STIGA

Sustainability Report 2024

STIGA

Contents

A Message from the CEO

Sean Robinson

At STIGA, we believe that sustainability is not just a responsibility—it is an opportunity to innovate, grow, and contribute to a better future. Our approach is anchored in three key pillars — Products, People and Processes — ensuring that we create long-term value while minimising our environmental footprint and fostering a responsible business model.

A notable milestone this year has been achieving the Equality Certification at our Italian site. This accreditation underscores our commitment to cultivating an inclusive and equitable workplace, where every individual can thrive and contribute to our collective success. Our employees remain at the core of everything we do, and we provide a safe, dynamic and rewarding environment that nurtures talent and fuels innovation.

Furthermore, we are proud to have joined the UN Global Compact, aligning STIGA with the Ten Principles covering human rights, labour, the environment and anti-corruption. This commitment reinforces our role as a responsible corporate citizen, and from this year onwards we will formally report on our progress, embedding these principles even more deeply into our strategy and operations.

The urgency of sustainable transformation has never been greater, particularly as we approach the 2030 deadline for the UN Sustainable Development Goals. Over the past year, the STIGA Group has demonstrated resilience and adaptability, driving meaningful change in a rapidly evolving landscape. We remain firmly committed to improving the impact of our products and operations on the planet, making tangible progress across key sustainability metrics. As a leading player in the gardening sector, we take our responsibility seriously, continuously innovating to reduce emissions, enhance energy efficiency and improve product circularity.

Sustainable innovation sits at the heart of our long-term vision. In 2024, we successfully reached our target of increasing the share of battery- and electric-powered products to 27% of total sales. This shift is a crucial step in reducing our environmental impact and supporting the transition to cleaner energy solutions in garden care. At the same time, we continue to incorporate recyclable and lower-impact materials into our products and packaging, ensuring sustainability is embedded in every stage of our design and manufacturing processes.

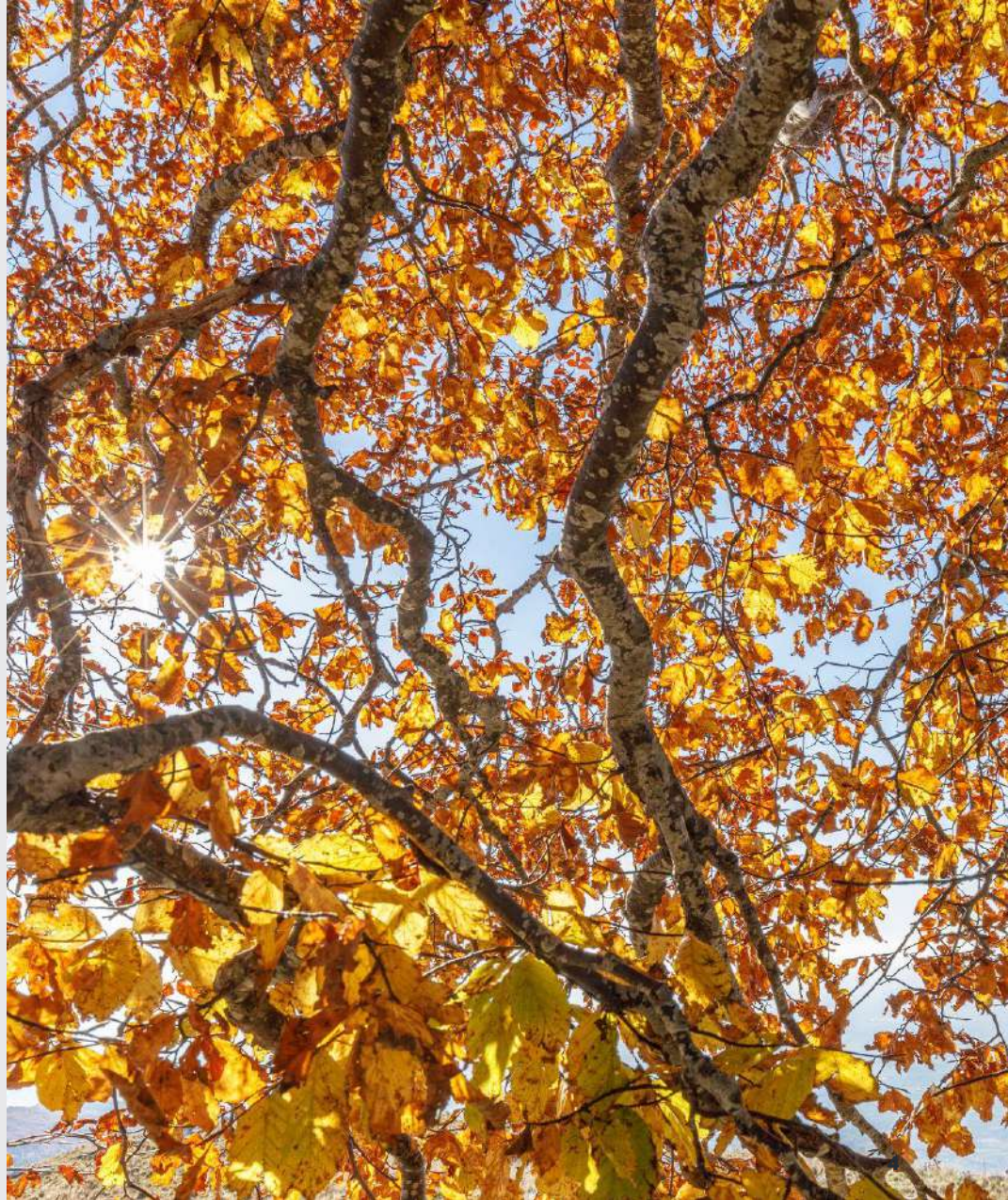
Looking ahead, our priority for 2025 is to define a comprehensive strategy to reduce CO2 emissions from product usage. We will also refine our carbon footprint assessments, enhancing transparency in our reporting and identifying further opportunities for improvement. In parallel, we remain focused on optimising our operations—boosting energy efficiency, increasing our use of renewable energy and strengthening ethical and responsible business practices across our supply chain.

Despite the challenges posed by global economic uncertainties and climate change, STIGA remains unwavering in its commitment to sustainability. By integrating sustainable practices into our core business strategy, we are securing our long-term success while making a meaningful contribution to society and the environment. We take pride in the progress we have made and remain ambitious in our future aspirations.

I encourage you to explore this 2024 Sustainability Report, which details our achievements and sets out our roadmap for the future. Together, we will continue to drive sustainable innovation and make a lasting impact.

Sean Robinson

CEO of STIGA Group



Key Data 2024

27%

Battery and electric products sold of overall sales

vs 24% in 2023

8%

Recycled plastic in materials

vs 6.7% in 2023

66%

Recycled material in packaging

vs 59% in 2023

21k

Total training hours, or 15.8 per employee

vs 19k total, or 14.7 per employee, in 2023

1

Data breach

2

Certifications achieved (ISO 14064-1 Group Carbon Footprint and UNI PdR 125:2022 - "Gender Equality" for Italy office)

5

Audits of business-critical suppliers aimed at developing a sustainable and responsible supply chain

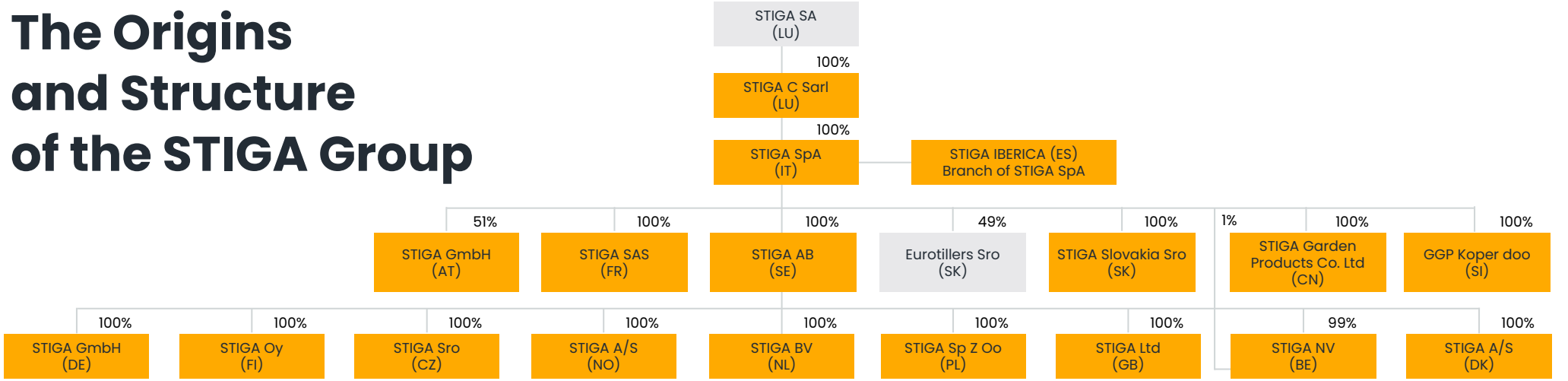
99%

Renewable Energy

vs 96% in 2023

Of which 15% is produced from photovoltaic system

The Origins and Structure of the STIGA Group



STIGA is a major producer and distributor of powered garden products in Europe. We are a privately-held company selling durable household goods.

We have market leadership in the Ride-On (RO) segment and important market shares in the Front Mowers (FM) and Walk-Behind (WBH) products segments, as well as significant presence in Hand-Held (HH), Snow Throwers (ST) and other garden power-equipped categories.

In 2022, STIGA expanded its presence in the category of robot mowers (RO). STIGA is the Group's flagship brand, founded in 1934 by Stig Hjelmquist in Tranås (Sweden).

The orange-coloured companies in the above chart are those within the reporting boundary for our 2024 Sustainability Report.

Eurotillers Sro (SK) has been excluded due to the minority shareholding (49%) and its low materiality for reporting.

STIGA C Sarl directly owns the Italian company, STIGA SpA, which is the direct or indirect owner of all the other operating companies.

Product Portfolio

STIGA's product portfolio is one of the most comprehensive in the market, with tools suitable for any garden task or season. Our target consumer is the private householder, from owners of small gardens and balconies to the largest and most complex lawn surfaces.

In the shift from petrol to electric, we are equipping all product categories with batteries: from handheld applications to lawn mowers, from robot mowers to large tractors and axial mowers that are able to cover surfaces up to 20,000 sqm with one battery charge (Gyro 900e axial mower).

Robot mowers are the fastest growing category in the European garden market in all distribution channels. In 2023, STIGA started distribution of autonomous robot mower models that do not require the installation of a physical perimeter wire and combine real-time kinematic GPS with the patented, predictive AGS - Active Guidance System technology.

Our products are offered through traditional trade channels, DIY/mass market chains, online retailers, Original Equipment Manufacturing (OEM) and private label customers. Products are also sold directly to consumers through our e-shop stiga.com, active in all of STIGA's European markets.

STIGA's core business is related to lawn cutting and maintenance. In addition, a notable portion of turnover can be attributed to products for cutting and trimming bushes, trees, branches and high grass. Furthermore, STIGA offers products for soil, ground care and cleaning, with accessories and spare parts available for purchase.

New Product Launches in 2024/25

Each year, STIGA renews and updates its product range, introducing new solutions for many gardening tasks. Our innovative approach combines ergonomics, connectivity, user interface electronics and robust engineering to create gardening tools that enhance every gardener's experience.

Meanwhile, the number of battery and electric powered products we produce continues to increase across our range as we work to provide our customers with gardening solutions that achieve their goals in the most sustainable way possible.

New tests have allowed us to increase the capacity of our ePower batteries when used in eco-mode conditions, and the total mowing capacity of our robot mowers.

2025 marks 50 years of STIGA's Park front mower platform, with a legacy spanning 1975-2025 – another chance to celebrate our heritage following our 90th anniversary in 2024.

We are experts in engineering, design and lawn care, offering innovative gardening solutions to current and future customers.

Extended capabilities for the robot range
Thanks to the ongoing work of our engineers and continuous research and development, we've made significant improvements to our robot mowers' software, maximising their working area. To further enhance customer experience, the STIGA.GO App that controls the robots has been given a completely new look and feel.

New hand tools collection
We've entered a new product category for 2025. The collection consists of 14 tools for precision pruning, essential for any gardener. They will be sold online in our webshop and will also be available from our dealers in the UK, Poland, Denmark, Sweden and Italy.

Redesign of the lawn tractor range
We've made improvements to the most important customer touchpoints on our tractor range: new seat design and adjustment, new steering wheels on most tractors, plus a new dashboard for petrol models. On top of that, we've introduced a compelling new mid-price product with a 98 cm cutting deck and new powerful engines for outstanding performance. We also offer the widest range of accessories on the market.
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Fulcrum & lawn mower updates
We have extended the working ranges of both our petrol and battery lawn mowers.
The design of the Fulcrum handlebar has been refined and it comes pre-assembled in the box. Simply connect it to the machine, and use the central "push" lever mechanism to move the handlebar.

The STIGA Brands

5

Brands

The Company has five brands in its portfolio: STIGA, Alpina, Castelgarden, Mountfield and ATCO. STIGA represents the flagship brand.

90 Anniversary 1934 • 2024

STIGA

STIGA is the Group's flagship brand, founded in 1934 by Stig Hjelmquist in Tranås (Sweden). STIGA engineers a broad range of durable and easily usable products for residential gardening. From lawn mowers to accessories, our products enable consumers to enjoy their garden all year round, with a sustainable approach and a strong focus on innovation.

ALPINA

Alpina is our Italian brand, with a long tradition in garden equipment, offering a complete range of tools. Founded in 1960 in San Vendemiano (Treviso), Alpina offers products with exceptional performance, a modern, bold design and an environmentally-friendly ethos.

CASTELGARDEN

Established in 1962 and well known for its robust ride-on lawn tractors and lawn mowers, Castelgarden offers appealing Italian-designed products that represent excellent value for money.

Mountfield

Mountfield is the UK's leading brand for petrol lawn mowers and garden tractors. With a 50-year history and a strong heritage, it offers trustworthy products that are tuned to the UK's lawn care needs. Mountfield products are designed and manufactured to ensure a pleasant and practical gardening experience.

ATCO

With over 100 years in the market and one of the longest standing names in the industry, Atco is an iconic classic. Atco offers some of the finest-quality garden machinery in the UK and worldwide. With a strong and familiar brand identity, it has craftsmanship at its core.

STIGA Headquarters, Commercial Offices and Production Plants

Our Headquarters are located in Castelfranco Veneto (Italy), where all Group functions are represented and most of our management is based. Central services including ICT and HR for the whole Group are also located here.

STIGA operates in the most important European markets via commercial subsidiaries. In the rest of Europe and in non-European countries, the Company operates through distributors.

Our manufacturing network produces approximately 80% of the goods we sell to customers. Our traded products are manufactured by selected third-party suppliers based on our in-house designs. STIGA's plants in Italy, Slovakia and China ensure leading quality standards as well as the flexibility to respond to customers' demands.

Some specific details of our manufacturing network:

- STIGA's plant in Castelfranco Veneto, Italy produces high-end garden tractors, front mowers and robots. The facility covers over 30,700 sqm.
- STIGA's plant in Poprad, Slovakia produces petrol-powered, battery and corded lawn mowers. It was established in 2007 and covers 28,150 sqm.
- STIGA's plant in the Nansha district of Guangzhou, China produces lawn tractors. It was built in 2008 and covers 19,110 sqm.

In addition, we have commercial organisations based in Austria, Belgium, Czech Republic, Denmark, Finland, France, Germany, the Netherlands, Norway, Poland, Slovenia, Spain, Sweden, and the United Kingdom.

3 Plants

15 Commercial organisations

Markets Served

The Group sold 911k products and generated €460 million sales in 2024. STIGA reaches a total of 87 markets all over the world.

In Europe we offer direct sales in France, Italy, the UK, Germany, Poland, Czech Republic, Austria, Benelux, Spain and Scandinavian countries.

The demand from markets not covered by a direct sales force is satisfied through local distributors in countries like Ireland, Switzerland, Portugal, the Baltics, Hungary, Turkey, Australia, New Zealand, South Korea, Israel, Qatar, Brazil, Canada and others.

€460 m Turnover

€277 m EU Turnover

87 Countries Served

Achievements Over the Last Year

The year 2024 was positive, driven by a sales increase of 2% and a significant improvement in EBITDA margin performance (+41%), despite ongoing geopolitical instability and challenging gardening products market conditions, which saw high trade stocks and reduced customer demand, partially improving in the latter part of the year.

Although the market contracted further following the previous year's significant reduction, the Group increased its European market share to 8.7%, a rise of 0.4% points compared to the previous year. This achievement was supported by enhanced specialist dealership coverage in various markets and growing customer appreciation for our product range.

Consistent with our strategic direction, we focused on increasing branded sales, which now account for 69% of total sales, while selectively reducing the weight of our lower-margin private label activities.

The new autonomous robot range saw significant sales growth following its launch the previous year, thanks to increased dealer penetration and customer adoption of new features introduced in the STIGA.GO mobile app. This helped expand our market share despite strong competition. The robot product range has been a key R&D focus to ensure innovative capabilities for new product versions in 2025.

Cost reduction measures were implemented across the Group during the year, while maintaining planned investments in strategic product development areas. Cost improvements were crucial in enhancing overall profitability, alongside the execution of a higher branded product sales mix strategy.

GRI 2-6: Scale of the organisation

		2022	2023	2024
	UoM	Total	Total	Total
Total number of employees	n	1,497.0	1,289.9	1,351.3
Total number of operations	n	19	18	18
Net Sales (Eur. '000)	€	636,973	451,023	458,982
Total Capitalisation (Eur. '000)	€	417,826	390,261	377,320
of which debt	€	226,873	197,818	175,733
of which equity	€	190,953	192,443	201,587
Quantity of products sold	n	1,232,290	752,973	910,955

ESG initiatives were a major focus for STIGA in 2024, as it joined the United Nations Global Compact and became part of a significant business sustainability community aimed at exchanging best practices and collaborating on long-term sustainability strategies. Two critical certifications were achieved related to Gender Equality and Carbon Footprint, confirming our ambition for operational excellence.

The onboarding of qualified managers and professionals was completed to further strengthen the Group's organisation particularly in the key markets of France and Germany.

The Net Financial position improved by 28%, supported by positive cash generation driven by higher margins and continued attention to working capital management. Focus on inventory quality and reducing slow-moving stock, combined with favourable supplier agreements, were instrumental in achieving this notable result.

Corporate Governance Structure

The **Board of Directors (BoD)** of STIGA C forms the highest decision-making body of the Group. It is composed of five directors, of which two are independent directors, one is the representative of the main shareholders and two are Company managers, specifically the CEO and the CFO. The Chairman of the Board is one of the independent directors. The executives are not from under-represented social groups. Initial appointments to the Board were made in 2010, 2014 and 2017, with the most recent appointments made in 2019. The BoD has appointed two committees, the Audit Committee and the Remuneration Committee, which are described on page 15.

The Boards of Directors of the various Group companies are composed as follows:

- STIGA SpA (Italy): the same as STIGA C.
- Commercial Subsidiaries: CEO, CFO, SVP Sales and local Managing Director (except Austria where the Board is composed of the CEO, CFO and two independent Directors and Belgium where the Board is composed of the CEO, CFO and the local Managing Director).
- Manufacturing Subsidiaries: CEO, CFO, COO and local Managing Director.

Monthly meetings are held with the Management Committee, composed of the CEO, the CFO, the SVP Sales, the SVP Marketing, the SVP Group Legal & HR, the SVP Procurement & Supply Chain, the Vice President R&D and the Innovation & Category Management Director. The Committee implements the directives from the holding company, STIGA C, discussing improvements and deciding on specific actions to be implemented. It also reviews a set of Key Performance Indicators (KPIs) designed to measure the performance of the Group. The Committee approves capital investment projects following the Company's strategy. The BoD directs and approves the STIGA Sustainability Strategy upon recommendation of the ESG Committee. This committee oversees the implementation of sustainability initiatives and meets quarterly to assess project progress.

GRI 2-9 : Diversity of members of the highest governance body

Corporate Bodies	2022	2023	2024
Men < 30 years	0	0	0
Women < 30 years	0	0	0
Total < 30 years	0	0	0
Men 30-50 years	1	1	1
Women 30-50 years	0	0	0
Total 30-50 years	1	1	1
Men > 50 years	4	4	4
Women > 50 years	0	0	0
Total > 50 years	4	4	4
Total	**5**	**5**	**5**

ESG Governance

To enable consistent implementation of sustainability projects, STIGA formally established a cross-functional ESG Committee that includes project leaders from all relevant departments. The ESG Committee met quarterly in 2023, tracking the progress of all the strategic sustainability projects and took corrective actions where needed.

The **Board of Directors** directs and approves the Sustainability Strategy.

The **ESG Committee**, composed of the CEO, CFO, SVP Marketing, SVP HR & Legal, the ESG Director and an independent Board member, is tasked with elaborating on and proposing strategies and commitments to ESG topics and targets. It also supervises and tracks all the activities of the Sustainability Strategy. It meets once per quarter to review the data of individual projects and evaluate their progress against targets, and to implement corrective actions where needed.

The **ESG Director** implements, monitors and updates the organisation's strategic sustainability plan, with a view to maximising progress from a long-term strategic perspective. This includes tangible and intangible benefits for the organisation's shareholders.

The **ESG Strategy Project Leaders**, made up of managers with experience in this area, oversee the implementation of ESG projects and report achievements to the ESG Committee according to an agreed timetable.

The **Data Collectors** collect data and provide comments to enable measurement of performance indicators for the various projects, following the process described in the Sustainability Path report section.

Other Governance Committees

The corporate governance structure includes three additional internal and external committees with the role of overseeing specific governance matters.

The **Audit Committee** is a consulting body and is appointed by the Board of Directors of STIGA C Sarl to review the accounting policies, Consolidated Financial Statements, risk management, cybersecurity activities and internal auditing activities. The Committee recommends to the Board the approval of the Consolidated Financial Statements. It is currently comprised of two Company managers and the representative of shareholders.

The **Remuneration Committee** is a consulting body and supports the STIGA C Sarl Board of Directors in decisions regarding selection of managers, remuneration, salaries and bonuses. While there are currently four members, the committee can be comprised of up to five members, all of whom are also Board members.

The **Privacy Committee** is in charge of overseeing activities related to data privacy and protection at STIGA SpA, including adherence to the GDPR. This committee is comprised of three members, two internal and one external. The external member is a mandatory role and is appointed annually.

GRI 2-9 : Diversity of other committee members (2024)

	< 30	30-50	>50	Total
Men	0	1	2	3
Women	0	0	0	0
Audit Committee	0	1	2	3
Men	0	1	3	4
Women	0	0	0	0
Remuneration Committee	0	1	3	4
Men	0	0	2	2
Women	0	1	0	1
Privacy Committee	0	1	2	3

Professional Affiliations

STIGA is a member of several national and international industry associations:

- International: the European Garden Machinery Industry Federation (EGMF), which represents major European garden machinery producers; the Bluetooth Special Interest Group, an international standards development, product certification and trade association.
- Belgium: Fedagrim (Federation of suppliers of machinery, buildings and equipment for agriculture and green facilities).
- Denmark: Dansk Erhverv (an employers association); Maskinleverandørerne (machine suppliers professional trade association).
- Finland: Association of Finnish technical traders; Finnish Commerce Federation.
- France: ADEME (National Register of Producers); AXEMA (gardening equipment producers); Corepile (portable batteries and accumulators); Ecologic (selective treatment of waste electrical equipment, thermal products and packaging); FEVAD (eCommerce federation); FICIME (industry owner association); GIE France Recyclage Pneumatiques (tire waste).
- Germany: IVG (Industrieverband Garten).
- Italy: Assindustria Veneto Centro, a territorial association part of Confindustria (Confederation of Italian Industry); ComaGarden (federation of garden machinery producers); FederUnacoma, Italian federation of agricultural machinery producers.
- Netherlands: Fedecom (manufacturer trade association for the horticulture and farming-related industry).
- Norway: NOBB (Norwegian common product database for builder merchants/DIY); PHLF (garden machinery manufacturers organisation).
- Slovakia: Chamber of Commerce.
- Spain: ANSEMAT (Asociación Nacional del Sector de Maquinaria Agrícola y Tractores).
- Sweden: Elkretsen (recycling of electrical products); Park & Trädgård (organisation for distributors of machines for park and garden care); Teknikföretagen (employers association).
- UK: AEA (Agricultural Engineers Association); Ecosurety (reporting on batteries); WE3 (electrical machinery); WEEE (reporting on waste packaging).

Community Connections

STIGA cultivates partnerships with communities near our offices. Some activities are directly related to STIGA's business, such as our partnerships with the Universities of Trento, Padova and Venice or with other local educational institutions. These collaborations are co-beneficial because they support educational initiatives and inform business processes, such as gardening and battery innovations. Each year we also take part in charitable activities that benefit our communities or employees :

- At our Headquarters, our partnership with Ca' Leido and Cooperativa Comunica continues to thrive. Both organisations participated in the 90th Anniversary STIGA Family Day, offering engaging educational activities. The 'Vegetable Box' initiative by Ca' Leido is also ongoing, providing our employees with fresh, locally-sourced produce while supporting the cooperative's endeavors.

- This year, STIGA **China** continued its tradition of visiting the local Rehabilitation Centre for the Disabled, reinforcing our commitment to social responsibility. A notable highlight was the participation of a former centre member, now a STIGA China colleague, who reconnected with his friends, exchanging gifts and engaging in warm conversations. Our support for the centre extends beyond annual visits; we also offer career guidance and assistance to help improve the lives of this vulnerable group. As we enter a new year, STIGA China is eager to increase our contributions, aiming to make a greater, more lasting impact on the community we serve.

- The **Slovakia** office donated new lawnmowers to local kindergarten and secondary schools.

- The **Czech Republic** office made donations to two sports clubs and a foundation to help children in need of bone marrow transplants.

- The **Austria** office donated to fire brigades around the country.

- The **UK** office donated products to a local home for animals, a community composting group in Devon, a children's hospice and a prostate cancer charity.

The Italy office donated a hedge trimmer to La Storga, a local outdoor organisation.

Stiga China office staffs and local Rehabilitation Centre members

STIGA ESG Strategy

STIGA has established its ESG Strategy as a dynamic framework that will guide the Company toward a sustainable future. This strategy is continuously evolving, shaped by ongoing contributions from management, stakeholders and new regulatory frameworks, such as the upcoming **CSRD** rules. The strategy is built on key pillars that remain relevant, while adapting to emerging requirements, including a **new focus on CO2 reduction targets** across Scope 1, 2 and 3 emissions, set for 2025.

