

For Lube Srl, sustainability is a true philosophy that permeates every aspect of our operations. Our vision is based on a balance between economic growth, social responsibility, and environmental protection, with the goal of ensuring a better future for the generations to come.

We firmly believe that our success cannot be separated from the well-being of people and the environment in which we operate. For this reason, we are committed to creating long-term value not only for our company but for all stakeholders: our employees, their families, the local community, and our ecosystem.

Our vision of sustainability is expressed through:

- **Commitment to the environment:** We actively strive to reduce the ecological impact of our activities, from efficient management of natural resources and CO2 emissions reduction to recycling and reusing materials.
- **People's well-being:** Our commitment is reflected in working conditions and employee care. We promote a healthy, safe, and inclusive work environment where everyone can grow professionally and maintain a balanced life. We invest in continuous training and psychological and physical well-being to ensure that everyone can express their full potential. We strongly condemn any form of discrimination, harassment, and workplace violence.
- **Social responsibility:** We aim to be a driver of social development by creating job and training opportunities. Our company is an integral part of the local area, and we want to actively contribute to its progress, creating a positive impact on all those who are part of it.
- **Sustainable innovation:** Sustainability is at the core of our technological and operational choices. We focus on innovations that optimize business processes, reduce waste, and improve efficiency. Every new technology we adopt is selected to minimize environmental impact and enhance the quality of life both inside and outside the company.

Our vision of sustainability is, and will always be, future-oriented. We are aware that the journey is long and constantly evolving, but every step we take is an investment in a greener, fairer, and more prosperous tomorrow for everyone.

## Future Challenges

The path ahead requires not only our company's constant commitment but also active collaboration with all our stakeholders. The future challenges we face include:

1. **Increasing energy efficiency:** By 2027, we aim to reduce our CO2 emissions and transition to a fully renewable energy system, making a concrete contribution to the ecological transition. We are working on conducting an energy audit to define concrete and measurable future goals.
2. **Sustainability in production processes:** We are committed to reducing the use of natural resources and optimizing production processes by adopting cutting-edge technologies to minimize our environmental impact.
3. **Expanding our circular economy practices:** We strive to optimize the lifecycle of our products by minimizing waste and promoting the use of recycled and biodegradable materials. We are working on conducting a Product Life Cycle Assessment (LCA) study.
4. **Expanding our range of sustainable products:** We aim to develop products that meet new market demands for sustainability by using eco-friendly materials and implementing a production cycle that encourages reuse and recycling.
5. **Enhancing social responsibility practices:** We integrate social responsibility across all our activities, ensuring that our choices positively impact local communities and our supplier network.



6. **Implementing an advanced product traceability system:** We are working on a new warehouse project that will enable total traceability of our final products, improving quality management and reliability for our customers and partners.
7. **Renovating and modernizing our facilities:** We are upgrading and optimizing company spaces to improve efficiency and functionality, with a strong focus on energy savings and sustainability. These renovations will allow us to provide more modern and comfortable work environments for our employees.
8. **Smart energy management systems:** We are implementing advanced software to monitor and optimize energy consumption. For example, the installation of sensors to control lighting and temperature inside the factory will significantly reduce energy costs.

To ensure concrete progress toward these goals, our Management issues a Strategic Plan that is continuously monitored and updated over time.

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