 5% of the total [GOV-3, 28, 29b, 29c, 29d]. The Group is developing incentive and assessment systems tied to greenhouse gas emission reduction targets [E1.GOV-3, 13].

Approval and updating of incentive systems

Conditions and revisions of incentive systems, detailed in the Remuneration Policy, are approved annually by the Single Committee, then by the Board of Directors and the Shareholders' Meeting, ensuring alignment with corporate strategies and market best practices [GOV-3, 29e].

Statement on due diligence

The following table provides a mapping of the key elements of due diligence and the corresponding paragraphs in the Sustainability Reporting [GOV-4, 30, 31, 32].

	Key elements of due diligence	Paragraphs in the Sustainability Statement
a)	Integrate due diligence into governance, strategy and business model	GOV-2, GOV-3, SBM-1, SBM-3
b)	Involve stakeholders in all the key stages of due diligence	SBM-2, IRO-1
c)	Identify and assess negative impacts	SBM-3, IRO-1
d)	Act to address negative impacts	E1-2, E1-3, E5-1, E5-2, S1-1, S1-4, S2-1, S2-4, S4-1, S4-4, G1-1
e)	Monitor the effectiveness of actions and communicate	E1-4, E5-3, S1-5, S2-5, S4-5

Internal control and risk management for sustainability

Datalogic's internal control and risk management system for sustainability ensures the quality, reliability, and transparency of reported information, complying with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards [GOV-5, 34, 35].

The Procedure for preparing the Group's Sustainability Reporting outlines principles and processes for collecting, verifying, and consolidating sustainability data, guaranteeing accurate reporting of environmental, social, and economic impacts of business activities. The procedure applies to Datalogic S.p.A. and all related entities, excluding affiliates over which operational control is not exercised [GOV-5, 36a].
The approach to risk assessment and prioritization is similar to the process followed for the risk assessment related to Financial Reporting [GOV-5, 36b].
The main identified risks concern the completeness and integrity of sustainability data, the timely availability of information, consistency with regulatory standards, and the management of data from the value chain. To mitigate these risks, Datalogic has implemented a structured data collection system that involves direct engagement with responsible business functions and data owners, who are required to validate the data within their scope of responsibility. These data are then reviewed by the relevant persons in charge, who check for any significant deviations, consistency with available information, and alignment with comparable data [GOV-5, 36c].
Risk assessment is integrated into corporate processes through structured communication between the Sustainability Reporting Department and the main operational functions. The information is analysed to ensure consistency, completeness, and accuracy, and further details are requested from the relevant department heads if needed. The Sustainability Reporting is then reviewed and approved by the Board of Directors [GOV-5, 36d].
Periodic reporting on sustainability aspects and identified risks is ensured through regular meetings with the Board of Directors, the Single Committee, and the Sustainability Executive Committee. The reporting process also includes continuous updates to data collection and analysis methodologies to ensure compliance with current regulations and reference standards. [GOV-5, 36e].

DOUBLE MATERIALITY ANALYSIS

Process of identifying and assessing IROs

Datalogic Group identifies and assesses the impacts, risks, and opportunities related to sustainability using a methodology that integrates both internal and external analyses. After completing the context comprehension phase, which includes analysing the Group's activities, business relationships, the value chain, and relevant stakeholders, a long-list of impacts, risks, and opportunities was identified. This was done in accordance with the list of relevant topics, sub-topics, and sub-sub-topics, as required by application requirement 16 of ESRS 1.
The assessment of material impacts, risks, and opportunities (IROs) is conducted by the reporting unit, which operationally carries out the analysis. The defined methodology is applied to ensure a structured and consistent approach. The assessment considers impacts, risks, and opportunities without accounting for the mitigation actions in place for each. The material IROs were then submitted to the Sustainability Executive Committee, the CEO, and the Single Committee, before being approved by the Board of Directors, with acknowledgment from the Board of Statutory Auditors. The evaluation process is periodically reviewed, factoring in changes in regulatory, market, and operational contexts. The materiality of impacts and risks is updated in line with corporate developments. In this context, climate change and natural resource management factors were incorporated [IRO-1, 53d, 53e, 53g, 53h].

Impacts

The applied methodology enables the identification and prioritization of significant impacts based on their severity and probability, applying due diligence criteria for sustainability purposes [IRO-1, 53a].
This process involves assessing the Group's activities and business relationships, considering geographical factors, activities, and the evolution of regulations [IRO-1, 53bi, 53bii].
The process also included consultation with the stakeholders involved[1] to understand how they might be affected by the Group's activities. The information obtained was integrated into the risk management process. Consultation with environmental experts was used to better assess environmental dynamics and the risks related to natural resources [IRO-1, 53biii].
The Group has adopted an impact assessment system that prioritizes negative impacts based on three main criteria: magnitude, irreversibility, and scope, evaluated on a scale from one to five, along with their probability of occurrence, expressed as a percentage. For positive impacts, these are assessed based on their magnitude, scope, and relating probability, following the impact materiality assessment methodology defined in section 3.4 of ESRS 1 [IRO-1, 53biv].
The severity of an impact's consequences is assessed across five levels. An impact is considered minor if its consequences are negligible or moderate, and significant if its effects are material or highly material. The highest level of significance is assigned to impacts with extreme consequences and crucially material for stakeholders.

[1] See SBM-2

Irreparability reflects how difficult it is to remediate a negative impact. If an impact can be resolved easily in the short term, it is rated low. If it requires more complex, prolonged interventions, the score increases. Difficult-to-mitigate impacts in the medium term receive an intermediate score, while those that are nearly impossible to fix in the long term or irreversible are assigned the highest scores.
Scope measures the extent of the impact, both geographically and in terms of the number of people affected. An impact with limited effects receives the minimum score, while impacts extending to provincial, regional, and national levels are assigned intermediate scores. The highest score is given to impacts with global relevance that affect a large portion of the population or environment.
The probability of an impact occurring is expressed as a percentage, divided into six ranges: minimal (10%), low (20%), medium (30%), high (50%), and maximum (100%), reflecting the estimated frequency of the impact's occurrence.
The overall significance of the impact is determined by the sum of the scores assigned to magnitude, irreparability, and scope, multiplied by the probability of occurrence. This process helps identify priority impacts based on their overall materiality. This methodology allows the Group to identify which sustainability topics are most material for reporting and ensures that significant impacts are addressed appropriately.
The assessment of climate change impacts focused on greenhouse gas emissions from Group operations and the value chain. The methodology includes climate scenarios and projections of environmental vulnerability to estimate the magnitude and probability of negative impacts, such as those related to natural resource management, including water resources [E1.IRO-1, 20a].
The identification of greenhouse gas emission sources and other climate impacts was based on an analysis of operational activities and the value chain, considering the main emission categories. The assessment of the actual and potential impacts of the Group on climate change was based on the quantification of total emissions and the monitoring of environmental performance in line with industry standards.
The Group also assessed potential impacts from pollution, water management, waste generation and management, energy efficiency and resource inflows. In this context, the Group also assessed the potential impact on natural resources along the value chain, looking at higher risk activities and particularly vulnerable geographies.
In identifying material impacts related to business conduct, the Group has adopted an approach based on specific criteria, including the location of operations, the nature of the business, the sector in which it operates, and the structure of the operation. The analysis took into account the regulatory and socioeconomic context of the geographical areas where the Group operates, identifying impacts related to corporate governance, human rights, transparency in business practices, and integrity in supply chain management. [E2.IRO-1, 11a; E3.IRO-1, 8a; E4.IRO-1, 17b; E5.IRO-1, 11a; G1.IRO-1, 6].
While formal consultations with local communities have not been conducted, information regarding potential impacts has been thoroughly analysed and integrated into the risk management process to ensure an accurate and comprehensive assessment of possible consequences [E2.IRO-1, 11b; E3.IRO-1, 8b; E4.IRO-1, 17b; E5.IRO-1, 11b].

Risks and opportunities
Datalogic has implemented a procedure to assess risks and opportunities related to sustainability, considering factors such as climate change, regulatory changes, and market dynamics. Specifically, the connections between the impacts arising from Group activities and dependencies on the value chain have been analysed, taking into account the resources being sourced such as minerals, copper, silicon, and other essential materials for production, as well as the potential vulnerabilities along the value chain. These factors have been considered to understand how risks and opportunities arising from these dependencies along the supply chain can affect business operations.
As part of this process, Datalogic assessed the probability, magnitude, and nature of risks and opportunities by applying qualitative and quantitative thresholds, in line with the requirements of ESRS 1, section 3.3, on financial materiality. The assessment is based on criteria including potential financial impact, resource availability and cost, stakeholder relationships, and the degree of uncertainty involved.
The risk analysis considers potential variations in procurement costs and the availability of resources, ranging from negligible effects to scenarios of permanent depletion of key resources. The potential impact on relationships with stakeholders is also assessed, with effects ranging from minimal to permanent losses of strategic stakeholders or requests for contract renegotiation. On the opportunity side, the analysis looks at possible reductions in procurement costs, new availability of resources on favourable terms, and the potential to acquire new key stakeholders or renegotiate existing contracts favourably.
Financial exposure is measured on a scale from one to five, based on the impact on sales, costs, or assets. Minimal exposure corresponds to a negligible effect, less than three percent of EBITDA, with progressively higher levels assigned to more significant impacts, up to a maximum for impacts exceeding twenty percent of EBITDA.
The overall significance of risks and opportunities is determined by multiplying financial exposure by the probability of occurrence, using the same percentage ranges for impact assessment.

The Group uses risk assessment tools to quantify and monitor exposure to sustainability factors, ensuring that decision-making aligns with mitigation and adaptation strategies. The analysis of sustainability risks is integrated into strategic and operational planning processes, ensuring that emerging threats and opportunities are proactively managed. From the analysis, conducted according to the ESRS, no material risks or opportunities have emerged due to the company's dependence on natural and social resources [IRO-1, 53c].
The physical risks related to climate change were also considered, with extreme scenarios such as floods, droughts, and high temperatures taken into account. The assessment used the IPCC SSP5-8.5 scenario to estimate the vulnerability of the Group's assets and the most exposed geographical areas.
The process also included reviewing corporate activities and plans to identify potential sources of future emissions and other climate-related impacts. Additionally, the assessment considered both direct and indirect emissions, as well as the implications of the climate transition on operations and the value chain [E1.IRO-1, 20b, 21, RA 11, RA 15].
The Group also evaluated risks associated with transitioning to a low-carbon economy, particularly the impacts arising from the introduction of new greenhouse gas regulations, decarbonisation policies, and the adoption of clean technologies. These risks include the potential for increased costs to adapt to new regulatory standards, challenges in transforming business models, and adjusting to evolving customer expectations. The analysis also included transition scenarios aimed at limiting global warming to 1.5 °C, focusing on possible changes in customer behaviour and stricter regulations [E1.IRO-1, 20c, 21, RA 12, RA 15].
No risks or opportunities related to biodiversity have been identified, as the operational context and value chain do not highlight elements that require special treatment. The assessments take into account the evolving regulatory framework and industry best practices, ensuring ongoing monitoring of this issue for potential future developments. [E4.IRO-1].

Datalogic has also assessed opportunities arising from the ecological transition and the adoption of clean technologies. Opportunities arise from the growing demand for low-carbon solutions, which could open up new markets and product lines. The shift to a sustainable economy also offers opportunities to improve the efficiency of natural resource usage, such as water and energy, reducing operating costs and improving the Group's resilience to future impacts [IRO-1, 53f]. Furthermore, stricter emission policies and a growing focus on sustainability can create new business areas for the Group, offering a competitive edge advantage in the medium and long term. These opportunities were assessed by considering the impact that innovation and the adoption of more sustainable technologies could have on business operations, improving resource efficiency and reducing operational costs.

Material impacts, risks and opportunities

Datalogic has identified material impacts, risks, and opportunities affecting its business model and the upstream and downstream value chain. Key areas of focus include climate change, circular economy, working conditions with own operations, human rights in the value chain, information and security for customers and end-users, and supplier management, all of which influence corporate strategies and policies. These areas have implications for competitiveness, regulatory compliance, and operational performance [SBM-3, 48a, 48b].
The Group monitors these factors, assessing their positive and negative impacts on persons and the environment, which are analysed over three time horizons: short (<1 year), medium (1-5 years), and long-term (>5 years). The effects materialise directly through business activities and indirectly through relationships with suppliers and customers, making responsible management of the value chain crucial for ensuring operational continuity and compliance with ESG standards [SBM-3, 48c].
The financial implications of these factors can translate into variations in sales, investments, and operating costs, with sustainability and innovation emerging as key opportunities for maintaining competitiveness and mitigating risks. For this reason, Datalogic is taking measures to monitor its business model closely, assessing risk scenarios and sustainable growth strategies from both short-term and long-term perspectives [SBM-3 48f]. Since this is the first year the double materiality analysis has been conducted, a comparison can only be made with the impacts identified for the 2023 year. However, no significant changes have been identified compared to previous findings. For more information on the materiality assessment process, see the section "*Process of identifying and assessing IROs*" [SBM-3, 48g, 48h]. The material risks and opportunities for the Group did not show significant effects on the income results and on cash flows. [SBM-3 48d].
The Datalogic workforce includes direct employees, freelancers, and third-party staff. The Company monitors potential and current impacts on working conditions, skills development, and pay equity, ensuring compliance with safety standards and equal opportunities [S1.SBM-3, 14a, 14b, 14c]. The transition to more sustainable operations has not had material negative impacts on employment, but it represents an opportunity for retraining and professional development [S1.SBM-3, 14d, 14e].
In the value chain, impacts concern workers involved in sourcing and production. Datalogic applies due diligence processes to prevent human rights violations and ensure compliance with international standards on working

conditions. The positive impacts stem from adopting responsible purchasing practices and aligning with ESG standards [S2.SBM-3, 11].

For customers and end-users, the focus is on product quality and safety, data protection, and the quality of information. Datalogic monitors any risks related to regulatory compliance and the reliability of its solutions, with positive impacts resulting from innovation and improvement of customer experience [S4.SBM-3, 10].

