SUSTAINABILITY REPORT 2025



Capetti ELETTRONICA
DAL 1973



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What is not measured cannot be improved.

Lord Kelvin

1. INTRODUCTION



EVERY CHOICE MATTERS

Sustainability is not built through a single action, but through **many everyday choices**.
Choices about the way we design, produce, work and collaborate.
In 2025, we continued to **turn our commitments into concrete actions**: from focusing on energy efficiency and resource management, to reducing environmental impacts and caring for the people and relationships that are part of our journey.
This Report tells the story of the results of these choices. Not as a destination, but as a snapshot of the path we are building, step by step.
Because every choice matters.

And over time, it is our choices that make the difference.

1.1 LETTER TO STAKEHOLDERS

Dear Stakeholders,

with this third Sustainability Report, we wish to share the progress made by Capetti Elettronica during 2025, a year in which we continued to turn the principles of sustainability into concrete choices, investments and projects capable of creating value for the company, for people and for the local area.

For us, sustainability means innovating responsibly, designing reliable technologies, valuing people, operating transparently and making a tangible contribution to protecting the environment and infrastructure. It is a principle that guides our daily decisions and accompanies the company's evolution across all its activities, in the awareness that economic growth, social responsibility and environmental care are closely interconnected goals.

During the year, we further strengthened our corporate culture, making the Code of Ethics a constant reference point for guiding behaviour, relationships and decision-making processes. Sustainable growth also depends on sound governance based on integrity, fairness and responsibility - values that are essential for building lasting relationships of trust with all our stakeholders.

2025 was also a year of significant investment in innovation. We launched new projects with leading industrial companies, developing highly technological electronic solutions, and strengthened our partnerships with academia. Capetti Elettronica also took part in the Graduate Orientation Fair held at the Polytechnic University of Turin, convinced that dialogue between business and research is one of the main drivers of sustainable development.

This evolution confirms Capetti Elettronica's ability to support its customers throughout the entire innovation journey, from applied research to the development of custom products and the creation of complex systems for constantly evolving markets.

At the same time, we continued to invest in the development of our proprietary technologies, expanding our range of wireless systems with new solutions also dedicated to dynamic monitoring of structures and infrastructure. This evolution strengthens our ability to put technology at the service of people's safety, protection of the local area and sustainable management of strategic assets, helping to make them increasingly smart, resilient and safe.

Sustainability is also reflected in choices that directly concern our organisation. For this reason, during 2025 we carried out a major energy-efficiency upgrade at our facilities by completely replacing the lighting systems with high-efficiency LED technology, improving workplace comfort while reducing energy consumption.

In the same spirit, the Green Light Member recognition awarded by the City of Turin as part of the European Climate City Contract programme is further confirmation of the path we have undertaken and an incentive to continue developing solutions and initiatives focused on sustainability and responsible innovation.

We are aware that none of these achievements would have been possible without the contribution of the people who share this journey with us every day. We therefore wish to thank our employees, customers, suppliers, partners, institutions and communities for their trust, dialogue and collaboration, which continue to be among the key drivers of our company's growth.

The Management of
Capetti Elettronica

1.2 HIGHLIGHTS 2025 KEY FIGURES

Environment

Electric energy



32%

energy from renewable sources

Environment

Packaging



30%

packaging from reuse or returnable systems

People



93%

permanent employees

Community



42%

local suppliers

Customers



4,3/5

customer satisfaction score

2. ABOUT US

Emilio Capetti, son of Antonio Capetti, former Rector of the Polytechnic University of Turin, founded Capetti Elettronica in 1973 as an electronic design consultancy. The company soon established itself as a project partner for major national and international companies. Over its history, it first became a **contract manufacturer of electronic equipment**, then developed its own line of wireless products for **energy and air-quality monitoring**, and finally launched dataloggers for **structural and infrastructure monitoring**.

2.1 OUR HISTORY

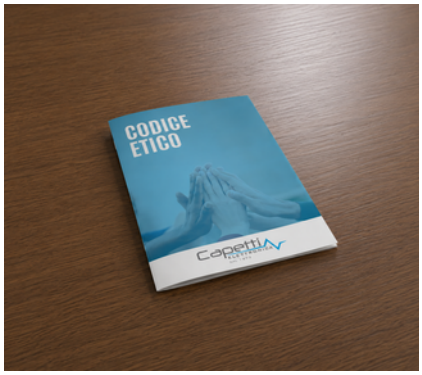
Since **2007**, the company has held **ISO 9001 certification**.

In **2022**, Capetti Elettronica **consolidated its growth by moving from Small to Medium-sized Enterprise** status, while increasingly diversifying its production activities in a strategic way. Contract development and manufacturing remain the company's predominant activity.

In **2024**, the company obtained **ISO 14001:2015** certification and published its **first Sustainability Report**.

In **2025**, Capetti Elettronica adopted its **Code of Ethics**, formalising the principles and values that guide the company's way of operating and its relationships with stakeholders.
During the year, the company also continued to participate in major industry trade fairs and events, including **Smart Building Expo 2025**, strengthening dialogue with the market and showcasing its technological solutions.