The proposed list of projects on the following pages has been shared and sponsored by the ESG committee along with priorities, measurable targets and relevant KPIs.

Each project is assigned to a dedicated project leader for effective management.
The ESG Committee sponsors these projects, setting clear priorities, measurable targets and key performance indicators (KPIs). While the majority of our sustainability goals are voluntary, certain areas—such as Safe Chemicals and Batteries Management, Digital Products and ICT Security, Quality and Safe Products, Diversity and Inclusion, and the Transition to More Sustainable Products—are guided by established standards and regulations.

The strategic principles have been formally approved by the Board of Directors, and we have structured the Sustainability Strategy into three pillars:

PRODUCTS

"We are green-fingered engineers."

- Progressively substitute petrol engines with battery- and electric-powered engines.
- Introduce recyclable, renewable and lower environmental impact materials in packaging and in product components.
- Make high quality and connected products safer for the user and easier to repair.

PEOPLE

"Putting people first."

- Ensure people operate in a safe and stimulating work environment.
- Attract and retain talent.
- Develop internal capabilities.

PROCESSES

"The power of simplicity."

- Make plants and offices greener, saving energy, increasing renewable energy consumed, reducing waste and calculating our carbon footprint.
- Protect the Company and personal data, build a solid control system to reduce risks and comply with laws and standards.
- Promote the respect of ethics and human rights in the Group and in its supply chain.

The STIGA Sustainability Story

2021

January
Launched a sustainability project focused on managing Environment, Social and Governance (ESG) activities across STIGA.

December
Defined the structure for ESG governance and management within STIGA.

Launched the first stakeholder engagement process.

2022

January
Released a Group-wide sustainability strategy definition.

Defined the first sustainability matrix.

May
Released first Sustainability Report for the STIGA Group.

November
Obtained ISO Certifications for Health and Safety and Environment.

2023

May
Began calculating the carbon footprint of the STIGA Group, including scope 3 emissions, to baseline future efforts. Completed this in March 2024.

October
Installed solar panels at the Italian plant that provided around 4,66% of the annual electricity consumption in just 2 months.

December
96% of total energy consumed generated from renewable sources.

2024

April
Generated 1 MWh of energy from solar panels.

September
At the year end, enrolled 92% of our top 100 spending suppliers in Sedex (or an accepted equivalent) for ESG transparency in our supply chain.

November
Audit of ISO 14064-1 carbon footprint by external body DNV with positive outcome. Technical review and certification by January 2025.

December
Obtained the "Gender Equality Certification" UNI PdR 125:2022 for the Italian site.

STIGA Stakeholders

STIGA has identified its main stakeholders in line with the GRI definition, which describes them as "individuals or groups whose interests are affected or could be affected by the organisation's activities".

To determine which stakeholders are most impacted by STIGA's decisions and which have the greatest influence on the Company, STIGA analysed its business activities.
As a result, the following 10 key stakeholders have been identified:

- **Consumers**: users of garden tools, machinery and equipment offered by STIGA.
- **Customers**: people or companies who resell STIGA's products through sales contracts or other collaborative agreements.
- **Shareholders, investors and lenders**: capital providers.
- **Employees**: full-time employees, temporary employees and managers.
- **Trade Unions**: organisations that safeguard the interests of employees.
- **Suppliers and partners**: suppliers of goods, services and knowledge (partners for joint ventures, special projects, etc.).
- **Schools and universities**: organisations that nurture talent that could be attracted by STIGA in the future, and which could provide technological support and knowledge.
- **Media**: newspapers, social media, radio and television.
- **Local communities and NGOs**: individuals, groups and non-governmental organisations that have an interest in STIGA's activities.
- **Industry associations**: associations that represent and protect the interests of the market to which STIGA belongs.

STIGA values transparent and continuous communication with all its stakeholders, ensuring that both internal and external relationships are fostered effectively.

Internally, STIGA prioritises keeping employees informed about organisational changes and new procedures. Information is shared via email and the Company portal (STIGA NExT), with line managers helping to reinforce key messages. Regular meetings between STIGA SpA and Trade Unions focus on training activities, safety measures, organisational changes and planning for the upcoming year. Additionally, STIGA Italy and China organise frequent events, often on a monthly basis, in partnership with local schools and universities to help identify new talent and foster knowledge exchange. The offices in Italy, the UK and China also maintain strong relationships with local community groups, collaborating on various initiatives (see page 17).

Externally, STIGA actively engages with a variety of stakeholders, including consumers, customers, suppliers, media and local communities. Our LinkedIn page and other social media platforms are used to share updates on initiatives, new projects, product usage and job opportunities. Customers interact with STIGA daily through the B2B portal STIGA Connect, where they can place orders, access catalogues, view price lists and submit product claims. Suppliers are in regular contact with STIGA via email and phone calls with our employees. Consumers who register products receive newsletters updates and can interact with STIGA through B2C platforms and dedicated contact centres.

In addition to these interactions, STIGA maintains ongoing communication with its lenders, providing detailed reports on business development. Shareholders, as members of the Board of Directors (BoD), are kept informed of key issues, which are presented, discussed and analysed in regular meetings with management.

Reporting Process

STIGA is currently utilising the 2021 “Global Reporting Initiative Sustainability Reporting Standards” (hereafter “GRI Standards”) for its sustainability reporting. In line with these guidelines, the materiality analysis was updated for the 2022 Sustainability Report to reflect the impacts generated by the organisation. The same material topics were carried forward into the 2024 Sustainability Report, as there had been no significant changes to business operations since the previous reporting year.

Looking ahead, starting with the next reporting period, the **materiality analysis will be replaced by the Double Materiality Matrix**, which we are in the process of completing in the first quarter of 2025. This new approach will enhance our reporting by considering both the financial materiality and the environmental and social impacts of our business activities.

The materiality analysis considers the most significant **impacts** generated and **mitigation** efforts implemented by the organisation in relation to the **economy**, the **environment** and **people** , including the impacts on **human rights**. The materiality analysis was defined for the 2022 report by creating a list of ESG topics that have the greatest relevance for STIGA. The relevance and significance of impacts were assessed through internal interviews. Finally, the topics were prioritised in terms of severity and likelihood.

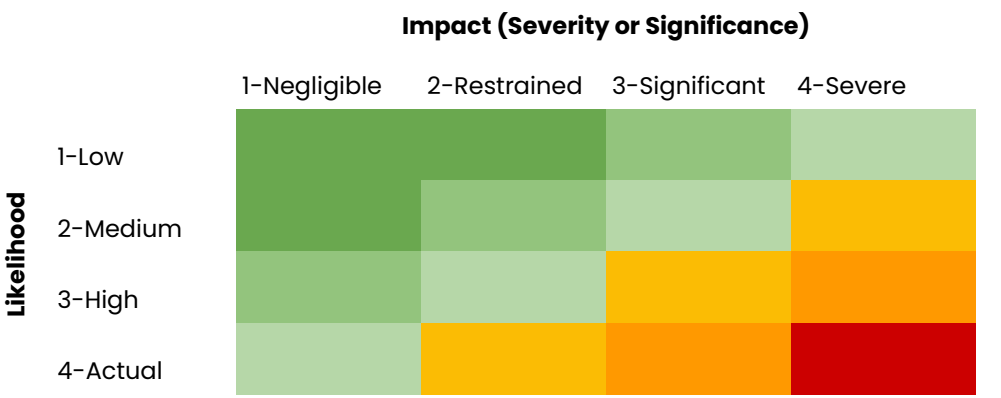
STIGA has followed the GRI requirements to:

- Understand the context of reference.
- Identify potential and actual impacts.
- Assess the magnitude of impacts.
- Prioritise the most significant impacts for reporting purposes.

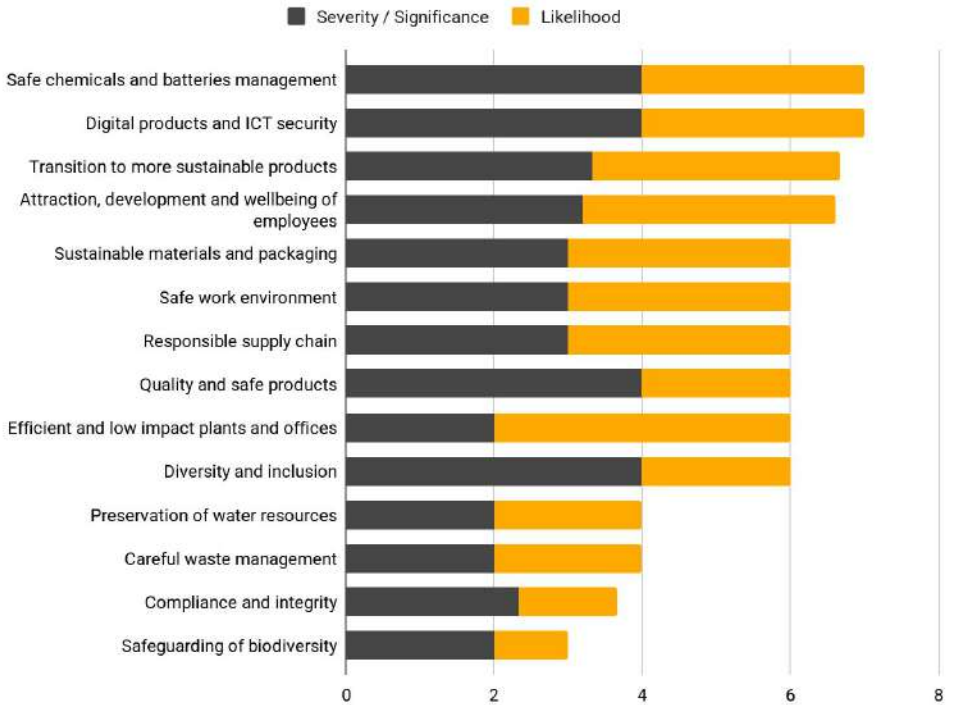
Ultimately, this process has updated the evaluation of impacts across all relevant material topics. The importance of each impact has been evaluated on a scale that considers the **severity** (for negative impacts) or **significance** (for positive impacts), as well as the **likelihood** of the impact (chances of it happening), as shown in the below graphic.

Quantitative scales were used in order to assign a score to the qualitative observations: the scores were then used to prioritise the material topics. The material topics used for evaluation in the 2024 Sustainability Report include those with severe impacts (shown in red), significant impacts (shown in orange), or moderate impacts (shown in yellow).

Although the 2021 GRI standards do not specifically require following a stakeholder engagement process, we believe doing so is valuable to informing our approach.



In late 2022, STIGA conducted a formal engagement process with our stakeholders, which provided us with insights into which ESG topics should continue to inform our ESG strategy in 2024. The results of the engagement were incorporated into the internal management assessment, completing the definition of the material topics. The top 14 topics are ranked below with their classification by severity and likelihood.



The 10 material topics with the most significant impacts were selected for disclosure in the 2024 Sustainability Report. These have not changed from 2022, since no major changes have occurred in our business or our external relationships. The strategic ESG pillars and supporting projects described on the following pages are aimed at addressing the impacts associated with the below topics through a transparent process with clearly delegated responsibilities.

Safe chemicals and batteries management
p. 86

Digital products and ICT Security
p. 75

Transition to more sustainable products
p. 33

Attraction, development and wellbeing of employees
p. 47

Sustainable materials and packaging
p. 41

Safe work environment
p. 65

Responsible supply chain
p. 85

Quality and safe products
p. 43

Efficient and low impact plants and offices
p. 78

Diversity and inclusion
p. 62

Look for this icon throughout our report to identify the 2024 material topics.

Achievements: Products and People

Project	Description	2024 Commitment	2024 Result	2025 Target	Page
Equality Certification	Analyse and update internal processes to improve gender equality metrics at STIGA.	Initiate project to seek a "gender equality certification" for the Italy office.	Certification achieved in December 2024.	Maintain the certification.	29
Transition to Electric	Increase the percentage of electric powered products in overall sales mix, supported by consumer incentives.	Electric powered products to represent 28% of total by 2024.	27%	This will be part of the STIGA CO2 Reduction strategy currently being drafted.	32
Mulching	Encourage and promote the mulching technique to STIGA consumers.	Keep the percentage of "mulch-ready" products sold above 80% in the STIGA lawn care segment.	85%	Keep the percentage of "mulch-ready" products sold above 80% in the STIGA lawn care segment.	35
Recycled & Renewable	Increase the percentage of recycled, renewable and lower environmental impact components and packaging materials in the supply mix.	**Packaging**: 61% recycled packaging with elimination of polystyrene. 5% reduction in plastic use in packaging for internally manufactured products. **Plastics**: 7.5% recycled polymers.	**Packaging**: 66% recycled packaging. **Plastics**: 8% recycled plastic.	**Packaging**: 66% recycled packaging. **Plastics**: 8.2 % recycled plastic.	37
Talent Attraction	Improve job opportunities and training for local talent pool.	Interns - Hire 100 interns across the entire Group. Events - Hold 35 employer branding events.	Interns - 54 internships activated. Events - 50 employer branding events held.	Interns - Hire 100 interns across the entire Group. Events - Hold 35 employer branding events.	52
Training	Increase employee skills and knowledge, including on ESG topics.	15 hours of training per employee, on average.	15.8 Training hours per employee.	15 hours of training per employee, on average.	55

Achievements: Processes

Project	Description	2024 Commitment	2024 Result	2025 Target	Page
Cybersecurity	Ensure strong cybersecurity and personal data protection by investing in servers and networks.	Maintain state-of-the-art safety standards and minimise issues to realise 0 data breaches.	1 Breach -third party supplier	Maintain state-of-the-art safety standards and minimise issues to realise 0 data breaches.	72
Efficient & Low Impact Plants & Offices	Reduce energy consumption per unit of volume produced and increase self-produced and purchased renewable energy.	Increase the percentage of renewable energy compared to 2023 (96%).	99% renewable energy across the entire Group.	This will be part of the STIGA CO2 Reduction strategy currently being drafted.	77
Group Carbon Footprint	Analyse and inventory the greenhouse gas emissions of the entire Group, including mapping upstream and downstream processes.	Third-party certification of the 2022/2023 carbon footprint data and improvement of the data collection process.	Certification achieved in December 2024.	Maintain the certification.	82
Responsible Supply Chain	Collect information on the supply chain to ensure alignment with our Code of Ethics and goals for a responsible and sustainable supply chain.	Enroll all top suppliers by 2024, audit risky suppliers and update internal vendor rating score with ESG metrics.	Enrolled 92% of our top 100 suppliers in Sedex (or an accepted equivalent) to enhance ESG transparency in our supply chain. Carried out audits of five business-critical suppliers.	Continue auditing higher-risk suppliers, follow up on actions and begin onboarding suppliers for CO2 targets.	84

Carbon Footprint

In 2023, STIGA made the strategic decision to assess its carbon footprint more comprehensively by incorporating Scope 3 emissions into its calculations, building on the Scope 1 and Scope 2 assessments already being conducted since 2022.

Demonstrating its commitment to transparency and environmental responsibility, the company further decided in 2024 to certify its calculation methodology.

As a result, STIGA is set to achieve ISO 14064-1 certification in the first month of 2025, ensuring that its carbon footprint assessment aligns with internationally recognised standards.

As illustrated in the following pages, the majority of emissions stem from Scope 3, with the primary contributor being the use of our products.

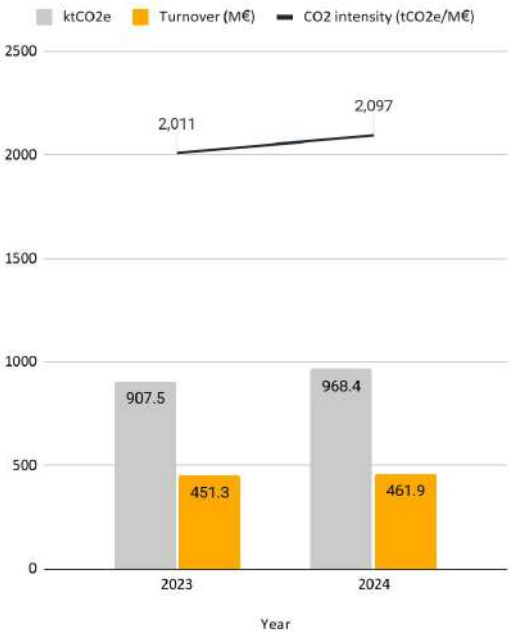
Although a formal reduction strategy has yet to be established, STIGA has made significant progress in lowering the emissions it directly controls. This has been achieved through the purchase of green energy and investments in self-generation, including the installation of photovoltaic panels at its plants in Italy and China.

Additionally, the Company's strategy of gradually replacing internal combustion engine products with electric motor alternatives is expected to contribute to a reduction in Scope 3 emissions.

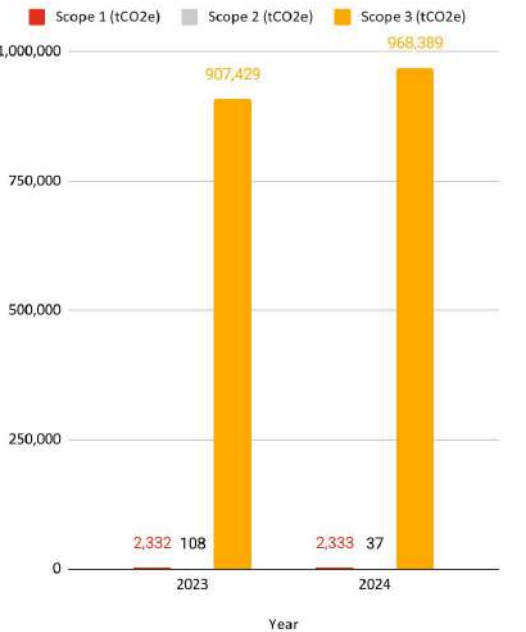
For the other categories of Scope 3, we are preparing a strategy that will be implemented in 2025.

The graph on the right illustrates carbon intensity, measuring the relationship between the tonnes of CO2 emitted and the Company's turnover.

CO2 Intensity (tCO2e/M€)



Scope 1* - 2* - 3



**Both Scope 1 and Scope 2 were calculated using the market-based method.*

Own Operations

These tables report the direct greenhouse gas (GHG) emissions including Scope 1 and Scope 2.
These emissions result from activities that the Company directly controls, such as fuel consumption and natural gas and electricity use.

Car fleet emissions
Total values are stable but we should note our initial efforts to reduce CO2 emissions through the introduction of electric cars in some countries and the reduction of diesel cars.

Plant activities emissions
Overall plant emissions increased from 607.1 tCO2e in 2023 to 678.7 tCO2e in 2024, as production volumes increased in Slovakia and China.

Natural gas emissions for heating
These emissions decreased from 702.9 tCO2e in 2023 to 623.3 tCO2e in 2024, which is an indicator of energy efficiency.

Regarding Scope 2 emissions, both location- and market-based method decreased; the reduction in market-based emissions was partly thanks to of green origin certificates and self-produced energy from solar panels in Italian and Chinese plants.

GRI 305-1: Direct (Scope 1) GHG emissions (tCO2e)		
	2023	**2024**
Gasoline consumption (car fleet)	242.7	285.1
Diesel consumption (car fleet)	779.8	745.8
Company car fleet emissions	1,022.5	1,030.8
Gasoline consumption for R&D and manufacturing	71.8	72.5
Consumption of natural gas for technology	499.1	573.0
Gasoline for technology and quality tests	36.2	33.3
Plant activities consumption	607.1	678.7
Natural gas emissions for heating	702.9	623.3
Total Emissions Scope 1	**2,332.5**	**2,332.8**

GRI 305-2: Energy indirect (Scope 2) GHG Location Based Method (tCO2e) emissions		
	2023	**2024**
District heating	17.1	18.5
Electricity emissions	1,310.9	1,090.3
Total Emissions Scope 2 (Location Based)	**1,327.9**	**1,108.8**

GRI 305-2: Energy indirect (Scope 2) GHG Market Based Method (tCO2e) emissions		
	2023	**2024**
District heating	17.1	18.5
Electricity emissions	90.9	18.3
Total Emissions Scope 2 (Market Based)	**108.0**	**36.8**

Upstream

In Scope 3 - Upstream the main sources of reported emissions come from:

- Purchased goods and services
- Upstream transportation and distribution

Purchased goods and services
Purchased materials encompass all raw materials, components and packaging materials used in the manufacturing and packaging of our products. This includes metals, plastics, electronic components and any other essential materials sourced from suppliers to ensure product quality and functionality.

Purchase volume increased in 2024 compared to 2023, leading to a corresponding rise in associated emissions. This growth reflects higher production demands and material procurement, which in turn contributed to an increase in the carbon footprint linked to purchased goods and services.

In our carbon footprint, purchased goods represent 80% of Upstream activities and 16% of total emissions.

The top 3 materials are:

- Metal components
- Plastic items
- Engines

Upstream transportation and distribution
All transport activities are fully accounted for within this category.

This includes all goods transportation, both inbound and outbound, managed or financed by STIGA. Additionally, it includes the transport of waste generated throughout 2024, ensuring that all logistics-related emissions within the Company's scope are accurately accounted for.

GRI 305-3: Indirect (Scope 3) GHG emissions (tCO2e) Upstream		
	2023	2024
Purchased goods and services	138,984	160,960
Capital goods	3,245	2,889
Upstream transportation and distribution	23,977	33,581
Waste generated in operations	2,350	1,638
Business travels	355	479
Employee commuting	1,053	1,056
Upstream	169,964	200,603

Capital goods
This category has seen a small decrease, from 3,245 tCO2e of 2023 to 2,889 tCO2e in 2024.

Waste generated in operations
Thanks to improvements in waste management and treatment, this decreased from 2,350 to 1,638 tCO2e.

Business travel and **employee commuting** emissions remain virtually unchanged between the two years, with emission levels accounting for a very small proportion of the total.

Downstream

In Scope 3 - Downstream the main sources of reported emissions come from the category “Use of sold products”.

Use of sold products:
This represents the main source of emissions in Scope 3 and for STIGA's entire carbon footprint.

In fact, it is equivalent to 98% of all downstream activities.

Emissions increased from 725.387 tCO2e in 2023 to 754.096 tCO2e in 2024.

This is certainly correlated with the increase in product volumes between the two years.

Proportionally, the volume of emissions increased at a lower rate than sales, primarily due to the growing share of battery-operated products.

In 2024, the quantity of products sold increased by 15%, while emissions rose by only 4%.

This shift towards battery-powered solutions contributed to a more sustainable product mix, reducing the overall carbon footprint.

The product families that contribute most to the emissions generated by the category are:

- Ride-on
- Front Mowers
- Walk Behind

GRI 305-3: Indirect (Scope 3) GHG emissions (tCO2e) Downstream		
	2023	2024
Use of sold products	725,387	754,096
End-of-life treatment of sold products	11,784	13,403
Downstream leased assets	294	287
Downstream	737,465	767,786

End-of-life treatment of sold products
This saw a small rise from 11,784 tCO2e of 2023 to 13,403 tCO2e in 2024.

Downstream leased assets emissions were virtually unchanged between the two years, remaining very low compared to total downstream activities and our entire carbon footprint.

UN Global Compact

In 2023, we made the decision to apply for membership in the United Nations Global Compact, an initiative led by the UN Secretary-General.

The Global Compact encourages companies to align with the Ten Principles related to human rights, labour, environment and anti-corruption, while also advancing the 17 UN Sustainable Development Goals.

This year, we took our commitment to the next level by joining the Climate Ambition Accelerator programme. This programme focuses on equipping companies with the knowledge and tools needed to set science-based targets for emission reduction. Through hands-on activities, learning sessions and peer-to-peer exchanges, we gained valuable insights and strategies for accelerating our environmental efforts.

Gender Equality
Obtained the "Gender Equality Certification" UNI PdR 125:2022 for the Italy office.

Responsible Consumption and Production
Ongoing audits on high risk suppliers and expanding the use of recycled materials in product parts and packaging.

Decent Work and Economic Growth
Improve employee safety to reduce injury rates for employees and workers.

Climate Action
Certified the Scope 1-3 GHG emissions and began setting emissions reductions targets.

Ten Principles of the UN Global Compact

Human Rights

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. make sure that they are not complicit in human rights abuses.

Labour

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced and compulsory labour;
5. the effective abolition of child labour; and
6. the elimination of discrimination in respect of employment and occupation.

Environment

7. Businesses should support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.

UN Global Compact: https://unglobalcompact.org/what-is-gc/mission/principles

STIGA ESG Strategy: Looking Ahead

In 2024, STIGA took meaningful steps to further its sustainability strategy and align with global and regional ESG initiatives. This year was marked by our active engagement with leading sustainability platforms, certifications and a renewed commitment to reducing our carbon footprint. These milestones highlight our focus on continuous improvement and our dedication to making STIGA a more sustainable organisation.

A significant achievement was joining the **United Nations Global Compact**, demonstrating our commitment to aligning business operations with universal principles on human rights, labour, environment and anti-corruption. As part of this commitment, we held key meetings in Milan to establish concrete goals for improving sustainability across our operations.

Regionally, STIGA strengthened its collaboration by becoming part of the **Confindustria Nord-Est Sustainability Community**, joining 80 other companies in exchanging best practices and collaborating on long-term strategies for sustainability. This partnership underscores our dedication to fostering a sustainable ecosystem in our territory and beyond.

Our focus on operational excellence also led to the achievement of two critical certifications in 2024:

- **UNI PdR 125:2022 "Gender Equality Certification"**, recognising our efforts to promote inclusivity and equal opportunities within our workforce.
- **ISO 14064-1 "Carbon Footprint Certification"**, which lays the groundwork for transparent monitoring of our environmental impact.

Building on this, we initiated the development of our carbon reduction strategy. This plan will serve as a roadmap for achieving our climate goals and reducing emissions in a measurable and science-driven way.

"This year we focused on consolidating our past achievements while laying the foundation for a more sustainable future. Building on the insights gained from calculating our carbon footprint, we are now working on a robust CO2 reduction strategy. At the same time, we are expanding our ESG network by joining key initiatives, enabling collaboration and the exchange of best practices. These efforts reflect our commitment to driving impactful change and building a better future for the Group and our stakeholders."
Andrea Frassetto, Process Improvement and ESG Director

We are green-fingered engineers.

Products

Products

Transition to More Sustainable Products

Target

Increase the percentage of battery- and electric-powered products in overall sales mix to 28% by 2024.

2024 Highlights

- We have nearly reached this target by selling 27% of electric and battery products.
- We are dedicated to this transition: 78% of our R&D investments are in batteries and battery-powered products.

Next Steps

Define a robust strategy to reduce CO2 emissions from the use of our products, ideally validated by a third party.