	Impact				Financial					
Topic / Subtopic	Positive	Negative	Current	Potential	Risk	Opp.	Material IRO description	Value chain	Involvement in impact generation	Time horizon
E1 Climate change										
Climate change mitigation		x	x				Negative impact on climate change caused by direct and indirect greenhouse gas emissions (Scope 1, 2, and 3) generated by business operations	The entire chain	Through its activities and as a result of its business dealings	< 1 year
						x	Market appeal through information about its climate performance (e.g., Scope 3)	At Datalogic		between 1 and 5 years
					x		Negative reputation due to failure to meet SBTi targets	At Datalogic		>5
Climate change adaptation					x		Costs to incur in the event of extreme weather events that may also compromise business continuity	At Datalogic		>5
						x	Appeal of expenditure due to a higher percentage of revenue, CapEx and OpEx aligned with the EU taxonomy thanks to the adoption of a climate change adaptation plan	At Datalogic		between 1 and 5 years
Energy	x			x			Monitoring user energy consumption and providing recommendations to enhance energy efficiency throughout the product lifecycle	Downstream	Through its activities	between 1 and 5 years
		x	x				Energy consumption due to business activities	At Datalogic	Through its activities	<1 year
E5 Circular economy										
Resource inflows		x	x				Pressure on resources due to the use of virgin materials not from recycled or recyclable sources	Upstream	As a result of its business dealings	<1 year
		x	x				Pressure on resources due to the use of virgin materials not from recycled or recyclable sources	At Datalogic	Through its activities	<1 year
					x		Risk of non-compliance of supplier production components with EU/national legislation and policy on products designed according to circular principles (e.g. proposed regulation on eco-design, right to repair, Agec law, etc.)	Upstream		between 1 and 5 years
Waste		x	x				Generation of waste from production processes, including WEEE	At Datalogic	Through its activities	between 1 and 5 years
					x		Increase in regulatory fees due to the lack of a waste management system and partnerships with selected recycling companies	At Datalogic		between 1 and 5 years
					x		Penalties due to non-compliance with the WEEE directive	At Datalogic		between 1 and 5 years
					x		Reputational harm due to the lack of take-back or recycling options for used or obsolete heating systems and non-compliance with the WEEE Directive	At Datalogic		between 1 and 5 years
S1 Own workforce										
Working conditions		x		x			Impact on the stability and financial security of workers due to the prevalence of temporary contracts	At Datalogic	Through its activities	between 1 and 5 years
		x		x			Failure to comply with contracted working hours	At Datalogic	Through its activities	between 1 and 5 years
		x		x			Failure to respect workers' rights regarding social dialogue	At Datalogic	Through its activities	between 1 and 5 years
	x			x			Higher engagement and satisfaction rates among workers thanks to flexible working hours (e.g. smart-working program, part-time)	At Datalogic	Through its activities	between 1 and 5 years
		x		x			Temporary or permanent physical injuries, with potentially fatal consequences, for workers involved in workplace accidents	At Datalogic	Through its activities	<1 year
					x		Reputational harm caused by a poor employee work-life balance	At Datalogic	Through its activities	between 1 and 5 years
Equal treatment and opportunity for all		x		x			Wage and/or opportunity gaps between male and female employees	At Datalogic	Through its activities	between 1 and 5 years
	x		x				Improvement of workforce skills thanks to the presence of training and retraining programs	At Datalogic	Through its activities	between 1 and 5 years
		x		x			Lack of equal treatment among persons in the company, even in terms of geographical and corporate background	At Datalogic	Through its activities	between 1 and 5 years
					x		Risk of difficulties in developing innovative and efficient products due to a lack of critical skills (e.g. STEM)	At Datalogic		between 1 and 5 years
S2 Workers in the value chain										
Other work-related rights		x		x			Negative impact on workers and their well-being if Datalogic relies on suppliers not subject to due diligence analysis	Upstream	Through its activities and as a result of its business dealings	between 1 and 5 years
S4 Consumers and end-users										
Information-related		x		x			Potential mismanagement or data loss due to the lack of policies and poor interoperability between the Company's systems and third-party protocols	Downstream	Through its activities and as a result of its business dealings	between 1 and 5 years

impacts for consumers and/or end-users	x		x			Positive impacts on customer and installer loyalty thanks to the information made available about the products	Downstream	Through its activities	between 1 and 5 years
					x	Litigation costs in the event of privacy breaches and cybersecurity violations (also due to connected products)	At Datalogic		between 1 and 5 years
Personal safety of consumers and/or end-users		x		x		Health and safety implications due to inadequate product safety and quality controls	Downstream	Through its activities	between 1 and 5 years
	x		x			The production of safety sensors by Datalogic helps improve workplace safety by reducing the risk of accidents among workers	Downstream	Through its activities	between 1 and 5 years
					x	Litigation costs, reputational harm, and decline in sales in the case of non-compliant and malfunctioning products	At Datalogic		between 1 and 5 years
G1 Business conduct									
Business culture	x		x			Positive impact on corporate culture thanks to the presence of structured Codes and policies	At Datalogic	Through its activities	>5
					x	Reputational harm and reduced appeal of expenditure due to the failure to achieve the sustainability objectives set by the company	At Datalogic		>5
Management of relationships with suppliers including payment practices		x		x		Negative repercussions for small and medium-sized suppliers in case of failure to deliver payments on time	Upstream	Through its activities	between 1 and 5 years
					x	Costs related to the adoption of sustainable practices and policies by suppliers and customers that have a direct impact on the cost of materials used (raw materials or finished products)	At Datalogic		between 1 and 5 years
Corruption and bribery	x					Ongoing training to employees on corruption	At Datalogic		between 1 and 5 years
		x				Damage to external stakeholders as a result of incidents of corruption and extortion within the Company	The entire chain		between 1 and 5 years

DISCLOSURE REQUIREMENTS

Identification of information to be disclosed

Datalogic Group has established the information to be disclosed regarding impacts, risks, and opportunities through a structured process based on double materiality analysis and following the guidelines and mapping tables contained in EFRAG *Q&A ID 177*, which link sustainability topics to the topical disclosure requirements set out by the ESRS standards. To ensure consistency and adherence to the principle of materiality, thresholds and criteria have been established in accordance with section 3.2 of ESRS 1. This approach allows for the identification and sharing of information that meets both regulatory requirements and stakeholder expectations, ensuring clear and transparent communication [IRO-2, 59].

Methods for submitting information

The report includes a structured ToC, based on the results of the materiality analysis, which lists the relevant paragraphs for each topic addressed. The ToCs, organized by chapters, correspond to the material sustainability topics defined by the ESRS standards and are placed at the beginning of each section of the document. The information is presented together with the information required by the relevant ESRS topical standard.
The following is a summary table that outlines the information required by the EU legislative acts indicated in Appendix B of the ESRS 1, specifying whether these elements have been assessed as not material. In cases where an element is not considered material, the expression “NM" ("Not Material") is used, in accordance with what is provided in paragraph 35 of the ESRS 1 [IRO-2, 54, 55, 56].

Disclosure Requirement and related datapoint			SFDR	Pillar 3	Benchmarks	EU Climate Lax	Location / materiality
ESRS 2 GOV-1	21(d)	Board’s gender diversity	x		x		
ESRS 2 GOV-1	21(e)	Percentage of board members who are independent			x		
ESRS 2 GOV-4	30	Statement on due diligence	x				
ESRS 2 SBM-1	40(d)i	Involvement in activities related to fossil fuel activities	x	x	x		NM
ESRS 2 SBM-1	40(d)ii	Involvement in activities related to the production of chemicals	x		x		NM
ESRS 2 SBM-1	40(d)iii	Involvement in activities related to controversial weapons	x		x		NM
ESRS 2 SBM-1	40(d)iv	Involvement in activities related to cultivation and production of tobacco			x		NM

ESRS E1-1	14	Transition plan to reach climate neutrality by 2050				x	NM
ESRS E1-1	16(g)	Undertakings excluded from Paris-aligned Benchmarks		x	x		NM
ESRS E1-4	34	GHG emission reduction targets	x	x	x		
ESRS E1-5	38	Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors)	x				
ESRS E1-5	37	Energy consumption and energy mix	x				
ESRS E1-5	40-43	Energy intensity associated with activities in high climate impact sectors	x				
ESRS E1-6	44	Gross Scope 1, 2, 3 and Total GHG emissions	x	x	x		
ESRS E1-6	53-55	Gross GHG emissions intensity	x	x	x		
ESRS E1-7	56	GHG removals and carbon credits				x	NM
ESRS E1-9	66	Exposure of the benchmark portfolio to climate-related physical risks			x		*Phase-in*
ESRS E1-9	66(a)	Disaggregation of monetary amounts by acute and chronic physical risk		x			*Phase-in*
ESRS E1-9	66(c)	Location of significant activities at material physical risk		x			*Phase-in*
ESRS E1-9	67(c)	Breakdown of the carrying value of its real estate assets by energy-efficiency classes		x			*Phase-in*
ESRS E1-9	69	Degree of exposure of the portfolio to climate-related opportunities			x		*Phase-in*
ESRS E2-4	28	Quantity of each pollutant listed in Annex II of the E-PRTR regulation	x				NM
ESRS E3-1	9	Water and marine resources	x				NM
ESRS E3-1	13	Dedicated policy	x				NM
ESRS E3-1	14	Sustainable oceans and seas	x				NM
ESRS E3-4	28(c)	Total recycled and reused water	x				NM
ESRS E3-4	29	Total water consumption in m3 per net revenue on own operations	x				NM
IRO-1 - E4	16(a)i	-	x				NM
IRO-1 - E4	16(b)	-	x				NM
IRO-1 - E4	16(c)	-	x				NM
ESRS E4-2	24(b)	Sustainable land / agriculture practices or policies paragraph	x				NM
ESRS E4-2	24(c)	Sustainable oceans / seas practices or policies	x				NM
ESRS E4-2	24(d)	Policies to address deforestation	x				NM
ESRS E5-5	37(d)	Non-recycled waste	x				
ESRS E5-5	39	Hazardous waste and radioactive waste	x				
SBM-3 - S1	14(f)	Risk of forced labour	x				
SBM-3 - S1	14(g)	Risk of child labour	x				
ESRS S1-1	20	Human rights policy commitments	x				
ESRS S1-1	21	Due diligence policies on issues addressed by the fundamental ILO Conventions 1 to 8			x		
ESRS S1-1	22	Processes and measures for preventing trafficking in human beings	x				
ESRS S1-1	23	Workplace accident prevention policy or management system	x				
ESRS S1-3	32(c)	Grievance/complaints handling mechanisms	x				
ESRS S1-14	88(b)(c)	Number of fatalities and number and rate of work-related accidents,	x		x		
ESRS S1-14	88(e)	Number of days lost to injuries, accidents, fatalities or illness	x				
ESRS S1-16	97(a)	Unadjusted gender pay gap	x		x		
ESRS S1-16	97(b)	Excessive CEO pay ratio	x				
ESRS S1-17	103(a)	Incidents of discrimination	x				

ESRS S1-17	104(a)	Non-respect of UNGPs on Business and Human Rights principles and OECD	x		x		
SBM-3 - S2	11(b)	Significant risk of child labour or forced labour in the value chain	x				
ESRS S2-1	17	Human rights policy commitments	x				
ESRS S2-1	18	Policies related to workers in the value chain	x				
ESRS S2-1	19	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	x		x		
ESRS S2-1	19	Due diligence policies on issues addressed by the fundamental ILO Conventions 1 to 8			x		
ESRS S2-4	36	Human rights issues and incidents connected to its upstream and downstream value chain	x				
ESRS S3-1	16	Human rights policy commitments	x				NM
ESRS S3-1	17	Non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines	x		x		NM
ESRS S3-4	36	Human rights issues and incidents	x				NM
ESRS S4-1	16	Policies related to consumers and end-users	x				
ESRS S4-1	17	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	x		x		
ESRS S4-4	35	Human rights issues and incidents	x				
ESRS G1-1	10(b)	United Nations Convention Against Corruption	x				
ESRS G1-1	10(d)	Protection of whistleblowers	x				
ESRS G1-4	24(a)	Fines for violation of anti-corruption and anti-bribery laws	x		x		
ESRS G1-4	24(b)	Standards of anti-corruption and anti-bribery	x				

ENVIRONMENTAL INFORMATION

CLIMATE CHANGE

ESRS Standards	Reference	Notes
GOVERNANCE		
ESRS 2 GOV-3 - Integration of sustainability-related performance in incentive schemes		The disclosure is included in ESRS 2 GOV-3, section 'General Information', in accordance with Appendix C, which sets out the requirements applicable in conjunction with ESRS 2.
Strategy		
E1-1 - Transition plan for climate change mitigation		To date, Datalogic has not yet adopted a transition plan but intends to prepare an emissions reduction plan for climate change mitigation.
ESRS 2 SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model	Resilience and adaptation to climate change	The disclosure is included in ESRS 2 SBM-3, section 'General Information', in accordance with Appendix C, which sets out the requirements applicable in conjunction with ESRS 2. The disclosure regarding the resilience and adaptation analysis to climate change is instead addressed in this paragraph.
Impact, risk and opportunity management		
ESRS 2 IRO-1 - Description of the processes to identify and assess material climate-related impacts, risks and opportunities		The disclosure is included in ESRS 2 IRO-1, section 'General Information', in accordance with Appendix C, which sets out the requirements applicable in conjunction with ESRS 2.
E1-2 - Policies related to climate change mitigation and adaptation	Commitment to reducing carbon footprint	

E1-3 - Actions and resources in relation to climate change policies	Climate transition solutions	
Metrics and targets		
E1-4 - Targets related to climate change mitigation and adaptation	Building goals for a low-emission future	
E1-5 - Energy consumption and energy mix	Energy consumption and energy mix	
E1-6 - Gross Scope 1, 2, 3 and total GHG emissions	GHG emissions	
E1-7 - GHG removals and GHG mitigation projects financed through carbon credits		It was not included in the Sustainability Reporting as Datalogic has not undertaken, nor does it intend to undertake in the short term, activities for the absorption or storage of greenhouse gases resulting from projects related to its own operations or the value chain.
E1-8 - Internal carbon pricing		It is not shown in the Sustainability Reporting, as Datalogic has not implemented an internal carbon pricing system, nor does it plan to do so in the short term.
E1-9 - Anticipated financial effects from material physical and transition risks and potential climate-related opportunities		*Phase-in*

STRATEGY

Resilience and adaptation to climate change

Datalogic Group has conducted a resilience and adaptation analysis to assess the undertaking's ability to cope with climate change and adapt to the challenges arising from extreme weather events and regulations related to the transition to a low-carbon economy. This analysis followed the principles outlined in the European Taxonomy and TCFD recommendations, considering both short-term (2024) and long-term (2050) climate scenarios.

Scope of resilience analysis

The resilience analysis focused on all the major operations of Datalogic Group, including its production sites. Direct physical risks were identified, such as temperature changes, heatwaves, and hydrological variability. Additionally, transition risks were considered, arising from the introduction of new environmental policies and the shift to low-emission energy sources. While most climate-related risks were covered in the analysis, some local factors, such as the risk of flooding for specific locations, were excluded when deemed not material [E1.SBM-3, 19a].

Methods and timing of the resilience analysis

The analysis was performed by evaluating climate scenarios with the support of third-party models specialized in assessing such risks. The scenarios, particularly the RCP 8.5 scenario, were used to simulate the impacts of climate change on each Datalogic Group site, taking into account the geographical specifics and local operations. The analysis considered both physical risks, such as extreme temperatures and variations in precipitation, and transition risks.
While a detailed analysis based on the climate scenarios required by the ESRS standards was not conducted, a qualitative assessment was made, considering regulatory developments, the adoption of new technologies, and the rise of renewable energies. The analysis was conducted over time horizons ranging from 5 to 30 years, with regular reviews to ensure alignment with scientific and regulatory developments [E1.SBM-3, 18, 19b].

Results of the resilience analysis

The results of the resilience analysis highlighted that Datalogic Group's most significant risks arise mainly from extreme temperatures and hydrological variability, potentially impacting production operations and employee safety. However, the Group has already implemented several adaptation measures, including upgrading air conditioning systems, optimising water resource management, and reviewing emergency plans to reduce remaining risks. Specifically, sites with higher exposure to heatwaves and hydrological variability, such as those in Italy and the United States, have upgraded their cooling systems and emergency plans to ensure operational continuity. The Group is also exploring measures to reduce the vulnerability of its production sites to climate change. Overall, the analysis showed that, despite

uncertainties regarding climate change evolution, Datalogic Group has taken adaptation actions to address future challenges and continues to monitor and update its climate change analyses regularly [E1.SBM-3, 19c, RA8b].

IMPACT, RISK AND OPPORTUNITY MANAGEMENT

Commitment to reducing carbon footprint

Datalogic Group, through its Environmental and Sustainable Sourcing Policy, promotes the adoption of sustainable practices in business operations aimed at reducing environmental impact through energy efficiency and the spread of renewable energy as elements to reduce the carbon footprint.
Datalogic's commitment extends to suppliers and the value chain. The Group promotes the adoption of sustainable and responsible practices among its suppliers, encouraging the use of low environmental impact solutions and the monitoring of greenhouse gas emissions. This approach aims to integrate sustainability along the entire value chain, ensuring that the entire supply ecosystem contributes to Datalogic's sustainability objectives. The highest management level responsible for implementing the policy is the Chief Operating Officer, who ensures the integration of sustainability objectives into procurement processes and along the value chain. [E1-2, 24; MDR-P].