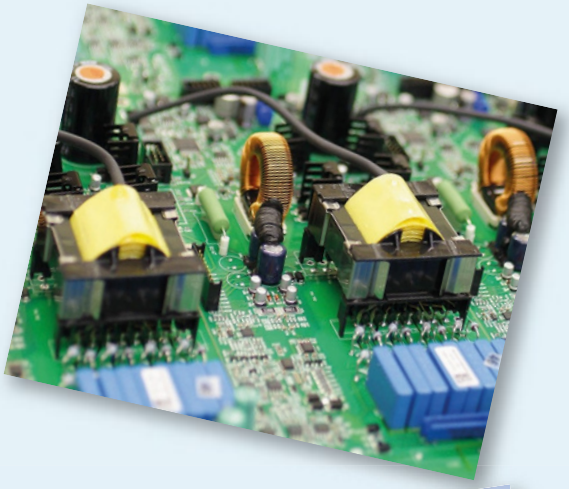


Over time, the company has consolidated and strengthened its drive for **continuous innovation**, making it a lever for competitiveness and market positioning. This is also reflected in the development of targeted partnerships aimed at sharing technological expertise across the Piedmont region. In this context, Capetti Elettronica joined Sistema Poli Piemonte, a network designed to foster technology transfer, promote innovative services for SMEs and support knowledge-sharing between research organisations and companies.
Since 2010, Capetti Elettronica has been a permanent member of the **Polo ICT**, coordinated by **Fondazione Piemonte Innova**, and of the **Polo CLEVER**, managed by **Environment Park and UniVer**.
These partnerships provide the company with a strategic opportunity to develop synergies, exchange views on innovation-related topics and participate in research and development projects in the technological and environmental fields. Membership of the clusters also strengthens dialogue with the local area and the regional innovation ecosystem.

1973 Company founded

1980 Contract manufacturing begins

1985 Collaboration with VARIAN begins (now AGILENT TECHNOLOGIES), and continues to this day



2006 Wireless Division established



2007 UNI EN ISO 9001 certification obtained

2011 Opening of the new 2,000 m^2 headquarters

2021 Generational handover from the founder to the next generation: Anna, Luigi and Marco

2022 Growth from Small to Medium-sized Enterprise



2023 The company celebrates its 50th anniversary

2024 UNI EN ISO 14001:2015 certification obtained and first Sustainability Report prepared

2025 Code of Ethics adopted

2.2 VISION, MISSION, VALUES



Vision

To make Capetti Elettronica the preferred technology partner for all organisations that share the company's core values: Innovation, Sustainability and Safety.



Mission

To design and manufacture state-of-the-art electronic devices serving the community and protecting people, the environment and the local area, leveraging the company's technological know-how and commitment to continuous innovation.

Values

#Innovation



The company's constant capacity for innovation is driven by the creation of new contexts in which to imagine the future of electronics, ongoing collaboration with the Research Centres of leading Italian Universities, and a desire to grow by continuously renewing itself with passion and enthusiasm.
From a design and engineering perspective, the company represents excellence in its sector.

#Sustainability



Sustainability is a core company value. Within its portfolio, the company offers products for collecting and monitoring environmental data for air-quality analysis and energy efficiency. In this way, Capetti Elettronica contributes to tackling climate change and promoting sustainability.

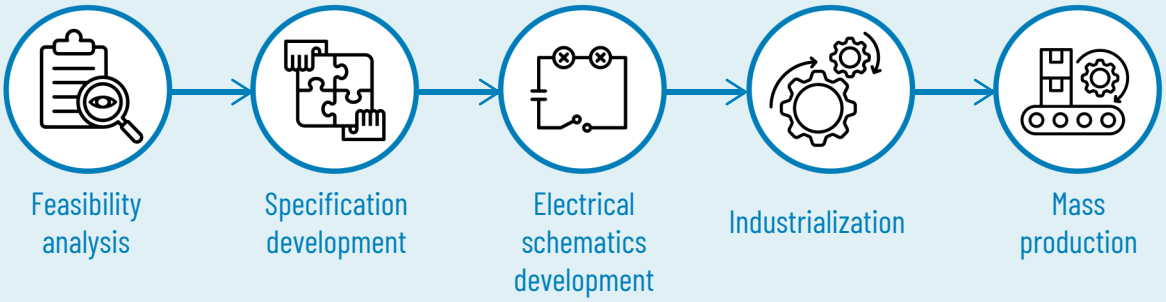
#Safety



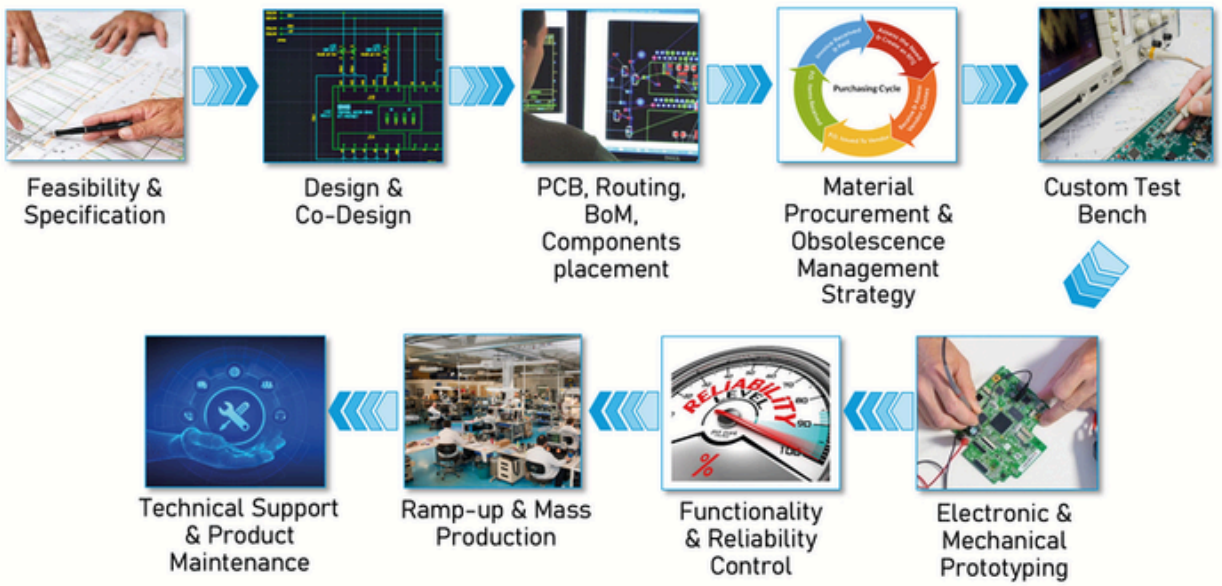
Safety is another key value of the products and services offered: environmental data monitoring on the one hand, and structural and geotechnical monitoring on the other, respectively contribute to healthier spaces and to protecting the local area and the people who live in it.