Transition to More Sustainable Products

2024 STIGA Material Topic

In 2024, we continued to focus on promoting a complete range of battery-powered gardening machines designed to meet the needs of gardens of all sizes, from the smallest to the largest. We aim to lead the shift toward sustainable gardening practices that prioritise ecosystem health, including wildlife.

Everything we do - from design to product development, material selection to communication - focuses on consumer needs, offering sustainable solutions and educating users on responsible gardening practices.

Driving the transition to sustainable products is a key objective, supported by innovation and improved technology. Our commitment to battery solutions has resulted in the development of efficient, high quality products, supported by a team dedicated to the advancement of battery and electric powertrain technology. Our in-house laboratory ensures rigorous testing to international standards and beyond, and extensive field trials for reliability and performance. Manufacturing batteries in-house enhances design efficiency and aligns with our sustainability roadmap.

In 2024, **78% of our R&D investment** was allocated to battery technology, strengthening our expertise and capacity to develop superior products and maintain competitiveness.

Impact

When developing our products, we must consider the impact on energy consumption across their lifecycle, their repairability, the potential use of chemical fertilisers, and the end of life disposal of our products, including batteries.

Mitigation

STIGA continues to look to expand the sales of battery- and electric- powered products, considering a process to assess product repairability and disposal, and funding research on the environmental benefits of mulching with the University of Padova.

Our battery technology features two interchangeable systems: a 20V battery for lightweight tools and a 48V battery for high-performance tools and garden machines. We plan to expand this technology to more applications, transitioning from petrol power to battery. When required, we design new products from the ground up, as demonstrated with the Swift lawnmower.

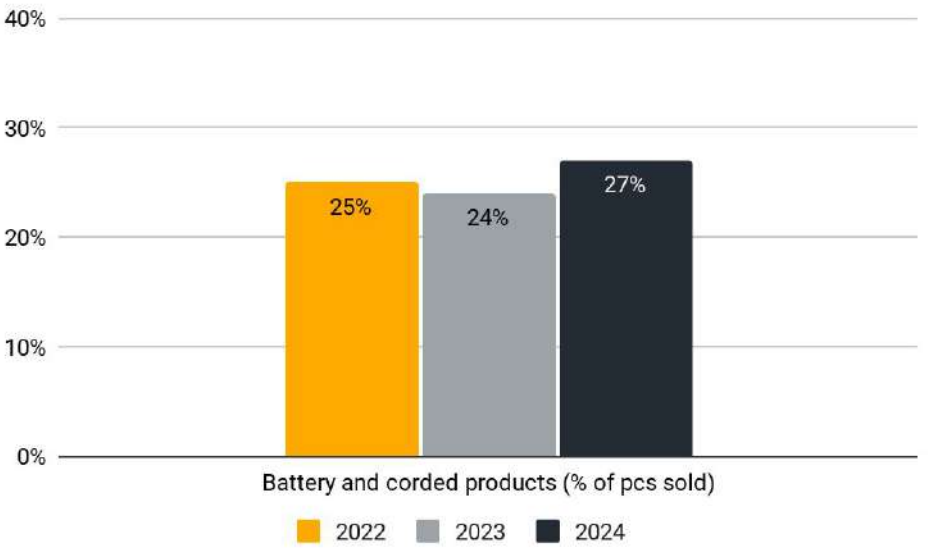
In 2024, sales of electric and battery products increased to 27% of total sales, thanks to robot and other innovative STIGA products.

In 2025, we will continue to offer incentives to promote our battery-powered products, including a cash-back offer for robotic lawn mowers and a 5-year warranty on all robotic and 48V products.

Other promotions include incentives for the interchangeable battery system: customers purchasing a Swift ride-on mower will receive two garden tools for a complete lawn care set, and those buying selected 48V products will get an extra battery. Through these initiatives, we aim to reinforce the concept of a shareable battery system, enhancing its applications and optimising sustainable garden management.

Every petrol engine and machine is tested and certified in compliance with international standards, including the European Regulation 2016/1628 applying exhaust emission limits to non-road mobile machineries.

Non-GRI 1 : Share of battery and corded products sold



The STIGA 48V and 20V interchangeable batteries.

Products

Mulching

Target

Promote the mulching technique to STIGA consumers by maintaining the percentage of ‘mulch-ready’ products sold at over 80% within STIGA’s lawn care segment.

2024 Highlights

- 85% of products sold were mulch-ready, in line with expectations.
- Our ongoing partnership with a local Italian university on mulching research continues to shape and enhance our innovation processes.

Next Steps

Keep the percentage of “mulch-ready” products sold above 80% of STIGA’s lawn care segment.

Mulching

At STIGA, we have long believed in the potential of mulching, a technique where grass is mowed without collecting the clippings. Instead, the mower cuts the grass into fine particles that are dispersed back onto the lawn, where they decompose and return valuable nutrients to the soil. In 2024, 85% of the lawn care products we sold were "mulch-ready," reflecting our strong commitment to sustainable lawn care practices.

Our partnership with the Agronomy Department at the University of Padova has allowed us to explore mulching further as an effective and sustainable turf management technique. A research review conducted in 2022 highlighted several benefits of mulching, including CO2 sequestration, nutrient recycling, reduced fertiliser use and less water loss, leading to reduced watering needs.

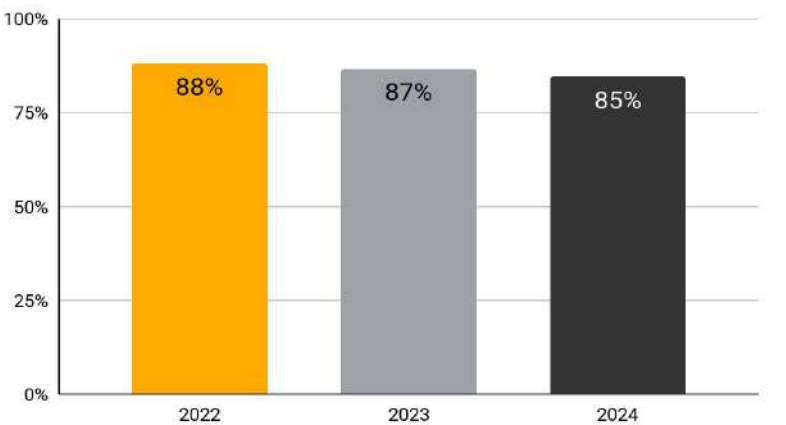
2024 marked the end of this partnership, concluding a multi-year project focused on testing various combinations of mulching and fertilisers on turf. The results are promising and confirm our beliefs in the benefits of mulching. Key findings include:

- Mulching improves the overall quality of the turf.
- Even when fertiliser is applied, mulching continues to enhance lawn quality.
- Reducing fertiliser use by up to 60% alongside the mulching technique yields better turf growth and quality than applying 100% fertiliser without mulching.

As we look to the future, these findings reinforce our dedication to promoting sustainable practices in lawn care, ensuring healthier turf.

STIGA is still collaborating with the University of Padova to further explore the potential effects and benefits of mulching when this technique is delivered by autonomous robotic mowers as opposed to traditional walk-behind mulching mowers.

Non-GRI 8: Mulch-ready lawn care products sold



Products

Sustainable Materials and Packaging

Target

Increase the percentage of recycled, renewable and lower environmental impact components compared to 2023 (6.8% recycled plastic and 61% recycled materials).

2024 Highlights

Testing of sustainable materials continued, with 8% recycled plastic in production and over 66% recycled packaging.

Next Steps

Plastics: Achieve 7.5% recycled polymers used in products.
Packaging: eliminate polystyrene and maintain over 60% recycled content.

Sustainable Packaging

2024 STIGA Material Topic

Each new year is an opportunity to improve our packaging and we're committed to developing increasingly sustainable solutions.
Sustainable packaging is a key factor in our supplier selection process, with preference given to those with a lower environmental impact.

We recognise that packaging innovation conserves resources - from raw materials to energy and water - while meeting consumer needs and improving operational efficiency. These advances often come with challenges, such as adjustments to our assembly lines and employee activities.

While the journey towards more sustainable packaging has been challenging, to further reduce the environmental impact of our packaging each year. A key goal is the complete elimination of polystyrene.

STIGA's commitment to sustainable packaging is unwavering. We will continue to work diligently, address challenges transparently, innovate passionately and act responsibly to create a more sustainable future for our products, our customers and the environment.

Ultimately, consumer disposal choices based on the materials we choose also contribute to overall sustainability.

We're pleased with the results we've achieved this year and more determined than ever to continue to improve the sustainability of our packaging. However, we recognise that the path to sustainability is not always linear and that unexpected challenges may arise. As we have seen, various factors can influence our progress, leading to results that are not always consistent.

Nevertheless, our commitment remains strong and our long-term vision guides us through the difficulties. For example, eliminating expanded polystyrene (EPS) and using recycled paper are concrete steps towards our goals and, as the results show, are having the desired effect.

We believe that every challenge is an opportunity to learn and improve. In this spirit, we will continue to work with passion and commitment, carefully monitoring our progress and adjusting our strategies as necessary. We know that our continued commitment is key to building a more sustainable future for all.

Impact

Steel, aluminum, plastic, rubber, paper, pulp and chemical components are the main materials used by STIGA. Packaging requires a relatively limited quantity of these materials, however, they are associated with significant environmental impacts along the value chain.

Mitigation

STIGA has worked on optimising and reducing packaging materials and is actively testing options that will lower waste and energy use.

"Every packaging innovation means working closely with R&D on product design, coordinating changes with materials and packaging suppliers and extensively testing options for quality, all while seeking solutions that reduce environmental impact. We do this in a strategic way to ensure that the changes we make to our processes today will also set us up for success in the future."

Riccardo Villani
Packaging Manager

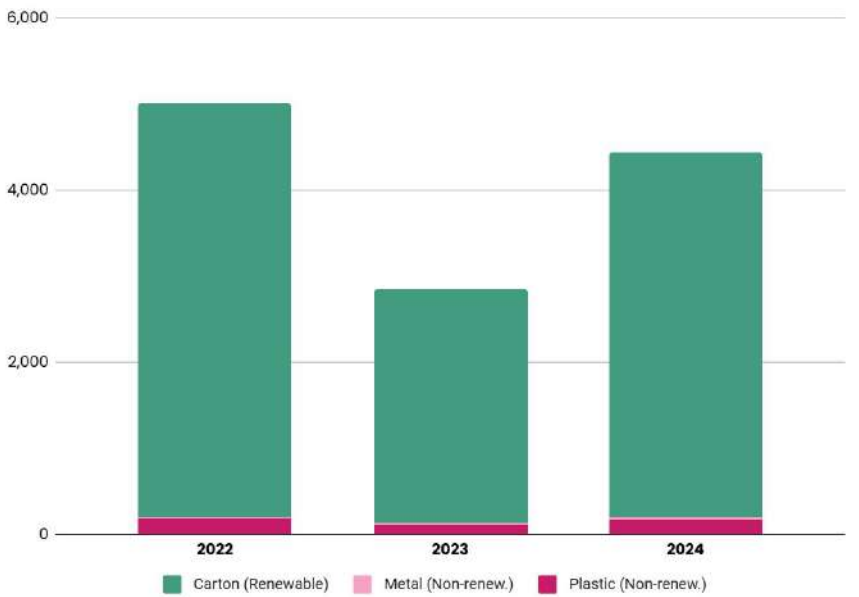
GRI 301-1: Packaging material used by weight (metric tons)

	2022	2023	2024
Carton	4,800	2,706	4,251
Total renewable materials	4,800	2,706	4,251
Plastic	187	122	160
Metal	23	16	36
Total non-renewable materials	210	138	197
Total materials used	5,010	2,844	4,448

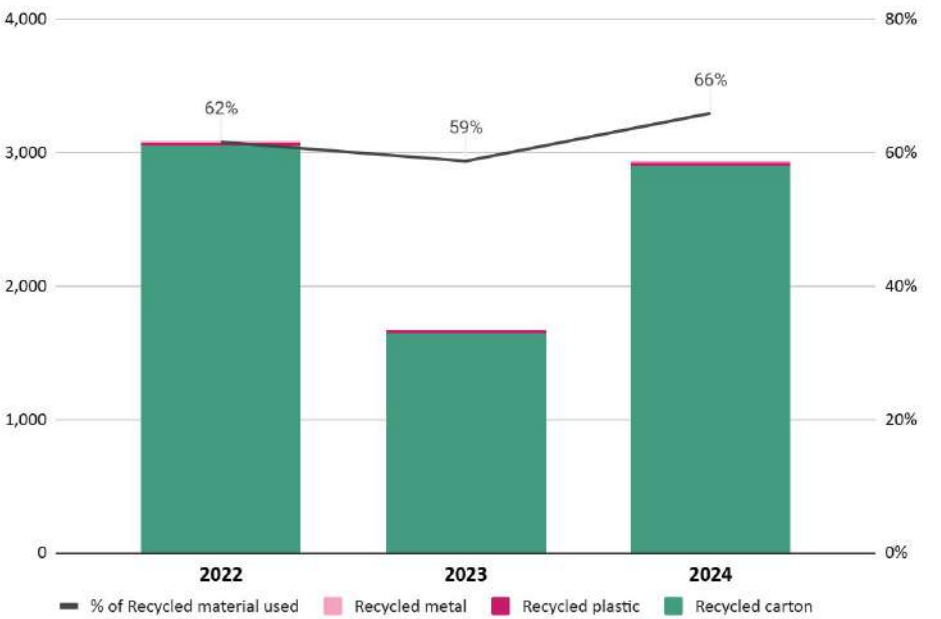
GRI 301-2: Recycled packaging input materials used

	2022	2023	2024
Recycled carton	3,053	1,650	2,897
Recycled plastic	25	17	27
Recycled metal	6	3	6
Total recycled material	3,084	1,669	2,930
Total input material used	5,010	2,844	4,448

GRI 301-1: Packaging material used by weight (metric tons)



GRI 301-2: Recycled packaging input materials used (metric tons)



Sustainable Materials

2024 STIGA Material Topic

We are continuing our research into options for minimising environmental impact by increasing the amount of recycled materials in our product components and improving their recyclability. We have analysed the types of plastics used across our products, from high carbon footprint plastics such as ABS and polyamide to polypropylene, which has a lower overall carbon footprint. In 2023, we first introduced recycled ABS in cases where it was not possible to replace ABS with polypropylene. Our engineers use our analyses to progressively substitute materials with a lower carbon impact. As a result, we reached 8% of total recycled plastics in 2024 against a target of 7.5% and increased the overall PP-to-ABS ratio of our products from 1.95 in 2023 to 2.87 in 2024.

During quarterly meetings with the ESG Committee, we review our progress on the percentage of recycled material, and discuss areas for improvement based on current technologies and their use in planned product components. Not all plastics can be converted to recycled plastics as some parts of our products require structural and safety related performance guarantees. However, we actively test newly available recycled plastic materials for use in components to overcome these limitations.

We currently track the use of four different plastic material categories used in components by weight. This information has provided us with an initial understanding of types and amounts of plastics used, including recycled plastics. We continue to explore the possible development of a data collection system that allows tracking of all other material sources like iron, steel, aluminum, copper and rubber, paving the way for a future project to complete initial Life Cycle Assessments on selected products. Ultimately, we are driven by the idea of providing our customers with sustainable, high-quality products.

"The use of recycled polymers is a vital step in aligning our operations with ESG principles by creating products that are more sustainable and recyclable. By integrating Life Cycle Assessments, we establish a strong foundation for continuous improvements that enhance sustainability, repairability and recyclability. These efforts not only reduce our environmental footprint but also reflect our dedication to creating long-term value for stakeholders and the broader community."

Luca Cappellazzo, R&D Operations Director

As seen in GRI 301-1, the overall weight of plastics used in production in 2024 increased compared to 2023 due to higher production volumes but did not reach the 2022 figures. We extended the use of recycled plastic to additional product components in 2024, increasing the percentage of recycled plastic to 8%. GRI 301-2 shows that the majority of recycled plastic used in product components was polypropylene, making up 12% (460t of 3,789t) of the total polypropylene and more than 7.5% (485t t of 6,033t) of the total plastic used. Polypropylene has a lower carbon footprint than other plastics so we will continue to emphasise its use, including when possible as a substitute for ABS. Recycled ABS was newly introduced in 2023 so currently only has limited applications, but we plan to expand these in the coming years.

In general, plastic materials represent a unique challenge and opportunity for STIGA as they are currently integral to many product components. Starting with an understanding of our current plastic consumption, we can lay the groundwork for identifying a more sustainable material mix while continuing to offer consumers high-quality, long-lasting products.

Impact

Steel, aluminum, plastic, rubber, paper, pulp and chemical components are the main materials used by STIGA. Products require a relatively limited quantity of these materials, however, they are associated with significant environmental impacts along the value chain.

Mitigation

STIGA has worked on optimising our overall use of materials for sustainability and is now focusing on plastic product components, too.

GRI 301-1: Plastic material used by weight (metric tons)

	2022	2023	2024
Polypropylene (PP)	4,647	2,731	3,789
ABS plastic	2,316	1,276	1,318
Polyamide (PA)	467	314	423
Other	889	477	504
Total materials used	8,319	4,798	6,033

GRI 301-2: Recycled plastic input materials used (metric tons)

	2022	2023	2024
Polypropylene (PP)	568	298	460
ABS plastic	0	23	26
Polyamide (PA)	0	0	0
Other	0	0	0
Total recycled material	568	320	485
Total input material used	8,319	4,798	6,033
% of Recycled material used	6.8%	6.7%	8.0%

**Other plastics include polycarbonates, polyethylene, polymethyl methacrylate, polyoxymethylene, polyvinyl chloride as well as various others.*

Quality and Product Safety

2024 STIGA Material Topic

Quality and product safety are key to ensuring consumer satisfaction and addressing increasing market demands, making them essential to the success of the business. Internally, they influence our Research & Development, Manufacturing, Quality and Product Compliance teams, while externally, they affect the supply chain and overall customer experience.

STIGA's Research & Development and Product Compliance departments use several analytical tools, such as the Design Failure Mode and Effects Analysis (DFMEA) to inform the process of designing safe, high quality products. The Product Certification department supports this activity by leading a structured Product Certification process based on International Notified Test Laboratory reports and/or internal Research & Development experimental tests.

GRI 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services

	2022	2023	2024
Number of incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0
Number of incidents of non-compliance with regulations resulting in a warning	0	0	0
Number of incidents of non-compliance with voluntary codes	3	3	0
Total number of incidents of non-compliance	3	3	0

The Product Development process includes different control gates. Pre-production (PP1) is the most relevant gate before the Start of Production (SOP) and is carried out at the end of the Product Compliance and Certification Process, for which product certifications, user manuals and technical files should be completed. In adherence with these controls, all product components, industrial processes and tests must be successful before a new product goes to market. In this context, STIGA's medium-term objective is to continuously improve its product development, validation and certification processes to ensure a more sustainable and robust design.

A monthly Public Incident Board Report and monitoring system helps us track any incidents. In 2024, STIGA did not receive any notifications of non-compliance. Notifications received in previous years have been resolved. The only notable event was reported at the end of the year, coinciding with the entry into force of the new General Product Safety Regulation (GPSR), with a request from the retail market (DYI & e-commerce) to also include the company name of STIGA (ST. S.p.A.) on packaging (already present on the machine and in the instruction booklet, as per the Machinery Directive).

Impact

Malfunctions during product use, whether caused by a failure of safety measures or improper handling of the product, can lead to injuries to the user or those nearby. All STIGA products include components that could pose a risk to users if not used or handled correctly.

Mitigation

The Research & Development and Quality departments are dedicated to reducing safety incidents by conducting testing and reporting in accordance with international standards and applicable regulations. Additionally, to help prevent injuries, we simulate potential misuse scenarios and integrate insights gathered from market feedback.

Customer Feedback

Providing customers with a positive experience starts from the very first moment they contact the brand through a consumer touchpoint, such as our website or word-of-mouth from neighbours or friends, until they become a consumer of a STIGA product. Customer satisfaction evaluation is an important tool for continuously improving products and service quality. From a R&D perspective, timely feedback from customers and consumers is essential. Armed with detailed feedback on the use of our products, engineers can plan for the next product iteration and improvement. STIGA actively monitors the voice of the customer, through home trials, website and app reviews.

With home trials, we can directly analyse customer behaviour as they use products in order to understand how to further improve specifications during the development phase.

STIGA collects and analyses customer feedback from multiple sources, including websites, app stores (see page 75) and review platforms. However, Amazon reviews make up the largest proportion of our data. We track all products ever listed for sale on Amazon, even those no longer actively sold by us. Reviews and questions are classified by product, brand and category, allowing us to qualitatively identify common complaints and respond accordingly. In 2023, we introduced a new provider to analyse Amazon data, which may explain changes in the rating average compared to previous years. Expanding our review tracking further, in 2024 we also began using Trustpilot to collect customer reviews across all our websites. By the end of the year, our TrustScore—a metric calculated by Trustpilot based on ratings and other factors—stood at 3.7.

Brand awareness was measured yearly to monitor changes to top of mind, spontaneous and aided brand awareness, as well as brand recommendation rate, in 13 countries.

Our 10-question survey uses the same research design each year to ensure consistency, and is targeted at 300 small garden owners, distributed by age, gender and geographic area. This analysis was not conducted in 2024.

In 2024, we focused our marketing budget on raising consumer awareness of our robot and battery categories and the range of key consumer promotions such as cashback. Our marketing investment therefore focused on the consideration and conversion stages online and in our retailers' stores. As the investment in awareness was therefore limited and awareness media was out of scope, we decided not to repeat the measurement of awareness as we would have collected similar or unchanged data compared to 2023.

Non GRI - 3: Amazon/Trustpilot Review

	2022	2023	2024
Average Amazon Stars	4.2	4.0	3.8
Average Trustpilot Score	-	-	3.7

Non GRI - 4: Brand awareness surveys

	Aided: Brand Awareness Survey		Recommendation Survey	
	2023	2024	2023	2024
Average	35.6%	-	6.8	-
Scandinavian (average)	73.8%	-	6.4	-

A Focus On: Customer Satisfaction

After significantly expanding our customer support activities in 2023, in 2024 we focused on the effectiveness of these services. We provide dedicated support through all channels: web forms, e-mail, telephone, web chat and social media. Our customer service covers most of the European countries where our offices are located, across seven languages. We also provide support to all English-speaking countries to which we export our products. In addition, we continue to have a dedicated service in the UK, the Nordic countries and Poland. In 2024, we brought our Customer Care service in-house, to improve its quality and to bring the voice of the consumer into the Company. Training activities have been organised and will also be planned in 2025, to ensure a better level of support and assistance to the consumer, especially for highly technological products such as the autonomous robot.

STIGA uses Salesforce to manage customer care activities across most offices in Europe and the UK, allowing a coordinated approach to customer satisfaction. In 2024, the call centre had contact with almost 70,000 customers through web forms, email, phone, web chat and Facebook. Data collected through Salesforce is GDPR-compliant and in line with STIGA's cybersecurity measures (see page 73).

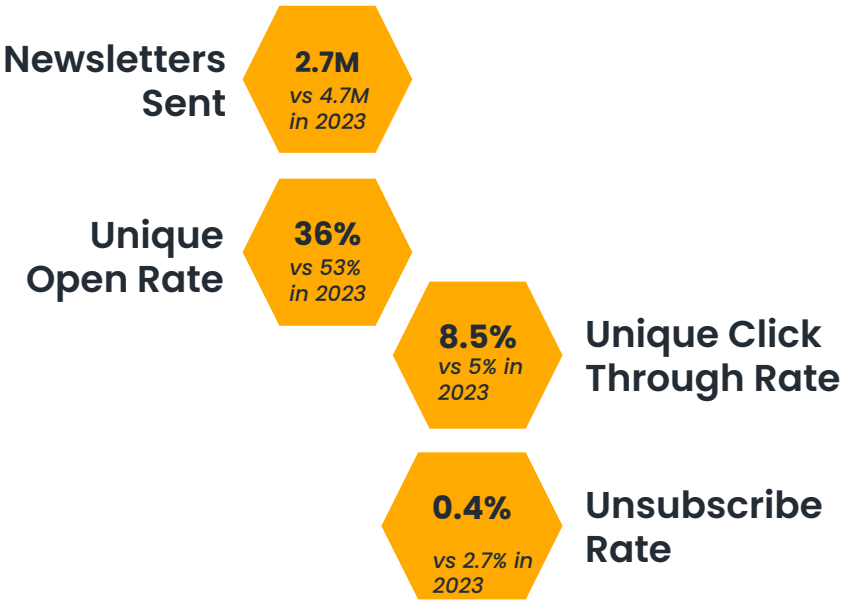
Other ways in which STIGA communicates directly with customers are through its digital touchpoints (email marketing, STIGA group websites, social channels and through the STIGA Go app).

Regarding email campaigns, we invested our efforts not only in the quality of our content, but also in the personalisation and targeting of our communications. This gave us the opportunity to improve relationships with our customers, making our content more relevant to them and reducing communication "pressure".

Apart from new product launches, tips on garden care, maintenance information and sustainability insights, one of the main topics of 2024 is the shift to electric.

STIGA collects customer satisfaction information through Salesforce in many European Countries: consumers who contact Customer Care are sent a satisfaction survey to monitor their overall satisfaction, the quality of the agent handling their request and the Net Promoter Score.

As we look ahead to 2025, we will increase the number of countries involved.




Putting people first.
People

STIGA's Approach to People Management

2024 STIGA Material Topic

STIGA places great importance on creating and maintaining a positive and proactive work environment. Every decision concerning employees is made with a focus on equal opportunities. All HR processes are based strictly on merit, competence and other professional criteria. Employment agreements, including salary, pension, insurance and working hours, vary by individual companies but adhere to national regulations and industry standards. Above all, we reject any form of disrespectful or defamatory behaviour and utilise measures to avoid favouritism or discrimination against nationality, skin colour, religious beliefs, political opinions, trade union affiliation and gender.

These principles are reaffirmed in our "Gender Equality Certification" obtained in November 2024.

Processes and activities related to talent attraction, employee development and wellbeing are managed through formalised policies and procedures. These include the Recruiting & Selection policy and the Development & Training procedure, as well as specific projects and initiatives, based on the specific needs in each country.

Impact

There is employment uncertainty at STIGA due to high turnover, particularly at production plants, in part due to the seasonality of the business. In addition, there is turnover in the offices among younger employees who are more transitional in their careers.

Mitigation

STIGA is investing in initiatives to attract and retain talent and knowledge by increasing training opportunities, offering wellbeing benefits such as engagement events and carrying out employee surveys.

Human Rights

At all plants and offices, the Group promotes a positive work environment. We reject violations of human rights including forced or child labour, and respect local labour laws in terms of wages, benefits and working hours. We also train employees using our Code of Ethics.