Building goals for a low-emission future

Datalogic currently has not set measurable results-oriented targets related to the impacts, risks, and opportunities associated with climate change, as it is mapping its carbon footprint, a crucial activity to gain a detailed understanding of the starting situation. The mapping will allow the identification of priority intervention areas and the establishment of tangible and measurable targets for emission reduction and energy efficiency improvement [MDR-T, 81bii].
While no specific objectives have been set, Datalogic still monitors the effectiveness of its sustainability policies. The Group has implemented a continuous monitoring system for energy consumption, emissions, and environmental performance, aiming to collect useful data to define future targets and guide subsequent actions. This monitoring is still evolving, and progress will be measured starting from the baseline period defined once the carbon footprint mapping is completed [MDR-T, 81bi].

Climate transition solutions

Datalogic is dedicated to implementing structured actions based on a clear programmatic approach to reduce emissions and adapt to climate change. The Policy on environment and sustainable sourcing indicates the Group's commitment to defining a plan that includes tangible and measurable targets, once the initial analysis of the carbon footprint is completed and the main areas for intervention are identified [MDR-A, 62]. In 2024 too, Datalogic was committed to sourcing from renewable sources, including the purchase of electricity generated by photovoltaic systems installed on its own facilities by third-party operators. Specifically, the Group granted the use of the plant roof in Vietnam for the installation of solar panels, ensuring a direct supply of renewable energy [MDR-A, 68a, 68b, 68c, 68d]. Actions and allocations of economic resources are being defined [MDR-A, 69].

METRICS

Energy consumption and energy mix

Datalogic's production activities, focused on the assembly of components, have low energy requirement compared to more energy-intensive industrial sectors. However, energy consumption represents one of the most significant environmental aspects for the Group's facilities and locations worldwide. For this reason, the Company constantly monitors its consumption and adopts energy efficiency policies and sourcing from renewable sources to reduce its environmental impact.
Datalogic's energy consumption is divided into direct consumption, resulting from the use of natural gas, diesel, LPG, and petrol for heating and corporate mobility, and indirect consumption, related to the use of electricity. As part of its sustainability strategy, Datalogic is committed to increasing the procurement from renewable sources, including the purchase of electricity generated by photovoltaic systems installed on its own facilities by third-party operators. Specifically, the Group granted the use of the plant roof in Vietnam for the installation of solar panels, ensuring a direct supply of renewable energy [E1-5, 37, 38, 39, RA34].

Energy consumption and mix (MWh)[2]

	2024 MWh	%
Fuel consumption from coal and coal products	-	
Fuel consumption from crude oil and petroleum products	8,649.2	29.8%
Fuel consumption from natural gas	5,307.6	18.3%
Fuel consumption from other fossil sources	-	
Consumption of electricity, heat, steam and cooling purchased or acquired from fossil sources	13,573.7	46.8%
Total energy consumption from fossil sources	**27,530.4**	
Share of fossil sources in total energy consumption		**95.0%**
Consumption from nuclear sources	**-**	
Share of consumption from nuclear sources in total energy consumption	**-**	
Fuel consumption from renewable sources	-	
Consumption of electricity, heat, steam and cooling purchased or acquired from renewable sources	1,454.0	5.0%
Consumption of self-generated non-fuel renewable energy	-	
Total energy consumption from renewable sources	**1,454.0**	
Share of renewable sources in total energy consumption		**5.0%**
Total energy consumption	**28,984.4**	**100%**

Energy intensity per net revenue

The energy intensity index was calculated using the revenue figure reported in the Group's consolidated financial statements. Most of Datalogic's companies fall under the definition of high climate impact activities according to the ESRS standard. Since the net revenue of the companies excluded from this classification has a negligible impact versus the Group's total, and to ensure greater reconciliation with the carrying amounts of the consolidated financial statements, the calculation of the energy intensity index was carried out considering the Group's net revenue and the Group's total energy consumption [E1-5, 40, 41, 42, 43].

	2024
Total energy consumption from activities in high climate impact sectors (MWh)	28,984.4
Net revenue from activities in high climate impact sectors (million €)	493.8
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors (MWh/ mn €)	**58.7**

GHG emissions

Datalogic monitors and reports its greenhouse gas (GHG) emissions in accordance with international standards and applicable regulatory requirements. The reporting scope significantly expanded versus last year; however, since no comparative data is provided, no impacts on the comparability of the reported emissions are noted [E1-6, 47].

The choice of emission factors is based on their geographical and sectoral relevance, ensuring accuracy in the estimation of emissions. The details of the methodologies adopted and the emission factors used are reported in the notes at the bottom of the emission tables [E1-6, RA39b].

No significant events or changes have been reported during the reporting period that had a material impact on the Group's overall emissions. However, the ongoing commitment to a more sustainable management of energy

[2] For the conversion of energy consumption into MWh, conversion factors derived from the DEFRA 2024 database have been applied. For methane gas, the values considered are 12.674 kWh per kilogram and 0.796 kg per cubic meter, while for heating diesel a coefficient of 9.891 kWh per litre has been applied. The LPG intended for heating has been converted using a factor of 12.762 kWh per kilogram.
For diesel used in road transport, the conversion was made using 9.891 kWh per litre, with an emission factor of 2.51279 $kgCO_2$ per litre and 0.16984 $kgCO_2$ per kilometre traveled. For automotive petrol, the applied coefficients were 8.969 kWh per litre, 2.0844 $kgCO_2$ per litre, and 0.1645 $kgCO_2$ per kilometre. For hybrid vehicles, an emission factor of 0.12607 $kgCO_2$ per kilometre has been adopted, while for plug-in hybrids, the reference amount is 0.0936 $kgCO_2$ per kilometre.
In the absence of direct data for certain offices, warehouses, and plants, energy consumption has been estimated using comparable internal parameters within the Group. For the plants, the reference was the plant in Castiglione Messer Raimondo, for the offices the office in Lippo, and for the warehouses the one in Modena.

consumption and the value chain could generate effects in the medium to long term, resulting in a gradual reduction of GHG emissions [E1-6, RA42c].
In this latter area, Datalogic uses contractual tools in conjunction with energy attributes represented by an on-site Power Purchase Agreement (PPA). Specifically, the Group has granted the use of the plant's coverage in Vietnam to a third-party operator, which installed photovoltaic systems from which Datalogic purchases the produced energy. This covers 28.9% of Vietnam's consumption and 5.2% of the Group's total consumption [E1-6, 44, 48, 49, 51, 52, RA46d, RA45d].

Greenhouse gas emissions (tCO_2eq)

	2024	
	tCO2eq	%
Scope 1 GHG emissions[3]		
Gross Scope 1 GHG emissions	**2,643.5**	**1.3%**
Percentage of Scope 1 GHG emissions from regulated emissions trading systems	-	-
Scope 2 GHG emissions[4]		
Gross Scope 2 GHG emissions (location-based)	**5,458.4**	**2.7%**
Gross Scope 2 GHG emissions (market-based)	**6,756.0**	**3.3%**
Scope 3 GHG emissions		
Total gross indirect Scope 3 GHG emissions	**192,585.4**	**95.7%**
1. Purchased goods and services	119,544.3	59.4%
2. Capital goods	2,374.7	1.2%
3. Fuel and energy-related activities	265.5	0.1%
4. Upstream transportation and distribution	10,122.8	5.0%
6. Business traveling	3,589.5	1.8%
11. Use of products sold	56,190.7	27.9%
12. End-of-life treatment of products sold	22.9	0.0%
15. Capital expenditure	474.9	0.2%
Total GHG emissions		
Total GHG emissions (location-based)	**200,687.3**	**100%**
Total GHG emissions (market-based)	**201,985.0**	**100%**

Categories of Scope 3 GHG Emissions
The calculation of Datalogic's Scope 3 greenhouse gas (GHG) emissions was carried out according to the principles and requirements of the Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011) of the Greenhouse Gas Protocol. The analysis included an assessment of the 15 categories of Scope 3 emissions, identifying those significant based on the estimated magnitude of emissions, materiality criteria, and the influence of the value chain. The emissions for each significant category were estimated using recognized methodologies[5], utilising primary data when available and specific emission factors. Overall, 7.0% of Scope 3 emissions were calculated based on primary data; specifically, Category 4 (Upstream Transportation and Distribution) was fully quantified thanks to data provided directly by logistics

[3] Scope 1 emissions have been calculated by applying specific DEFRA 2024 emission factors based on the type of fuel used. For methane gas, a factor of 2,568.16441 $kgCO_2$ per ton has been adopted, while for diesel the reference amount is 2.51279 $kgCO_2$ per litre. LPG has been considered with a factor of 2,939.36095 $kgCO_2$ per ton. Regarding road transport, specific emission factors have been used for each type of fuel: 0.16984 $kgCO_2$ per kilometre for diesel, 0.1645 $kgCO_2$ for petrol, 0.12607 $kgCO_2$ for hybrid vehicles, and 0.0936 $kgCO_2$ for plug-in hybrid vehicles.
[4] For the calculation of location-based Scope 2 emissions, the emission factors adopted refer to ISPRA 2024 for Italy, AIB 2023 Production Mix for European countries, TERNA 2019 for Turkey, Australian National Greenhouse Accounts Factors 2024 for Australia, EPA 2024 GHG Emission Factors Hub for the USA, IEA 2024 for Russia and Japan, and IGES Grid Emission Factors v.11.5 for other geographical areas.
In a market-based perspective, the AIB 2023 Residual Mix emission factors for Europe, the Australian National Greenhouse Accounts Factors 2024 for Australia, the Green-e® Residual Mix Emission Rates (2022 Data) for the United States, TERNA 2019 for Turkey, Russia, and Japan, and IGES Grid Emission Factors v.11.5 for the remaining geographical areas have been used.
Scope 2 emissions are shown in tons of CO_2, while the percentage of methane and nitrous oxide is negligible compared to the total greenhouse gas emissions (CO_2 equivalent), as highlighted by the relating technical literature.
[5] The level of uncertainty in Scope 3 emissions estimates is directly related to the calculation methodology adopted: more specific methods tend to reduce uncertainty, while more generic methods can increase it. The hypotheses and estimates used are described in detail in the relevant section, ensuring transparency in the reporting process.

partners and Category 6 (Business Travel) was provided directly for 94% by corporate travel management systems [E1-6, RA45g, RA46].

Purchased goods and services

Emissions deriving from the production of materials and services purchased by Datalogic during the relevant year represent one of the main sources of indirect emissions. The analysis was conducted using the spend-based method, applying emission factors to the aggregated spending data for 2024. The purchasing categories have been identified and classified by type of materials and services, allowing the application of specific coefficients for each sector. Emission factors were pulled from the EXIOBASE database, which provides specific values based on expenditure by commodity category.

Capital goods

Emissions derive from the production of capital goods purchased by Datalogic, such as machinery and equipment, excluding emissions resulting from their use (accounted for in Scope 1 and 2). The calculation was carried out using the spend-based method, applying emission factors to spending data taken from the company's asset register for the reporting year. Emission factors were pulled from the EXIOBASE database, with specific values for capital goods categories.

Fuel and energy-related activities

This category includes emissions associated with the production and distribution of fuels and energy purchased by Datalogic and consumed during the reporting period, excluding emissions already reported in Scope 1 and 2. The calculation is based on an activity-based approach, multiplying the volumes of fuel consumed by the corporate fleet by the corresponding emission factors. Wheel-to-tank factors from the DEFRA 2024 database have been applied, considering emissions generated during extraction, refining, and transportation of fuel.

Upstream transportation and distribution

Emissions derive from the transportation and distribution services of purchased materials and products, including inbound transportation from direct suppliers. Emission data was provided directly by the main logistics operators with whom Datalogic collaborates. The supplier-specific method has been applied, using actual data provided by carriers, based on the emissions generated by their services. The data and emission coefficients were provided by Datalogic's main logistics partners, including DHL, Kuehne+Nagel, FedEx, Expeditors, and others.

Business traveling

The emissions derive from the transportation of employees for business activities, including travel by public and private transport. The calculation was made using the distance-based method, based on the extraction of kilometres travelled by employees through the corporate travel management system *ZTravel*. The data on flights and other movements were collected directly from the travel agency. The conversion factors provided by DEFRA 2024 have been applied, with specific values for each mode of transport (air, train, car, bus).

Use of products sold

This category includes the emissions generated by the use of Datalogic products by end-users during their life cycle. The analysis was carried out by estimating the average energy consumption of the devices sold in 2024, based on the technical specifications of the products and the consumption during the various phases of use and the energy mix in the target markets. The estimate of energy consumption is based on assumptions related to the operating modes of the devices, distinguishing between consumption in active mode and in idle mode, on the usage parameters defined for each product line, including the average number of hours and days of operation, and on the expected lifespan. Such assumptions introduce a margin of uncertainty due to the variability of user behaviours and the actual usage conditions in different application contexts. The emission factors provided by carbonfootprint.com have been applied, which take into account the CO_2 emissions associated with electricity production in the various countries where the products are used.

End-of-life treatment of products sold

The emissions derive from the disposal and treatment of electronic waste (WEEE) generated by Datalogic products at the end of their life. The total weight of the products sold in 2024 has been estimated and divided among the various disposal destinations. For the portion not intended for recycling, the environmental impacts have been calculated based

on recovery and disposal rates in Europe. The applied factors derive from the DEFRA and Eurostat databases, with specific coefficients for the treatment of electronic waste.

Investments

Emissions are associated with Datalogic's investments in associates, including the indirect emissions of the entities in which the Group holds equity stakes. The spend-based method has been applied, allocating the emissions of the affiliates in proportion to Datalogic's stake and using financial data pulled from the financial statements of the investees. The factors were pulled from the EXIOBASE database, selecting the coefficients based on the NACE code of the investees.

Categories of Scope 3 GHG Emissions that are not material

Following the screening exercise of Scope 3 emissions, it has been determined that the following categories of emissions are not material for Datalogic, based on the reasons provided below [E1-6, RA46i].

Category Scope 3	Reason for exclusion
5. Waste generated by business activities	The production activities of the Group focused on assembly generate a small amount of waste and scrap, making this category not material. A benchmark analysis with comparables confirms the irrelevance of this category
7. Employee commuting	The commuting of employees occurs over small distances, making the impact of this category negligible for Datalogic
8. Leased assets	Datalogic does not hold significant leased assets
9. Downstream transportation and distribution	Transportation not arranged by Datalogic, but organized by customers, represents a marginal share, making this category insignificant
10. Processing of products sold	Datalogic does not produce or market intermediate or semi-finished products, thus excluding the materiality of this category
13. Leased-out assets	Datalogic does not provide leased-out assets, therefore this category is not applicable
14. Franchising	As Datalogic does not operate under franchising models, this category is not applicable

GHG intensity per net revenue

The intensity of Datalogic's greenhouse gas (GHG) emissions is calculated by relating the total GHG emissions expressed in metric tons of CO_2 equivalent to the Group's net revenue for the relevant year. This indicator assesses Datalogic's emission efficiency with regard to its economic performance and monitors progress in reducing its carbon footprint.
The calculation is made considering both the location-based approach, which reflects the average energy mix of the electricity grid in the countries where Datalogic operates, and the market-based approach, which takes into account the specific energy sources purchased by the Company. To ensure transparency, the net revenue used in the calculation is reconciled with revenue reported in the Group's consolidated financial statements [E1-6, 53, 55, RA55].