2.3 WHAT WE OFFER

The company's core sector is the **design and production of cutting-edge electronic devices**, specifically: high-frequency inverters and high-voltage controllers, control units for vacuum pumps and air conditioners, and dataloggers for air quality and structural monitoring. Capetti manufactures electronic devices both on behalf of third parties and for its own brand, producing everything from small batches to large volumes, while carrying out testing and assembly of semi-finished products.
The company is organized into **several departments dedicated to all key processes related to Design for Manufacturing** (design aimed at facilitating subsequent production processes). Capetti places **great emphasis on the principles of the circular economy**, integrating them into its operations: the design phase is focused on creating products with the longest possible lifespan. Moreover, repairability is central to extending the product life cycle. **The production process flowchart can be summarized as follows**:

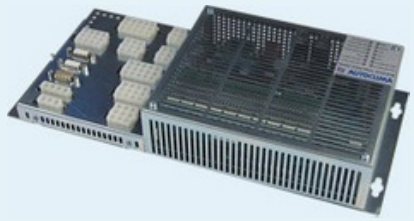


Our vertically integrated process



The company has two main divisions:

Industrial Division



This division specializes in the development of **custom electronic products for third parties** across various sectors, including healthcare, railway, home automation, refrigeration, and scientific research.
The expertise of our engineers and specialized technicians enables us to offer **highly tailored solutions to clients with extremely short lead times.**
Moreover, the division **oversees the entire value chain** – from individual electronic components to fully tested systems – ensuring exceptional design flexibility and a comprehensive 360° view of the engineered product's lifecycle.

Some examples of products developed include:

- *High-frequency inverters and high-voltage controllers*
- *Controllers for air conditioning systems and door access*
- *Boards and displays for electronic locks*
- *High-voltage power supplies for ion pumps*
- *Control units for HVAC systems*
- *Custom electronic equipment for the railway sector*

Wireless Division



This division **designs and manufactures monitoring systems under the CAPETTI ELETTRONICA brand** for applications in the healthcare, museum, structural, geotechnical, and energy sectors.
Examples of developed products include:

- *Data transmission gateways*
- *Thermo-hygrometric dataloggers*
- *Crack monitoring dataloggers*
- *Inclinometer dataloggers*
- *Strain gauge dataloggers*

WineCap™ wireless dataloggers are synonymous with reliability and accuracy in the IoT field.
In the field of **energy and environmental monitoring**, Capetti Elettronica is a **partner of the main European industry players as well as leading Italian multi-utilities**. In the area of **structural and geotechnical monitoring, WSN** (Wireless Sensor Network) **systems**—supported by strategic partnerships—are deployed across all continents.

WineCap™ systems are currently used for **monitoring hospitals, schools, museums, buildings, historic sites, tunnels, railways, bridges, excavation sites, subways, viaducts, dams, and mountain slopes.**

Revenue for 2025 amounted to 10,9 Mln €

2.4 CIRCULAR BUSINESS MODEL CANVAS

Our business model is strongly focused on product durability and places the entire product life cycle at its core.



- Purchase of **semi-finished products, metal components, electronic components, transformers, wiring, plastic components and packaging.**

Some products *must be* **disposed of at authorized centers.**
(WEEE, ferrous materials, plastic materials, used batteries)

Input

- **Assembly**
- **Mounting**
- **Testing**
- **Packaging**

Most components *of the manufactured products can be* **recovered**.

Post-use

Repair

Production

In case of product malfunction, the company will carry out the repair.

Use

Sale

- **Customer pickup or delivery via carrier**
- **Technical course aimed at customers and installers for the use of WineCap™ monitoring systems.**

- **Telephone support**
- **Data storage and visualization**

(for the wireless division, and in particular for the data loggers)

Communication





Positive environmental impacts

- *Repairability and product life extension (direct)*
- *Energy efficiency through monitoring (indirect)*

3. ESG REPORT

2025 marked a year of **evolution for Capetti Elettronica and deeper integration of ESG principle**s into corporate activities, operating processes and relationships with stakeholders, employees and partners.
The company continued to **analyse and improve its environmental, social and economic impact**, strengthening an approach based on responsibility, measurable actions and long-term value creation.
During the year, sustainability became an increasingly integral part of everyday corporate culture: not only through dedicated initiatives, but also through operational choices, investment in innovation, training activities and growing attention to efficiency, awareness and collaboration.
Once again, Capetti Elettronica actively involved its employees by asking what sustainability means to them today.
The words collected were then analysed and organised into thematic clusters to highlight connections between the different dimensions of sustainability and provide a more structured representation of the company's ESG culture.
The analysis identified several central themes - responsibility, innovation, people, governance, environment and the future - around which interconnected concepts such as collaboration, awareness, efficiency, inclusion, reliability and shared value emerge.
The graphic therefore reflects not only the most frequently recurring words, but also the relationships between the **themes that currently guide the company's sustainable growth journey**.