Employees (FTE)

1,351.3

On 31 December 2024, STIGA counted employees by their FTE (Full Time Equivalent), recording an increase of 61 FTE from 1,290.9 FTE in 2023. The Increase in employees was mainly due to temporary workers hired at the end of the year.

The majority of these employees are on permanent contracts (76.7%). The remaining temporary contracts reflect the seasonality of the business and increases in production.

Workers Who Are Not Employees (FTE)

257.0

There was also a significant increase in external workers at STIGA's offices and plants in 2024 compared with 2023, when there were 83.7 external workers. These workers were provided by employment agencies or are leased staff, trainees and interns.

The Code of Ethics* adopted by the STIGA Group recognises and protects the right to career development opportunities for its people. This helps to ensure qualified and loyal employees, an invaluable asset when it comes to achieving corporate goals and high quality standards.

Talent attraction and people development policies are aimed at guaranteeing optimal conditions for employees to fulfil their individual aspirations. By doing so, the Company can ensure it has the resources necessary to achieve its strategic objectives while at the same time providing employment and development opportunities for young, local talent.

The HR department is responsible for ensuring that actions and initiatives are consistent with the Company's philosophy and policies and that line management is adequately involved in planning and implementing these activities.

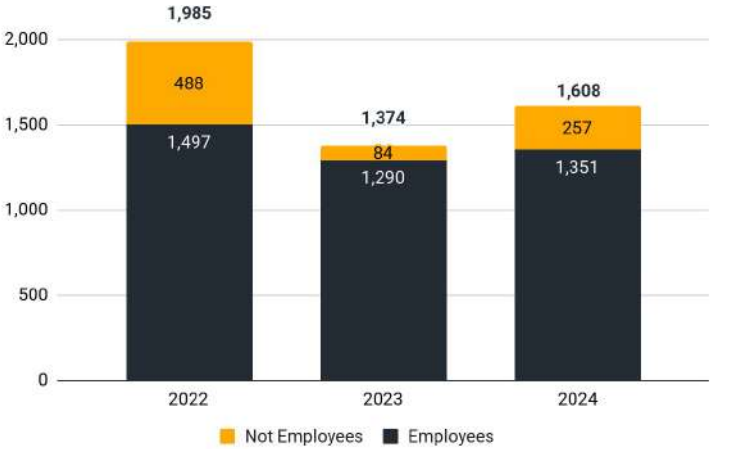
The effectiveness of these management approaches is assessed via specific and closely monitored indicators; these assessments are periodically discussed within the HR department and among the governance bodies (including the Board of Directors and the Management Committee) to inform ideas and proposals for development and continuous improvement.

Monthly meetings are held between the Group HR department and local HR managers from different countries for updates on specific issues and exchange of information.

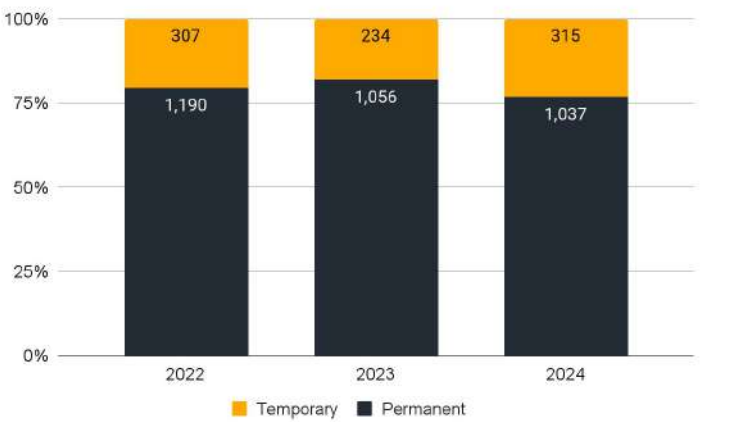
In every office, we are committed to creating an open and innovative workplace where everyone is enabled to share ideas and make valuable contributions. This is demonstrated by the awards received by our companies, such as the Employer of the Future award for STIGA Germany in 2024 and the recognition of STIGA China as a “Wellness Employer”.

*https://corporate.stiga.com/code-of-ethics/

Employees vs. non-employees



Permanent vs. temporary employees



GRI 2-7: Employees

Type	Gender	2022	2023	2024
Employees				
Full-time	Men	1,056.7	876.0	954.0
	Women	320.2	296.1	280.0
Total		1,376.9	1,172.2	1,234.0
Part-time	Men	70.7	67.6	67.9
	Women	49.4	50.1	49.4
Total		120.1	117.7	117.3
Total per Gender	Men	1,127.4	943.6	1,021.9
	Women	369.6	346.2	329.4
Total		1,497.0	1,289.9	1,351.3

Contract	Gender	2022	2023	2024
Permanent	Men	849.9	755.9	748.9
	Women	339.8	299.9	287.9
Total		1,189.7	1,055.9	1,036.8
Temporary	Men	277.5	187.7	273.0
	Women	29.8	46.3	41.5
Total		307.3	234.0	314.5
Total per gender	Men	1,127.4	943.6	1,021.9
	Women	369.6	346.2	329.4
Total		1,497.0	1,289.9	1,351.3

The data is represented in terms of Full Time Equivalent (FTE) and is based on employment as of 31 December 2024. See the annex for additional disclosure on employee data, including geographic location of employees.

GRI 2-8: Workers who are non-employees

Type	Gender	2022	2023	2024
Workers who are not employees				
All types of contracts	Men	339.8	70.4	176.0
	Women	148.5	13.3	81.0
Total		488.3	83.7	257.0

Collective Bargaining as a Guarantee for Staff

Collective bargaining agreements are conducted with the national employer associations and Workers Trade Union organisations in some plants and offices. The agreements cover the rules governing the employment relationship, including pensions, salary increases, insurance and working hours.

- In **Italy**, the contractual conditions laid down in the Collective Agreement for the Metalworking Industry apply to all employees, except for executives, who have a specific national contract of reference.
- In **Sweden**, all employees are covered by Teknikavtalet (Collective Agreement, Engineering Companies) within Teknikföretagen, which is the Association of Swedish Engineering Industries.
- In **Spain**, employees are covered by the "Convenio colectivo de empresas de centros de jardinería".
- In **France**, the "Convention Collective Nationale de l'import-export et du commerce international" (National Collective Agreement on Import-Export and International Trade) regulates the relations between workers and companies.
- In **Belgium**, the "Paritair Comité voor de bedienden der metaalfabrikatennijverheid" (Joint committee for employees of the metal fabrication industry) represents employees.
- In **Finland**, employees belong to Kaupan Liitto (Finnish Commerce Federation).
- In **Denmark,** employees belong to "Dansk Erhverv" (Danish Business).
- In **Austria**, all employees are covered by the collective agreement for commercial employees, negotiated between the WKO (Chamber of Commerce) and Gewerkschaft (Trade Union).

The table below shows a small decrease in the percentage of employees covered by collective agreements. This is explained by the fact that in 2024 there were more overall employees in the Chinese and Slovakian plants which are not covered by collective bargaining agreements.

The personnel working in the plants and offices not covered by collective bargaining agreements instead have working agreements determined by the local context.

- In **China**, local government standards for Guangzhou and Suzhou are applied, in addition to national labour and employment laws.
- In **Slovakia**, the national labour code is applied, industry benchmarks are consulted and negotiations are held with the work council that represents employees.
- In **Germany**, industry benchmarks are used and working standards are equally applied.
- In the **Czech Republic**, standards are determined by national labour laws and industry benchmarks.
- In **Norway**, the national Working Environment Act applies.
- In **Poland**, the national labour laws are applied.
- In the **Netherlands**, industry benchmarks are used and working standards are equally applied.
- In the **UK**, national standards are followed, and external market conditions inform hiring.

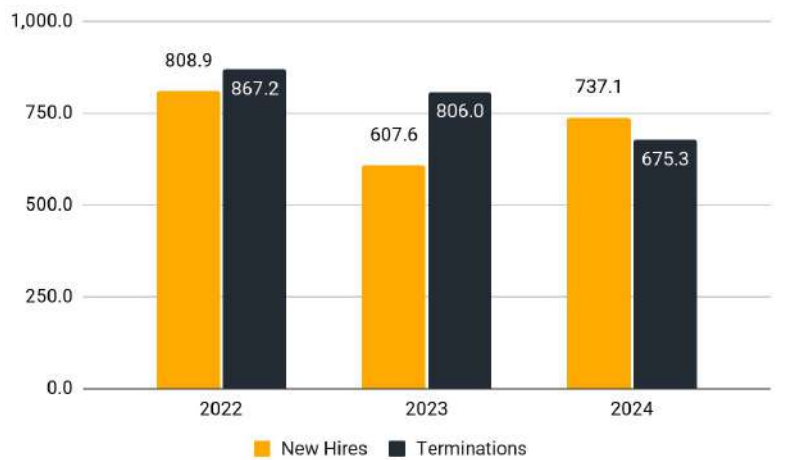
GRI 2-30: Collective bargaining agreements

	2022	2023	2024
Employees covered by collective bargaining agreements	654	630	621
Total employees	1,497	1,290	1,351
% of total employees covered by collective bargaining agreements	43.7%	48.8%	46.0%

New Hires and Turnover

The composition of staff within STIGA's companies is continuously evolving. STIGA's business has strong seasonal fluctuations, following weather conditions and consumer buying patterns, that require significant flexibility in production capacity. To cope with production peaks, in addition to hiring temporary staff through agencies, STIGA also hires personnel on fixed-term contracts. In Slovakia and China, labour mobility is culturally much higher than Italy. We see that younger generations, who are more mobile in particular. Together, these factors contribute to a high number of turnover.

GRI 401-1: New employee hires and employee turnover



GRI 401-1: New employee hires and employee turnover

	2022		2023		2024	
New hires	n	%	n	%	n	%
Total New Hires	808.9	54.0%	607.6	47.1%	737.1	54.5%
Men	703.4	62.4%	517.7	54.9%	624.0	61.1%
Women	105.5	28.5%	89.9	26.0%	113.1	34.3%
< 30 years	494.4	131.4%	361.7	127.4%	426.5	124.2%
30 ≤ x ≤ 50 years	290.4	37.6%	215.1	32.7%	270.6	42.1%
> 50 years	24.1	6.9%	30.8	8.8%	40.0	10.9%
Total employees at end of year	1,497.0		1,289.9		1,351.3	

	2022		2023		2024	
Turnover	n	%	n	%	n	%
Total Turnover	867.2	57.9%	806.0	62.5%	675.3	50.0%
Men	751.8	66.7%	688.7	73.0%	546.5	53.5%
Women	114.8	31.1%	117.4	33.9%	128.8	39.1%
< 30 years	478.6	127.2%	436.0	153.6%	343.0	99.9%
30 ≤ x ≤ 50 years	351.0	45.5%	295.8	45.0%	272.4	42.4%
> 50 years	37.0	10.6%	73.2	21.0%	59.9	16.4%
Total employees at end of year	1,497.0		1,289.9		1,351.3	

The Formula considers New Employee hires during the year divided by the Employees at 31.12. There are cases, especially in the temporary workers, where people hired at the beginning of the year, but not employees at the end of the year. Therefore, the formula can have a result that is more than 100%

People

Talent Attraction

Target

Promote our brand as an excellent place to work in order to attract the best talent.

2024 Highlights

- 50 employer branding events held throughout the Group
- 54 paid internships created with 13% resulting in employment contracts

Talent Attraction

We have further strengthened our Talent Attraction strategy, focusing on two key pillars:

- We are committed to building an engaging and inclusive work environment where our talent feels valued, supported and part of a community.
- We invest in professional development programmes, diversity & inclusion initiatives and personalised career paths to ensure that every employee has the opportunity to grow and realise their potential.

At the same time, we want to raise awareness of our Company as a great place to work, where people can make a difference and contribute to a sustainable future. To this end, we continue nurturing relationships with schools, universities and external organisations, participating in industry events and communicating our Employer Value Proposition and commitment to sustainability in a transparent way.

50

Employer Branding Activities

We continued focusing on engaging students from high schools and universities. Several events have been organised internally to celebrate STIGA's 90th Anniversary with employees and their friends and families.

54

Internships Activated

Hosting students or recent graduates gives us the opportunity to challenge ourselves while helping them take their first steps in a dynamic working environment. 13% of our most talented interns had the opportunity to pursue their path in our STIGA Family with employment contracts!

Talent Attraction

Employee attraction and retention are key priorities for our Company. A prime example of this is STIGA Germany, which proudly received the “Employer of the Future” award.

The award tells prospective employees that this is a positive place to work, giving us an advantage in attracting new talent. The award was granted after a thorough process, beginning with a self-evaluation followed by an external assessment by DIND (German Institute for Sustainability and Digitalisation) analysing digital presence, innovation and contemporary working conditions to ensure we meet the highest standard. It strengthens our reputation as an employer of choice and supports our long-term business success.

In addition, STIGA China was again recognised as a *Wellness Employer* by the China Human Resources Management Research Institute. STIGA China has now held this title, recognising employers who are outstanding in wellness management practices in cultivating an inclusive and caring work environment that supports the holistic health of our employees.

This prestigious accolade acknowledges our ESG initiatives, employee engagement programmes and the promotion of wellbeing in the workplace.

We are delighted to have been recognised as an ‘Employer of the Future’. If you want to stand out from the competition for the best talent, you have to send out convincing messages in the area of personnel recruitment – and that includes awards. The German Innovation Institute for Sustainability and Digitalisation (DIND) analysed STIGA GmbH in a multi-stage certification process and named us as an ‘Employer of the Future’. We are proud to have been judged to be particularly innovative, sustainable and future-oriented.

Marc Gerster
Managing Director Germany

People

Training

Target

Ensure an average of 15 training hours per employee during the year

2024 Highlights

- We delivered 21,304.4 training hours, corresponding to 15.8 hrs per employee on avg.

Next Steps

In 2025, STIGA will continue investing in training, with a particular focus on DE&I related topics. Our commitment is to continue to provide an average of 15 training hours per employee.

Training and Development Programme

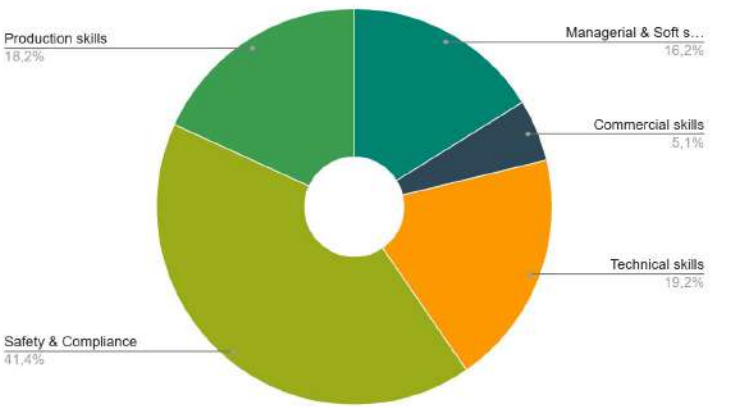
Across all Group companies, STIGA promotes access to training programmes both by organising internal courses and by financing participation in external initiatives. These initiatives are selected based on their consistency with corporate priorities and individual development needs. The development of competencies and skills is based on an analysis of training needs, which is carried out together with representatives of the various departments using structured assessment tools and interviews. At the same time, training initiatives are constantly offered to employees to develop and strengthen technical skills and specialist knowledge.

A significant focus this year was on workplace safety training, which accounted for approximately one-third of all training delivered. Technical and specialised training remained the second most prevalent area, with a particular emphasis on lithium-ion battery technology and ergonomic production programming methodologies.

GRI 404-1: Average hours of training per year per employee

	2022			2023			2024		
Average hours of training	Hours	Empl.(FTE)	Avg. (hr)	Hours	Empl.(FTE)	Avg. (hr)	Hours	Empl.(FTE)	Avg. (hr)
Men	15,951.2	1,127.4	14.1	14,385.0	943.6	15.2	17,080.3	1,021.9	16.7
Women	5,274.5	369.6	14.3	4,626.0	346.3	13.4	4,224.1	329.4	12.8
Executives	927.0	41.0	22.6	1,051.7	42.0	25.0	391.1	41.0	9.5
Managers	2,469.4	109.0	22.7	2,878.8	102.8	28.0	1,715.5	99.7	17.2
Office Staff	8,401.0	533.9	15.7	9,797.6	491.6	19.9	9,022.1	487.7	18.5
Production-site Workers	9,428.3	813.1	11.6	5,282.8	653.5	8.1	10,175.8	722.9	14.1
Totals	21,225.7	1,497.0	14.2	19,011.0	1,289.9	14.7	21,304.4	1,351.3	15.8

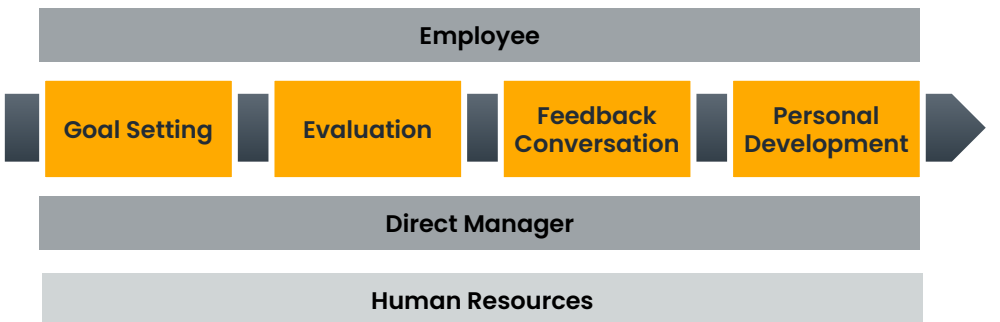
In-House Training Categories



Performance Assessment

The “STIGA People & Performance Review” process assesses employees’ contribution to the Company’s success on an annual basis. This allows for regular alignment of employees’ conduct with the company culture, represented in the “STIGA Behaviours” competency model that is shared with all employees.

Achievements are determined based on initial goal setting. The resulting assessment leads to a feedback conversation phase to acknowledge achievements, create awareness of strengths and identify opportunities for improvement. This in turn informs the creation of a personal development plan for each employee. Further evaluation using the Hogan assessment methodology is used to create a more defined career path for particularly talented employees.



GRI 404-3: Percentage of employees receiving regular performance and career development reviews

	2022			2023			2024		
	Reviews	Tot.	%	Reviews	Tot.	%	Reviews	Tot.	%
Men	559	1,127.4	50%	564	943.6	60%	559	1,021.9	55%
Women	231	369.6	62%	232	346.3	67%	207	329.4	63%
Total	790	1,497.0	53%	796	1,289.9	62%	766	1,351.3	57%
Executives	34	41.0	83%	34	42.0	81%	31	41.0	76%
Managers	90	109.0	83%	85	102.8	82%	83	99.7	83%
Office Staff	442	533.9	83%	462	491.6	94%	431	487.7	88%
Prod.-site Workers	224	813.1	28%	215	653.5	33%	222	722.9	31%
Total	790	1,497.0	53%	796	1,289.9	62%	766	1,351.3	57%

Percentages shown refer to employees who received a performance review in that year compared to the overall number of employees within the category.

STIGA is expanding the options for people to seek career development and training opportunities.

In 2024, our partnership with LinkedIn Learning continued to provide employees with extensive learning opportunities, complementing traditional classroom-based training. The platform was leveraged to manage onboarding programmes, guiding new hires through the organisation's culture and policies.

We launched training and awareness campaigns on various topics, including artificial intelligence, diversity, equity and inclusion (DE&I), and gender-based violence prevention.

In 2024, China continued to expand its internal training efforts, developing 11 new courses. The training programme also emphasised the sharing and transfer of diverse knowledge and experience.

In total in China, 32 internal courses were run during the year, with 60% of annual training hours fulfilled through internal sessions. The E-learning Campaign held in Q4 in China was a resounding success, with participants completing 698 hours of learning in just 1.5 months. This initiative not only enhanced the team's knowledge but also helped the business develop as an agile learning organisation.

For interns in manufacturing departments, the China plant further developed its two-week onboarding programme. Additionally, a Season Star ceremony recognised interns and mentors who had quickly integrated into the company and demonstrated outstanding performance. These high-performers were given the opportunity to share their experiences and insights, helping to foster a culture of continuous learning and excellence.

Other companies generally focus their training hours on information and communication technology systems, new products, software skills, product maintenance and repairs training.

> We had many opportunities to expand training for our employees this year and are excited to see the average hours of training per employee increasing. For example, this year, we offered employees new internal and online training focused on sustainability. This is just one example of how investing in training will shape the employee culture we envision.
>
> **Maurizio Spini, Group Learning and People Development Manager**

Sharing and Dialogue as a Success Factor

Workplace wellbeing also depends on a sense of belonging to a community and sharing a common organisational culture. With this in mind, STIGA continues to increase the range of resources available on the "STIGA NExT" company intranet. This important internal communication tool hosts periodic newsletters, messages introducing and welcoming new employees, a directory and internal policy documents. There are also dedicated newsletters featuring updates from the Italy, China and Slovakia offices.
These three offices also offer on-site communication through digital wall displays and bulletin boards that disseminate relevant information to production plant employees. In addition, each office has its own approach for cross-office communication.

In 2024, STIGA opened its doors to employees' families and friends, hosting family days to celebrate the 90th Anniversary. These events provided a wonderful opportunity for our extended company family to come together, have fun and strengthen the sense of community and inclusivity.

China has established different channels and platforms for employee feedback ideas and suggestions:

- "Golden Ideas" initiative to actively seek suggestions and improvement proposals from employees. A total of 366 proposals were received throughout the year, focusing on enhancing safety and achieving cost savings. Among these, 173 proposals were successfully implemented and recognised on a monthly basis and at the annual awards ceremony.
- Safety Management Audit (SMAT) aims to use employee feedback to improve potentially unsafe conditions and behaviours. It also encourages office employees to interact with line workers and share ideas for improving the work environment.
- WeChat group for each department to facilitate communication within teams.
- Ding Ding e-platform has been utilised to provide feedback and initiate conversations between the Human Resources department and newly employed workers.
- Biannual town hall meetings between the management team and all staff to share updates from the Group.
- Labour union representative meetings where staff ideas are heard by union committees.

Other STIGA companies are smaller and the interaction and dialogue with employees is conducted on a more informal basis.

Employee Welfare and Wellbeing

All Group companies are committed to creating valuable relationships with their employees and to increasing their overall wellbeing in and beyond the workplace. Health and wellbeing are critical to staff performance and development.

The Smart Working policy established in 2023 has been improved by providing more flexibility for employees in general, and in particular for groups such as parents, caregivers and people living with serious illnesses.

Through the "STIGA 4 You!" online portal, STIGA SpA offers employees in **Italy** a wide portfolio of welfare services, including reimbursement of family expenses like school costs and care for dependent family members, as well as leisure services such as sports, education or cultural activities. Other benefits include additional maternity leave time, a solidarity bank to support other colleagues in need of extra leave, additional voluntary pension fund contributions, additional leave for senior employees and a small amount of dedicated medical leave time. Finally, supplementary pensions, supplementary health plans and reimbursement of public transport or fuel costs are also areas where employees can receive support. STIGA Italy also offered wellness initiatives throughout the year, as well as events to celebrate our employees.

In our commitment to creating a positive, inclusive and engaging workplace, we have implemented a variety of initiatives, including 'La Road Caffè' food truck breakfasts and employee appreciation gifts for holidays such as Chinese New Year, Mother's Day and Father's Day.

In 2024, STIGA **China** continued to prioritise employee wellbeing and engagement through a diverse range of activities. In addition to our ongoing monthly initiatives that focus on festivities, such as Spring Festival and Christmas, we expanded our efforts to enhance workplace happiness and team communication. We celebrated the Group 90th Anniversary with a family vibe as we gathered together with loved ones. These events were designed to promote STIGA's corporate culture and bring our team closer together.
In recognition of our efforts, STIGA China was honoured with the “Remarkable Contribution to Corporate Culture Fostering” award from the China Human Resources Management Research Institute in 2024. This accolade reflects our commitment to fostering a positive and inclusive work environment.
We also introduced a series of competitions aimed at creating a learning-oriented organisation. By encouraging continuous learning and development, we are driving the growth and progress of both the organisation and our employees.

In addition to flexible working hours, **STIGA Slovakia** reimburses transport costs for all employees, partly to encourage public transport use.

Our offices take a creative approach to enhancing the work environment for colleagues. In China, employees celebrated International Women’s Day with an afternoon tea and meditation session, where women also learned to mix their own perfumes. Meanwhile, in Finland, employees have embraced a daily Pause Exercise, a light fitness and stretching routine that started spontaneously but has since become a shared tradition. Everyone not only participates but also contributes new ideas, fostering a sense of well-being and positive energy throughout the workday.

“As an organiser on the HR team, my job is to let my STIGA colleagues know that they are valued. In the past year, we initiated new training on mental and physical health, celebrated International Women's Day and hosted various outdoor gatherings. I believe these initiatives foster a sense of commitment and belonging. As a bonus, we received an award for our efforts to promote employee wellbeing. I'm proud to be a contributor to that.”

Riley Zou
China HR & Administration

Workforce Composition and Diversity

2024 STIGA Material Topic

STIGA promotes diversity within the Company through policies designed specifically to improve the gender balance of the workforce, attract more young talent and increase the number of positions available for people with disabilities.

Looking at the workforce, more than half of employees belong to the category "Production-site Workers" (722.9 out of 1,351.3). Across all categories, male employees account for the majority of staff, with female employees making up approximately 24% of the workforce (329.4 out of 1,351.3).

14.6% **Female Executives**
vs 19% in 2023

24.1% **Female Managers**
vs 23.3 % in 2023

Impact

Diversity is both an opportunity and a challenge for large scale companies like STIGA. Currently the Company does not have any female board members, and female employees account for around a quarter of the overall workforce.

Mitigation

STIGA rejects any form of disrespectful or defamatory behaviour, including gender discrimination. HR processes are based strictly on merit, competence and other professional criteria. STIGA Italy and China have implemented policies specifically aimed at increasing the number of positions available for people with disabilities.