	2024
Total GHG emissions (location-based) (tCO_2eq)	200,511.4
Total GHG emissions (market-based) (tCO_2eq)	202,076.4
Net revenue used to calculate GHG intensity (mn €)	493.8
Total GHG emissions (location-based) per net revenue (tCO2eq/mn €)	**406.1**
Total GHG emissions (market-based) per net revenue (tCO2eq/mn €)	**409.3**

CIRCULAR ECONOMY

ESRS Standards	Reference	Notes
Impact, risk and opportunity management		
ESRS 2 IRO-1 - Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities		The disclosure is included in ESRS 2 IRO-1, section 'General Information', in accordance with Appendix C, which sets out the requirements applicable in conjunction with ESRS 2
E5-1 - Policies related to resource use and circular economy	Policy for responsible use of resources	
E5-2 - Actions and resources in relation to resource use and circular economy	Steps toward circularity	
Metrics and targets		
E5-3 - Targets related to resource use and circular economy	Circular integration objectives	
E5-4 - Resource inflows	Resource inflows	
E5-5 - Resource outflows	Waste	
E5-6 - Anticipated financial effects from resource use and circular economy-related risks and opportunities		*Phase-in*

IMPACT, RISK AND OPPORTUNITY MANAGEMENT

Policy for responsible use of resources

Datalogic, through its Environmental and Sustainable Sourcing Policy, has begun integrating circular economy principles into corporate guidelines, focusing on resource efficiency, consumption reduction, and sustainable material management. The policy promotes reducing the use of virgin resources by increasing the use of recycled and secondary materials throughout the entire product life cycle. It also includes a commitment to responsible sourcing and the sustainable use of renewable resources to minimize the environmental impact of the Group's operations.
Datalogic's policy supports progressively integrating recycled materials into products and processes, with a focus on reducing non-renewable raw materials. It promotes innovation that factors in material sustainability and product durability, with an emphasis on design optimization to reduce overall resource use. [E5-1, 15a; MDR-P].
Regarding packaging, the policy defines the Group's approach to using recycled materials and reducing the environmental impact of packaging, through design choices that minimize weight and volume while improving logistical efficiency.
The Chief Operating Officer is the highest-ranking manager responsible for implementing the policy, ensuring the integration of circular economy and sustainability principles into procurement strategies and across the value chain [E5-1, 15b; MDR-P].

Circular integration objectives

To date, Datalogic has not set measurable targets for the use of virgin or secondary resources, or for the procurement of renewable resources. This is because the Group is still developing its sustainable sourcing and recycled material integration strategies. While initiatives such as the introduction of recycled plastics and packaging optimization are ongoing, Datalogic is still in the planning and mapping phase of available opportunities to integrate these materials. The lack of measurable targets is therefore linked to the early stage of these initiatives and the need for a more thorough evaluation of progress to be made, before setting final targets [MDR-T, 81b].

Steps toward circularity

The Company is systematically working on the integration of recycled resources; the process of defining and implementing a circular economy strategy is under development. The Group has indeed launched several initiatives in terms of R&D and sustainable design and is working on defining a comprehensive programmatic plan for the circular

economy that includes defined targets, sustainable sourcing plans, or measurable targets for the use of recycled materials.
Starting 2023, Datalogic has introduced cardboard shredders in its warehouses that allow the reuse of cardboard as filling material for packaging, thus reducing the amount of waste directed to recycling.
Since 2019, Datalogic has been a WEEE Europe and WEEE Europe Battery Affiliate with the aim of promoting recycling and the proper management of end-of-life devices and batteries. The Group is therefore compliant with the WEEE Directive (Waste Electrical and Electronic Equipment 2012/19/EU), which ensures the proper management of waste electrical and electronic equipment (WEEE), marking its products with a specific symbol to facilitate separate collection, recovery, and proper disposal at the end of their life, thus minimising environmental impact. For the monitoring and classification of waste produced, each Group site applies procedures in accordance with current regulations, distinguishing hazardous waste from non-hazardous waste and filing the accompanying registration documents. Datalogic regularly sends data related to the management of products placed on the market and at the end of their life, collaborating with service partners and national registers to ensure full traceability of the waste flows generated [MDR-A, 68a, 68b, 68c, 68d]. Actions and allocations of economic resources are being defined [MDR-A, 69].

METRICS

Resource inflows

Datalogic manages its resource inflows with attention to the quality of materials and operational efficiency. The main resources used in business processes include products, materials, plants, and machinery used both in internal operations and along the upstream value chain.
The main categories of materials purchased include electronic components, including semiconductors, processors and printed circuit boards (PCBs), metal parts, obtained by machining, moulding or extrusion, and plastics, used for bodies and other structural components. This is complemented by cables and wiring, essential for the connectivity of devices, and optics, such as lenses and optical sensors for data reading and capture. Datalogic also sources batteries, used in portable devices, as well as LCD displays, crucial for industrial terminals. The company also uses packaging materials for the protection and distribution of products.
Among the resources used, Datalogic sources semi-finished products that contain critical materials, such as rare earths and strategic metals, used in the production of semiconductors, motor magnets, and advanced electronic components. Regarding infrastructure, Datalogic has manufacturing plants, offices, and research and development centres equipped with high-tech systems and machinery for the assembly and testing of devices. The Group invests in advanced technologies to optimize production processes and ensure high quality standards. The procurement of these resources occurs through a global network of suppliers, with whom Datalogic collaborates to ensure the quality and reliability of the materials used [E5-4, 30].

Resource inflows (t)[6]	**2024**	
	t	**%**
Electronic components	1,952.2	12.6%
Metal parts	9,863.9	63.5%
Plastics	394.5	2.5%
Printed circuit boards (PCBs)	11.4	0.1%
Cables	1,579.5	10.2%
Optics	761.0	4.9%
Contract manufacturing	8.3	0.1%
Batteries	57.6	0.4%
Packaging	899.5	5.8%
Display	10.9	0.1%

The data related to the material flows used by Datalogic are derived from estimates, developed based on specific methodologies for each type of resource.[6] Specifically, lacking direct data on the mass of the purchased materials, a methodology based on weighing a representative sample of items was adopted, using the average values obtained to estimate the overall weight of the purchase based on the supplied units. This methodology covers 87.3% of the quantity of units purchased. Regarding packaging, the data was estimated through a survey conducted in 2023. The percentage of technical and biological materials varies depending on the type of resource used: for packaging, the share of biological materials is 16.9%, while the recycled material content amounts to 42.5%. For other commodities, given their nature, it is assumed that they are made of technical materials and that their recycled content rate is zero.

Total	**15,539.0**	**100%**

Waste

Datalogic manages the production and disposal of waste in compliance with applicable regulations, with the aim of reducing environmental impact and promoting resource reuse. The main waste streams generated by the Group concern materials arising from production processes, maintenance and laboratory activities, as well as from offices and any demolition operations [E5-5, 38a]. Materials in the waste include metals, plastics, electronic components, cardboard and other packaging materials [E5-5, 38b]. The Company does not generate radioactive waste, in accordance with Directive 2011/70/Euratom [E5-5, 39].

Waste (t)[7]	**2024**	
	T	**%**
Waste generated	**804.9**	**100%**
Hazardous waste not disposed of	**1.1**	**0.1%**
Undisposed hazardous waste directed to preparation for reuse	-	-
Undisposed hazardous waste directed to recycling	1.1	0.1%
Undisposed hazardous waste directed to other recovery operations	-	-
Non-hazardous waste not disposed of	**702.7**	**87.3%**
Undisposed non-hazardous waste directed to preparation for reuse	13.0	1.6%
Undisposed non-hazardous waste directed to recycling	649.7	80.7%
Non-hazardous undisposed waste directed to other recovery operations	40.0	5.0%
Hazardous waste directed to disposal	**20.0**	**2.5%**
Hazardous waste directed to disposal by incineration	18.2	2.3%
Hazardous waste directed to landfill disposal	1.8	0.2%
Hazardous waste directed to disposal through other operations	-	-
Non-hazardous waste directed to disposal	**81.1**	**10.1%**
Non-hazardous waste directed to disposal by incineration	9.8	1.2%
Non-hazardous waste directed to landfill disposal	71.3	8.9%
Non-hazardous waste directed to disposal through other operations	-	-
Non-recycled waste	**101.1**	**12.6%**

[7] Lacking direct data, the quantities of waste generated by certain plants and a warehouse have been estimated using comparable internal parameters within the Group, based on facilities with similar characteristics in terms of activities and size. For foreign commercial offices, no estimate of the waste produced has been made, as it consists exclusively of urban waste, and its impact is negligible versus the total reported.

EUROPEAN TAXONOMY

EU Regulation 2020/852, known as the Taxonomy Regulation, came into effect on July 12, 2020. It marks the first European classification system designed to identify sustainable economic activities, aiming to improve transparency and consistency in classifying these activities while reducing the risk of greenwashing.
The regulations outline the criteria for assessing whether an economic activity qualifies as environmentally sustainable, focusing on six objectives: 1) Climate change mitigation - CCM, 2) Climate change adaptation - CCA, 3) Sustainable use and protection of water and marine resources - WTR, 4) Transition to a circular economy - CE, 5) Pollution prevention and control - PPC, 6) Protection and restoration of biodiversity and ecosystems - BIO.
The European Commission has adopted Delegated Acts[8] in order to identify the economic activities that are eligible and aligned for an environmental objective and the criteria to be assessed, so that each economic activity contributes substantially and does not significantly harm any of the other objectives.

The activities carried out by a company that correspond to those listed in the Taxonomy are defined as eligible if included within the Delegated Acts, regardless of whether they meet the criteria established by it. Such eligible activities represent, therefore, activities that have the potential to align with the technical screening criteria, as they can potentially make a substantial contribution to at least one of the six defined objectives.
An eligible economic activity is aligned if according to the fundamental principles:

- **it meets the technical screening criteria** (so-called "Substantially Contribute") contributing significantly to the achievement of at least one of the six environmental objectives;
- **it does not cause any significant harm** (so-called "Do no significant harm" or "DNSH") to any of the remaining five environmental objectives;
- **it complies with minimum social safeguards** (so-called "Minimum Safeguards Criteria" or "MSC"), understood as those policies that ensure compliance with a set of international principles on human and labour rights protection, anti-corruption, fair competition and taxation.

On the other hand, an eligible economic activity that does not comply with the above principles will be considered eligible but not aligned.

Datalogic Group's contribution

The reporting obligations and the general standards for defining KPIs

Article 8 of Regulation EU 2020/852 defines the reporting obligations within the framework of the Taxonomy and clarifies that these requirements apply to any undertaking subject to the publication of the Sustainability Reporting under Article 19-bis or Article 29-bis of Directive 2013/34/EU. The taxonomy requires providing information on how and to what extent own activities are aligned with economic activities considered environmentally sustainable.
Regarding non-financial undertakings, the communication particularly concerns the following metrics (so-called "key performance indicators" or "KPIs"):

- the proportion of revenue derived from products or services associated with economic activities that are considered environmentally sustainable
- the proportion of capital expenditure (CapEx) and the proportion of operating expenditure (OpEx) related to assets or processes associated with economic activities considered environmentally sustainable.

In July 2021, EU Regulation 2021/2178 was published, which supplements Article 8 of EU Regulation 2020/852 to further specify the content and presentation of the aforementioned KPIs, as well as the methodology to be followed for their measurement and the qualitative information that must accompany their reporting. In 2023, the Regulation was amended by Annex V of Regulation 2023/2486, with specific regard to the KPI reporting models.
For the reporting of 2024 KPIs, the Group must report on eligible and aligned economic activities for all six climate and environmental objectives.

Eligibility

In accordance with the regulatory requirements of Regulation 2020/852/EU as amended, for this fourth year of application, non-financial undertakings are required to verify whether their economic activities can be considered eligible or eligible and aligned in relation to environmental objectives (climate change mitigation and adaptation,

[8] Delegated Act 2021/2139. Delegated Act 2021/2178, Delegated Act 2022/1214, Delegated Act 2023/2485, and Delegated Act 2023/2486.

sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, and protection and restoration of biodiversity and ecosystems).
From the analysis carried out, the economic activities for which eligible revenue, capital expenditure, or operating expenditure have been identified with regard to 2024 are as follows:

Objective	Activity	Objective	Description of eligibility	Eligibility	Alignment
6.5 - Transport by motorbikes, passenger cars and light commercial vehicles	Transport by motorbikes, passenger cars and light commercial vehicles	CCM	Expenditure made and operating expense incurred for the renewal of the company car fleet	yes	no
1.2 - Manufacture of electrical and electronic equipment	Manufacture of electrical and electronic equipment	CE	Productions of devices for automatic data capture and industrial automation	yes	yes
4.1 - Provision of data-driven IT/OT (information technology/operational technology) solutions	Provision of data-driven IT/OT (information technology/operational technology) solutions	CE	Software development for remote monitoring and predictive maintenance	yes	no
5.1 - Repair, redevelopment and remanufacturing	Repair, redevelopment and remanufacturing	CE	Repair of own devices	yes	no
5.2 - Sale of spare parts	Sale of spare parts	CE	Sale of spare parts	yes	no

Analysis of alignment to Taxonomy

After identifying the eligible economic activities, specific analyses of the technical criteria established by the above Regulations were conducted for each of the identified activities, in order to assess alignment.
The Group downstream of the analysis process has identified aligned activities. The analysis and its findings are given below.

Substantial contribution

The Group checked the technical screening criteria for substantial contribution for all eligible activities, specifically regarding:

- 6.5 Transport by motorbikes, passenger cars and commercial vehicles
- 1.2 Manufacture of electrical and electronic equipment
- 4.1 Provision of data-driven IT/OT (information technology/operational technology) solutions: the economic activity meets the technical screening criteria with regard to the above environmental objective as it complies with the requirements for management, repair, technical consulting, and monitoring
- 5.1 Repair, refurbishment, and remanufacturing: the economic activity meets the technical screening criteria with regard to the above environmental objective as it complies with the requirements related to the possibility of extending the useful life of products through repairs
- 5.2 Sale of spare parts: the economic activity meets the technical assessment criteria regarding the above environmental objective as it complies with the requirements related to the sale of spare parts.

Specifically, with regard to the core business activity 1.2 CE - Manufacturing of electrical and electronic equipment, it was verified that Datalogic products met the technical assessment criteria for substantial contribution. Specifically, the design is conceived for a long lifespan and for repair and warranty purposes, for reuse and remanufacturing, dismantling, recyclability, and does not contain hazardous substances. Additionally, the Company provides customers with all the necessary information about the options of using, repurchasing, selling and recalling the product, and appropriately labels the product with symbols indicating disposal methods for electrical and electronic equipment. Lastly, in terms of manufacturer responsibility, Datalogic complies with the WEEE (Waste Electrical and Electronic Equipment) regulations for the management of waste electrical and electronic equipment in the European Union, which ensures the proper management of waste electrical equipment (WEEE), marking its products with a specific symbol to facilitate recovery and proper disposal at the end of life, thus minimising environmental impact.

DNSH Criteria

For each eligible activity that met the criteria for substantial contribution to at least one of the six environmental objectives, a preliminary analysis was conducted to verify that the activities under review did not cause significant harm

to the other objectives of the Taxonomy, in compliance with the specific DNSH requirements. The Group specifically reviewed the requirements related to activity 1.2 - Manufacture of electrical and electronic equipment, highlighting the following:

- with regard to the DNSH related to the objective of Mitigating climate change, the absence of refrigerants within the products has been verified through screening of the products;
- with regard to the DNSH related to climate change adaptation, as required by "Appendix A" of the Regulation, an analysis of physical climate risks and the related planned mitigation actions has been carried out;
- with regard to the DNSH on the sustainable use and protection of water and marine resources, as required by "Appendix B" of the Regulation, the methods of water use (not provided for in the Group's production processes) and their management and use methods have been considered;
- with regard to the DNSH on the Prevention and reduction of pollution, it has been verified that none of the pollutants listed in "Appendix C" of the Regulation were part of Datalogic's supply and production chain and therefore were not contained in any product;
- with regard to the DNSH on the protection and restoration of biodiversity and ecosystems, a proximity analysis of production sites with regard to protected areas and areas with high biodiversity concentration has been conducted.

Minimum social safeguards

Article 18.1 of the EU Taxonomy Regulation describes the minimum safeguards, such as procedures implemented by a company to ensure that its economic activities are carried out according to internationally recognized principles, as outlined in the OECD Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights (UNGP). The guidelines identified by the Platform on Sustainable Finance in the "Final Report on Minimum Safeguards" published in October 2022 have also been considered.

Following the analysis, the Group concluded that compliance with the minimum safeguard guarantees has been adequately documented and confirmed. Specifically, the Group has implemented a process aimed at identifying, assessing, and addressing possible emerging risks related to human rights, taxation, fair competition, and the fight against corruption, as provided for in Article 3, letter c) of Regulation 2020/852.