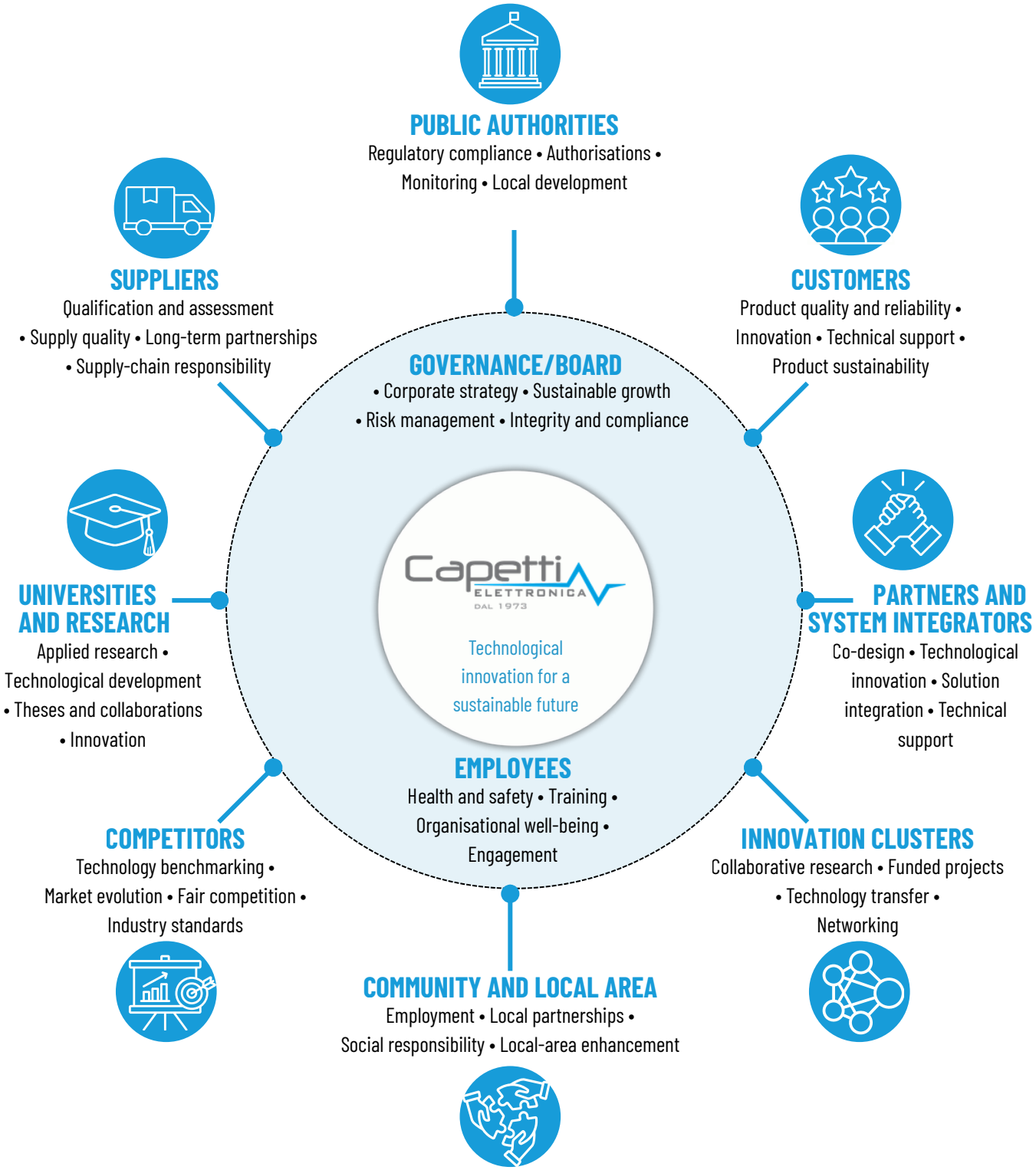


3.1 STAKEHOLDERS AND MATERIAL TOPICS

Stakeholder map

Capetti Elettronica recognises the **value of dialogue with its stakeholders** as a fundamental element for understanding expectations, identifying opportunities for improvement and guiding its sustainability strategies.

Continuous engagement with interested parties forms the basis of the materiality assessment process and supports the creation of shared value over the long term.



Material topics

Material topics are the **sustainability aspects** that Capetti Elettronica considers priorities for its strategy and for long-term **value creation**.
They are identified through dialogue with the main stakeholder categories and analysis of the company context, its sector and the impacts generated by the organisation.
During 2025, the Company confirmed the relevance of the topics identified in the previous edition of the Report, continuing its **dialogue with stakeholders** and monitoring the evolution of **regulatory, environmental, social and governance expectations**.

E



Environmental sustainability and circular economy

S



Responsible relationships with customers and partners



Product quality and reliability



People, health and safety



Innovation and technological development

G



Governance and business ethics

3.2 SUSTAINABLE DEVELOPMENT GOALS OF THE 2030 AGENDA

The 2030 Agenda for Sustainable Development is a plan of action for people, the planet and prosperity, adopted in September 2015 by the governments of the 193 UN Member States. It includes 17 Sustainable Development Goals (SDGs) within a broad programme of action comprising a total of 169 targets.
The SDGs officially came into effect at the beginning of 2016, setting the direction for the following 15 years: countries committed to achieving them by 2030.
The SDGs represent shared goals addressing a range of important development issues.



Through our products and services, we contribute to 6 Sustainable Development Goals of the UN 2030 Agenda:





We design low-power devices and solutions powered by renewable sources for efficient and sustainable monitoring.





We develop IoT technologies and advanced monitoring solutions that make infrastructure and processes smarter, safer and more resilient.





We help make cities safer, more efficient and more liveable through monitoring of infrastructure and public buildings.





We promote product durability, reduced maintenance and responsible resource management throughout the entire life cycle.





We support environmental risk prevention and management through wireless monitoring systems and early-warning solutions.





We believe in the value of collaboration and work together with partners, institutions and communities to generate shared and lasting impacts.



Our contribution to the SDGs translates into concrete action: technologies, processes and partnerships that put innovation at the service of more sustainable development.

3.3 ENVIRONMENT

Obtaining ISO 14001:2015 certification led Capetti Elettronica to structure a **management system focused on monitoring and continuously improving its environmental performance**.