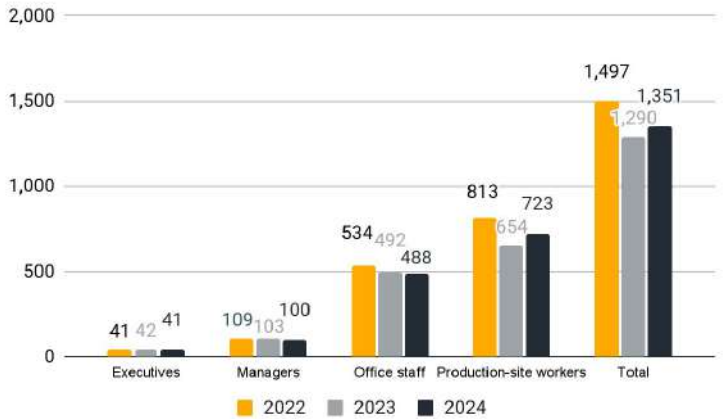
Human Rights

Equal opportunities are critical to a strong workforce free from discrimination, harassment or misconduct. STIGA is actively working to improve both gender diversity and inclusion through partnerships and recruiting efforts.

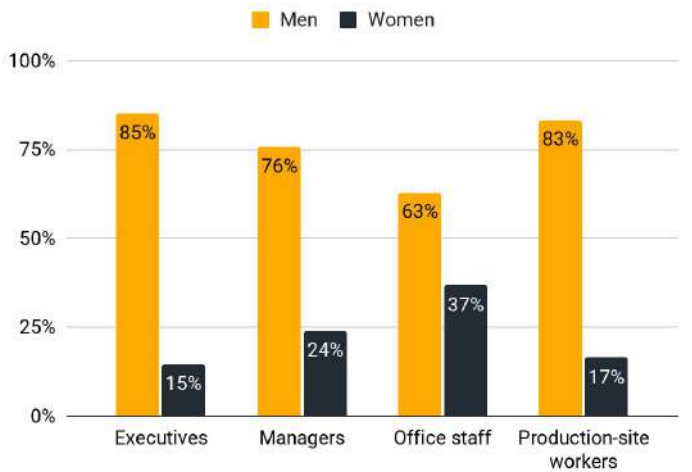
GRI 405-1: Diversity of employees

	2022		2023		2024	
Diversity of employees	n	%	n	%	n	%
Executives	41.0	2.7%	42.0	3.3%	41.0	3.0%
Men	34.0	82.9%	34.0	81.0%	35.0	85.4%
Women	7.0	17.1%	8.0	19.0%	6.0	14.6%
< 30 years	0.0	0.0%	0.0	0.0%	0.0	0.0%
30 ≤ x ≤ 50 years	17.0	41.5%	17.0	40.5%	12.0	29.3%
> 50 years	24.0	58.5%	25.0	59.5%	29.0	70.7%
Managers	109.0	7.3%	102.8	8.0%	99.7	7.4%
Men	87.0	79.8%	78.8	76.7%	75.7	75.9%
Women	22.0	20.2%	24.0	23.3%	24.0	24.1%
< 30 years	1.0	0.9%	2.0	1.9%	2.0	2.0%
30 ≤ x ≤ 50 years	76.0	69.7%	68.8	66.9%	61.7	61.9%
> 50 years	32.0	29.4%	32.0	31.1%	36.0	36.1%
Office Staff	533.9	35.7%	491.6	38.1%	487.7	36.1%
Men	323.0	60.5%	303.7	61.8%	307.7	63.1%
Women	210.9	39.5%	187.9	38.2%	180.0	36.9%
< 30 years	83.7	15.7%	71.3	14.5%	64.8	13.3%
30 ≤ x ≤ 50 years	361.4	67.7%	331.4	67.4%	323.6	66.4%
> 50 years	88.9	16.6%	88.9	18.1%	99.2	20.3%
Production-site Workers	813.1	54.3%	653.5	50.7%	722.9	53.5%
Men	683.4	84.1%	527.1	80.7%	603.5	83.5%
Women	129.7	15.9%	126.4	19.3%	119.4	16.5%
< 30 years	291.7	35.9%	210.5	32.2%	276.5	38.2%
30 ≤ x ≤ 50 years	317.6	39.1%	239.9	36.7%	245.3	33.9%
> 50 years	203.8	25.1%	203.1	31.1%	201.1	27.8%
Total employees	1,497.0	100%	1,289.9	100%	1,351.3	100%

GRI 405-1: Diversity of employees (totals)



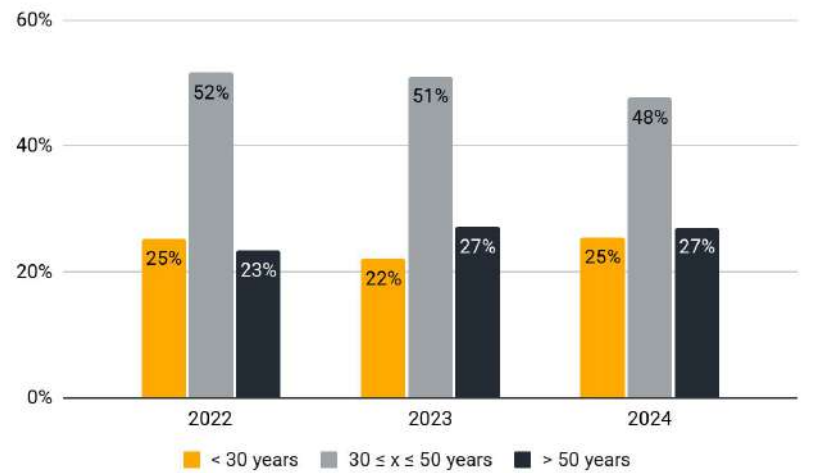
GRI 405-1: Diversity of employees (gender, %)



When reviewing employee age across all categories of job role, 48% of employees are between the ages of 30 and 50 years. Over the past two years, staff age ranges have remained generally stable, with a slight increase in employees under the age of 30.

This year the STIGA Group hired 84 paid interns with the goal of attracting young talent. We will monitor the ways in which this investment affects diversity, with the intention of increasing the number of young employees in the most strategic business areas. We continue to offer internships and curricular traineeships to allow students to complete their academic studies while gaining experience in the field, especially with regards to digital and mobile applications and battery powered products. This equips them with important vocational skills that also support our business objectives.

GRI 405-1: Diversity of employees (age, %)



Inclusion

In collaboration with local job centres, STIGA is actively working to increase the number of positions available for people with disabilities. In **Italy** and **China**, we are working with local authorities to hire people with disabilities in appropriate positions, a long-term goal that involves reviewing hiring practices and opportunities each year. In Italy in 2024 we employed 25 people with disabilities and hired 1.
The employees classified in GRI 405-1 are those who have a disability classification (or certification) according to the law in the country where they work.

GRI 405-1: Diversity of employees

	2022		2023		2024	
Diversity of employees	n	%	n	%	n	%
Men	28.0	84.8%	23.1	87.2%	29.8	84.2%
Women	5.0	15.2%	3.4	12.8%	5.6	15.8%
< 30 years	12.0	36.4%	4.0	15.1%	11.0	31.1%
30 ≤ x ≤ 50 years	9.0	27.3%	7.8	29.4%	8.6	24.2%
> 50 years	12.0	36.4%	14.7	55.5%	14.8	41.9%
Diversity of employees	33.0	2.2%	26.5	2.1%	35.4	2.6%
Total employees	1,497.0		1,289.9		1,351.3	

Safe Work Environment

2024 STIGA Material Topic

At STIGA, risk mitigation begins with conscientious practices and adherence to high standards. The STIGA Quality, Health & Safety and Environment Policy* reflects the Company's commitment to protecting the environment and exceeding customer expectations while reducing risk. All machinery, equipment and technical systems used by employees are maintained in compliance with local safety regulations, and these standards are communicated through clear signs and detailed instruction manuals. Regular monitoring ensures tools are properly maintained, while buildings and appliances undergo routine maintenance and design reviews to enhance safety at facilities. STIGA also focuses on producing only small, simple types of equipment, which are externally certified by an auditor.

Employee training is a key element of STIGA's safety measures. These tailored programmes cover current workplace health and safety legislation, general and job-specific risks, fire emergencies, first aid and preventative measures to adopt in the workplace. Training equips employees with the knowledge to effectively mitigate risks.

Additionally, all employees in our plants are subject to initial and periodic medical examinations by a designated doctor, as outlined by national legislation. These evaluations determine job suitability and note any necessary prescriptions or limitations. Only job suitability reports are shared with the Human Resources and EHS departments, while personal medical data, health history and other sensitive information remain strictly confidential with the doctor.

*https://corporate.stiga.com/qhse-policy/

Employees receive health and safety information through:

- On-site safety notices.
- Plant-specific meetings.
- Emergency training sessions.
- A dedicated section on the intranet for the OHS Management System.
- Increased visibility indicators.
- Mandatory safety gear usage.
- Security updates displayed on TV screens at plant entrances.

In June, STIGA was audited for compliance with these activities under the ISO for Quality (9001), Environment (14001) and Health and Safety (45001), with only three minor non-conformities detected. Prior to this external audit, Headquarters conducted an internal audit on the Slovakia plant, demonstrating our ongoing commitment in this area.

Impact

Manufacturing activities inherently carry a "high-risk" profile within any organisation, especially in plants where mitigating work-related injuries and chemical exposure is critical.

Mitigation

STIGA has long focused on health and safety, continually enhancing its efforts and investing in additional measures to minimise work-related injuries.

Human Rights

Every employee has the right to a workplace where risks are minimised, a goal STIGA achieves through training, meticulous implementation of procedures and continuous management and performance enhancements.

Occupational Health and Safety Management System

For the wellbeing of its employees, STIGA places great emphasis on managing Health and Safety risks in the workplace, ensuring high standards across all production processes and office activities. Protection is not limited to employees but also extends to visitors and external workers, who must be safeguarded whenever they enter the Company's premises. Promoting a safe working environment also provides an opportunity to evaluate processes from a sustainability perspective.

In 2022, STIGA achieved its goal of certification for the Health and Safety category according to the international standard ISO 45001:2018. All three production plants (Italy, Slovakia and China) now meet this certification. Now that these are in place, STIGA will begin to work with suppliers to ensure they are also aligned with these standards.
In 2023, we asked 20 of our top spending suppliers to supply information regarding Quality, Health and Safety performance and found that all meet our standards. In addition, we conducted 6 on-site audits regarding health, safety and environment.

In 2024, we continued to improve our procedures by introducing on-site evaluation of suppliers/contractors working at our production plant and by regularly sharing good practices and Health and Safety initiatives between our three production plants.

The goal for 2025 will be to improve group performance in this area, monitoring activities and sharing updates on a monthly basis. We will improve supply-chain onboarding, with a view to including occupational Health and Safety requirements alongside Sustainability standards as part of our business processes, creating a safer and more responsible environment.

These ongoing improvements are aligned with the Company's safety strategy, which aims to:

- Establish a procedural system to uphold and continuously monitor the Health and Safety standards outlined in the Company's Occupational Health and Safety policy, emphasising individual roles, capabilities and responsibilities.
- Ensure a high standard of Health and Safety performance by engaging the entire Company, from top management to production workers, offering comprehensive information and training to clarify the impact of different roles and behaviours in the workplace.
- Ensure equipment meets all applicable standards and regulatory requirements.
- Regularly update and maintain risk assessments to ensure compliance with applicable local, national and international laws governing health, safety, labour and the work environment.

Environmental Management System

An Environmental Management System aims to monitor an organisation's environmental impact, focusing on managing and reducing it through continuous improvement.

In 2024, STIGA emphasised this objective in response to global advancements in workplace environmental impact management.

In 2022, STIGA achieved ISO 14001:2015 certification for its Environmental category across all three production plants (Italy, Slovakia and China). This international standard confirms an organisation's ability to meet its environmental policy objectives, comply with relevant laws, reduce pollution and continuously improve environmental performance. Following the approach taken with Health and Safety certification, STIGA has begun evaluating its suppliers for Environmental compliance. Initial results indicate that suppliers meet the required standards. In 2024, STIGA continued to improve our procedures by introducing on-site evaluation of suppliers/contractors working at our production plants and regularly sharing good practices and environmental initiatives between our three plants.

At our Slovakian plant, STIGA monitors chemical management processes through the Environmental Management Audit Tool (EMAT), which helps us identify areas for improvement and implement necessary measures.

ISO 14001:2015

The Company's environmental strategy in relation to environmental issues aims to:

- Monitor all environmental aspects and reduce impacts wherever possible.
- Ensure a high level of environmental performance by engaging the entire Company, from management to production workers.
- Regularly review risk assessments to identify opportunities for incorporating new environmental standards.

The STIGA China office is now using an electric car as the on-site company car.

Risk Assessment Activities

STIGA has implemented the Group procedure “PR GR HSE 01 - Hazard Identification, Risk Assessment and Definition of Controls in HSE” to govern risk assessment activities and standardise processes across the organisation. Each plant has integrated this procedure and tailored it to meet local regulatory requirements.

The same approach was applied to the assessment of environmental impacts through the procedure "PR GR ENV 01 – Environmental Management" and the associated Environmental Analysis. This analysis was updated in 2024, as planned, in accordance with internal standards. Environmental impact analysis involves identifying and assessing the impacts of Company activities on the environment, aiming to manage and mitigate risks through corrective and preventative actions.

These two initiatives, together with a system of procedures, make up the integrated Health, Safety and Environment Management System certified according to international standards ISO 45001 and 14001.

With a focus on continuous improvement, STIGA’s integrated Management System has the following objectives:

- Identify target areas for further improvement.
- Reduce the environmental impact of processes, including through increasing the use of renewable energy.
- Act across the Company so that the Management System becomes increasingly efficient and effective.

We also assess risk in our value chain by asking relevant suppliers to fill in questionnaires and self-declaration and due diligence forms, i.e. regarding Conflict Minerals, REACH and RoHS compliance.

Accidents, Near-Misses and Non-Compliance Management

The analysis of accidents, near-misses and non-compliance events serves as a vital tool for driving improvements in Health and Safety performance. Statistical evaluations of these issues provide valuable insights into potential weaknesses within the Health & Safety system. The approach to managing this process is outlined in the internal procedure “PR I SAF 02 - Management of Non-compliance, Accidents and Dangerous Behaviour”.

Injuries are always subject to investigation. Non-compliance events are typically identified during periodic audits conducted by STIGA, while near-miss situations are reported by employees to their direct managers or through a dedicated procedure and form. These near-miss reports are reviewed by a designated individual, the HSE Manager, who records them in compliance with STIGA’s procedures and local legal requirements. This individual also determines whether immediate, corrective or preventative action is necessary.

The near-misses analysis helps STIGA to make improvements in a number of areas, not limited to Health and Safety, such as:

- Implementing organisational restructuring, including new investments aimed at enhancing prevention and protection measures.
- Allocating additional resources, whether human or financial, to support safety initiatives.
- Revising or updating workplace procedures, eliminating hazardous substances, or replacing them with less hazardous alternatives.
- Updating training programmes to address potential skills gaps and ensure workforce competency.
- Strengthening coordination and collaboration with external parties involved in organisational operations.
- Conducting targeted assessments of specific risks to identify and mitigate potential hazards.

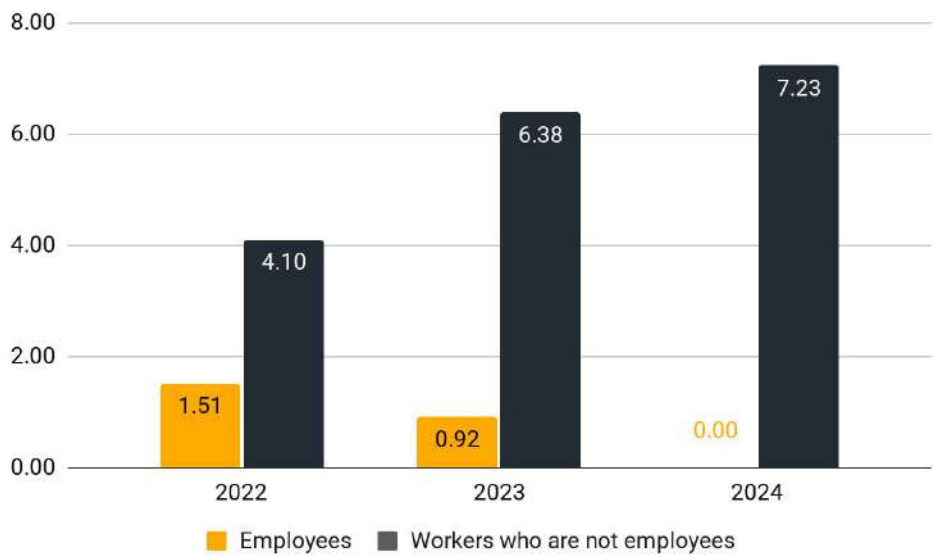
Recognising the value of near-miss reporting, STIGA actively encourages employees to report such incidents. By analysing these reports, the organisation can identify risks and implement effective prevention measures to improve safety.

For 2025, we have decided to expand the analysis of near-miss data by including among the Health and Safety KPIs not only the number of events reported but also an in-depth analysis and evaluation of our performance in addressing and closing reports. This initiative aims to further drive continuous improvement in company performance and increase awareness.

Injuries Data

Our goal at STIGA will always be zero/0 injuries. In 2024, the data on lost time accident (defined as accidents where injury resulted in more than three days of absence) show a decrease for recordable employee work-related injury rates (0.00 per 1 million hours in 2024, down from 0.92 in 2023). While the absolute number of recorded injuries for non-employees (2) remains the same in 2024 as it was in 2023, the injury rate has increased (7.23 in 2024, up from 6.38 in 2023). This is because, although the number of non-employees tripled in 2024, they still worked fewer total hours than in 2023. Neither of the injuries posed a fatal risk - both were contusive traumas to the hand. As of 31 December 2024, the China plant had achieved 1,778 days without a lost-time accident, thanks to the staff's active participation in safety reporting and sharing ideas.

GRI 403-9: Work-related injuries



The injuries are consistent with those identified in the risk assessment activities:

- Unintentional impacts with work equipment, containers and worker's surroundings at their workstations.
- Unintentional collisions with moving forklift trucks (which may lead to significant injuries).
- Cuts due to handling sharp objects, and burns.

GRI 403-9: Work-related injuries

	2022		2023		2024	
Employee Injuries	n	Rate	n	Rate	n	Rate
Recordable work-related injuries at end of year	4	1.51	2	0.92	0	0.00
of which fatalities	0	0	0	0	0	0
of which were high-consequence	0	0	1	0	0	0
Hours worked	2,641,467		2,185,360		2,202,102	
Total number of employees	1,497.0		1,289.9		1,351.3	

	2022		2023		2024	
Workers who are non-employee Injuries	n	Rate	n	Rate	n	Rate
Recordable work-related injuries at end of year	3	4.10	2	6.38	2	7.23
of which fatalities	0	0	0	0	0	0
of which were high-consequence	0	0	0	0	0	0
Hours worked	730,920		313,443		276,774	
Total number of workers who are not employees	488.3		83.7		257.0	

The metric has been updated to use a coefficient of 1,000,000 (instead of 200,000 used in previous reports) because it is more appropriate for companies of this size. In addition, the total worked hours for 2021 and 2022 have been updated for China and the Czech Republic to include missing hours for white collar employees.


The power of simplicity.
Processes

Processes

Cybersecurity

Target

Ensure strong cybersecurity and personal data protection by investing in servers and networks. Meet state-of-the-art safety standards and minimise issues to ensure 0 data breaches.

2024 Highlights

- Despite having strong security measures in place, we did experience 1 breach in 2024, with the loss of personal data.

Next Steps

We will maintain our goal of 0 breaches in 2025.

Cybersecurity and Data Protection

2024 STIGA Material Topic

The STIGA ICT department directly monitors the security of all of the Company's ICT devices, including PCs, servers, networks, mobile devices and applications. This also includes all STIGA products connected to the Group ICT systems through apps. Furthermore, vendors, logistics providers, employees and customers using the STIGA network have their safety monitored and data secured.

The STIGA ICT department has implemented the following security measures: antivirus software, web-filters, antispam systems, penetration tests (for Information and Communication Technologies/Operational Technology and Internet of Things landscapes), firmware and software patch upgrades, reinforced Wi-Fi security, backups, disaster recovery, cybersecurity insurance, user training and reviews of policies and procedures.

The existing ICT Security Plan was extended to 2023, with additional improvements aiming to:

- Reduce overall cybersecurity risks through a strong focus on endpoint equipment protection and endpoint behaviour changes (end user protection).
- Introduce an improvement cycle approach to security (Map and Measure, Prioritise and Plan, Protect, Evolve) to increase the cybersecurity maturity model of STIGA Group.

In 2024, the ICT Security Plan was further revised to address internal risks as well as implementing the latest standards for mitigating and reducing overall cybersecurity risks.

In order to bring all of our employees up to speed on this topic, we provided specific training on data privacy and cybersecurity.

STIGA has adopted an internal procedure for Personal Data Protection. It is applied across the whole organisation and defines data protection activities that are GDPR-compliant. The main objectives of the Personal Data Protection procedures are to:

- Define procedures which best ensure compliance with regulatory provisions on data protection with respect to the handling of personal data, rights of data subjects and relationships with supervisory authorities.
- Provide the standard forms to be used when fulfilling the data protection obligations.
- Define roles and responsibilities of the main subjects involved in the process.
- Define, support and coordinate the incident management flow to address the data breaches that can arise in an enterprise company.

The risks inherent to data confidentiality are measured each year through three main Key Risk Indicators (KRIs):

- Antivirus pattern compliance (software update), measuring the implementation rate of the latest anti-malware software across all company devices.
- Number of information security incidents classified as unauthorised disclosure by the Incident Management Committee, composed of the SVP Group Legal & HR, the Data Protection Officer (DPO) and representatives of the specific business units involved in the incident. This Committee is called to decide whether the Information Security Incident can be mitigated by adopting proper containment and resolution activities or if it is necessary to activate the Crisis Management Plan.
- Number of detected security attacks blocked by the anti-intrusion systems.

In September 2024, STIGA became aware of an incident involving unauthorised access to a portion of its e-commerce order data.

The access was gained through an external service provider supporting customer care activities.

The data involved was product prices, order quantity and customer contact information.

It is important to note that no sensitive payment information, such as credit card details, was taken.

Following a detailed investigation, it was confirmed that the incident did not stem from any weakness in the third party platform, nor from any type of brute-force attack.

There was no direct financial impact from this breach.
As part of our immediate response, we took the following actions to enhance security and protect the integrity of our systems:

- Resetting all log-in credentials associated with the external partner.
- Reducing new password reset period for all operators.
- Implementing Multi-Factor Authentication (MFA) for all critical access credentials.
- Notifying the relevant privacy authorities across European countries.
- Communicating and providing guidance to customers who where affected.

GRI 418-1: Substantiated complaints received concerning breaches of customer privacy

	2022	2023	2024
	0	0	0
of which, complaints received from outside parties and substantiated by the organisation	0	0	0
of which, complaints from regulatory bodies	0	0	0
Identified leaks, thefts or losses of customer data	0	0	1

Non GRI - 5: Number of cybersecurity incidents occurred

	2022	2023	2024
Number of successful cybersecurity incidents	0	0	1
Number of unsuccessful cybersecurity incidents	0	1	0

Impact

STIGA relies on digital based solutions for a large proportion of its internal processes and digitalisation of its product portfolio is an element of STIGA's growth strategy. An effective cyber-attack could harm business continuity and product usability.

Mitigation

The ICT department has implemented several protection measures and is constantly monitoring its connected environment.

Product Connectivity and Digital Innovation

STIGA's connectivity project began in 2020 when we connected our first battery powered tractors to mobile apps. In 2024, we had our first robot-focused year, with 10,000 autonomous lawn mowers activated by consumers.

Using the STIGA.GO connected app, customers can manage their robot mowers remotely, check their status and create a map telling the robots where to mow. The STIGA Service app provides support for dealers, including with information on how products are being used by customers. STIGA manages this information exchange through the cloud, carrying out regular tests to ensure data is protected.

This three-part connectivity project contributes to increased product life and improved performance.

The **STIGA.GO App** The STIGA.GO App alerts customers when their product needs maintenance, and when firmware upgrades are available, and also allows them to set cutting parameters. With battery powered products, customers can also track charge levels, set charging to take place during optimal hours, and see the total reduction in CO2 emissions.

The **STIGA Service App** allows dealers to monitor products sold to consumers and receive reports if they malfunction. The app also lets dealers order parts prior to servicing machines, and provides information that allows them to understand whether customers have been using their machines correctly.

In the past two years, STIGA has invested in the usability of these apps and added features that encourage customers to follow best practices for gardening. As can be seen in the Non-GRI 2 table, the proportion of smart products that users have connected to the STIGA.GO App at least once has grown from 25% in 2022 to 42% in 2024. As the number of smart products increases along with new features on the mobile app, we expect this percentage to continue to rise.

Non GRI - 2: Technology usage Index

	2022	2023	2024
Quantity of sold products that have been connected to STIGA app at least once	4,069	7,268	14,500
Quantity of sold products that can be connected to STIGA app	16,200	17,882	34,800
Share of sold app-ready products that have been connected to STIGA app	25%	41%	42%

In the Non-GRI 7 table, products with STIGA.GO mobile app connectivity are expressed in product quantities sold, product types sold and product categories sold. In 2024, 12% of STIGA's product range could be connected to the app, while the proportion of sold products that could be connected to the app reached 7%. STIGA has met its goal of 50% of product categories including an app-connected device.

As well as looking at increasing the adoption of app technology in 2024, we also focused on ways to improve customers' experience of their product. This included sending notifications regarding technical updates and showcasing technical videos related to product operation.

As we look ahead to next year, we are considering introducing more specialised service options for robot owners. For dealers, we are looking to introduce new features in the service app to support maintenance. In 2024, with a substantial number of robot mowers now in use, we began to share the data we are collecting about how they are used with managing directors in each country, providing them with a complete overview of our robot fleet around the world.

Non GRI - 7: Technology adoption Index

	UoM	2022	2023	2024
Quantity of sold products that can be connected to STIGA app*	n	16,200	17,882	34,800
Total quantity of STIGA's sold products*	n	547,808	407,433	479,000
Share of sold products that can be connected to STIGA app*	%	3%	4%	7%
Number of products (SKU) that can be connected to STIGA app*	n	55	51	76
Total number of STIGA's products (SKU)	n	798	638	660
Share of products (SKU) that can be connected to STIGA app*	%	7%	8%	12%
Number of product categories that can be connected to STIGA app*	n	4	4	4
Total number of STIGA's product categories	n	8	8	8
Share of product categories that can be connected to STIGA app*	%	50%	50%	50%

**equipped with a digital connection device*

Processes

Efficient and Low Impact Plants and Offices

Target

Continue to reduce energy consumption per product while increasing both self-generated and purchased renewable energy. Increase the percentage of renewable energy compared to 2023 (96%).