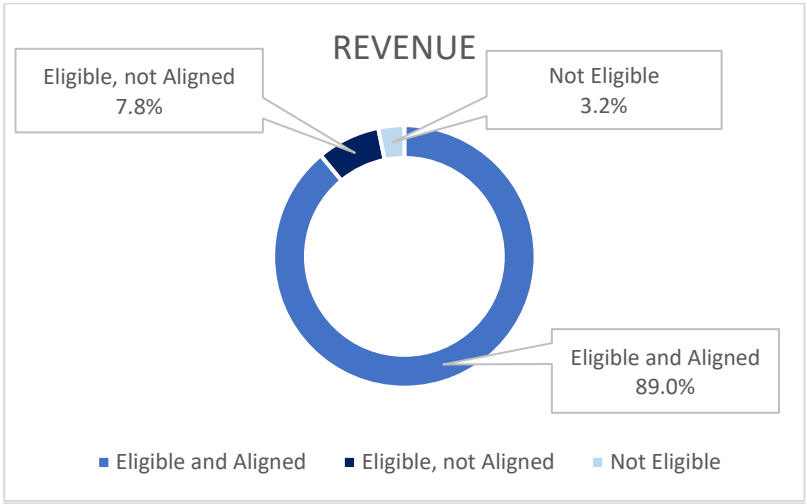
Regarding the above-mentioned topics, the Group has implemented programs aimed at raising employee awareness about the importance of complying with laws and regulations related to such topics.

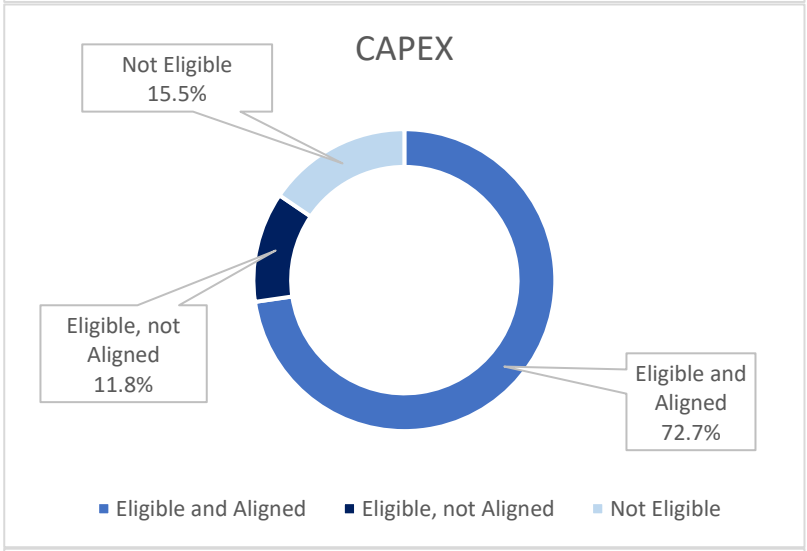
Following the analyses, the Group is not involved in legal proceedings or convictions related to human rights, tax evasion, unfair competition, or corruption.

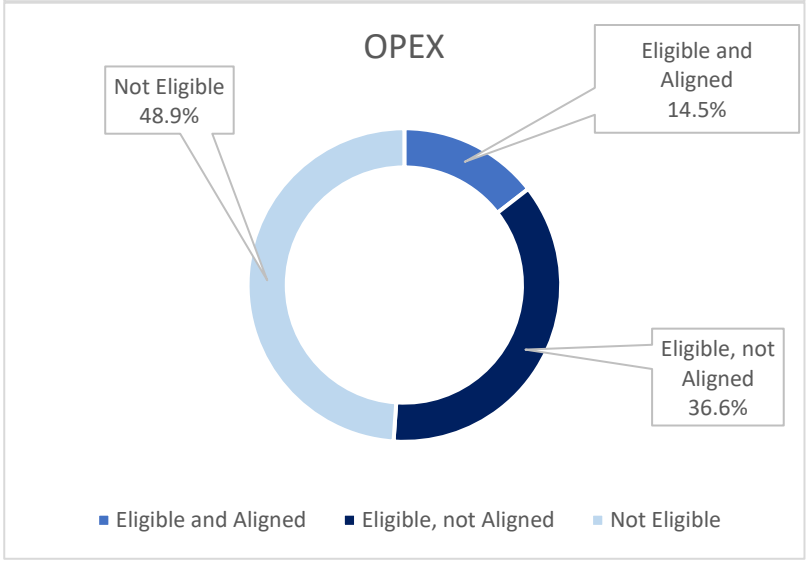
Datalogic is dedicated to upholding the fundamental human rights of all its stakeholders: within operations, throughout the supply chain, and within the communities where the company is active. These rights are internationally recognized and enshrined in the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the Convention on the Rights of the Child. Datalogic's commitment to human rights is reinforced by the achievement of SA8000 certification for Datalogic S.p.A., Datalogic S.r.l., and Datalogic IP Tech S.r.l., the international standard for certifying certain aspects of corporate management regarding corporate social responsibility such as respect for human rights, respect for labour law, protection against child exploitation, and guarantees of safety and health in the workplace. This is complemented by the principles identified in the Code of Conduct and the Human Rights & Social Accountability Policy.

Economic KPIs

In line with the required disclosure requirements, Datalogic has calculated the economic KPIs required by the Regulations, to define the shares of revenue, capital expenditure (CapEx) and operating expenditure (OpEx) attributable to taxonomy eligible and aligned activities. In 2024, **96.8% of revenue was eligible and 89.0% aligned**. The proportion of **eligible capital expenditure is 84.5%** and the **aligned** proportion **72.7%**, while **51.1% of OpEx is eligible** and **14.5% aligned**.


REVENUE
Eligible, not Aligned
7.8%
Not Eligible
3.2%
Eligible and Aligned
89.0%
Eligible and Aligned
Eligible, not Aligned
Not Eligible


CAPEX
Not Eligible
15.5%
Eligible, not Aligned
11.8%
Eligible and Aligned
72.7%
Eligible and Aligned
Eligible, not Aligned
Not Eligible


OPEX
Not Eligible
48.9%
Eligible and Aligned
14.5%
Eligible, not Aligned
36.6%
Eligible and Aligned
Eligible, not Aligned
Not Eligible

Contextual information

The following is the qualitative information required by the Regulations on the construction of the economic-financial KPIs required by the Taxonomy. Specifically, it explains how the percentages of revenue, capital expenditure (CapEx) and operating expenditure (OpEx) related to the Group's eligible and aligned activities and defined based on the guidance in Annex 1 to Delegated Act 2178/2021 are established. The present data refer to the Group's performance for 2024, including all Companies included in the reporting scope of the Consolidated Financial Statements.

Revenue

- Denominator: total value of net revenue that form the definition of "Revenue" in the Group's Consolidated Financial Statements (493,767 €/000)

  449,500.7 €/000 revenue from the sale of products
  24,120.7 €/000 revenue from repair and warranty services (EaseOfCare)
  2,616.7 €/000 revenue from the sale of spare parts
  1,559.3 €/000 revenue from the sale of IT/OT solutions
  15,969.8 €/000 revenue from other services and installations

- Numerator: net revenue derived from products and services associated with taxonomy eligible and aligned economic activities:

  439,388.6 €/000 revenue from the sale of products

Capital expenditure

- Denominator: total value of capital expenditure that form the definition of the Group's "Total capital expenditure" (27,400.0 €/000). The calculation included increases to tangible and intangible assets in 2024 considered before amortisation, depreciation, write-down, and any write-back, including those resulting from restatements and impairments, for the year under review, and changes in Fair Value were excluded

  19,919.0 €/000 capital expenditure in R&D projects
  1,878.6 €/000 fixed assets IFRS16
  1,365.7 €/000 capital expenditure in IT/OT projects
  4,236.6 €/000 fixed assets related to self-built equipment, demo stock, machinery and production facilities, ICT assets, licenses and patents, furnishings, machinery

- Numerator: taxonomy-eligible and -aligned capital expenditure
  19,919.0 €/000 capital expenditure in R&D projects

Operating expenditure

- Denominator: total value of operating expenditure, excluding expense considered general, expense for utilities such as electricity, gas, water, expense for fluids or reagents required in the operation of plants, machinery, and real estate, rentals, hydroelectric derivation fees, and expense for environmental offsets
  10,091.0€/000 (warranty repair costs)
  5,101.5 €/000 non-capitalized R&D expense (such as part of personnel expense, consulting, etc…)
  1,409.8 €/000 motor vehicle costs
  1,399.7 €/000 non-capitalized R&D expense related to solution (such as part of personnel expense, consulting, etc…)
- Numerator: taxonomy-eligible and -aligned operating expenditure:
  5,101.5 €/000 operating expenditure related to the manufacturing of electrical and electronic equipment

Proportion of Revenue derived from products or services associated with taxonomy-aligned economic activities

Financial Year 2024		2024		Substantial contribution criteria						DNSH criteria (do no significant harm) (h)									
Economic activities (1)	**Code (2) (a)**	**Revenue (3)**	**Proportion of Revenue 2024 (4)**	**Climate change mitigation (5)**	**Climate change adaptation (6)**	**Water (7)**	**Pollution (8)**	**Circular Economy (9)**	**Biodiversity (10)**	**Climate change mitigation (11)**	**Climate change adaptation (12)**	**Water (13)**	**Pollution (14)**	**Circular Economy (15)**	**Biodiversity (16)**	**Minimum safeguards (17)**	**Proportion of Taxonomy-aligned (A.1.) or eligible (A.2.) turnover, 2023 (18)**	**Enabling activity category (19)**	**Transitional activity category (20)**
		Currency (€ thousands)	%	Yes; No; N/EL; (b)(c)	Yes; No; N/EL; (b)(c)	Yes; No; N/EL; (b)(c)	Yes; No; N/EL; (b)(c)	Yes; No; N/EL; (b)(c)	Yes; No; N/EL; (b)(c)	Yes/No	Yes/No	Yes/ No	Yes/ No	Yes/ No	Yes/ No	Yes/ No	%	E	T
A. Taxonomy-eligible activities																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)		**€/000**																	
Manufacture of electrical and electronic products	**CE - 1.2**	439,388.6	**89.0%**	N/EL	N/EL	N/EL	N/EL	Yes	N/EL	Yes	Yes	Yes	Yes	Yes	Yes	Yes	**96.2%**		
Revenue from environmentally sustainable activities (taxonomy-aligned) (A.1)		439,388.6	**89.0%**					89.0%		Yes	Yes	Yes	Yes	Yes	Yes	Yes	96.2%		
Of which enabling		-	**0%**																
Of which transitional		-	**0%**																
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)																			
Manufacture of electrical and electronic products	**CE - 1.2**	10,112.1	2.0%	N/EL	N/EL	N/EL	N/EL	**Yes**	N/EL								0%		
Provision of data-driven IT/OT (information technology/operational technology) solutions	**EC - 4.1**	1,559.3	0.3%	N/EL	N/EL	N/EL	N/EL	**Yes**	N/EL								0%		

Repair, redevelopment and remanufacturing	**EC - 5.1**	24,120.7	4.9%	N/EL	N/EL	N/EL	N/EL	**Yes**	N/EL								0%		
Sale of spare parts	**EC - 5.2**	2,616.7	0.5%	N/EL	N/EL	N/EL	N/EL	**Yes**	N/EL								0%		
Revenue from taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		**38,408.8**	**7.8%**	0%	0%	0%	0%	0%	0%								0%		
A. Revenue from taxonomy-eligible activities (A.1+A.2)		477,797.4	96.8%	0%	0%	0%	0%	96.8%	0%								0%		
B. Not taxonomy-eligible activities																			
Revenue from not taxonomy-eligible activities (B)		**15,969.8**	**3.2%**																
TOTAL (A+B)		493,767.2	**100%**																

	Proportion Revenue/Total Revenue	
	Taxonomy-aligned by Objective	Taxonomy-eligible by Objective
CCM	-	-
CCA	-	-
WTR	-	-
CE	89.0%	96.8%
PPC	-	-
BIO	-	-

Proportion of CapEx derived from products or services associated with taxonomy-aligned economic activities

Financial Year 2024		2024		Substantial contribution criteria						DNSH criteria (do no significant harm) (h)									
Economic activities (1)	Code (2) (a)	CapEx (3)	Proportion of CapEx 2024 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or eligible (A.2.) CapEx, 2023 (18)	Enabling activity category (19)	Transitional activity category (20)
		Currency (€ thousands)	%	Yes; No; N/EL; (b)(c)	Yes; No; N/EL; (b)(c)	Yes; No; N/EL; (b)(c)	Yes; No; N/EL; (b)(c)	Yes; No; N/EL; (b)(c)	Yes; No; N/EL; (b)(c)	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	%	E	T
A. Taxonomy-eligible activities																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
Manufacture of electrical and electronic products	**CE - 1.2**	**19,919.0**	**72.7%**	N/EL	N/EL	N/EL	N/EL	Yes	N/EL	Yes	Yes	Yes	Yes	Yes	Yes	Yes	**73.7%**		
CapEx of environmentally sustainable activities (taxonomy-aligned) (A.1)		19,919.0	**72.7%**					72.7%		Yes	Yes	Yes	Yes	Yes	Yes	Yes	73.7%		
Of which enabling		-	**0%**																
Of which transitional			**0%**																
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)																			
Transport by motorbikes, passenger cars and light commercial vehicles	**CCM - 6.5**	1,878.7	6.9%	**Yes**	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Manufacture of electrical and electronic products	**CE - 1.2**	-	0.0%	N/EL	N/EL	N/EL	N/EL	**Yes**	N/EL								0%		
Provision of data-driven IT/OT (information technology/operational technology) solutions	**EC - 4.1**	1,365.7	5.0%	N/EL	N/EL	N/EL	N/EL	**Yes**	N/EL								0%		

Repair, redevelopment and remanufacturing	**EC - 5.1**	-	0.0%	N/EL	N/EL	N/EL	N/EL	**Yes**	N/EL								0%		
Sale of spare parts	**EC - 5.2**	-	0.0%	N/EL	N/EL	N/EL	N/EL	**Yes**	N/EL								0%		
CapEx of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		**3,244, 4**	**11.8%**	0%	0%	0%	0%	0%	0%								0%		
CapEx of Taxonomy-eligible activities A.1+A.2)		23,163.3	**84.5%**	0%	0%	0%	0%	84.5%	0%								0%		
B. Not taxonomy-eligible activities																			
CapEx of not taxonomy-eligible activities		4,236.7	**15.5%**																
TOTAL		27,400.0	**100%**																

	Proportion CapEx/Total CapEx	
	Taxonomy-aligned by Objective	Taxonomy-eligible by Objective
CCM	-	-
CCA	-	-
WTR	-	-
CE	72.7%	84.5%
PPC	-	-
BIO	-	-

Proportion of OpEx derived from products or services associated with taxonomy-aligned economic activities

Financial Year 2024		2024		Substantial contribution criteria						DNSH criteria (do no significant harm) (h)									
Economic activities (1)	Code (2) (a)	OpEx (3)	Proportion of OpEx, 2024 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or eligible (A.2.) OpEx 2023 (18)	Enabling activity category (19)	Transitional activity category (20)
		Currency (€ thousands)	%	Yes; No; N/EL; (b)(c)	Yes; No; N/EL; (b)(c)	Yes; No; N/EL; (b)(c)	Yes; No; N/EL; (b)(c)	Yes; No; N/EL; (b)(c)	Yes; No; N/EL; (b)(c)	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	%	E	T
A. Taxonomy-eligible activities																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
Manufacture of electrical and electronic products	**CE - 1.2**	**5,101.5**	**14.5%**	N/EL	N/EL	N/EL	N/EL	Yes	N/EL	Yes	Yes	Yes	Yes	Yes	Yes	Yes	**52.5%**		
Operating expenditure of environmentally sustainable activities (taxonomy-aligned) (A.1)		5,101.5	**14.5%**					14.5%		Yes	Yes	Yes	Yes	Yes	Yes	Yes	52.5%		
Of which enabling		-	**0%**														0%		
Of which transitional		-	**0%**														0%		
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)																			
Transport by motorbikes, passenger cars and light commercial vehicles	**CCM - 6.5**	1,409.8	4.0%	**Yes**	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Manufacture of electrical and electronic products	**CE - 1.2**	-	0.0%	N/EL	N/EL	N/EL	N/EL	**Yes**	N/EL								0%		