Awareness of its environmental impact guides the company in identifying concrete actions to reduce consumption and the emissions associated with its activities.

The journey continues through monitoring consumption and emissions, identifying further efficiency opportunities and participating in initiatives focused on the energy transition and reducing environmental impact.

Air emissions

The Capetti Elettronica activities with the greatest impact in terms of atmospheric emissions are related to logistics and the heating/cooling of its premises.

With regard to transport, emissions are associated with **vehicles used for commuting to work and for commercial activities**.
Atmospheric emissions from **heating the production area and offices** are generated by a **natural-gas heating system**. The production plant is also equipped with **solar thermal panels** covering a total gross area of approximately 250 m^2.

There are also 3 separate **air-conditioning systems**.

Capetti Elettronica has strengthened its participation in the **DHL GoGreen Plus** programme, reinforcing actions to **decarbonise international transport**.
The service enables a measurable and verifiable reduction in emissions associated with air shipments through the use of Sustainable Aviation Fuel (SAF), acting directly along the logistics value chain.
The initiative forms part of the **pathway to reduce Scope 3 emissions** and makes a concrete contribution to lowering the carbon footprint of transport activities, strengthening the company's commitment to an increasingly efficient, low-emission supply chain.

Water

Production activities do not require the use of water:
company water consumption is minimal.

Energy

Electricity

The electricity used by Capetti Elettronica comes predominantly from the national grid. In 2025, electricity drawn from the grid amounted to **28.69 TOE** (tonnes of oil equivalent). Considering the overall mix of energy sources used, **the share attributable to renewable sources was 32.1%**.

The main uses of electricity are related to production activities, particularly assembly and testing, as well as lighting, heating and cooling of the premises.

During the year, r**elamping of the production plant** was completed, replacing the existing lighting with high-efficiency LED systems. The intervention is expected to **reduce energy consumption associated with lighting by an estimated 54%.**

Solar energy

The plant is equipped with a 20 kW nominal-capacity **photovoltaic system**, which generates approximately 5.12 TOE.
A 30 kW nominal-capacity **solar thermal system** is also installed on the roof and **contributes to heating common areas and domestic hot water**.

Other energy sources

To a lesser extent, the company uses:

- **natural gas** (7.57 TOE), drawn from the national grid, to partially supply the heating system for the production area and offices whenever solar thermal energy is insufficient.
- **diesel/petrol,** to fuel company vehicles.

Capetti Elettronica intends to continue its sustainability journey by investing in **electric mobility** as well. The installation of **charging stations** at the company plant is one of the next planned measures aimed at progressively reducing the environmental impact of company activities.

Energy efficiency

The energy efficiency of the Capetti Elettronica facility results from design choices adopted when the building was constructed, aimed at limiting consumption and improving energy performance.
These include:

- highly insulating PVC window frames with double glazing;
- external-wall insulation using an internal insulating layer more than 15 cm thick.

During 2025, Capetti Elettronica completed the relamping of its production plant, replacing the entire lighting system with **high-efficiency LED technology**.
The intervention helped reduce energy consumption and improve workplace comfort.

- 54%
energy consumption for lighting
(nominal performance)

In summary:

Total energy consumption 2025: 41.17 TOE (tonnes of oil equivalent)

26% *energy from renewable sources*

Waste

During 2025, Capetti Elettronica **consolidated its waste-management system in accordance with ISO 14001:2015**, strengthening the processes for identifying, classifying, tracing and consigning special waste through authorised operators.
began activities to comply with **RENTRI** (the National Electronic Register for Waste Traceability), supporting the progressive digitalisation and standardisation of information flows relating to waste management.
The **MUD environmental declaration** was also duly prepared and submitted as a mandatory environmental reporting instrument, supporting the completeness and verifiability of data relating to waste generated and managed.
During the reporting period, total special waste generated amounted to **2,555 kg**.
The increase compared with the previous year was mainly attributable to extraordinary activities unrelated to core production processes, including rationalisation, inventory and disposal of obsolete materials.

The composition of the waste stream shows no significant changes compared with previous years and continues to include the main categories of WEEE, ferrous metals (iron and steel), spent toner and batteries. These are managed in compliance with applicable regulatory requirements and through authorised treatment channels, ensuring traceability throughout the entire management cycle.

WEEE
iron and steel
spent toner
spent batteries

Packaging

The company has access to data on the quantities of certain packaging materials used. The figures represent estimated annual consumption and refer to both the production and distribution phases. Looking ahead, the company is committed to measuring the quantities of all materials used.
The **main materials used for shipments to customers, suppliers, and subcontractors** – along with their estimated annual consumption, where available – are as follows:

- **cardboard boxes**
  approximately 7,000 kg

all made with cardboard sourced from FSC-certified supply chains, ensuring responsible and sustainable procurement.

They represent **60% of the total packaging** and come from **renewable sources**.

- **bubble wrap**
  approximately 10 kg
- **expanded polyethylene**
  approximately 4,000 kg
- **transparent film**
  approximately 250 kg
- **adhesive tape**
  approximately 150 kg

Of the total material used, **approximately 30% of the packaging** is derived from **reuse processes and returnable systems**.

Packaging that cannot be reused is disposed of through separate waste collection.

3.4 PEOPLE

People are at the heart of our company.
We value skills, foster growth and build strong, lasting relationships.