2024 Highlights

- In 2024, we invested in renewable energy certificates for all eligible offices, ensuring that 99% of our electricity comes from green sources and building on the steady progress made in 2023.
- The installation of solar panels at the Italian plant at the end of 2023 provided 507 Mwh of energy for use in production processes in 2024.

Next Steps

Maintain 100% renewable energy for STIGA Group. All production plants will continue to invest in energy-saving projects. We will also implement efficiency projects in offices where possible.

Efficient and Low Impact Plants and Offices

2024 STIGA Material Topic

STIGA's sustainability strategy aims to reduce emissions across the organisation. To achieve this, STIGA is improving internal processes and procedures to minimise environmental impact.

A key milestone was the completion of our largest project focused on energy efficiency and sustainability: the installation of solar panels (also known as a photovoltaic system) on the roof of STIGA's headquarters, in addition to those already in use at the Chinese plant.

Installing a photovoltaic system offers multiple benefits for STIGA. It lowers energy costs by generating clean, independent energy, reducing reliance on the grid. It also supports environmental sustainability by decreasing CO2 emissions and the Company's ecological footprint. The use of renewable technologies boosts production efficiency and aligns with corporate responsibility goals, enhancing the Company's reputation as an innovative and sustainable leader in its sector and building trust with clients and stakeholders.

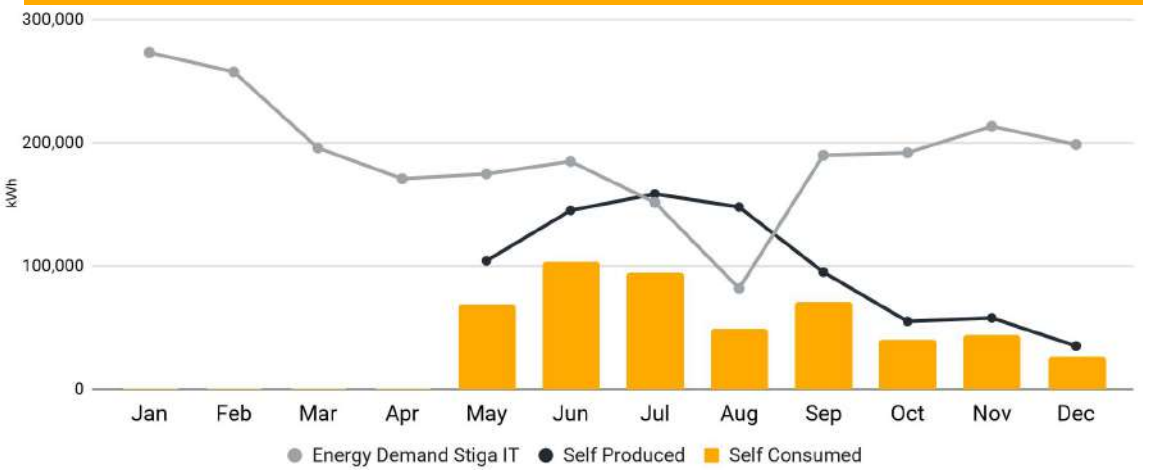
Impact

STIGA's plants and offices do not consume energy as intensively as many organisations, but their impact is still significant in the global context of climate change and the overall need to improve sustainability in business.

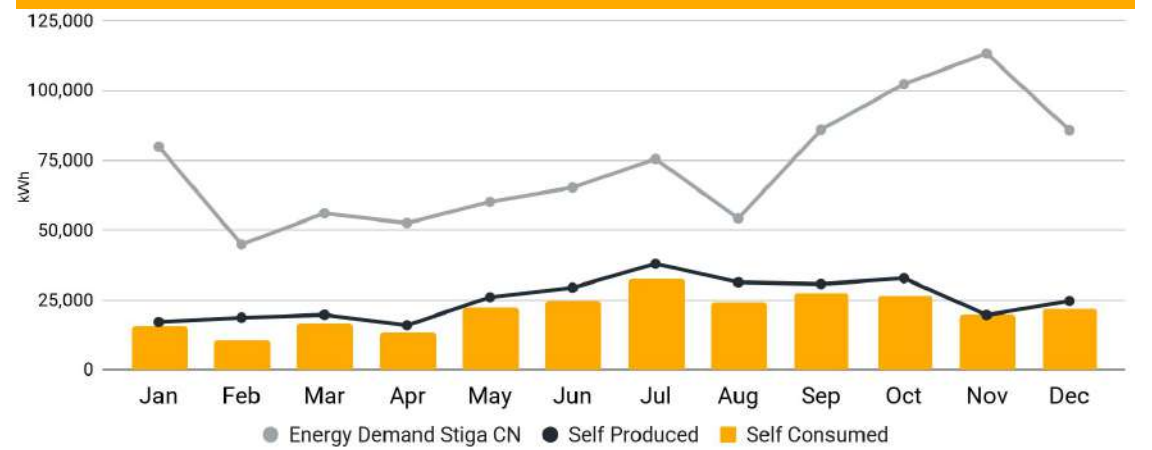
Mitigation

STIGA is reducing the impact of its energy consumption by installing solar panels at owned plants and purchasing renewable energy certificates at eight offices. Installation of solar panels started in 2022 at the China plant and continued in 2023 in Italy. Now that the majority of our energy is renewable, we will turn our focus toward energy savings measures.

Energy & Photovoltaic Trend - Italy



Energy & Photovoltaic Trend - China



At STIGA, energy efficiency remains a key focus, particularly at our plants, which are the most energy-intensive locations. During ESG Committee meetings, we assess energy consumption at all plants on a quarterly basis to identify areas for improvement.

In **Slovakia**, we replaced combustion boilers with condensing ones, significantly reducing gas consumption and emissions. We also upgraded warehouse B by installing LED lighting in place of neon tubes and modernised the entire plant by replacing old roof skylights. Similarly, in **Italy**, a new, more efficient boiler replaced the old one, with the aim of reducing gas consumption. And in 2024, our photovoltaic system generated 22% of the total electricity consumed. In **China**, replacing the light roof reduced electricity usage, as no artificial light is now needed during the daytime. The gasoline filling and suction system was also upgraded to better control consumption. In the **UK**, we transitioned our car fleet from diesel to hybrid and fully electric vehicles, where possible. In the **Netherlands**, we relocated to a new multi-tenant building, optimising space by avoiding unused warehouse and office areas. The new facility, classified as an Energy Class A building, ensures greater efficiency. Additionally, we transitioned our vehicle fleet to electric or hybrid gasoline models. Other offices, including those in Belgium, the Netherlands and Finland, have also begun switching company cars to electric or hybrid vehicles.

This marks a significant period of transition for renewable energy use at STIGA's plants. In addition to the fully operational solar panels in our Italy and China plants, we have purchased Green Origin Certificates or their equivalents for all three plants, ensuring that 100% of their electricity comes from renewable sources. However, in our rented offices, transitioning to renewable energy is not always possible due to external constraints.

While national energy availability and abnormal weather conditions may present challenges, STIGA remains committed to exploring further energy-saving initiatives in 2025. In Italy, the Company plans to install an inverter and LED lighting. In Slovakia, the focus will be on using the residual heat from compressors for heating, in addition to installing more LED lighting. In China, STIGA aims to cover all electricity demand through photovoltaic power.

"The installation of solar panels at our Italian plant in 2024 has provided us with greater energy independence from the grid. We monitor monthly data to track both self-produced and self-consumed energy, comparing it to the total energy required for production processes. Additionally, a specific KPI has been introduced to maximise the efficiency and use of self-generated energy.
In 2025, we will continue with ongoing monitoring and improvements to enhance energy efficiency."

Filippo Fantinato, Machinery & Building Maintenance Manager

In 2024, STIGA continued its major ongoing project to quantify its carbon footprint (see page 80). This project aims to provide deeper insights into energy consumption across the organisation. However, the data presented on this and the following page do not include the preliminary results of the carbon footprint project. Once available, these data will supplement existing data tracked under GRI 302-1. An analysis of current energy consumption data highlights several key trends:

- Consumption across STIGA's car fleet increased slightly in 2024, rising to 15,187 GJ from 14,782 GJ in 2023. This was due to a higher number of company cars in 2024. However, diesel consumption decreased as hybrid or electric powered vehicles were chosen over diesel powered ones.
- Consumption from plant activities grew in 2024, reaching 11,812 GJ compared to 10,525 GJ in 2023. This increase was mainly driven by higher natural gas usage for technological purposes, as additional tests were conducted to gather more data for the carbon footprint project.
- Heating consumption decreased from 14,281 GJ in 2023 to 12,921 GJ in 2024, partly due to the replacement of boilers at the Italy and Slovakia plants.
- Electricity consumption dropped from 18,449 GJ in 2023 to 17,941 GJ in 2024, partly due to a slight decrease in production in the Italy plant.
- The proportion of renewable energy increased to 99.11%, with all offices and plants now holding Green Origin Certificates or equivalent certifications. The remaining 0.89% is due to the purchase of electricity for charging the electric or hybrid vehicles of the company's car fleet outside company plants or offices.

Using this energy consumption data, STIGA calculated its greenhouse gas (GHG) emissions in line with internationally recognised guidelines and GRI standards. These calculations include:

- Direct GHG emissions (Scope 1): Emissions from sources owned or controlled by the Company.
- Indirect GHG emissions (Scope 2): Emissions generated from purchased or acquired electricity, heating, cooling and steam.

The results of these calculations are detailed on the following page.

GRI 302-1: Energy consumption within the organisation

	UoM	2022	2023	2024	UoM	2022	2023	2024
Gasoline (car fleet)	Litre	93,274	115,737	136,769	GJ	3,030	3,735	4,416
Diesel (car fleet)	Litre	316,478	310,421	296,787	GJ	11,370	11,047	10,568
Electricity (car fleet)	kWh	0	0	12,563	GJ	0.00	0	45
Car fleet consumption		409,752	426,158	446,120	GJ	14,400	14,782	15,029
Gasoline for R&D and mfg.	Litre	39,982	34,248	34,761	GJ	1,299	1,105	1,122
Natural gas for technology	m^3	385,537	244,893	280,141	GJ	13,835	8,863	10,174
Gasoline for tech./quality tests	Litre	21,257	17,272	15,964	GJ	690	557	515
Plant activities consumption		446,776	296,413	330,866	GJ	15,824	10,525	11,812
Natural gas for heating	m^3	521,165	344,882	304,708	GJ	18,702	12,481	11,067
District heating	MWh	418	500	515	GJ	1,505	1,800	1,855
Heating consumption		521,583	345,382	305,223	GJ	20,207	14,281	12,921
Elec. from renew. sources	Kwh	4,669,539	4,689,127	4,180,415	GJ	16,810	16,881	15,049
Elec. from non-renew. sources	Kwh	1,925,525	196,743	44,370	GJ	6,932	708	160
Elec. produced by PV	Kwh	166,653	338,498	1,121,452	GJ	600	1,219	4,037
Elec. produced by PV consum.	Kwh	142,969	238,984	758,912	GJ	515	860	2,732
Elec. produced by PV sold	Kwh	0	0	362,540	GJ	0	0	1,305
Electricity consumption	Kwh	6,738,033	5,124,854	4,983,697	GJ	24,257	18,449	17,941
Electricity from renewable sources		4,812,508	4,928,111	4,939,327	%	71%	96%	99%
Total energy consumed					GJ	74,688	58,038	57,704

Overall, In 2024, Scope 1 emissions remained largely unchanged, showing no significant variations compared to the previous year, with the following breakdown by consumption type:

- Company car fleet emissions slightly increased by 0.8%, reaching 1,030.7 tCO2e compared to 1,022.5 tCO2e in 2023. As previously mentioned, despite the increase in vehicles and a slight rise in gasoline consumption exceeding the decline in diesel use, overall emissions remained stable.
- Emissions from plant activities rose by 11.8%, reaching 678.7 tCO2e in 2024 compared to 607.1 tCO2e in 2023. This increase was due to a higher use of natural gas for technological processes.
- Natural gas emissions decreased by 11.3%, from 702.9 tCO2e in 2023 to 623.3 tCO2e in 2024. This reduction was primarily driven by lower production volumes at the Italy plant and the replacement of boilers in both the Italy and Slovakia plants.

STIGA reports indirect GHG emissions (Scope 2) related to energy using the location-based method, in accordance with the GRI 305-2 recommendation. As outlined by the GHG Protocol, the location-based method reflects the average GHG emissions intensity of the grids where energy consumption occurs, primarily using grid-average emission factor data. Additionally, emissions have been calculated using the market-based method, which considers emissions based on purchasing policies and specific contractual agreements with suppliers.

Using the location-based method, STIGA analysed total electricity and heating consumption purchased from the grid and applied emission factors that account for the energy mix in each country. Based on this approach, GHG emissions decreased by 17%, from 1,327.9 tCO2e in 2023 to 1,108.8 tCO2e in 2024.

When applying the market-based method, which excludes emissions from electricity sourced from renewable energy, total emissions declined by 84% over the past year, from 108 tCO2e in 2023 to 36.8 tCO2e in 2024. This significant reduction reflects our achievement of reaching 100% renewable energy.

GRI 305-1: Direct (Scope 1) GHG emissions (tCO2e)

	2022	2023	2024
Gasoline consumption (car fleet)	201.5	242.7	285.1
Diesel consumption (car fleet)	810.2	779.8	745.8
Company car fleet emissions	1,011.7	1,022.5	1,030.8
Gasoline consumption for R&D and manufacturing	86.4	71.8	72.5
Consumption of natural gas for technology	782.6	499.1	573.0
Gasoline for technology and quality tests	45.9	36.2	33.3
Plant activities consumption	914.9	607.1	678.7
Natural gas emissions for heating	1,058.0	702.9	623.3
Total Emissions Scope 1	2,984.5	2,332.5	2,332.8

GRI 305-2: Energy indirect (Scope 2) GHG emissions Location Based Method (tCO2e)

	2022	2023	2024
District heating	19.1	17.1	18.5
Consumption of electricity purchased from the grid	1,907.9	1,310.9	1,090.3
Total Emissions Scope 2 (Location Based)	1,926.9	1,327.9	1,108.8

GRI 305-2: Energy indirect (Scope 2) GHG emissions Market Based Method (tCO2e)

	2022	2023	2024
District heating	19.1	17.1	18.5
Electricity emissions	876.8	90.9	18.3
Total Emissions Scope 2 (Market Based)	895.9	108.0	36.8

District heating factors use different methodologies depending on the supplier location and data. District heating for Austria uses the ISPRA report and for Finland is supplied directly by the energy provider. The district heating supplier for the Sweden office uses wood chips (a bioenergy source), therefore the indirect emissions reported only include nitrogen and methane gases, calculated according to DEFRA. If carbon dioxide was also included, the total for Sweden would be 153.91 tCO2e instead of 4.54 tCO2e. More information is available in the methodology section.

Processes

Group Carbon Footprint

Target

Analyse and complete an inventory of the greenhouse gas emissions of the entire Group, including mapping upstream and downstream processes. Complete an initial carbon footprint calculation by Q1 2024.

2024 Highlights

- We gathered data on Scope 1, 2 and 3 emissions from across the entire Group, formalising a process for data collection that will be carried out annually.
- Group carbon footprint certification achieved.

Next Steps

Following the completion of the initial carbon footprint calculation, we will identify a third-party organisation to periodically validate and verify CO_2 emission reductions, ensuring transparency, accuracy and compliance with our reduction strategy.

Group Carbon Footprint

As industry aims to respond to climate change, it's crucial for companies to understand the individual impact they are having and seek ways to evolve. That's what we're doing at STIGA: setting objectives to reduce our impact by calculating the STIGA Group Carbon Footprint.

STIGA has been calculating its carbon footprint since 2022, measuring emissions across Scope 1, Scope 2 and Scope 3. This approach ensures we capture a comprehensive view of our environmental impact, encompassing direct emissions, energy use and the full life cycle of our products. This year we took a step further, by deepening our research and improving the accuracy of our data.

While the carbon footprint calculation is still ongoing, early results have highlighted two key areas where we can make significant improvements: logistics, particularly the last mile; and the use phase of our products. Improving the efficiency of our logistics network and reducing the impact associated with product use are crucial steps toward achieving our sustainability targets.

Nevertheless, the audit by the external body DNV yielded positive results, confirming the robustness of our data and methodologies. We expect to complete the technical review and receive ISO 14064-1 certification by January 2025.

Looking ahead, we are committed to further refining the carbon footprint calculation, which will help us continue to strengthen our sustainability initiatives and provide transparency to our stakeholders about the progress we are making in reducing our environmental impact.

"Assessing our carbon footprint is one small step in the journey we are on to improve the future of our planet. This has excited me the most from the beginning: a chance to make a difference by understanding the areas where we can reduce our impact on the climate. Then, with this information, we can start implementing emission reduction projects and, drop by drop, our efforts will add up to a sea of change."

Andrea Fogo
QHSE System Engineer

Processes

Responsible Supply Chain

Target

Ensure all of our top 100 suppliers are enrolled in Sedex in 2024. Begin audits of selected suppliers according to risk as well as incorporating data from Sedex into our internal supplier rating.

2024 Highlights

- By the end of 2024, we had enrolled 92% of our top suppliers in Sedex or an accepted equivalent, giving us ESG insights for our most important suppliers.
- In 2024, we carried out audits of five business-critical suppliers.

Next Steps

We will continue to audit high-risk suppliers, monitor the implementation of corrective actions and initiate supplier onboarding for CO2 reduction targets.

Responsible Supply Chain

2024 STIGA Material Topic

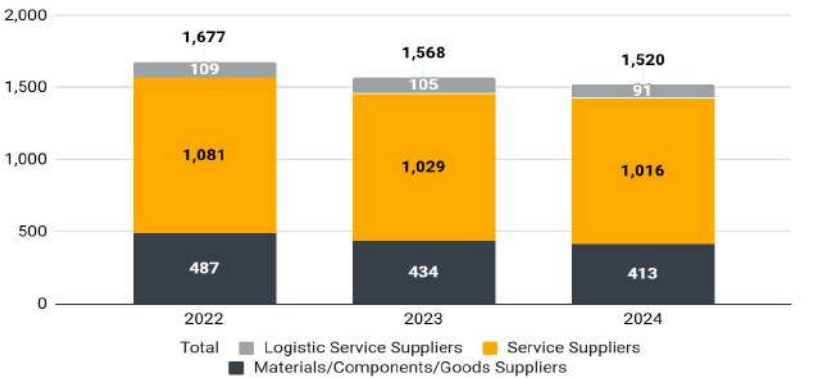
Our supplier network is a key element underpinning success for the Company. In 2024, STIGA utilised 1,520 suppliers*, selected based on quality, technology, ESG and commercial criteria.

Since 2022, we have been actively onboarding our suppliers onto Sedex, a key platform that allows us to measure and monitor the risks within our supply chain. This initiative has been crucial in understanding and addressing potential challenges, measuring progressive performances and ensuring responsible practices throughout our operations.

In 2024, we took a significant step forward by conducting our first ESG audits, with a total of five audits carried out—some by our internal team and others with external auditors. These audits were focused on identifying and addressing the most critical risks highlighted by the Sedex risk map.

Nicole Luo
Global commodity Leader

GRI 2-6: Supply chain (Number of suppliers)



For suppliers identified as underperforming, we are committed to working collaboratively with them to implement corrective actions and improve their practices. Moving forward, starting in 2025, we will require all suppliers to provide CO2 data in compliance with the Corporate Sustainability Reporting Directive (CSRD), and we will also ask them to commit to a reduction plan.

This ongoing effort underscores our dedication to driving sustainable practices and fostering a resilient, responsible supply chain.

As part of our commitment to sustainability, in collaboration with R&D, we are enhancing the use of recycled materials, with a focus on plastics, and actively engaging suppliers to drive innovative, sustainable solutions across the entire value chain.

Impact

By integrating sustainability criteria into the supplier selection process, the Company aims to raise awareness of ESG topics across its supply chain.

Mitigation

We will gain additional visibility into suppliers, including risks, through our collaboration with Sedex, for a more proactive and informed approach to supplier ESG selection moving forward.

Human Rights

The STIGA Code of Ethics ensures that our suppliers and employees adhere to our values and principles, including a respect for human rights. We enrolled our top spending suppliers in Sedex to gain insights on human rights practices as well as other ESG topics.

*Suppliers with purchases > €5,000. **https://corporate.stiga.com/code-of-ethics/

Safe Chemicals and Battery Management

2024 STIGA Material Topic

STIGA has embraced a preventive approach to managing all environmental aspects of its activities, in line with Principle 15 of the Rio Declaration (1992), which urges member states to take precautionary measures to safeguard the environment.

STIGA recognises the environmental impact of its operations and prioritises the safe and responsible management of chemicals. The Company is committed to protecting both the surrounding environment and the wellbeing of those working in facilities where batteries are manufactured and stored, and where chemicals are handled. This goal is achieved through careful and proper management of batteries and chemicals.

Following the procedure *"Hazard Identification, Risk Assessment, and Determination of Controls"*, STIGA regularly conducts chemical risk assessments to identify hazardous substances, components classified as hazardous and any chemical agents that may pose risks to workers. This assessment also considers potential risks arising from the use of these materials during the production cycle. Additionally, new evaluations are carried out whenever a new chemical product is introduced or as part of the annual review of the risk assessment document.

In 2024, STIGA implemented a comprehensive process to ensure compliance with the new EU Battery Regulation. This initiative strengthens regulatory adherence, enhances sustainability and improves battery lifecycle management. By proactively adapting to these changes, STIGA reinforces its commitment to environmental responsibility, safety and innovation within its operations and supply chain.

These analyses take into account all activities involved in the Company's production process, including production, maintenance, handling, storage, transportation, disposal and waste treatment.

In Italy, an individual appointed by the company, in collaboration with the Prevention and Protection Service Manager (RSPP) and operational Managers, consults with the company doctor and external experts as needed. Their goal is to select the safest possible materials and products, considering production requirements and the latest technological advancements.

Impact

Improper management of chemicals and batteries can pose significant risks to both the environment and people. These impacts can occur throughout the value chain, particularly in the early stages.

Mitigation

STIGA has for some time focused on safely managing the chemicals used in its operations. Starting in 2023, we began to proactively identify and reduce battery-related risks in the supply chain, continuing this during 2024.

Human Rights

By collaborating with the Sedex platform, STIGA will gather information on supply chain risks and work closely with chemical suppliers to address concerns such as natural resource exploitation, ecosystem damage and labour exploitation.

After selecting products, the RSPP, in collaboration with the Department Managers, compiles a *Register of Materials and Chemical Products*. This register classifies materials and products based on their type, hazard level and associated risks, including references to the Material Safety Data Sheets (MSDSs) where required.

To ensure proper management of chemical substances, STIGA has developed a dedicated procedure that outlines its commitment to these issues and defines the operational practices aimed at eliminating or minimising risks associated with chemical agents. The measures include:

- The correct choice and purchase of materials and substances, based on prior identification of their hazardous characteristics.
- Proper use, handling and storage of dangerous substances and preparations, including by referring to the relevant safety data sheets.
- The substitution of hazardous chemical agents with other agents that, under the conditions of use, are not hazardous or are less hazardous, where the nature of the activity and the availability of alternative products with equal effectiveness allows.
- Adequate management of product safety data sheets.

At all production plants, chemicals are stored in designated areas near the workstations where they are used. They are stored in separate containers, organised by the type of chemical. Each chemical is clearly labeled with its name and symbols. MSDSs are accessible at the workplace, and employees handling these substances are trained to be familiar with the content of the safety data sheets. Operators are required to wear the Personal Protective Equipment (PPE) specified in the MSDS during handling. Workplaces that use chemicals are also equipped with emergency kits to address potential chemical spills.

The internal procedure for managing chemical substances includes comprehensive guidelines for responding to emergency situations.

In the event of a chemical emergency, the head of the department where the incident occurs is responsible for managing the situation immediately. The department manager must then inform the environment and safety coordinator, who will document the incident and take charge of investigating its causes. The coordinator's role is to perform a detailed analysis to identify the root causes of the event and determine appropriate corrective and preventive actions to avoid recurrence. Furthermore, the internal procedure outlines a specific emergency plan for handling the accidental release of hazardous substances into various environments, including groundwater, surface water, soil and air. This plan ensures that all actions taken are in full compliance with local, national and international regulations that apply in the countries where STIGA's production facilities are located, allowing for a rapid and effective response that mitigates any potential environmental impact.

For batteries, each plant has a designated storage area that is dry and situated away from heat sources. This area is secured to prevent unauthorised access and handling, and is equipped with fire detection and firefighting systems. Additionally, a routine inspection process is conducted while batteries are charging, using thermal imaging to identify any potential issues.

We periodically renew the EPA Certification for our battery and robot assembly department and battery, robot and supermarket areas. The certificate was last renewed in 2023. The certification confirms that we have a defined EPA Area that meets certain parameters, such as preventing electrical discharges by contact or damaging electronic products. Our logistics and production areas are also compliant with regulations.

Finally, to ensure continuous improvement in the management of chemical and battery-related risks, STIGA has implemented an improvement programme that includes:

- Training operators to improve their ability to recognise risks.
- Installation of fire detection and combustible smoke detection system.
- Improvements to the risk warning system on site.

As a result of implementing these safety management procedures, no incidents were reported in the handling of chemicals and batteries during 2022, 2023 or 2024.

Non GRI - 6: Incidents recorded in the management of chemicals and batteries

	2022	2023	2024
Number of incidents recorded in the management of chemicals and batteries	0	0	0

Annex, Methodological Note, GRI Content Index and Auditor's Limited Assurance

Annex: Employee Data

GRI 2-7: Employees (2024)																		
		Group	**AT**	**BE**	**CN**	**CZ**	**DE**	**DK**	**ES**	**FI**	**FR**	**GB**	**IT**	**NL**	**NO**	**PL**	**SE**	**SI**	**SK**
Type	Gender	n	n	n	n	n	n	n	n	n	n	n	n	n	n	n	n	n	n
Full-time	Men	954.0	10.0	5.0	309.0	7.0	28.0	10.0	5.0	8.0	21.0	21.0	334.0	5.0	10.0	18.0	18.0	1.0	144.0
	Women	280.0	1.0	1.0	51.0	2.0	10.0	0.0	1.0	4.0	11.0	11.0	83.0	1.0	1.0	8.0	3.0	0.0	92.0
Total		1,234.0	11.0	6.0	360.0	9.0	38.0	10.0	6.0	12.0	32.0	32.0	417.0	6.0	11.0	26.0	21.0	1.0	236.0
Part-time	Men	67.9	0.0	0.0	0.0	0.0	1.7	0.0	0.0	0.0	0.0	0.7	65.5	0.0	0.0	0.0	0.0	0.0	0.0
	Women	49.4	0.0	1.4	0.0	0.0	4.2	1.1	0.5	0.0	0.0	2.6	39.0	0.6	0.0	0.0	0.0	0.0	0.0
Total		117.3	0.0	1.4	0.0	0.0	5.9	1.1	0.5	0.0	0.0	3.3	104.5	0.6	0.0	0.0	0.0	0.0	0.0
Total per Gender	Men	1,021.9	10.0	5.0	309.0	7.0	29.7	10.0	5.0	8.0	21.0	21.7	399.5	5.0	10.0	18.0	18.0	1.0	144.0
	Women	329.4	1.0	2.4	51.0	2.0	14.2	1.1	1.5	4.0	11.0	13.6	122.0	1.6	1.0	8.0	3.0	0.0	92.0
Total		1,351.3	11.0	7.4	360.0	9.0	43.9	11.1	6.5	12.0	32.0	35.3	521.5	6.6	11.0	26.0	21.0	1.0	236.0

The country abbreviations used in this section are: AT - Austria, BE - Belgium, CN - China, CZ - Czech Republic, DE - Germany, DK - Denmark, ES - Spain, FI - Finland, FR - France, GB - United Kingdom, IT - Italy, NL - Netherlands, NO - Norway, PL - Poland, SE - Sweden, SI - Slovenia, SK - Slovakia.