Provision of data-driven IT/OT (information technology/operational technology) solutions	**EC - 4.1**	1,399, 7	4.0%	N/EL	N/EL	N/EL	N/EL	**Yes**	N/EL								0%		
Repair, redevelopment and remanufacturing	**EC - 5.1**	10,091.0	28.6%	N/EL	N/EL	N/EL	N/EL	**Yes**	N/EL								0%		
Sale of spare parts	**EC - 5.2**	-	0.0%	N/EL	N/EL	N/EL	N/EL	**Yes**	N/EL								0%		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**12,900.5**	**36.6%**	0%	0%	0%	0%	0%	0%								0%		
A. OpEx of Taxonomy eligible activities A.1+A.2)		18,002.0	51.1%	0%	0%	0%	0%	51.5%	0%								0%		
B. Not taxonomy-eligible activities																			
Revenue from not taxonomy-eligible activities		**17,237.6**	**48.9%**																
TOTAL (A+B)		35,239.6	**100%**																

	Total OpEx/OpEx proportion	
	Taxonomy-aligned by Objective	Taxonomy-eligible by Objective
CCM	-	-
CCA	-	-
WTR	-	-
CE	14.5%	36.6%
PPC	-	-
BIO	-	-

Model 1 - Nuclear and fossil gas related activities[9]

Nuclear energy-related activities		
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	NO
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO
Fossil gas-related activities		
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	NO

[9] *Delegated Regulation (EU) 2022_1214*

SOCIAL INFORMATION

OWN WORKFORCE

ESRS Standards	Reference	Notes
Strategy		
ESRS 2 SBM-2 - Interests and views of stakeholders		The disclosure is included in ESRS 2 SBM-2, section 'General Information', in accordance with Appendix C, which sets out the requirements applicable in conjunction with ESRS 2.
ESRS 2 SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model		The disclosure is included in ESRS 2 SBM-3, section 'General Information', in accordance with Appendix C, which sets out the requirements applicable in conjunction with ESRS 2.
Impact, risk and opportunity management		
S1-1 - Policies related to own workforce	Commitment to the rights of its own workforce	
S1-2 - Processes for engaging with own workers and workers' representatives about impacts	Engagement and dialogue with own workforce	
S1-3 - Processes to remediate negative impacts and channels for own workers to raise concerns	Listening and resolution processes for own workers	
S1-4 - Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	Outlook on own workers' well-being	
Metrics and targets		
S1-5 - Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Objectives for improving working conditions	
S1-6 - Characteristics of the undertaking's employees	Characteristics of the undertaking's employees	
S1-7 - Characteristics of non-employee workers in the undertaking's own workforce		*Phase-in*
S1-8 - Collective bargaining coverage and social dialogue	Collective bargaining coverage and social dialogue	
S1-9 - Diversity metrics	Diversity metrics	
S1-10 - Adequate Wages	Compensation metrics and appropriate wages	
S1-11 - Social protection		*Phase-in*
S1-12 - Persons with disabilities		*Phase-in*
S1-13 - Training and skills development metrics	Training and skills development metrics	
S1-14 - Health and safety metrics	Health and safety metrics	*Phase-in* non-employee workers only
S1-15 - Work-life balance metrics		*Phase-in*
S1-16 - Compensation metrics	Compensation metrics and appropriate wages	
S1-17 - Incidents, complaints and severe human rights impacts	Incidents, complaints and severe human rights impacts	

IMPACT, RISK AND OPPORTUNITY MANAGEMENT

Commitment to the rights of its own workforce

Datalogic is committed to respecting and promoting the human rights of its own workforce, in line with the principles set forth by the Workers' Human Rights Policy and the Code of Conduct. The Group adopts policies that protect the fundamental rights of workers, preventing and addressing risks related to human rights, including labour rights and the dignity of employees [S1-1, 20a; MDR-P]. The protection of workers is ensured through safe and healthy workplaces, in compliance with international and local health and safety regulations [S1-1, 23; MDR-P].
Specifically, Datalogic expressly prohibits forced labour, human trafficking, and child labour, in accordance with international laws [S1-1, 22; MDR-P]. The Group promotes fair and non-discriminatory treatment of any kind, ensuring equal opportunities at all stages of the work cycle, from selection to training, from remuneration to promotion [S1-1, 24a, 24b; MDR-P]. Any form of discrimination, including harassment and violence, is strictly prohibited, and the Company promotes policies in support of diversity and inclusion [S1-1, 24d; MDR-P].
To ensure that workers' rights are always respected, Datalogic has activated an anonymous and transparent reporting system, which allows for timely addressing of any human rights violations [S1-1, 20c; MDR-P]. The Company also promotes the active involvement of employees, considered crucial for improving working conditions and for Group performance [S1-1, 20b; MDR-P]. The policies adopted are in accordance with the relevant international instruments, including the United Nations Guiding Principles on Business and Human Rights [S1-1, 21; MDR-P].
Datalogic periodically updates its Group policies, in line with evolving regulations and best practices regarding human rights and social responsibility. The Company also requires its suppliers to adhere to the same ethical and social principles, promoting the protection of human rights along the entire supply chain [S1-1, 24c; MDR-P].

Objectives for improving working conditions

Datalogic Group looks to the future with determination and vision, placing the well-being, health, and safety of the people who contribute to its success every day at the core of its strategy. The company is firmly committed to charting a clear and ambitious path aimed at strengthening its positive impact on people and the workplace [MDR-T, 81bi].
With a strong focus on prevention and protection, the Group is committed to maintaining a serious incident rate of zero and steadily lowering the frequency of accidents, reinforcing a corporate culture grounded in safety and shared responsibility. A key pillar of this commitment lies in the ongoing investment in health and safety training, designed to heighten awareness, encourage responsible behaviour, and foster an increasingly secure and inclusive workplace.
In terms of employee engagement, Datalogic has adopted a strategic and methodical approach, launching a focused survey to gauge involvement and satisfaction across the organization. The outcomes of this analysis serve as the basis for shaping targeted action plans aimed at enhancing the employee experience and addressing the specific needs identified.
At the same time, the Group actively champions initiatives that support employee well-being and promote a healthy work-life balance, fully recognising that business success stems from valuing people.
While measurable targets have not yet been formally established, Datalogic consistently tracks progress through key indicators, such as:

- the frequency rate of accidents, as a crucial measure of workplace safety
- the findings of engagement surveys across various dimensions, to monitor satisfaction and pinpoint areas for improvement
- the actions implemented in response to employee input, with a focus on health, well-being, and work-life balance.

The reference period for assessing the evolution of these initiatives has been set annually, with data collection beginning in 2022. This approach not only ensures continuous performance tracking but also enables the agile adjustment of strategies, ensuring actions remain aligned with corporate targets. Datalogic reaffirms its dedication to cultivating a safe, dynamic, and engaging workplace, where employee involvement serves as a strategic force for the sustainable growth of the entire organisation [MDR-T, 81bi].

Outlook on own workers' well-being

The company has already energetically launched several impactful projects, such as continuous health and safety training and the employee engagement survey, underscoring a strong commitment to workforce well-being. Systematic and structured efforts are still in progress, as the organization devotes time and resources to thoughtful planning and the development of initiatives. This approach reflects the intent to ensure that each initiative is fully aligned with corporate priorities and adheres to regulatory standards.

Although large-scale programmatic actions have yet to be deployed, this path allows the company to establish a solid and enduring strategy to address workforce sustainability challenges in a structured and methodical way. The aim is to design a tailored action plan that meets current demands while laying the foundation for a more resilient and inclusive future for all employees.
Through SA8000 certification, currently adopted by the Italian companies (Datalogic S.p.A., Datalogic S.r.l., and Datalogic IP Tech S.r.l.), Datalogic strives to ensure working conditions that reflect the highest international standards. Although officially applied in Italy, the SA8000 principles guide the Group's global practices, fostering human rights and fairness in the workplace across all operational areas.
Additionally, Datalogic implements a health and safety management system to maintain a secure workplace in line with applicable regulations. The Group enforces preventive measures and monitoring activities to mitigate workplace accident and illness risks, fostering a culture of safety grounded in continuous training and staff awareness. The Company collects and evaluates data concerning accidents, including injuries, occupational illnesses, and work-related fatalities, also monitoring incidents involving third-party workers on its premises. The management system is regularly updated to enhance prevention and maintain high standards of safety and employee well-being.
Additionally, to improve the satisfaction rate of its employees while also ensuring equal treatment, the Group guarantees a welfare system that applies to all types of employees (including employees on part-time or fixed-term contracts) and in all countries where Datalogic operates, adjusting its elements according to their relevance in each geography. Starting from 2023, new measures aimed at improving the work-life balance were introduced: these included greater flexibility in working hours and the confirmation of a hybrid work model, allowing employees to manage their professional and personal lives more harmoniously; furthermore, "time-saving" services were introduced, such as an internal package delivery point.
In terms again of equal opportunities, in 2024 Datalogic extended its parenting support offerings originally aimed at employees with younger children, with initiatives such as the Kindergarten Bonus and optional maternity supplement, and by introducing new grants such as the Book Bonus targeted specifically at school-age children. The Company also encouraged team bonding through social initiatives, supporting volunteer organizations such as Casa Santa Chiara – Società Cooperativa Sociale in Bologna, La Mongolfiera Volunteer Organization, and the National Tumour Association (ANT).
Through this holistic approach, Datalogic not only reinforces employee engagement and well-being but also nurtures a corporate culture rooted in transparency, attentive listening, and the appreciation of its people. Its clear ambition is to create a workplace that is inclusive, supportive, and sustainable, where every employee feels they actively contribute to the Group's collective success.

Finally, to strengthen skills and mitigate risks tied to poor know-how in addressing the challenges set by the Group in the field of sustainability, several global training sessions were organized in 2024 to educate and raise awareness among workers on ESG-related topics:

- Workshops dedicated to the sustainability plan: in 2024 Datalogic began drafting the sustainability plan integrated into the business, involving top management in numerous two-hour sessions aimed at informing them about how the market and competitors were moving, training on how to translate the corporate plan according to objectives, actions, and targets, and raising awareness about ESG topics within the company.
- Sustainable procurement: the Chief Procurement Officer together with the Sustainability Department organized two days of training for the entire Purchasing Department with the aim of training and informing workers about the regulatory changes mandated by the CSRD and consequently the new actions to be implemented in scouting, selecting and accrediting suppliers, and especially in the selection of procurement materials. Additionally, an overview of all the new topics that interested the company was made, such as measuring the corporate carbon footprint, the sustainability plan, and the new reporting standards.
- R&D Green: promoted by the R&D function, a 4-hour training was provided to the entire R&D department regarding the new topics in the ESG field, the new reporting standards, the progress of the sustainability plan closely tied to the R&D function, and the possible product developments closely related to recycling and reuse.

To monitor the outcomes and effectiveness of the actions implemented by the Group to contribute to positive impacts and mitigate negative ones, Datalogic regularly carries out a series of activities: from active employee listening through climate analysis to performance evaluation. For more information, see the sections on "Listening and resolution processes for own workers" and "Metrics" of this chapter [S1-4, 38a, 38b, 38c, 38d, MDR-A, 68a, 68b, 68c, 68d]. Actions and allocations of economic resources are being defined. [MDR-A, 69]

Engagement and dialogue with own workforce

Datalogic views active employee engagement as a strategic pillar for effectively managing material actual and potential impacts on corporate sustainability. This commitment is supported by a structured process of listening and participation, designed to steer corporate decisions in line with employee expectations, needs, and well-being.
Engagement takes place mainly through direct worker dialogue and trade union representatives. By engaging its people and actively listening to employee feedback, Datalogic aims to create a positive work experience, enabling tangible initiatives.
The engagement process takes place on multiple levels. In Italy and France, the Unit Trade Union Representatives (RSU) are directly elected by the workers according to the provisions of law and contractual agreements, and are actively involved in matters within their remit. In Italy specifically, RSUs are assigned to all Group corporate entities and are present in every location.
Globally, the CEO organizes quarterly "Town Hall" meetings with the entire Group population, along with specific "Mini Town Hall" sessions in all Italian plants, also organized quarterly, for blue-collar workers who do not have access to the company email, to ensure that they are also actively involved in the discussions. After each Town Hall, open questions are collected from employees, with a feedback system to assess the satisfaction of the meeting and improve the effectiveness of engagement [S1-2, 27].

Listening and resolution processes for own workers

Datalogic adopts a strategic approach to workforce engagement, recognising active listening as a key factor in promoting corporate well-being and supporting sustainable growth. Engagement surveys are a central tool for gathering tangible insights into employees' work experiences and turning them into strategic levers to guide the Group's decisions. After conducting surveys in 2021 and 2023, Datalogic launched a pilot initiative in Vietnam in 2024, later expanding the project on a global scale. This development reflects the Company's commitment to fostering ongoing dialogue internationally, ensuring employees' voices are not only acknowledged but also factored into decision-making.
At the same time, Datalogic has set up a structured system to manage workforce impacts, aimed at promptly identifying and resolving any critical issues. The engagement strategy unfolds across multiple, interconnected channels: Quarterly Town Halls, engagement surveys, and an anonymous reporting system. This integrated model enables the early detection of discomfort or risk indicators, allowing for swift and focused interventions [S1-3, 32a, 32b, 33].
Supporting this framework, the Group promotes a culture grounded in transparency and the safeguarding of freedom of expression, reinforced by anti-retaliation policies that apply to all employees, including union representatives. Internal communications (email, notices, and company meetings) help raise awareness of these channels, ensuring every worker knows how to report concerns safely. For further details, see the section "Policy communication and whistleblower protection".
Lastly, the system for monitoring reports and engagement initiatives is designed to ensure effective, timely handling of issues, with a focus on continual process improvement. This integrated approach enables Datalogic not only to mitigate risks but also to reinforce its relationship with employees, laying the groundwork for an inclusive, resilient and forward-looking workplace [S1-3, 32c, 32d, 32e].

METRICS

Characteristics of the undertaking's employees

Datalogic boasts a highly skilled workforce, with strong expertise in technology and engineering that aligns with the innovation demands of the automatic data capture and industrial automation sectors. The Group operates across multiple countries and ensures an adequate staff organization to manage its global activities, promoting a dynamic and flexible structure capable of responding to market needs [S1-6, 48].
The employment approach focuses on enhancing internal skills, offering professional development opportunities, and encouraging internal mobility. Datalogic implements policies designed to ensure an inclusive and stimulating workplace, with initiatives supporting employee growth and retention. The Company's commitment is reflected in the creation of training programs and the promotion of practices that foster integration and worker well-being [S1-6, 49].
Employee data is reported based on the number of people at the end of the reporting period, without using full-time equivalent (FTE) metrics. The Group does not apply conversion criteria for calculating FTEs, relying on the actual number of employees at 31/12 for reporting occupational data [S1-6, 50d].