43
people

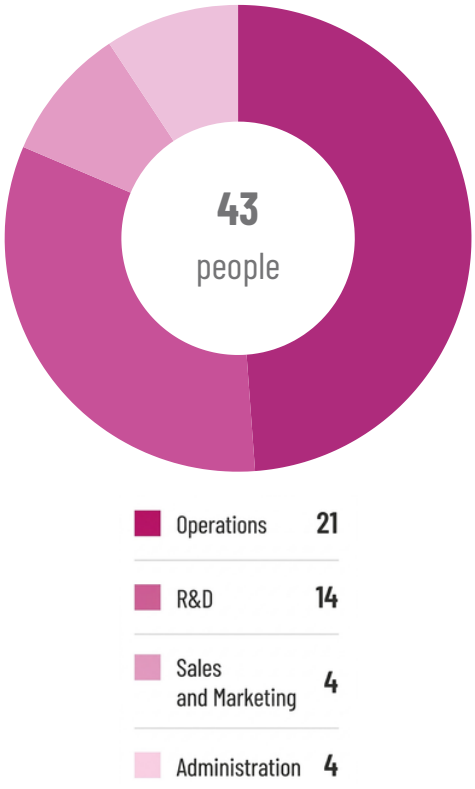
32%
of people working in R&D

11
women (1 on the Board)

93%
permanent contracts

58%
with the company for over 11 years

DISTRIBUTION BY FUNCTION



A WEALTH OF EXPERTISE

Technical expertise
Experience gained over the years and continuous interaction between different company functions represent a major wealth of knowledge.

Collaboration
Day-to-day cooperation between departments encourages knowledge-sharing and contributes to the development of reliable solutions focused on customer needs.

Responsibility and respect
We promote a workplace based on collaboration, mutual respect and responsibility, valuing each person's contribution.

The main indicators relating to workforce composition and stability describe a **solid organisation, characterised by well-established expertise and a strong focus on innovation**.
For this reason, Capetti Elettronica continues to invest in people's well-being, continuous training and skills development, promoting a **positive, collaborative and growth-oriented workplace**.

Skills and development

People's skills are an essential asset for innovation, the quality of our products and the company's sustainable growth.
The opportunity to share know-how between experienced people and new generations is a value that is renewed every day and helps strengthen the company's resilience.
In 2025, Capetti Elettronica focused its skills-development activities mainly on onboarding new employees and strengthening its safety culture.

Onboarding

New employees follow a structured onboarding process that includes sharing company processes, the principles of the Quality and Environmental Management System compliant with ISO 9001 and ISO 14001, and the values and principles contained in the Code of Ethics.
Operational mentoring also supports the transfer of technical skills and integration into departments.

Safety culture

During 2025, Capetti Elettronica strengthened the preparedness of department managers through a dedicated emergency-management training programme. The initiative reinforced knowledge of procedures, roles and coordination methods, helping make the organisation's response to critical events more effective.

In response to the rapid evolution of digital technologies and the new opportunities offered by **Artificial Intelligence**, Capetti Elettronica has **planned a training programme for 2026** dedicated to **Research & Development** personnel.
The initiative will aim to develop skills in the use of AI tools to support design and development activities, fostering process innovation and the integration of new technological solutions.



Bonuses and corporate welfare

Since 2017, employees have received an **annual contribution voluntarily provided by the company for each dependent child**. The company is committed to maintaining this form of support in the future, which is becoming increasingly important in light of rising living costs and declining birth rates.

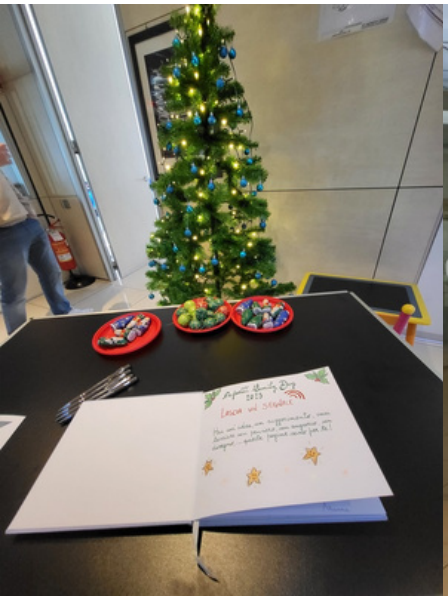
The company has always provided employees with **gift vouchers each year**.

Well-being, satisfaction and engagement

People's well-being is a central element of Capetti Elettronica's corporate culture. For this reason, the company promotes direct and continuous dialogue with employees through **one-to-one meetings** with a Board representative, creating opportunities to listen and gather observations, suggestions and feedback on the workplace.

Listening is supported by structured monitoring tools, such as the **periodic anonymous employee climate survey**, which assesses staff satisfaction and identifies areas for improvement.
The information collected guides initiatives dedicated to organisational well-being, professional development and strengthening the work environment.

Capetti Elettronica also held its **Family Day** in 2025, confirming the event as an important opportunity for meeting, openness and sharing between the company, employees and their families.
The day involved employees and family members in a festive and engaging atmosphere, with activities for adults and children, opportunities to socialise and initiatives designed to foster mutual understanding and strengthen a sense of belonging.
The initiative is a meaningful moment in company life, helping promote an organisational culture based on participation, dialogue and intergenerational engagement.







Suppliers

Capetti Elettronica promotes a supply chain focused on quality, environmental responsibility and enhancement of the local area. Partner selection and qualification take into account not only technical and economic aspects, but also the adoption of sustainability practices and the ability to contribute to a shared improvement journey.

23% of the value of supplies comes from suppliers with environmental or sustainability certification

42% of products and services comes from local suppliers

During 2025, supply-chain monitoring continued through an assessment process for qualified suppliers that also incorporates environmental criteria. The analysis, carried out through questionnaires, examines certifications held, sustainability-management practices and initiatives adopted to reduce environmental impacts, helping progressively integrate ESG criteria into the partner-qualification process.

Local area

Capetti Elettronica promotes continuous dialogue with the local area, working with schools, universities and local organisations to foster skills development, innovation and community growth.