Annex: Employee Data

GRI 2-7: Employees (2024)																		
		Group	**AT**	**BE**	**CN**	**CZ**	**DE**	**DK**	**ES**	**FI**	**FR**	**GB**	**IT**	**NL**	**NO**	**PL**	**SE**	**SI**	**SK**
Contract	Gender	n	n	n	n	n	n	n	n	n	n	n	n	n	n	n	n	n	n
Permanent	Men	748.9	10.0	5.0	91.0	7.0	29.7	10.0	5.0	8.0	21.0	21.7	398.5	5.0	10.0	18.0	18.0	1.0	90.0
	Women	287.9	1.0	2.4	40.0	2.0	13.2	1.1	1.5	4.0	11.0	13.6	118.5	1.6	1.0	8.0	3.0	0.0	66.0
Total		1,036.8	11.0	7.4	131.0	9.0	42.9	11.1	6.5	12.0	32.0	35.3	517.0	6.6	11.0	26.0	21.0	1.0	156.0
Temporary	Men	273.0	0.0	0.0	218.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	54.0
	Women	41.5	0.0	0.0	11.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	3.5	0.0	0.0	0.0	0.0	0.0	26.0
Total		314.5	0.0	0.0	229.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	4.5	0.0	0.0	0.0	0.0	0.0	80.0
Total per Gender	Men	1,021.9	10.0	5.0	309.0	7.0	29.7	10.0	5.0	8.0	21.0	21.7	399.5	5.0	10.0	18.0	18.0	1.0	144.0
	Women	329.4	1.0	2.4	51.0	2.0	14.2	1.1	1.5	4.0	11.0	13.6	122.0	1.6	1.0	8.0	3.0	0.0	92.0
Total		1,351.3	11.0	7.4	360.0	9.0	43.9	11.1	6.5	12.0	32.0	35.3	521.5	6.6	11.0	26.0	21.0	1.0	236.0

Annex: Employee Hiring Data

GRI 401-1: New Employee Hires (2024)

	Group		AT		BE		CN		CZ		DE		DK		ES		FI	
New Hires	n	%*	n	%*	n	%*	n	%*	n	%*	n	%*	n	%*	n	%*	n	%*
Men	624.0	61.1%	3.0	27.3%	1.0	13.5%	415.0	115.3%	0.0	0.0%	9.0	20.5%	0.0	0.0%	1.0	15.4%	2.0	16.7%
Women	113.1	34.3%	1.0	9.1%	0.0	0.0%	23.0	6.4%	0.0	0.0%	2.6	5.9%	0.0	0.0%	0.0	0.0%	1.0	8.3%
< 30 years	426.5	124.2%	0.0	0.0%	1.0	13.5%	338.0	93.9%	0.0	0.0%	2.0	4.6%	0.0	0.0%	0.0	0.0%	1.0	8.3%
30 ≤ x ≤ 50 years	270.6	42.1%	4.0	36.4%	0.0	0.0%	99.0	27.5%	0.0	0.0%	7.6	17.3%	0.0	0.0%	1.0	15.4%	1.0	8.3%
> 50 years	40.0	10.9%	0.0	0.0%	0.0	0.0%	1.0	0.3%	0.0	0.0%	2.0	4.6%	0.0	0.0%	0.0	0.0%	1.0	8.3%
Total employees as of 31/12	1,351.3		11.0		7.4		360.0		9.0		43.9		11.1		6.5		12.0	
Total New Hires	737.1	54.5%	4.0	36.4%	1.0	13.5%	438.0	121.7%	0.0	0.0%	11.6	26.4%	0.0	0.0%	1.0	15.4%	3.0	25.0%

	FR		GB		IT		NL		NO		PL		SE		SI		SK	
New Hires	n	%*	n	%*	n	%*	n	%*	n	%*	n	%*	n	%*	n	%*	n	%*
Men	11.0	34.4%	14.0	39.7%	112.00	21.5%	0.0	0.0%	0.0	0.0%	1.0	3.8%	3.0	14.3%	0.0	0.0%	52.0	22.0%
Women	1.0	3.1%	5.0	14.2%	50.50	9.7%	0.0	0.0%	0.0	0.0%	1.0	3.8%	1.0	4.8%	0.0	0.0%	27.0	11.4%
< 30 years	3.0	9.4%	10.0	28.3%	34.50	6.6%	0.0	0.0%	0.0	0.0%	1.0	3.8%	0.0	0.0%	0.0	0.0%	36.0	15.3%
30 ≤ x ≤ 50 years	6.0	18.8%	7.0	19.8%	103.00	19.8%	0.0	0.0%	0.0	0.0%	1.0	3.8%	3.0	14.3%	0.0	0.0%	38.0	16.1%
> 50 years	3.0	9.4%	2.0	5.7%	25.00	4.8%	0.0	0.0%	0.0	0.0%	0.0	0.0%	1.0	4.8%	0.0	0.0%	5.0	2.1%
Total employees as of 31/12	32.0		35.3		521.5		6.6		11.0		26.0		21.0		1.0		236.0	
Total New Hires	12.0	37.5%	19.0	53.8%	162.5	31.2%	0.0	0.0%	0.0	0.0%	2.0	7.7%	4.0	19.0%	0.0	0.0%	79.0	33.5%

** Percentages represent rate of turnover by category (number of hires compared to total employees as of 31 December 2024)*

Annex: Employee Turnover Data

GRI 401-1: Employee Turnover (2024)

	Group		AT		BE		CN		CZ		DE		DK		ES		FI	
Turnover	n	%*	n	%*	n	%*	n	%*	n	%*	n	%*	n	%*	n	%*	n	%*
Men	546.5	53.5%	2.0	18.2%	1.0	13.5%	337.0	93.6%	0.0	0.0%	5.0	11.4%	0.0	0.0%	3.0	46.2%	3.0	25.0%
Women	128.8	39.1%	2.0	18.2%	0.0	0.0%	19.0	5.3%	1.0	11.1%	1.0	2.3%	0.0	0.0%	0.0	0.0%	0.0	0.0%
< 30 years	343.0	99.9%	0.0	0.0%	0.0	0.0%	267.0	74.2%	0.0	0.0%	1.0	2.3%	0.0	0.0%	0.0	0.0%	0.0	0.0%
30 ≤ x ≤ 50 years	272.4	42.4%	4.0	36.4%	0.0	0.0%	89.0	24.7%	1.0	11.1%	3.0	6.8%	0.0	0.0%	2.0	30.8%	0.0	0.0%
> 50 years	59.9	16.4%	0.0	0.0%	1.0	13.5%	0.0	0.0%	0.0	0.0%	2.0	4.6%	0.0	0.0%	1.0	15.4%	3.0	25.0%
Total employees as of 31/12	1,351.3		11.0		7.4		360.0		9.0		43.9		11.1		6.5		12.0	
Total Turnover	675.30	50.0%	4.0	36.4%	1.0	13.5%	356.0	98.9%	1.0	11.1%	6.0	13.7%	0.0	0.0%	3.0	46.2%	3.0	25.0%

	FR		GB		IT		NL		NO		PL		SE		SI		SK	
Turnover	n	%*	n	%*	n	%*	n	%*	n	%*	n	%*	n	%*	n	%*	n	%*
Men	8.0	25.0%	15.0	42.5%	112.5	21.6%	1.0	15.2%	0.0	15.2%	1.0	3.8%	6.0	28.6%	0.0	0.0%	52.0	22.0%
Women	3.0	9.4%	6.9	19.5%	50.0	9.6%	0.0	0.0%	0.0	0.0%	1.0	3.8%	4.9	23.3%	0.0	0.0%	40.0	16.9%
< 30 years	1.0	3.1%	7.0	19.8%	32.0	6.1%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	35.0	14.8%
30 ≤ x ≤ 50 years	8.0	25.0%	9.0	25.5%	107.5	20.6%	1.0	15.2%	0.0	15.2%	2.0	7.7%	3.9	18.6%	0.0	0.0%	42.0	17.8%
> 50 years	2.0	6.3%	5.9	16.7%	23.0	4.4%	0.0	0.0%	0.0	0.0%	0.0	0.0%	7.0	33.3%	0.0	0.0%	15.0	6.4%
Total employees as of 31/12	32.0		35.3		521.5		6.6		11.0		26.0		21.0		1.0		236.0	
Total Turnover	11.0	34.4%	21.9	62.0%	162.5	31.2%	1.0	15.2%	0.0	15.2%	2.0	7.7%	10.9	51.9%	0.0	0.0%	92.0	39.0%

** Percentages represent rate of turnover by category (number of turnover compared to total employees as of 31 December 2024)*

Methodological Note

This sustainability report serves as a crucial tool to engage stakeholders and demonstrate a strong commitment to sustainability across its three key pillars: environmental, social and governance. Since its first release in 2021, STIGA has consistently advanced its sustainability efforts, with this being the fourth report published.

The data and information presented in this document pertain to the fiscal years 2024, 2023 and 2022, covering the period from January 1 to December 31, in alignment with the financial reporting period. This three-year data collection ensures the comparability of information and trends.

STIGA Spa has included almost all Group companies within its reporting boundary, with the legal entities covered outlined on page 6 of this report. Eurotillers Sro (SK) has been excluded due to its minority shareholding (49%) and low materiality for reporting purposes. In 2023, STIGA ceased new business operations in Russia and mothballed the company. Consequently, it has been excluded from the 2024 reporting scope, though its data from the 2022 reporting year has been retained.

The Sustainability Report has been prepared in alignment with the GRI Sustainability Reporting Standards ("with reference" reporting option) issued in 2021 by the Global Reporting Initiative (GRI). The document follows key principles, including materiality, inclusiveness, sustainability context, completeness, accuracy, balance, clarity, comparability, reliability and timeliness.

To ensure accurate performance representation and data reliability, the use of estimates has been minimised as much as possible. When estimates are necessary, they are based on the best available methodologies and are clearly identified within the report. Any omissions or estimates are highlighted in the tables provided on the following pages. Additionally, if data errors are identified post-publication, a significance threshold is applied to determine whether restatement is required. A significant error is defined as a difference of five percent or more in the Scope 1 or Scope 2 emissions totals for a given year.

The reporting of certain **GRI Indicators** has necessitated the development of specific methodologies, carefully selected by STIGA from among standard best practices.

Electricity and efficient and low impact plants and offices: energy conversion and emissions factors (GRI 302-1, 305-1, 305-2)
In order to represent energy consumptions in GJ, and direct and indirect GHG emissions (Scope 1 and 2) in tonnes of CO2 equivalent (tCO2e), as required by GRI Standards, the conversion/emission factors used for the 2024 report were provided by: the Department for Environment, Food and Rural Affairs (DEFRA), the Association of Issuing Bodies (AIB emission factors 2024) and carbon footprint LTD (Country Specific Electricity Grid Greenhouse Gas Emission Factors - 2024). Austrian, Finnish and Swedish offices use district heating systems that are powered respectively by waste incineration, a mix of fuels and wood chips. For the Austrian office, the emissions factor is based on an "average fuel mix", that refers to DEFRA (2024). The Finnish office emission factor was provided directly by the energy supplier. The Swedish office emission factor for wood chips refers to DEFRA (2024).

Attraction, development and wellbeing of employees (GRI 2-7 , 2-30, 401-1, 405-1, 404-1, 404-3, 2-9)
Employees are expressed as Full Time Equivalent (FTE). This approach is applied consistently across indicators and reported years. To calculate the rate, new employees and turnover are compared to total employees on the payroll as of 31 December of each year.
In China, certain workers who are students are classified as interim employees, rather than as workers who are not employees (interns), due to the nature of their contract and job. These interim employees perform specific tasks in the plant as a full-time job through an agreement with the Company, and their wages are determined based on hours worked and tracked in an attendance system. This is different from interns who work at STIGA through an arrangement with their school or university in a formative and supportive role. Their job is more often part-time and their stipend is based on a predetermined arrangement instead of on hours worked and tracked.

Safe work environment (GRI 403-9)
In the calculation of injury rates, the coefficient "1,000,000" has been used. Lost Time Accidents (LTA) are defined as injuries resulting in more than three days of illness, and this is the methodology applied in the indicator.

Plastic management/sustainable packaging (GRI 301-1, 301-2)
The percentage of recycled polymer has been accurately calculated by precisely identifying the amount of recycled materials based on their relative weight inside the BOM (bill of material) for each SKU (stock keeping unit) and multiplying this by yearly production volumes. For items manufactured in-house, STIGA has data for each individual component. For externally manufactured items, the Company has cumulative data for all packaging materials, broken down by material.

Non-GRI Indicators track progress against sustainability projects identified by the ESG committee. While these indicators are not required by the GRI 2021 Reporting Standards, they are useful for setting goals and communicating annual updates to stakeholders. In cases where there were no suitable GRI Standards topic-specific indicators to represent STIGA performance in relation to a material topic, the following Non-GRI indicators were developed:

Non-GRI 1: Share of battery and corded products sold
In order to evaluate its progress in transitioning from petrol to electricity, STIGA annually assesses the number of electric (corded) and battery-powered products sold compared to the total figure for the Group. This Non-GRI indicator reflects an internal KPI monitored by the ESG Committee.

Non-GRI 2: Technology usage index
This indicator is calculated as the number of sold products that have been connected to the STIGA app at least once compared to the total number of sold products that can be connected to the STIGA app (%). It represents the share of consumers that have purchased a digital integrated product and have used its connectivity features; it also helps STIGA monitor how the market is responding to its digital transformation.

Non-GRI 3: Amazon reviews
A product review on the Amazon website represents a comment shared by the customer on a purchased item. Each review is linked to a global satisfaction rating, from 0 (bad) to 5 (good). STIGA performs two types of monthly tracking of its product reviews:

- Qualitative: with the analysis of comments providing useful information on customer experience.
- Quantitative: calculating the average satisfaction rating score by product category and analysing monthly trends.

Non-GRI 4: Brand awareness surveys
The Group has periodically performed brand awareness surveys to measure the likelihood of STIGA brands being recommended by people in 13 countries where STIGA operates. The two surveys sent to consumers were the “AIDED: BRAND AWARENESS SURVEY" and the “RECOMMENDATION SURVEY”. To evaluate “brand awareness - aided” the question asked was “Do you know any of the following brands of garden tools even just by having heard about them?” and the value reported in the table reflected the percentage of people who selected STIGA.

To evaluate “recommendation” the question asked was “How likely are you to recommend the following brands to a friend or colleague?” and the available answer range was 0 to 10.

The recommendation rate that comes from the “RECOMMENDATION SURVEY” can be considered reliable when the audience rating recommendation by country is higher than 80 out of 300 people, as seen in the Nordic countries (Denmark, Finland, Norway and Sweden) and Poland where brand awareness is higher than 30%. The surveys were not performed in 2024.

Non-GRI 5: Number of cybersecurity incidents occurred
According to the definition of the National Cyber Security Center (NCSC), and in line with the Computer Misuse Act (1990), STIGA considers a cyber incident as a breach of a system's security policy in order to affect its integrity and availability and/or unauthorised access or attempted access to systems.

This metric was simplified and updated in 2023 to distinguish between successful cybersecurity attacks and unsuccessful cybersecurity incidents. Successful attacks include the following activities:

- Attempts to gain unauthorised access to a system and/or to data.
- The unauthorised use of systems for the processing or storing of data.
- Changes to a system’s firmware, software or hardware without the system owner’s consent.
- Malicious disruption and/or denial of service.

Unsuccessful incidents include attempted attacks that were not successful because no data breach or compromise of information occurred. Through its anti-intrusion system and the ICT team’s commitment, the Group evaluates the annual number of detected cyber-attacks that impact STIGA’s ICT systems.

Non-GRI 6: Incidents recorded in the management of chemicals and batteries
Using the organisation’s health and safety data, STIGA analyses recorded incidents that have involved, directly or indirectly, chemical substances and batteries.

Non-GRI 7: Technology adoption index
Similar to Non-GRI 2, this indicator gives insight into how the market is responding to its digital transformation by showing the adoption rates of app-connected products. There are three categories represented in this table. The first category shows the quantity of app-ready products sold compared to the quantity of overall products sold. The second category shows the number of app-ready products available compared to the total number of products available. The last category gives an overview of STIGA’s broad product categories to show the number of categories that have app-ready products.

Non-GRI 8: Mulch-ready lawn care products sold
Since mulching is an environmentally friendly way to deal with lawn clippings, STIGA is focused on ensuring that as many as possible of the lawn care products it sells are mulch-ready. This number is compared to the overall number of lawn care products sold to determine a percentage of the total.

The following table summarises the omissions and estimates related to the indicators reported. STIGA has determined that these do not reduce the credibility of the report or its usefulness to stakeholders. In 2023 we stopped doing new business in Russia and the company has been mothballed, and therefore excluded from 2024 reporting information, although the data has been retained for previous reporting years.

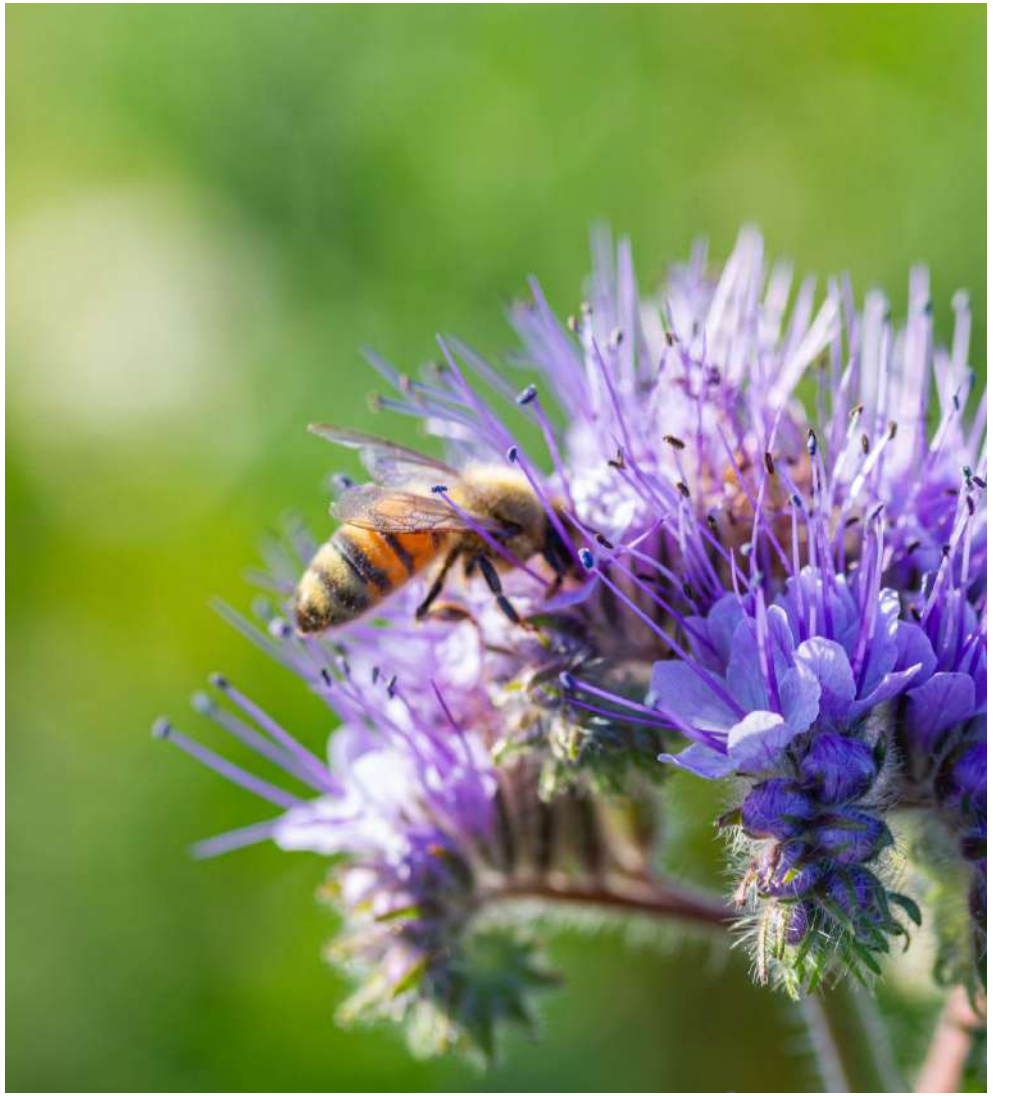
Material Topics	Indicators	Omissions	Estimates
Efficient and Low Impact Plants and Offices	GRI 302-1	**Italy** Electric vehicle charging data for 2023 is not available in cases where charging was not on-site at the Italy office. **Belgium, France, Netherlands, Sweden** Electric vehicle charging data is inconsistently available and was omitted since it is estimated to represent 0.1% of total electricity consumption in 2023, and therefore is not material.	**Italy** The production of the photovoltaic panels above the HQ was estimated as the monitoring was initiated only in the second half of May 2024. **Austria** District heating consumption for each year is based on confirmed data from the prior year, since invoices and data are one year delayed. Electricity data for each year are based on the invoice period for November-October, instead of the standard calendar year. **Belgium** Electricity data are estimated based on the latest available invoice from the prior year. Natural gas for heating data were estimated for 2022 and 2021. **Czech Republic, Denmark** Electricity data were estimated based on previous years' data. **Finland** Gasoline and diesel consumption for 2023 and 2022 were estimated according to the kilometres travelled and vehicles' average fuel consumption. District heating consumption for all years was determined based on the footprint of the office within the rented building. **France, Slovakia** Fuel consumption was estimated according to the total cost divided by the average price per litre. In France this applies for 2022 and January-May 2023, while in Slovakia for 2022 and 2023. **Germany** Electricity and heating consumption are based on annual invoices for July-June each year, instead of the standard calendar year. **Netherlands** 2024 electric vehicle charging data was estimated according to the kilometers travelled and vehicles' average consumption. **Sweden** District heating and electricity consumption were determined based on the footprint of the office within the entire building, which was 30.14% in 2024 and 2023 and 25% in previous years. **United Kingdom** Fuel consumption was estimated according to the total cost divided by the average price per litre. Electricity produced by photovoltaic system was estimated for 2022 based on data available for April 2021-February 2022.

Material Topics	Indicators	Omissions	Estimates
			GHG emissions were estimated based on specific emissions factors: the process has been described in the methodology and the relevant report sections.
Sustainable Packaging	GRI 301-1 and GRI 301-2	Wood pallets were not included in the 2022, 2023 and 2024 calculation because their impact is lower and they are reused.	The weight of traded products was calculated according to the quantity sold and the bill of materials. All the packaging of traded products has been classified as non-recyclable due to the lack of specific information.
Reduction of energy consumption	GRI 302-4		**Italy** The reduction in energy consumption for 2024 was calculated based on estimates
Safe Work Environment	GRI 403-9		**Austria**, **Belgium**, **Czech Republic**, **Finland**, **Germany**, **Netherlands**, **Norway**, **Poland**, **Slovenia** and **Spain** Hours worked were estimated according to the average weekly work hours, average work weeks and number of employees in 2022 and 2023, as well as in 2024 for Austria and Spain only. **Denmark** Hours worked were estimated according to the average weekly work hours, average work weeks and number of employees for 2022. **France** Hours worked for managers were estimated based on contractual weekly work hours and working days in 2022 and 2023.
Attraction, Development and Wellbeing of employees	GRI 404-1		**All Offices** Training hours are manually tracked by individual offices based on attendance records, and compiled into a report managed by the Italy HR team.
	GRI 404-3		**Denmark, Germany, Netherlands, Sweden** Performance review data was estimated based on the number of employees for 2022. **Sweden** In 2024 a new method of tracking was introduced, leading to a difference in calculation compared to 2023. The effect of this was too small to be considered material.

In addition, in cases where data errors are discovered after publication, a significance threshold is applied to determine whether the data should be restated. Significant is defined as a difference of 5% or greater in the Scope 1 or Scope 2 emissions totals for a given year. In cases where the significance threshold is exceeded, data has been restated in the relevant report sections and elaborated upon below. In other cases, data is restated if the metric has changed and includes new information or revised considerations.

GRI 301-2: Recycled input materials used
In 2023, and continuing into 2024, we added recycled metal as one of our recycled input materials, resulting in revised recycled material percentages for previous years.

GRI 403-9: Work-related injuries
The formula to calculate injury rates was revised to reflect best practice for companies of this size. In previous reports, the coefficient “200,000” was used. In the 2023 report, the coefficient was changed to “1,000,000” for all years. In addition, employee worked hours have been restated for previous years. 2022 data did not include white collar employees in China. And the 2022 data for Czech Republic did not account for one employee.



Carbon Emissions Calculations - Methodology

The general quantification method consists of multiplying the activity data by an emission factor:

Greenhouse Gas Emission = Activity Data X Emission Factor

Where

- Greenhouse Gas Emission is the total GHGs emitted by the activity, expressed in terms of tons of CO2 equivalent (tCO2).
- Activity Data is the amount generated or used by the activity, expressed in terms of energy (J or MWh), mass (kg) or volume (m^3 or L), etc.
- Emission Factor (EF) is the emission factor that can convert the activity data into the corresponding GHG emission, expressed as CO2 emitted per unit of activity data.