Employees by gender

	2024	
Women	1,069	38.9%
Men	1,682	61.1%
Total	**2,751**	**100%**

Employees by country

	2024	
	n	%
Italy	1,047	38.1%
Vietnam	536	19.5%
United States of America	341	12.4%
Hungary	205	7.5%
Slovakia	201	7.3%
China	145	5.3%
Germany	56	2.0%
Spain	38	1.4%
France	32	1.2%
Czech Republic	25	0.9%
United Kingdom	17	0.6%
Netherlands	17	0.6%
Australia	13	0.5%
Japan	11	0.4%
Mexico	10	0.4%
South Korea	9	0.3%
Brazil	8	0.3%
Singapore	7	0.3%
Turkey	6	0.2%
Poland	5	0.2%
Sweden	5	0.2%
Other countries (with fewer than 5 employees)	17	0.5%
Total	**2,751**	**100%**

Employees by contract and gender

	EMEA		APAC		AMERICAS		Total	
	n	%	n	%	n	%	n	%
Number of employees	**1,666**	**60.60%**	**723**	**26.30%**	**362**	**13.20%**	**2,751**	**100%**
Number of permanent employees	1,632	59.30%	519	18.90%	362	13.20%	2,513	91.30%
Number of fixed-term employees	34	1.20%	204	7.40%	-	-	238	8.70%
Number of employees with non-guaranteed hours	-	-	-	-	-	-	-	-
Number of full-time employees	1,544	56.10%	713	25.90%	358	13.00%	2,615	95.10%
Number of part-time employees	122	4.40%	10	0.40%	4	0.10%	136	4.90%

	2024					
	Women		Men		Total	
	n	%	n	%	n	%
Number of employees	**1,069**	**38.9%**	**1,682**	**61.1%**	**2,751**	**100%**
Number of permanent employees	967	35.2%	1,546	56.2%	2,513	91.3%
Number of fixed-term employees	102	3.7%	136	4.9%	238	8.7%
Number of employees with non-guaranteed hours	-	-	-	-	-	-
Number of full-time employees	949	34.5%	1,666	60.6%	2,615	95.1%
Number of part-time employees	120	4.4%	16	0.6%	136	4.9%

Employees by gender and geographical area

	2024							
	EMEA		APAC		AMERICAS		Total	
	n	%	n	%	n	%	n	%
Number of employees	**1,666**	**60.6%**	**723**	**26.3%**	**362**	**13.2%**	**2,751**	**100%**
Women	695	41.7%	302	41.8%	72	19.9%	1,069	91.30%
Men	971	58.3%	421	58.2%	290	80.1%	1,682	91.30%

EMEA: Europe, Middle East and Africa
APAC: Asia Pacific
AMERICAS: North, Central and South America

Turnover

	2024
Total number of employees who left the undertaking during the reporting period	416
Employee turnover rate during the reporting period[10]	15.1%

The Group also tracks the voluntary turnover rate, which for 2024 stands at 7.2%.

Collective bargaining coverage and social dialogue

Datalogic values collective bargaining (both national and second-level) and social dialogue as essential mechanisms for safeguarding workers' rights and maintaining a fair and collaborative workplace. The Group adheres to local labour regulations, promoting active involvement of social partners and ensuring proper forms of employee representation in the countries where it operates. The Company is dedicated to fostering constructive dialogue between workers and management, supporting open discussions on working conditions, safety, and staff well-being.
At the Group level, approximately 60.7% of employees are covered by a national collective agreement.[11] For employees not covered by collective bargaining agreements, Datalogic ensures that consistent standards are applied globally. This is achieved through the implementation of internal policies and the Code of Ethics, which take precedence over any less stringent legislation.

[10] The employee turnover rate is calculated by comparing the number of employees who left the Group during the reporting period, including voluntary resignations, dismissals, retirements, and in-service fatalities, with the total number of employees at the end of the reporting period.
[11] Where required by law, 100% of employees are covered by a national collective agreement.

Coverage rate	Collective bargaining coverage		Social dialogue
	Employees - EEA[12]	Employees - Non-EEA	Workplace representation (EEA only)
0-19%	Czech Republic Germany Hungary Netherlands Slovakia Romania Poland	Australia China Indonesia South Korea Mexico Russia Singapore Turkey United Arab Emirates United Kingdom United States of America Japan Turkey Canada South Africa	Czech Republic Germany Hungary Netherlands Slovakia Romania Poland Sweden Spain
20-39%			
40-59%			
60-79%			
80-100%	Italy France Spain Sweden	Brazil Vietnam	Italy France

Diversity metrics

Datalogic monitors gender distribution within its management [S1-9, RA71] and is committed to promoting gender equity and ensuring equal opportunities for professional growth. Additionally, it analyses the age distribution of the entire workforce to assess generational diversification and develop personnel management strategies in line with business needs and the labour market [S1-9, 64].

Number of senior executives by gender

	2024	
Women	**12**	14%
Men	**74**	86%
Total	**86**	

The low percentage of women in management roles is currently attributable to the concentration of women in Corporate management roles, which are fewer than management roles in Sales and R&D.

Number of employees by age group

	2024	%
Under 30	**342**	13%
Between 30 and 50	**1,657**	60%
Over 50	**752**	27%
Total	**2,751**	

[12] EEA: European Economic Area

Training and skills development metrics

Average hours of training by gender

Datalogic offers its employees training and professional development opportunities, with the aim of improving skills and promoting continuous growth within the Group. The Company promotes targeted learning programs aimed at strengthening technical and managerial skills, ensuring constant updates in line with technological and market developments. The approach to training is aimed at supporting the long-term employability of employees, contributing to the enhancement of internal talent and the organization's competitive edge [S1-13, 81, 82, 83]. For details on the training delivered in 2024, see the section "Outlook on own workers' well-being". [S1-13, 81, 82, 83]

	2024		
	Women	**Men**	**Total**
Average number of training hours per employee - white collars	8.1	9.3	9.0
Average number of training hours per employee - blue collars	1.8	3.3	2.4
Average number of training hours per employee	**4.9**	**8.0**	**6.8**

Percentage of employees who participated in periodic performance and career development reviews

The performance evaluation process (*PMP- Performance Management Process*) based on a goal-oriented mindset and a culture of excellence continued at Datalogic in 2024. Periodic performance and professional development evaluation is provided to 85.3% of eligible employees at the Company. The performance evaluation process is an important time for gathering people's professional aspirations and building individual development plans aimed at sustaining performance over time and professional growth. Employees are evaluated on two aspects: achievement of targets and compliance with the values promoted by the company.

	2024		
	Women	**Men**	**Total**
Percentage of employees who participated in periodic performance and career development reviews - *white collars*	84.9%	85.5%	85.3%
Percentage of employees who participated in periodic performance and career development reviews	**43.1%**	**73.0%**	**61.4%**

Health and safety metrics

Datalogic adopts a health and safety management system that covers the entire workforce, ensuring a safe workplace in line with current regulations. The Company collects and evaluates data concerning accidents, including injuries, occupational illnesses, and work-related fatalities, also monitoring incidents involving third-party workers on its premises. The management system is constantly updated to improve prevention and ensure high standards of safety and well-being for all staff [S1-14, 86, 87].

Own workforce

	2024
	Employees
Percentage of own workers covered by a health and safety management system based on legal requirements and (or) recognized standards or guidelines	84.9%
Number of fatalities in own workforce due to work-related accidents and illnesses	**-**
Number of fatalities in own workforce due to work-related accidents	-
Number of fatalities in own workforce due to work-related illnesses	-
Number of recordable workplace accidents for own workforce	**9**

Rate of recordable workplace accidents for own workforce[13]	**1.9**
Number of recordable incidents of work-related illness of own workforce	**1**
Number of days lost due to injuries and fatalities at work caused by work-related accidents, occupational diseases, and fatalities resulting from illnesses	97

Other workers operating at the undertaking's sites

	2024
Number of fatalities due to work-related accidents and illnesses of other workers working at the undertaking's sites	-
Number of fatalities due to work-related accidents of other workers working at the undertaking's sites	-
Number of fatalities due to work-related illnesses of other workers working at the undertaking's sites	-

Compensation and salary metrics

Datalogic ensures that all employees receive a fair salary, in line with applicable benchmarks. The Group is committed to maintaining pay standards in accordance with current regulations, ensuring economic conditions that support the well-being and motivation of the workforce [S1-10, 69].
Datalogic monitors and reviews its compensation metrics to ensure fairness and transparency in employee remuneration. The Company reviews the percentage of the pay gap between female and male employees, as well as the ratio between the highest remuneration and the median pay of employees, in order to assess any internal inequalities and identify areas for improvement. This approach allows for understanding the extent of any disparities and promoting a fair and inclusive pay policy [S1-16, 95, 96].

Gender pay gap

The gender pay gap is calculated by including the gross hourly wage of all employees and applying the methodology set out by the ESRS standards. The analysis takes into account the pay differences between men and women, highlighting the changes across different professional levels and geographical areas.
The global presence of the Group significantly impacts the gender gap, with differences between the Italian and international context. Salary dynamics are affected by factors such as market conditions, local regulations, and the composition of the workforce in different countries.
Negative percentages indicate a female average salary higher than the male average, while positive percentages signal a male average salary higher than the female average [S1-16, 97a, 97c].

Scope	**Professional category**	**2024**
Italy	Executive	-73.3%
	Manager	0.8%
	Employee	7.0%
	Worker	-4.0%
Group	Executive	-63.7%
	Manager	18.4%
	Employee	32.6%
	Worker	-7.6%
Total		**44.7%**

Total remuneration rate

The total annual remuneration rate is calculated by comparing the total annual remuneration of the highest-paid person in the undertaking to the median total annual remuneration of employees, excluding the individual with the highest

[13] Accidents that generate: death, work incapacity (absolute or partial), limitations in transfers, medical treatment, first aid intervention are included, even if they do not generate days of absence from work. Commuting accidents with cars owned by the employee are excluded. Frequency rates for accident indices were calculated as follows: (Number of accidents/Number of hours worked) x 1,000,000.

salary from the calculation. The resulting value represents the rate between the highest pay and the median pay of the organization, providing an indication of the salary distribution within the Group.
The calculation includes all employees and considers the various components of pay, including base salary, allowances, bonuses[14], commissions, profit sharing, benefits, and long-term incentives, in accordance with the company's pay policies [S1-16, 97b, 97c].

	2024
Total remuneration rate	36.7

Accidents, complaints and human rights impacts

Datalogic confirms that no work-related accidents, complaints, or serious impacts concerning human rights occurred within its workforce during the reporting period. The Group follows a stringent approach to human rights protection, implementing policies and procedures designed to prevent any form of violation and to ensure a secure and respectful workplace. Additionally, no fines, penalties, or compensation claims were reported for these topics, underscoring the effectiveness of the actions implemented to safeguard workers and comply with international standards and applicable regulations [S1-17, 101, 102].

	2024
Number of incidents of discrimination	-
Number of complaints submitted through the reporting channels of own workers	-
Number of complaints submitted to the National Contact Points for OECD multinational enterprises	-
Amount of fines, penalties, and material compensation following violations of social factors and human rights	-
Number of serious human rights issues and incidents related to own workforce	-
Number of serious human rights issues and incidents related to own workforce that represent violations of the United Nations Global Compact Principles and the OECD Guidelines for Multinational Enterprises	-
Amount of fines, penalties, and material compensation for serious human rights issues and incidents related to own workforce	-
Number of serious human rights violations in which the undertaking acted as a guarantor for the persons involved	-

[14] for the variable part of pay, target values, i.e., 100% of the achievable bonus, were considered

WORKERS IN THE VALUE CHAIN

ESRS Standards	Reference	Notes
Strategy		
ESRS 2 SBM-2 - Interests and views of stakeholders		The disclosure is included in ESRS 2 SBM-2, section 'General Information', in accordance with Appendix C, which sets out the requirements applicable in conjunction with ESRS 2
ESRS 2 SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model		The disclosure is included in ESRS 2 SBM-3, section 'General Information', in accordance with Appendix C, which sets out the requirements applicable in conjunction with ESRS 2
Impact, risk and opportunity management		
S2-1 - Policies related to workers in the value chain	Policies for the protection of workers in the value chain	
S2-2 - Processes for engaging with value chain workers about impacts	Monitoring and involvement of workers in the supply chain	
S2-3 - Processes to remediate negative impacts and channels for value chain workers to raise concerns	Monitoring and involvement of workers in the supply chain	
S2-4 - Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	Actions to develop in the supply chain	
Metrics and targets		
S2-5 - Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Objectives for social management of suppliers	

IMPACT, RISK AND OPPORTUNITY MANAGEMENT

Policies for the protection of workers in the value chain

Datalogic Group is committed to respecting and advancing human rights along the entire value chain, extending the principles of its human rights policy for workers to those of its suppliers. The Group ensures that workers in the value chain are treated with dignity, offering them safe, respectful conditions aligned with international standards [S2-1, 16, 17a; MDR-P]. This commitment includes protection from the risks of human trafficking, forced labour, and child labour, explicitly banning such practices along the entire value chain [S2-1, 18; MDR-P].
The Company values the involvement of both workers and suppliers, encouraging a culture of transparency and cooperation that supports well-being and professional development of workers [S2-1, 17b; MDR-P]. In the event of violations or negative impacts on human rights, Datalogic has put measures in place to promptly resolve them, ensuring effective and appropriate responses [S2-1, 17c; MDR-P].
Datalogic's human rights policy for workers in the value chain aligns with the United Nations Guiding Principles on Business and Human Rights, the ILO's declarations on fundamental principles and rights at work, as well as the OECD Guidelines for Multinational Enterprises. The Group also monitors any incidents of non-compliance with these principles and responds appropriately based on the severity of the reports [S2-1, 19; MDR-P]. Datalogic has also adopted a Supplier Code of Conduct that all its business partners must comply with, which clearly defines the obligations related to the treatment of workers and the respect for human rights. Starting from 2024, suppliers in the accreditation phase must also complete a self-assessment in which the supplier must declare whether they align with the principles related to the Datalogic Code of Conduct, the SA8000 principles, and ESG.

Objectives for social management of suppliers

Datalogic Group has not yet defined specific measurable targets for workers in the value chain. However, the Group has launched a series of initiatives to gradually assess the main impacts of its supply chain on sustainability topics. Among these, a plan provides for the assessment of suppliers' sustainability risks, which will focus on assigning a sustainability rating to suppliers based on risk mapping. Although these plans are under development, tangible measurable targets have not yet been set [MDR-T, 81bi].
Datalogic aims to progressively integrate sustainability risks into supplier evaluation, with the goal of improving supply chain management and minimising negative impacts. Progress will be measured through the sustainability rating assigned to suppliers, and the baseline period for measuring progress will be defined once the risk mapping and rating system is fully operational. To date, the start of this process is expected in the coming years, with the ongoing implementation of the assessment measures [MDR-T, 81bii].

Actions to develop in the supply chain

The Company has not yet adopted structured programmatic actions regarding workers in the value chain, although it has initiated certain developing initiatives, such as the assessment of suppliers' sustainability risks and the creation of a rating system. Starting from 2024 in fact, suppliers in the accreditation phase must complete a self-assessment in which the supplier must declare whether they align with the principles related to the Datalogic Code of Conduct, the SA8000 principles, and ESG. This system marks a first step to monitor the possible impacts related to human rights and the working conditions of workers especially in the upstream part of the value chain. Further specific actions to manage workers' rights along the supply chain are still being implemented, with the aim of defining a monitoring and evaluation system for suppliers that can lead to a more efficient and sustainable management of the workforce in the value chain. The Group is designing and planning these initiatives, which will be followed by the identification of detailed actions and tangible objectives [S2-4 32a, 32b, 32c, MDR-A, 68a, 68b, 68c, 68d]. Actions and allocations of economic resources are being defined. [MDR-A, 69]

Monitoring and involvement of workers in the supply chain

Unlike its own workforce, where engagement occurs through direct channels, Datalogic has not adopted a general process to directly involve workers in the value chain. The Company has chosen instead to focus on assessing the sustainability of suppliers and monitoring supply chain risks [S2-2, 24]. Under this strategy, Datalogic has not provided workers in the value chain with specific channels to express their views.
While there are no direct channels, the Company monitors and assesses the sustainability risks of suppliers, with the aim of mapping risks and assigning a sustainability rating. This approach guides business decisions regarding supply chain management, ensuring that any negative impacts are monitored and addressed. In essence, although lacking

direct channels for workers in the value chain, Datalogic is committed to actively monitoring the sustainability of suppliers and managing associated risks [S2-3, 29].