In 2025, Capetti Elettronica strengthened its **commitment to education and the inclusion of young people** through partnerships with various local training organisations, from **technical institutes** to the **School of Business Administration in Turin**.
The initiatives provided opportunities for exchange between education and industry, fostering the development of technical, managerial and transferable skills and bringing young people closer to the dynamics of the professional world.

In April, Capetti Elettronica took part in the **Master's Degree Orientation Fair at the Polytechnic University of Turin**, participating as a speaker in the Computer Engineering course dedicated to Embedded Systems.
The event provided an important **opportunity for dialogue between university and industry**, giving students a practical view of the applications of electronics and embedded systems in the industrial world.
Participation in the initiative confirms the **company's commitment to maintaining continuous dialogue with the education sector** and contributing to the growth of future technology-innovation professionals.



Capetti Elettronica contributed to the project "**Cleaner air for nursery-school children**", promoted in collaboration with Reale Mutua and under the patronage of the **Municipality of Gassino Torinese, at the San Giuseppe Nursery School**.

The initiative was created to **improve air quality in spaces dedicated to children** by integrating purification solutions with environmental monitoring systems.

The project is a concrete example of **innovation applied to people's well-being**: technology enables us to understand the environments in which we live and work more effectively, helping **create healthier spaces that are more attentive to community needs**.



Partnerships

During 2025, Capetti Elettronica consolidated its ecosystem of collaborations by participating in research projects, European programmes and industrial partnerships that contribute to the development of innovative and sustainable solutions.

POLARALP - Environmental monitoring for Alpine ecosystems

Capetti Elettronica participated in the POLARALP project, a research initiative dedicated to developing technologies for environmental monitoring in Alpine environments. The project, which concluded in May, leveraged the company's expertise in designing wireless electronic systems for data acquisition and transmission, contributing to the development of solutions supporting scientific research and protection of the local area.

TRACCIA - Traceability of Piedmont Hazelnuts



Capetti Elettronica continues to participate in the TRACCIA project, aimed at developing an innovative system for monitoring the Piedmont hazelnut supply chain.

Through the use of wireless sensors and WineCap™ dataloggers, the project integrates environmental and physico-chemical data to support the quality, traceability and sustainability of agricultural production.

Partnerships

AI4IAQ – Artificial Intelligence for Indoor Air Quality

In 2025, Capetti Elettronica continued its participation in the AI4IAQ project, dedicated to developing innovative solutions for monitoring air quality in buildings. By integrating IoT sensors, Artificial Intelligence and smart HVAC systems, the project aims to make indoor environments healthier, more efficient and more sustainable. In this context, Capetti Elettronica contributes to the development of environmental monitoring technologies, confirming its commitment to applied research and innovation in support of sustainability.



EENergy - Enterprise Europe Network Energy Grants for European SMEs

Capetti Elettronica participated in the European EENergy - Enterprise Europe Network Energy Grants for European SMEs programme, an initiative funded by the European Union under the SMP-COSME programme and dedicated to supporting SMEs in improving energy efficiency.
As part of the project, the company carried out a relamping intervention on its lighting system, replacing traditional fluorescent lamps with more efficient LED solutions to reduce energy consumption and improve the quality of the working environment.

CLIMATE CITY CONTRACT - A commitment to the climate transition

In 2025, Capetti Elettronica formally joined the City of Turin Climate City Contract and obtained GREENLIGHT recognition in the MEMBER category, strengthening its commitment to greater environmental sustainability.
The initiative forms part of the European "100 Climate-Neutral and Smart Cities" mission and contributes to the shared pathway towards reducing greenhouse-gas emissions, promoting energy efficiency and achieving the city's climate-neutrality targets by 2030.

Partnerships

DIERRE

In 2025, Capetti Elettronica became a technology partner of Dierre, an internationally recognised manufacturer of security doors and security locking systems.
The partnership leverages Capetti's expertise in the development of highly technological custom electronic solutions and confirms the company's ability to support major industrial organisations in developing innovative, reliable products tailored to market needs.

Innovation and security, together, for new solutions Made in Italy.

STMicroelectronics

In 2025, WineCap™ systems were included in the STMicroelectronics Proof of Concept Center, a demonstration space dedicated to the company's most advanced technology-based applications.
The presence of Capetti solutions in the centre represents an important opportunity for visibility among customers, partners, universities and international stakeholders, confirming the value of WineCap™ technology as a reliable and scalable platform for wireless monitoring in environmental and industrial applications.





3.6 CUSTOMERS

Customer relationships are **central to Capetti Elettronica's growth** and to the continuous improvement of its products and services.
In 2025, we continued to monitor customer satisfaction through post-sales questionnaires, with the aim of gathering useful feedback to assess the quality of the service provided and identify new opportunities for improvement.
The survey examined the main aspects of the customer experience, including:

- **overall satisfaction** with the service provided
- **value for money**
- **response** times
- **delivery** times
- **flexibility**

CUSTOMER SATISFACTION

4,3 /5

+ **16%** compared with 2024

The score shows a significant improvement compared with 2024 (3.7/5), confirming the **effectiveness of the actions undertaken to strengthen service quality and customer relationships**.
The results provide further motivation to continue the improvement journey, with the aim of responding ever more effectively to market needs.

Listening to customers continues to be a key tool for guiding company decisions. In the coming years, Capetti Elettronica will continue to monitor customer satisfaction, progressively broadening customer involvement and integrating the results into the continuous improvement process for products, services and the overall experience offered.



3.7 GOVERNANCE

The company, owned by the Capetti family, underwent a generational handover in 2021 from the founder to his three children - Anna, Luigi and Marco - who took over the leadership of the business. In keeping with a continuity of values, this generational transition strengthened the focus on environmental and social sustainability, helping consolidate governance oriented towards responsible growth and innovation.
In 2025, Capetti Elettronica also continued to monitor and report its ESG performance, increasingly integrating sustainability principles into decision-making and corporate management. Reporting serves as a tool for continuous improvement and supports the organisation's strategic choices.