Category 1

Cat.	Emission source	Data source	Calculation Methodology/Assumptions
1.1	Natural gas for heating	Natural gas consumption for heating (expressed in cubic meters or kWh) was obtained from the monthly invoices of the supplier, the landlord or the ESG reporting estimate. The higher heating value (HHV) is indicated in the invoices or on the Snam Atlas website.	If the value in kWh is not available, natural gas consumption is first converted from Sm^3 to TJ using the heating value. The calculation uses the lower heating value (LHV) when available and multiplies it by the associated volume. In all other cases, since emission factors (EF) are based on LHV values, gas consumption values expressed in HHV are converted to LHV using the formula approved by IPPC guidelines: **LHV = HHV * 90%** (source: IEA Statistics Manual). GHG emissions from stationary combustion are calculated by multiplying the natural gas consumption in TJ by the emission factor from IPCC, DEFRA (for the GB site) or ISPRA (for the IT site). **Assumptions:** ● **DE:** Consumption data is only available for the period August 2023 - August 2024. ● **CZ:** Consumption has been estimated based on the landlord's invoice.
1.1	Gasoline for Production and Testing Processes	Gasoline consumption (in litres) for industrial processes and R&D activities was obtained from supplier invoices.	Gasoline consumption (in litres) has been multiplied by the EF provided by DEFRA for gasoline combustion. There are no assumptions or exclusions.

Cat.	Emission source	Data source	Calculation Methodology/Assumptions
1.1	Natural gas for painting	Natural gas consumption for industrial processes was obtained from supplier invoices.	Natural gas consumption in cubic metres is first converted from Sm^3 to TJ using the HHV factor. In Italy, PCI from ETS Italia is used. In all other cases, since the emission factors (EF) use values based on PCI, gas consumption values expressed in HHV are converted to PCI using the formula: **PCI = HHV * 90%** (source: IEA Statistics Manual). GHG emissions from stationary combustion are calculated by multiplying the natural gas consumption in TJ by the emission factor from IPCC (for SK) or ISPRA (for the IT site).
1.2	Gasoline and diesel for car fleet	Fuel consumption in litres, related to the company fleet, was recorded through fuel purchase invoices (diesel/gasoline) on supplier websites or through rental invoices.	Total kilometres travelled was calculated as follows: • The amount of diesel (in litres) was multiplied by a factor of 14 to obtain the kilometres travelled using diesel. • The amount of petrol (in litres) was multiplied by a factor of 12 to obtain the kilometres travelled using petrol. The decision was made to increase the uncertainty of the data, although with a cautious estimate, by using an emission factor more closely related to transport than combustion itself (as used in point 1.1). GHG emissions were calculated by multiplying the kilometres travelled in the reference year by the respective emission factors per unit kilometre, considering both the type of vehicle and the fuel used. **Assumption:** For car segments, the average value from the Idatidea database and ISPRA is used.
1.3	Direct emissions from industrial processes	There are no industrial processes that directly emit GHG.	
1.4	Fugitive emissions	During the reference period, no fugitive emissions were detected. Control reports are recorded.	
1.5	Land use change	No land use change was recorded in 2024.	

Category 2

Cat.	Emission source	Data source	Calculation Methodology/Assumptions
2.1	Electricity taken from the grid	Electricity consumption in kWh was obtained from monthly suppliers invoices for: • Electricity consumption for charging the company fleet's electric vehicles outside of company sites. • Contractual instruments purchased (guarantees of origin, certificates) from suppliers.	**Location-based**: To calculate greenhouse gas (GHG) emissions, consumption is multiplied by the national emission factor for electricity generation for each specific location. **Market-based**: If the site has purchased GO certificates for 100% of its electricity consumption, its emissions are considered null. If less than 100% of the consumption is covered by GO certificates, the remaining emissions are calculated by multiplying the remaining quantity by the residual mix EF of the specific location. Assumptions: • **AT**: Consumption data is only available for the period October 2023 - October 2024. • **BE**: Consumption data is only available for the period March 2023 - March 2024. • **DE**: Consumption data is only available for the period August 2023 - August 2024. • **DK**, **CZ**: Consumption has been estimated based on the landlord's invoice for the year 2023.
2.2	Imported energy other than electricity	District heating consumption for STIGA sites in kWh has been estimated based on last year consumption (AT) or on the invoice for the entire building (FI, SE).	**Location-based:** At each site, the heating consumption in kWh is multiplied by the respective national/regional emission factor to calculate GHG emissions. **Market-based:** The heating consumption in kWh is multiplied by the respective supplier-specific emission factor (or location-based EF in the case of AT) to calculate GHG emissions.

Category 3

Cat.	Emission source	Data source	Calculation Methodology/Assumptions
3.1 & 3.2	Upstream and Downstream transportation	Logistics costs (inbound, outbound and shuttle) from all suppliers in 2024. Emissions reported by some suppliers (via email, presentation files or Excel). For some suppliers, only distance or weight data was available.	GHG Emissions Calculation Methodology includes both the Distance-based and Spend-based methods. **Distance-based:** For suppliers with available emissions declarations in kgCO2e, the declared values have been used, subject to validation. The available values have been analysed and deemed in line with the calculation methodology of this inventory. In the absence of GHG emissions declarations, the calculation is based on tonne-kilometres of transport. If tonne-kilometres are not directly available, the value is calculated by multiplying the average weight per shipment by the total distance in kilometres. **Spend-based:** To obtain the total tonnes of CO2, the declared and calculated CO2 values are summed. The total tonnes of CO2e are then extrapolated based on the total logistics costs of each site, in order to cover 100% of transport costs. **Assumptions:** For missing weight data, assumptions include assigning a weight of 10 tonnes per container in rail transport, and 20 tonnes per delivery in maritime transport. For truck transport with no weight data, the emission factor for km travelled from DEFRA is used. **Exclusions:** Emissions from the sites in DK, NO, ES, NL and FI are excluded due to the lack of distance and weight data from suppliers. The economic values of freight transport for these five sites account for 1.2% of the total transport cost, therefore the exclusion is considered reasonable. The total transport cost considered, extracted from SAP for extrapolation, excludes vendors with the following codes: "ZSER," "ZR&D," "ZCOM" and "N/A."

Cat.	Emission source	Data source	Calculation Methodology/Assumptions
3.1	Waste transport	Quantity of waste and transport distance based on the 2025 Environmental Declaration Model for IT and Waste Registration Forms for SK and CN sites.	The average quantity of waste (in tonnes per shipment) is multiplied by the total distance travelled in kilometres to obtain the total tonne-kilometres (t.km) value. The emissions from waste transport are calculated by multiplying the t.km by the waste transport emission factor (EF) from Ecoinvent.
3.3	Employee commuting	Data obtained from employee survey recording distance, fuel type, mode of transportation and trips per day for each employee. Number of working days on site and remote. Distances were calculated using Google Maps.	For emissions related to commuting, the total kilometres travelled by employees each year is multiplied by the specific emission factor for each mode of transport, as well as for fuel type where available. The emission factors specific to fuel are only available for private cars. For emissions arising from remote work, the hours worked remotely are multiplied by the remote work emission factor provided by DEFRA. **Assumption:** 8 hours of work per day of remote work. **Exclusions:** Transport using company vehicles (already accounted for in category 1.2).
3.4	Transportation of clients/ visitors/ suppliers	Distance is calculated using Google Maps, based on visitors' starting locations as recorded in visitor registration files at the reception.	The total kilometres travelled are multiplied by the respective emission factors (EF) based on location and mode of transport. **Assumption:** It is assumed that cars are used for domestic trips and planes for international trips. Pollution class of visitors' cars at IT and SK sites is assumed to be EURO 4.
3.5	Business travels	Details of destination, mode of transport and number of overnight hotel stays are provided by both office registers and travel service invoices. The distances in kilometres between destinations and STIGA sites are calculated using Google Maps.	**a) Air travel:** Origin and destination airports are entered into the ICAO emissions calculator to obtain CO2e emissions. **b) Train/car/ferry travel:** Kilometres travelled are multiplied by the respective emission factors (EF). **c) Hotel stays:** The number of hotel overnight stays by employees is multiplied by the specific emission factor for each destination. **Assumptions:** For countries where the EF for overnight stays is not available, the proxy EF for hotel stays in Portugal is used. For air travel, it is assumed that the passenger class is economy class.

Category 4

Cat.	Emission source	Data source	Calculation Methodology/Assumptions
4.1	Purchased goods	Product types and descriptions; Procurement value in euros; Total product quantity (in kg).	The methodology for calculating greenhouse gas (GHG) emissions of purchased goods by a company follows a hybrid approach, based both on expenditure and mass, depending on the reliability of the data provided. Purchased products are grouped into broad material categories, which are then matched to the corresponding emission factors (EF) for those materials. The selection of the EF follows specific criteria: if a mass-based EF is not available in the database or the data are not reliable, a spend-based EF is used (based on the average exchange rate for 2024: 1.08 EUR/USD). **Mass-based approach:** The weight is multiplied by the mass-based EF, as measured in units of kgCO2e/kg. **Spend-based approach:** The procurement value is multiplied by the spend-based EF, as measured in units of kgCO2e/kUSD.
4.1	Water consumption	Water consumption in cubic metres is read from water meters and confirmed against invoices.	GHG emissions are calculated by multiplying the water consumption in cubic metres by the region-specific water consumption emission factors.
4.1	Activities related to fuels and energy not included in Categories 1 & 2.	a. Natural gas consumption (category 1.1) b. Fuel and natural gas consumption for processes (category 1.1) c. Diesel consumption in transport (category 1.2) d. Electricity consumption (category 2.1) & grid losses e. Self-consumed electricity from photovoltaic systems f. District heating consumption (category 2.2) g. Electricity consumption for charging electric vehicles in the company fleet	a. **Upstream fuel emissions:** Indirect emissions from the extraction, production and transporting of fuels (natural gas, diesel, petrol) are determined by multiplying the quantity of purchased fuels by the respective well-to-tank (WTT) emission factors. b. **Upstream emissions from imported electricity:** Upstream emissions from electricity are calculated by multiplying the total consumption in kWh by the WTT emission factor for electricity. GHG emissions resulting from the extraction, refining and transporting of primary fuels that generate district heating are calculated by multiplying the consumption in kWh by the respective WTT emission factors from UBA (for AT) and DEFRA (for FI & SE). c. **Transmission and distribution losses:** **Electricity:** Emissions from transmission and distribution (T&D) are

Cat.	Emission source	Data source	Calculation Methodology/Assumptions
			determined by multiplying the quantity of energy consumed in kWh by the network loss percentage and the location-based EF for electricity generation. **District heating:** T&D emissions have been calculated by multiplying the total consumption in kWh by the T&D emission factors for district heating provided by DEFRA (which assumes a 5% loss). **Assumptions:** • The electricity network loss factor for IT is assumed to be 3.8%. • For sites in CN and SK, a loss factor of 5% is assumed, as they use medium-voltage electricity. • For all other sites using low-voltage electricity, a loss factor of 10% is assumed. • For electricity used to charge electric vehicles, a loss factor of 10% is assumed.
4.2	Capital goods	Types of assets and depreciation values (converted into Euros) in 2024 obtained from the management system (SAP).	GHG emissions associated with the organisation's capital assets have been calculated following the spend-based methodology. The procurement value is converted from EUR to USD using an average exchange rate of 2024: 1.08 EUR/USD. The SAP items are grouped into four categories: machines & equipment, construction & buildings, offices, and other services. The items are further subdivided into subcategories based on the available EF data. The depreciation amount is multiplied by the respective spend-based emission factor from the selected EF database and the results for each of the macro category are then summed to obtain the total GHG emissions.
4.3	Waste disposal	CER Code, types of waste, quantity of waste and transportation distance from MUD or waste registration forms.	A mass-based methodology is used to calculate GHG emissions from a company's waste treatment processes. Emissions are calculated by multiplying the specific emission factor for waste treatment by the total mass of the waste. **Assumption**: The market mix from the Ecoinvent database is used as the waste treatment scenario. **Exclusions**: Waste produced in commercial branches is excluded, as it is managed directly by the local municipal waste service or the landlord. This exclusion is reasonable considering that it consists of typical office waste.

Cat.	Emission source	Data source	Calculation Methodology/Assumptions
4.4	Upstream leased assets.	Company vehicles under leasing are accounted for in category 1.1. There were no other leased assets upstream in 2024.	
4.5	Other services	The monetary values of the services purchased in 2024 were obtained from the financial statements in the management system.	To calculate emissions from the use of services, the total procurement value in kUSD is multiplied by the appropriate emission factor for each type of service. The procurement value is converted from EUR to USD using the 2024 average exchange rate (1.08 EUR/USD). However, the service categories provided by SAP are first matched with the emission factor (EF) categories. The purchase value of each type of service is multiplied by its corresponding spend-based EF to obtain the emission value. **Exclusions**: Service categories that are not applicable to the emission calculation (e.g., salaries, fines, rent), or those already included in other categories (e.g., waste disposal), are excluded.

Category 5

Cat.	Emission source	Data source	Calculation Methodology/Assumptions
5.1	Use phase of products	Quantity of each product model sold in 2024 and destination countries. Hourly consumption of gasoline and electricity for each product model, determined by tests and estimates from the R&D department. Expected lifetime (in hours) for each product model, estimated by the R&D department.	The total emissions for category 5.1 are the sum of the lifetime emissions from all products sold in 2024. GHG emissions from STIGA products primarily come from two sources: gasoline consumption and electricity consumption. Products without engines or batteries are excluded from the calculation. **(a) For products that consume gasoline**: total gasoline consumption during a product's lifetime is calculated by multiplying the average consumption in litres per hour by the expected operating hours over the product's lifetime. Total emissions are obtained by multiplying the total consumption in litres by the Well-to-Wheel (WTW) emission factor for gasoline provided by DEFRA. Total lifetime gasoline consumption = Hourly consumption × Expected lifetime Total emissions = Total gasoline consumption × DEFRA gasoline EF × Quantity sold **(b) For products that consume electricity**: The total electricity consumption in kWh over the product's lifetime is calculated by multiplying the average electricity consumption per hour by the expected lifetime hours of the product. Total emissions are obtained by multiplying the total electricity consumption in kWh over the product's lifetime by the weighted average emission factor for electricity consumption, calculated specifically for each product group. Total lifetime electricity consumption = Hourly consumption × Expected lifetime Total emissions = Total electricity consumption × Weighted average EF specific to the product group × Quantity sold
5.2	Use of leased assets.	Economic value from the rental of the STIGA-owned warehouse in Campigo, obtained from the invoices.	STIGA rents the Campigo facility to another company, but data on the energy consumption of this facility is not available. Therefore, the economic value of the rent is multiplied by a generic emission factor for services provided by the IAEG. **Exclusion**: registration tax.

Cat.	Emission source	Data source	Calculation Methodology/Assumptions
5.2	Use of leased assets	**Activity Data:** Economic value from the rental of the STIGA-owned warehouse in Campigo, obtained from invoices. **Emission Factors:** EF for "other services" obtained from IAEG Calculating tool.	STIGA rents the Campigo facility to another company, but energy consumption data for this facility are not available. Therefore, the economic value of the rental is multiplied by a generic emission factor for services provided by IAEG.
5.3	End of life of products	Total quantity of products sold in 2024 (unit: pieces, including products without engines), obtained from the management system. Average net and gross weight of the product (estimated by R&D), with representative data for each product group. Weight of each packaging material (e.g., cardboard, wood, EPS, PS and other materials), estimated by R&D, with representative data for each product group.	The end-of-life emissions for STIGA products are calculated as the sum of two elements: a. **Packaging disposal** The average weight of each packaging material (cardboard, wood, PS, EPS, others) is calculated using composition data from R&D. Emissions are calculated by multiplying the average weight of each material by its specific emission factor for waste treatment. b. **Product disposal** The average weight of plastic in each product group is calculated by multiplying the average percentage of plastic composition by the average net weight of the product (excluding packaging). c. **Total** The total emissions for each product are calculated by summing the emissions from packaging and product disposal, then multiplying by the total number of products sold in each category. **Assumption**: The average packaging weight for each product group is calculated by subtracting the net weight from the gross weight of the product.

For further details of anything discussed in this document, please contact our Sustainability department at the following e-mail address: **esg.sustainability@stiga.com**

GRI Content Index: Overview

The Sustainability Report has been prepared in accordance with the GRI Sustainability Reporting Standards ("with reference" reporting option) published in 2021 by the Global Reporting Initiative (GRI). STIGA has reported the information cited in this GRI content index for the period 1 January 2024 - 31 December 2024, with reference to the GRI Standards, including the requirements specified by *GRI 1: Foundation 2021*. The GRI content index includes our general disclosures and material topics.

GRI Standard	Disclosure	Page Number(s)	Notes
GRI 1: Foundation (2021)	GRI 1: Foundation	N/A	
GRI 2: General Disclosure (2021)	GRI 2-1: Organisational details	6, 10	
	GRI 2-2: Entities included in the organisation's sustainability reporting	6	
	GRI 2-3: Reporting period, frequency and contact point	94, 112	
	GRI 2-4: Restatements of information	94	
	GRI 2-5: External assurance	125	
	GRI 2-6: Activities, value chain and other business	7-15, 85	
	GRI 2-7: Employees	48-49	See the Annex for complete data
	GRI 2-8: Workers who are not employees	48-49	
	GRI 2-9: Governance structure and composition	13-15	
	GRI 2-22: Statement on sustainable development strategy	3	
	GRI 2-23: Policy commitments	14, 18, 47-48, 57, 65-68	
	GRI 2-28: Membership associations	16	
	GRI 2-29: Approach to stakeholder engagement	20-22	
	GRI 2-30: Collective bargaining agreements	50	
GRI 3: Material Topics (2021)	GRI 3-1: Process to determine material topics	21-22, 94	
	GRI 3-2: List of material topics	21-22, 95-111	

GRI Content Index: Products

GRI Standard	Disclosure	Page Number	Notes
Transition to More Sustainable Products			
GRI 3: Management Approach (2021)	GRI 3-3: Management of Material Topics	33-34	
GRI 305: Emissions (2016)	GRI 305-5: Reduction of GHG emissions	25	
Non-GRI	Non-GRI 1: Share of battery and corded products sold	34	
	Non-GRI 8: Mulch-ready lawn care products	36	
Sustainable Materials and Packaging			
GRI 3: Management Approach (2021)	GRI 3-3: Management of Material Topics	38-42	
GRI 301: Materials (2016)	GRI 301-1: Materials used by weight or volume	40, 42	
	GRI 301-2: Recycled input materials used	40, 42	
Quality and Safe Products			
GRI 3: Management Approach (2021)	GRI 3-3: Management of Material Topics	43	
GRI 416: Customer Health and Safety (2016)	GRI 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services	43	
Non-GRI	Non-GRI 3: Amazon reviews	44	
	Non-GRI 4: Brand awareness surveys	44	

GRI Content Index: People

GRI Standard	Disclosure	Page Number	Notes
Attraction, Development and Wellbeing of Employees			
GRI 2: General Disclosure (2021)	GRI 2-7: Employees	47-49	See the Annex for complete data
	GRI 2-8 Workers who are not employees	47-49	
	GRI 2-30: Collective bargaining agreement	50	
GRI 3: Management Approach (2021)	GRI 3-3: Management of Material Topics	47-60	
GRI 401: Employment (2016)	GRI 401-1: New employee hires and employee turnover	51	See the Annex for complete data
GRI 404: Training and Education (2016)	GRI 404-1: Average hours of training per year per employee	55	
	GRI 404-2: Programmes for upgrading employee skills and transition assistance programmes	55-56	
	GRI 404-3: Percentage of employees receiving regular performance and career development reviews	57	
Diversity and Inclusion			
GRI 3: Management Approach (2021)	GRI 3-3: Management of Material Topics	62-64	
GRI 405: Diversity and Equal Opportunity (2016)	GRI 405-1: Diversity of governance bodies and employees	62-64	

GRI Content Index: People

GRI Standard	Disclosure	Page Number	Notes
Safe Work Environment			
GRI 3: Management Approach (2021)	GRI 3-3: Management of Material Topics	65-70	
GRI 403: Occupational Health and Safety (2018)	GRI 403-1: Occupational health and safety management system	65-66	
	GRI 403-2: Hazard identification, risk assessment, and incident investigation	68-69	
	GRI 403-3: Occupational health services	65	
	GRI 403-4: Worker participation, consultation and communication on occupational health and safety	66	
	GRI 403-5: Worker training on occupational health and safety	65-69	
	GRI 403-6: Promotion of worker health	65-69	
	GRI 403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	43, 65-70	
	GRI 403-9: Work-related injuries	70	

GRI Content Index: Processes

GRI Standard	Disclosure	Page Number	Notes
Digital Products and ICT Security			
GRI 3: Management Approach (2021)	GRI 3-3: Management of Material Topics	73-76	
GRI 418: Customer Privacy (2016)	GRI 418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	74	
Non-GRI	Non-GRI 2: Technology usage Index	75	
	Non-GRI 5: Number of cybersecurity incidents occurred	74	
	Non-GRI 7: Technology adoption index	76	
Efficient and Low Impact Plants and Offices			
GRI 3: Management Approach (2021)	GRI 3-3: Management of Material Topics	78-81	
GRI 302: Energy (2016)	GRI 302-1: Energy consumption within the organisation	80	
	GRI 302-4: Reduction of energy consumption	79	
GRI 305: Emissions (2016)	GRI 305-1: Direct (Scope 1) GHG emissions (tCO2e)	81	
	GRI 305-2: Energy indirect (Scope 2) GHG emissions (tCO2e)	81	
	GRI 305-3: Indirect (Scope 3) GHG emissions (tCO2e)	27-28	

GRI Content Index: Processes

GRI Standard	Disclosure	Page Number	Notes
Responsible Supply Chain			
GRI 2: General Disclosure (2021)	GRI 2-6: Activities, value chain and other business relationships	85	
GRI 3: Management Approach (2021)	GRI 3-3: Management of Material Topics	85	
Safe Chemicals and Batteries Management			
GRI 3: Management Approach (2021)	GRI 3-3: Management of Material Topics	86-88	
Non-GRI	Non-GRI 6: Incidents recorded in the management of chemicals and batteries	88	

We believe…
In the power of **simplicity**:
making the complex intuitive.
In **giant leaps**, not small steps.
In questions, not answers.
Because **curiosity** drives us.
In breaking the rules and **challenging** convention,
while working in harmony with nature.
In putting **people** first –
giving them the power they need,
when and where they need it.
In having the **courage** to do the right thing –
for our people, customers and planet.
In doing more with less, but performing better.
In the strength of **logic** and rationality.
In the power of imagination and **magic**.
In the joy and ever-changing wonder of gardening.
And, above all, knowing if you look after the planet,
it will look after you.

We are **green-fingered engineers**.
We are STIGA.


STIGA

STIGA SPA

INDEPENDENT AUDITOR'S REPORT ON THE SUSTAINABILITY REPORT

YEAR ENDED 31 DECEMBER 2024

Independent auditor's report on the Sustainability Report 2024

To the Board of Directors of STIGA SpA

We have been engaged to undertake a limited assurance engagement on the Sustainability Report of STIGA SpA and its subsidiaries (hereinafter also the "Group" or "STIGA Group") for the year ended 31 December 2024.

Responsibilities of the Directors for the Sustainability Report

The Directors of STIGA SpA are responsible for the preparation of the Sustainability Report in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" issued by GRI - Global Reporting Initiative (the "GRI Standards"), as illustrated in the "Methodological Note" section of the Sustainability Report.

The Directors are responsible for such internal control as they determine is necessary to enable the preparation of a Sustainability Report that is free from material misstatement, whether due to fraud or error.

The Directors are also responsible for defining the sustainability performance targets of STIGA Group, as well as for identifying its stakeholders and material topics to be reported on.

Auditor's Independence and Quality Control

We are independent in accordance with the principles of ethics and independence set out in the Code of Ethics for Professional Accountants

(including International Independence Standards) (IESBA Code) issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Management 1 Italia (ISQM 1 Italia), which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Auditor's Responsibilities

Our responsibility is to express a limited assurance conclusion, based on the procedures we have performed, regarding the compliance of the Sustainability Report with the requirements of the GRI Standards. We conducted our work in accordance with "International Standard on Assurance Engagements ISAE 3000 (Revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information" (hereinafter also "ISAE 3000 Revised") issued by the International Auditing and Assurance Standards Board (IAASB) for limited assurance engagements. That standard requires that we plan and perform procedures to obtain limited assurance about whether the Sustainability Report is free from material misstatement.

Therefore, the procedures performed were less in extent than those performed in a reasonable assurance engagement conducted in accordance with ISAE 3000 Revised and, consequently, do not provide us with a sufficient level of assurance that we have become aware of all significant facts and circumstances that might be identified in a reasonable assurance engagement.

The procedures performed on the Sustainability Report were based on our professional judgement and included inquiries, mainly of personnel of the Group responsible for the preparation of the information presented in the Sustainability Report, inspection of documents, recalculations and other procedures designed to obtain evidence considered useful.

In detail, we performed the following procedures:

1) analysis of the process of definition of the material topics reported on in the Sustainability Report, with reference to the method applied in the analysis and understanding of the Group's environment, the identification and prioritisation of the actual and potential impacts, and the internal validation of the results of the process;
2) understanding of the processes underlying the generation, collection and management of significant qualitative and quantitative information included in the Sustainability Report.

In detail, we inquired of and discussed with management personnel of the Group, and we performed limited analyses of documentary evidence, to gather information about the processes and procedures for the collection, aggregation, processing and submission of non-financial information to the function responsible for the preparation of the Sustainability Report.

Moreover, for material information, considering the activities and characteristics of the Group:

- at a Group level,
  a) with reference to the qualitative information presented in the Sustainability Report, we carried out interviews and obtained supporting documentation to verify its consistency with available evidence;
  b) with reference to quantitative information, we performed both analytical procedures and limited tests to verify, on a sample basis, the accuracy of data aggregation.
- for the entities STIGA SpA (Italy) and STIGA Sp. z.o.o. (Poland), which we selected on the basis of their activities, their contribution to performance indicators and location, we carried out site-visits, interviews and/or meetings during which we met the persons in charge and obtained documentary evidence, on a sample basis, regarding the correct application of the procedures and calculation methods applied for the indicators.

Inherent limitations in the preparation of the Sustainability Report

The disclosure about Scope 3 emissions is subject to greater inherent limitations compared with Scope 1 and 2 emissions, because of the poor availability and relative accuracy of the information used to define both qualitative and quantitative information on Scope 3 emissions related to the value chain.

Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the Sustainability Report of STIGA Group for the year ended 31 December 2024 is not prepared, in all material respects, in accordance with the requirements of the GRI Standards as illustrated in the “Methodological note” section of the Sustainability Report.

Padova, 27 May 2025

PricewaterhouseCoopers Business Services Srl

Paolo Bersani
(Partner)

Firmato digitalmente da: Paolo Bersani
Data: 27/05/2025 17:22:54