CONSUMERS AND END-USERS

ESRS Standards	Reference	Notes
Strategy		
ESRS 2 SBM-2 - Interests and views of stakeholders		The disclosure is included in ESRS 2 SBM-2, section 'General Information', in accordance with Appendix C, which sets out the requirements applicable in conjunction with ESRS 2
ESRS 2 SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model		The disclosure is included in ESRS 2 SBM-3, section 'General Information', in accordance with Appendix C, which sets out the requirements applicable in conjunction with ESRS 2
Impact, risk and opportunity management		
S4-1 - Policies related to consumers and end-users	Commitment to quality and customer protection	
S4-2 - Processes for engaging with consumers and end-users about impacts	Engaging and listening to customers	
S4-3 - Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	Service channels and customer complaint management	
S4-4 - Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	Action plans for customer support	
Metrics and targets		
S4-5 - Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Monitoring customer satisfaction	

IMPACT, RISK AND OPPORTUNITY MANAGEMENT

Commitment to quality and customer protection

Datalogic Group, through its Policy on customers and end-users, ensures the quality and safety of its products and services, fully meeting the needs of customers and end-users. The Group is committed to providing high-quality technology solutions that meet strict reliability and performance standards to optimize efficiency and user safety. Additionally, Datalogic is dedicated to ensuring that all product information is clear, comprehensive, and easily accessible, empowering customers to make well-informed decisions.
The Policy on customers and end-users includes provisions for warranty and after-sales support, guaranteeing that customers have access to skilled customer service professionals ready to address any product-related concerns. Datalogic also upholds customer privacy by safeguarding personal data in full compliance with international regulations. This policy is designed to fulfil the needs for quality and transparency toward customers and end-users, while reinforcing the company's commitment to upholding consumer rights. Specifically, Datalogic has implemented measures to remediate any negative impacts on customers, offering return and refund policies, along with ensuring effective management of product and service-related issues. Such measures respond to the Company's commitments to protect consumer rights, including those related to safety, quality, transparency, and privacy [S4-1, 16; MDR-P].
The Policy on customers and end-users fully aligns with internationally recognized standards. Specifically, the protection of consumer rights is a core element of the Group's policy. Datalogic adopts practices in line with the United Nations Guiding Principles on Business and Human Rights, while focusing on protecting customers through quality assurance measures, transparency in information, product safety, and personal data protection. Datalogic ensures that all information provided to customers is complete and accurate, ensuring that business policies respect the rights and needs of consumers according to applicable international and local laws [S4-1, 17; MDR-P].

Monitoring customer satisfaction

The Company has stated its intention to focus on strategic objectives aimed at continually improving the customer experience, with an emphasis on maintaining and increasing customer satisfaction levels. This will be monitored through the Net Promoter Score (NPS), a key indicator of loyalty and satisfaction [MDR-T, 81bi]. The Group plans to progressively enhance the NPS by continuously improving service levels. The measurement base period is set for 2024, and in addition to the Group's overall data, NPS results will be analysed separately for the different business segments (Data Capture and Industrial Automation) [MDR-T, 81bii].

Action plans for customer support

The Group is implementing structured and programmatic actions aimed at achieving customer satisfaction objectives, focusing on the most material areas identified by the NPS. The management of service levels is monitored internally by the functions in charge. The Company plans to develop action plans that will gradually arise from analysing the collected responses. Specifically, Datalogic has implemented measures to remediate any negative impacts on customers, offering return and refund policies, along with ensuring effective management of product and service-related issues. Such measures respond to the Company's commitments to protect consumer rights, including those related to safety, quality, transparency, and privacy [MDR-A, 68a, 68b, 68c, 68d]. Actions and allocations of economic resources are being defined [MDR-A, 69].

Engaging and listening to customers

The Group employs several measures to collect feedback and guide its business decisions, ensuring that customers are central to the decision-making process. Datalogic's primary objective is to maintain high satisfaction levels and continuously improve the quality of its service. The Group directly involves customers, mainly through Net Promoter Score (NPS) activities and satisfaction surveys. While no formal representatives or delegates are involved, Datalogic directly obtains customer perspectives through these initiatives, particularly through survey responses and feedback collection from a selected list of key customers who account for 80% of sales. This approach ensures that customers can freely express their views on product and service quality [S4-2, 20a].
Engagement primarily occurs during post-purchase feedback phases and service quality monitoring. NPS campaigns are conducted annually (from October to January) and are supplemented by periodic surveys and direct surveys, such as those related to customer service and customer satisfaction. The engagement includes multiple-choice questions, but also the opportunity for customers to provide open-ended opinions. Engagement frequency is annual for NPS and ongoing for monitoring customer service performance [S4-2, 20b].

The Customer Support function coordinates and manages the engagement of customers and end-users. The customer service management team ensures that the collected feedback guides company policies and decisions regarding product and service improvements. The results of the surveys are analysed and used to continuously improve the customer experience and the quality of support [S4-2, 20c]. The effectiveness of engagement is assessed primarily through the Net Promoter Score (NPS). Additionally, the survey results are used to define corrective actions and optimize the service. The metrics for NPS and service level KPIs, such as response and complaint resolution times, serve as indicators to measure the success of engagement initiatives [S4-2, 20d]. Datalogic ensures that all customers, regardless of their situation, can access the necessary feedback and support tools to express their views and receive assistance [S4-2, 21].

Service channels and customer complaint management

Datalogic's approach to addressing negative impacts experienced by customers is based on proactive complaint management. If significant product or service problems occur, Datalogic takes immediate steps to resolve the situation, which may include product replacement, refund, or technical support intervention. The effectiveness of these remedies is assessed through continuous monitoring of customer satisfaction and tracking of complaint response and resolution times [S4-3, 25a].

Customers can communicate through the web form on the site, which allows them to direct their request straight to the relevant team (customer support, service team, etc.). Communications are managed through the Dynamics system, which routes tickets based on the relevant area. These channels are made available directly by the Group and are monitored to ensure that concerns are properly addressed [S4-3, 25b].

The Company supports the availability of such channels through its Customer Support team and requires its business partners to ensure that customers can easily access points of contact to express concerns. Complaint management is carried out in close collaboration with suppliers and distributors, who are informed about the support processes and the channels for managing issues [S4-3, 25c].

The issues raised by customers are controlled and monitored through the ticket management system and the continuous feedback received through surveys. Datalogic ensures that all complaints are handled promptly, with constant follow-up to verify their complete resolution. Additionally, periodic quality checks are conducted to ensure that issues are addressed effectively and that communication channels are always accessible and functional [S4-3, 25d].

The Group ensures that customers and end-users are aware of these communication channels through internal communication and the promotion of feedback processes across various channels, such as the website and direct communications via surveys. Additionally, the Group has adopted protection policies against retaliation, ensuring that customers who raise concerns are protected from any negative consequences arising from their feedback activity [S4-3, 26].

METRICS

Net Promoter Score (NPS)

The Net Promoter Score (NPS) is a globally recognized metric also used by Datalogic to measure customer satisfaction and loyalty, assessing their willingness to recommend the company's products and services to other industry professionals, business partners, or colleagues. The score, ranging from -100 to +100, is calculated by subtracting the percentage of detractors (less satisfied customers) from the percentage of promoters (highly satisfied customers), while neutral or moderately satisfied customers do not influence the result.

The NPS represents a strategic indicator for Datalogic, as it provides a clear view of the perceived value of its products and services in the market. The Group regularly analyses the results of the NPS, although not validated by an external body, to identify areas for improvement, with particular attention to technical support, delivery times, and the quality of the offered solutions. The method allows for simple and direct feedback collection, and Datalogic also sets minimum annual response targets in order to obtain a representative sample to have an accurate picture of market trends [MDR-M, 77].

	2024
Net Promoter Score	47

GOVERNANCE INFORMATION

BUSINESS CONDUCT

ESRS Standards	Reference	Notes
GOVERNANCE		
ESRS 2 GOV-1 - The role of administrative, management and supervisory bodies		The disclosure is included in ESRS 2 GOV-1, section 'General Information', in accordance with Appendix C, which sets out the requirements applicable in conjunction with ESRS 2
Impact, risk and opportunity management		
ESRS 2 IRO-1 - Description of the processes to identify and assess material impacts, risks and opportunities		The disclosure is included in ESRS 2 IRO-1, section 'General Information', in accordance with Appendix C, which sets out the requirements applicable in conjunction with ESRS 2
G1-1 - Business conduct policies and corporate culture	Policies on business culture and conduct	
G1-2 - Management of relationships with suppliers	Management of relationships with suppliers	
G1-3 – Prevention and detection of corruption and bribery	Policies on business culture and conduct	
Metrics and targets		
G1-4 - Incidents of corruption or bribery	Confirmed incidents of corruption or bribery	
G1-5 - Political influence and lobbying activities		Not material
G1-6 - Payment practices	Payment practices	

IMPACT, RISK AND OPPORTUNITY MANAGEMENT

Policies on business culture and conduct

Datalogic promotes a corporate culture based on values of ethics, transparency, integrity, and responsibility. The Code of Conduct and Organizational Model 231 establish the guidelines to ensure business behaviours in compliance with legal and moral standards. These principles are integrated with sustainability objectives, innovation, and respect for human rights, so that every decision and activity is consistent with these values. The corporate culture is continuously promoted through training, communication, and the involvement of all employees, who are encouraged to follow the Group's values in every activity carried out. The functions in charge periodically assess the effectiveness of the ethics and conduct policies to ensure that they meet the required standards of behaviour [G1-1, 9].

Combating corruption and reporting mechanisms

The Company has implemented strict policies to prevent and manage both corruption and bribery, in line with international regulations and the United Nations Convention against Corruption. The company adopts a transparent and proactive approach to managing corruption risks, with a whistleblowing system that allows employees, suppliers, and other stakeholders to report any misconduct or violations of Group regulations safely and possibly anonymously [G1-1, 10a].

The internal procedures to prevent, detect, and manage cases of corruption are structured and well-defined. Datalogic Group has a monitoring system that includes periodic checks and internal audits, aimed at identifying and preventing any unlawful behaviour. If a suspicious behaviour is reported, an independent and impartial investigation is initiated to ensure its independence [G1-3, 18a, 18b]. Any reports are submitted to the administrative, management, and supervisory bodies [G1-3, 18c].

Training on corruption and awareness raising

Datalogic has developed an anti-corruption training program that is delivered to all employees, with particular attention to functions that are more exposed to corruption risks. The program has been designed to raise awareness and train employees on the correct behaviours to adopt, the relevant regulations, and the manners to report any violations. Training is mandatory for all functions at risk of corruption, and 100% of the functions at risk are covered by the training program [G1-3, 21b]. Furthermore, the training is periodically updated and also aimed at members of the internal administrative, management, and supervisory bodies, ensuring that at the managerial and governance level, the corporate culture against corruption is well rooted and applied [G1-3, 21c]. Training programs are conducted annually, and each session includes a level of depth that varies according to the participants' role and responsibilities [G1-3, 21a].

Policy communication and whistleblower protection

The Company has established internal whistleblower reporting channels, which have been made easily accessible to all employees and stakeholders. The Group actively promotes the dissemination of information regarding the existence of these channels through specific training and internal communications. The staff responsible for receiving reports has been adequately designated and trained to ensure that all complaints are handled securely, confidentially, and according to applicable regulations. Employees are also informed about the reporting process and the handling of the received information [G1-1, 10c].

Datalogic has implemented policies to ensure the protection of whistleblowers from any retaliation, in full compliance with Directive 2019/1937/EU on whistleblowing. These policies ensure that those who report illegal behaviour do not suffer negative consequences. The protective measures include the whistleblower’s anonymity, confidentiality, and support if needed. Datalogic Group has not found the need for additional protection policies beyond those already implemented, but constantly monitors the effectiveness of the measures in place [G1-1, 10d].

Datalogic Group policies are disclosed to all employees and business partners, ensuring that they are fully aware of the reporting procedures, the protections provided, and corporate expectations. Datalogic promotes a workplace where reporting illegal behaviours is encouraged, and ensures that whistleblowers do not suffer any form of discrimination or retaliation [G1-3, 20].

Management of relationships with suppliers

The Company recognizes the strategic importance of managing relationships with suppliers in a responsible and transparent manner, considering them essential for the success of its supply chain and for achieving sustainability objectives. The supplier selection and qualification process is based on clear principles outlined in the Code of Conduct, and focuses on fair competition, transparency, and compliance with applicable regulations. The qualification of suppliers includes verifying their ability to meet corporate requirements in terms of financials, quality, reliability, and innovation,

as well as compliance with ESG and SA8000 standards. Datalogic assesses risks along the supply chain through audits, self-assessments, and document checks, and implements corrective measures when necessary, to ensure a high level of compliance and sustainability, minimising supply chain disruptions and managing related risks. Additionally, Datalogic ensures compliance with applicable regulations, including REACH and RoHS, for the assessment of environmental and human rights impacts, with special focus on minerals from conflict zones (conflict minerals): the Company ensures that it is not involved in activities that may in any way support armed groups responsible for terrorism or violence in the Democratic Republic of the Congo. As an additional measure, Datalogic has required all suppliers to comply with the Electronic Industry Citizenship Coalition's (EICC) Code of Conduct, ensuring safe working conditions, respect for workers, and ethical and sustainable business activity. Additionally, through "*Denied Party Screening*", Datalogic uses a computer system to periodically check whether potential trading partners are included in sanctioned or unauthorized party lists, minimising the risk of incurring export regulation violations [G1-2, 15a].
Datalogic promotes long-term relationships with qualified suppliers, based on mutual trust and shared goals. The Group promotes continuous dialogue with suppliers, encouraging them to improve collaboration and promote sustainable development initiatives. Suppliers are involved in awareness-raising activities on sustainability topics, so that they align their practices with the strategic objectives of the Group. The adoption of selection criteria based on transparency and fairness facilitates a trust relationship with partners, ensuring efficient and resilient supply chain management [G1-2, 15b].

Approach to payments to suppliers
Datalogic's Code of Conduct governs and promotes a fair and transparent approach to contractual relationships, although a specific policy to avoid payment delays is not in place. Specifically, the Group is committed to ensuring timely payments, including to small and medium-sized enterprises (SMEs), to maintain collaborative and stable relationships with suppliers. By ensuring timely payments, Datalogic strengthens mutual trust and supports economic stability throughout the supply chain, contributing to healthy cash flow for SMEs and promoting fairness throughout the supplier ecosystem [G1-2, 14].

Social and environmental assessment of suppliers
The Company includes social and environmental criteria when selecting suppliers, assessing their performance through tools such as audits and self-assessment questionnaires. Special attention is given to the risks of irregular work practices, child labour, and environmental violations. The Group avoids engaging suppliers involved in illegal activities or those lacking adequate health and safety standards at work. Datalogic encourages local supplier inclusion and promotes suppliers with certifications, strengthening connections with the territory and fostering sustainable practices. By strictly adhering to its Code of Conduct, the Group contributes to creating a responsible supply chain [G1-2, 15b].

METRICS

Confirmed incidents of corruption or bribery

Datalogic confirms that, during the reporting period, there were no confirmed incidents of corruption or bribery. The Group adopts a zero-tolerance approach to any form of corruption, implementing strict compliance policies and internal controls aimed at preventing and countering unlawful conduct. The Company promotes a corporate culture based on integrity and ethics, reinforced by training and awareness programs aimed at employees and stakeholders. No proceedings, penalties, or outcomes related to incidents of corruption have been recorded, confirming the effectiveness of the measures taken to ensure transparency and compliance with current regulations [G1-4, 22, 23].

	2024
Number of convictions for violation of anti-corruption and anti-bribery laws	-
Amount of fines for violation of anti-corruption and anti-bribery laws	-

Payment practices

Datalogic adopts a responsible governance system, ensuring fairness in the relationships with its suppliers, regardless of their size. The payment terms are defined based on contractual agreements and may include payments on delivery, 30, 60, 90, 120 days, or other specific timelines agreed upon with the counterparts. The payment methods used include bank transfers, electronic payments, and other forms of transactions that ensure efficiency and traceability. Payments