During the year, the company reached an important milestone with the preparation and adoption of its **Code of Ethics**, a document defining the values, principles of conduct and ethical standards that guide directors, employees, suppliers and partners.
The Code strengthens the corporate governance system by promoting transparency, fairness and responsibility in relationships with all stakeholders.

At the same time, a **relamping** project was completed at the company headquarters, replacing traditional lighting with high-efficiency LED luminaires.
The initiative helps reduce energy consumption and associated emissions while improving workplace comfort.

For the next financial year, Capetti Elettronica intends to continue its continuous-improvement journey by achieving integrated **ISO 9001 and ISO 14001 certification**, with the aim of making management of company processes even more effective and synergistic.

The installation of **charging stations for electric vehicles** at the company site is also planned, with the aim of encouraging more sustainable mobility and supporting the organisation's progressive energy transition.

4. IMPACT STORIES

Energy and environmental efficiency for the Le Scotte Hospital in Siena

The Siena University Hospital - Le Scotte is one of Tuscany's leading hospital centres. The complex, comprising numerous buildings spread across a large area, requires precise management of heating systems to ensure appropriate comfort conditions and optimise energy consumption.
To support the automatic temperature-control system and degree-day calculation, WineCap™ dataloggers with LoRa® radio technology were installed in the most exposed areas of the buildings, particularly on rooftops.
The devices measure outdoor climatic conditions and provide the data required to determine degree days, a parameter used to manage the operating periods and modes of heating systems.
Automatic and continuous acquisition of climate data has enabled more accurate degree-day calculation, providing reliable support for system control.
The system therefore contributes to optimising energy management across the hospital complex and maintaining thermal comfort for patients and staff.

Microclimate monitoring to protect the Greek Theatre of Syracuse

The Greek Theatre of Syracuse, built in the 5th century BC and almost entirely carved into the rock, is one of the most significant examples of theatre architecture in the Greek West.
As part of conservation work promoted by the Archaeological Park Directorate, a microclimate monitoring system was installed to support restoration of the stone structures using Capetti Elettronica's WineCap™ wireless technology.
The system measures the surface temperature of the risers and treads of the steps, wind speed and direction through three anemometers, and the main atmospheric parameters through a weather station. Sensors distributed across different areas of the theatre are connected to WineCap™ dataloggers, which collect data at regular intervals and transmit them by radio to a gateway installed near the cavea.
The solution enables continuous, non-invasive monitoring of the site's environmental and thermal conditions, providing useful data for assessing overheating phenomena in the stone material and supporting conservation of the archaeological heritage.

Hydrogeological monitoring for the new railway in the Basque Country

As part of the upgrade of the Basque Country railway network, and in particular the access corridor to Bilbao-Abando station, a groundwater monitoring system was implemented to support the design and construction of the infrastructure.
Vibrating-wire piezometric sensors were installed at different depths in 55-metre-deep boreholes to measure pressure variations in the different geological layers. Data acquisition is managed by WineCap™ dataloggers configured for vibrating-wire sensors and designed to operate autonomously even without an external power supply.
The system provided consistent, continuous data during the design phase and will continue to support monitoring of hydrogeological conditions as work progresses, providing useful information for managing a complex railway project in an urban environment.

5. FUTURE COMMITMENTS

During 2025, Capetti Elettronica consolidated its sustainability journey through initiatives aimed at strengthening corporate governance, improving energy efficiency and promoting people's well-being.
For 2026, the company intends to continue this journey with new concrete objectives focused on integrating management systems, reducing environmental impact and developing an increasingly responsible and participatory corporate culture.

Activity	*Outcome*	*Impact*
Energy efficiency & sustainable mobility	Reduction in energy consumption and environmental impacts	**Creating sustainable value** through innovation, responsibility and participation.
Research & technological innovation	Sustainable, high-technology solutions	
Skills development	Professional growth and widespread innovation	
People engagement	Organisational well-being and participation	A commitment that creates lasting value for people, customers, the local area and the environment.
Responsible supply chain	Integration of ESG criteria into the supply chain	
Governance & transparency	Strengthening ethical culture and responsibility	

6. METHODOLOGICAL NOTE

The data contained in this document cover the period **January-December 2025**.

The report was prepared in continuity with the methodology used for the 2024 report, in order to provide a consistent view of the company's sustainability progress.
The starting point remains an analysis of the company's positioning across the social, environmental and economic dimensions of sustainability, conducted using the Circular and Systemic Value Chain, a tool developed by Mercato Circolare.
This methodology provides a systemic and integrated view of the organisation, in line with UNI/TS 11820:2022 "Measurement of Circularity - Methods and Indicators for Measuring Circular Processes in Organisations".
The reporting areas follow the BIA - B Impact Assessment framework, a digital tool that enables the company to assess itself across five areas:

- governance
- environment
- people
- community
- customers.

Compared with the 2024 report, the 2025 report highlights several significant advances in the identified impact areas:

- Organisational well-being: initiatives dedicated to people, including training on company values, internal engagement activities and the Family Open Day, were consolidated in 2025, helping strengthen the corporate climate and employee participation.
- Environmental efficiency: monitoring energy consumption and the efficiency measures implemented during the year helped identify opportunities for improvement and reduce environmental impacts compared with the previous year.
- Community and customers: projects developed with customers, technology partners and public-sector organisations broadened the company's contribution to safety, energy efficiency and the digitalisation of monitoring processes, strengthening Capetti Elettronica's role as a reliable and innovative technology partner.

These advances confirm the strength of the path undertaken and reinforce the chosen methodology, laying increasingly solid foundations for continuous improvement and for more precise and meaningful impact measurement.



The future cannot be predicted.
It is prepared

Maurice Blondel



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