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Ever Motion Solutions Sustainability 2025 Report (VSME Model)

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1. Company Profile and EMS Business Model

The company **Ever Motion Solutions srl (EMS)** was founded in 2024 through a spin-off operation from **Ever Elettronica S.r.l.**. The latter, resulting from a long history of growth that began in 1977, assigned its industrial business branch to EMS while maintaining a majority stake. Such history was built over the years through the persistent commitment of its Management to research, innovation, and the quality of products and services.

1.1. Operating Sectors and Product Range of EMS

According to its articles of association, EMS will continue the design and manufacture of drives (and their accessories) and the production and commercialization of electric motors (and their accessories), activities previously held by Ever Elettronica S.r.l.. In doing so, it inherits a nearly fifty-year history of success with development partners and leading manufacturers of automation machines in various industrial sectors: packaging, labeling, mechatronics-textile, food, medical, ceramic machinery, printing, office automation, video surveillance, robotics, and logistics.

The foundation of EMS's industrial strategy is 360° close contact with customers and suppliers. This is aimed at constantly and effectively satisfying every technical and service requirement requested by the clientele while simultaneously making the most of every growth opportunity.

The experience acquired over the years by the split-off Company, combined with the ability to provide high-quality services and solutions—either consolidated or customized to specific customer needs—are the prerequisites that allow EMS to offer its customers competitive advantages in their respective sectors.

The wide range of products offered by the company (<https://www.evermotionsolutions.com/>) consists of **complete hardware and software packages**. These are based on an open architecture and are ready to use, consisting of lines of integrated and stand-alone drives, both programmable and non-programmable, PLCs with motion controllers, gateways, and HMIs, software tools for the creation of custom applications by the customer, high-quality and high-performance brushless and stepper synchronous motors and drives, suitable for direct mounting on the load axis, alongside other electrical and mechanical automation components.

The continuous optimization of engineering and production solutions allows EMS to conceive and create innovative, high-quality products that are truly significant in terms of performance and price. This continuous pursuit of innovation generates intelligent, compact devices that are attentive to safety in all working conditions. These products comply with international product standards, are open to various fieldbuses, and are equipped with specific features aimed at use in various industrial automation sectors.

In particular:

- **Software:** Ready-to-use, versatile solution packages of proven reliability for both open-loop and closed-loop systems. They are accompanied by comprehensive software tools designed to guarantee the customer speed and ease of use in setting up their application. Consolidated application programs from the Italian parent company for specific automation needs in various industrial sectors interact easily with the user, facilitating the fine-tuning and optimization of the performance of solutions created according to their specific requests.
- **Hardware:** These systems, drives, and motors are designed to have local intelligence that optimizes performance. They can manage motion autonomously or under the direct control of a master system, communicate with other devices, and perform real-time diagnostic monitoring of the operating status.

1.2. The EMS Value Chain

EMS's competitiveness in the global industrial automation market is managed through a responsible value chain, which integrates sustainability criteria into both supplier selection and services to end customers.

EVER Group operates in the sector of supplying components and solutions for industrial automation, as well as individual components, specifically electronic and electromechanical systems for motion control. In this increasingly interconnected global market, the competitiveness of EVER MOTION SOLUTIONS is no longer measured solely by the quality of its products or customer services, but also by its ability to responsibly manage the environmental and social impacts of business processes, starting with the use of a sustainable supply chain.

1.2.1. Supply Chain: EMS' Manufacturers and Distributors

Supply chain management is a fundamental pillar to ensure the quality and compliance of EMS products. The company has integrated a specific **Sustainability and Compliance Clause** into its purchasing processes, included in the general purchasing conditions, which commits partners to the following standards:

- **Technical and Environmental Compliance:** The supplier guarantees that all products supplied comply with the **RoHS** Directive (2011/65/EU) and the **REACH** Regulation (EC n. 1907/2006).
- **Conflict Minerals:** In line with EU Regulation 2017/821, EMS requires suppliers to ensure that the materials used (Tin, Tantalum, Tungsten, and Gold) are "Conflict-Free."
- **Ethics and Human Rights:** Suppliers must ensure the absence of forced or child labor and compliance with workplace safety regulations at their production sites.

Below is the Sustainability and Compliance Clause, included in our general purchasing conditions, available at <https://www.evermotionsolutions.com/en/general-conditions-of-purchase> and reported in every company order, which Suppliers must adhere to for the fulfillment of Ever Motion Solutions' purchase orders:



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Art. X – Sustainability, Ethics, and Technical Compliance

The Supplier, by accepting this order, declares and guarantees that the products and/or services provided to Ever Motion Solutions meet the following requirements:

- 1. Environmental Compliance (Hazardous Substances):** All components and materials are fully compliant with the most recent versions of the RoHS Directives (2011/65/EU and subsequent amendments) and the REACH Regulation (EC n. 1907/2006). The Supplier agrees to promptly provide the relevant declarations of conformity or analysis certificates upon request.
- 2. Conflict Minerals:** The Supplier guarantees that the materials provided (specifically Tin, Tantalum, Tungsten, and Gold) have been extracted and marketed in compliance with human rights and do not originate from conflict zones, in line with Regulation (EU) 2017/821 and OECD guidelines.
- 3. Social Responsibility and Safety:** The Supplier agrees to comply with local labor laws, ensuring safe working conditions, the rejection of forced or child labor, and respect for trade union rights.
- 4. Right to Audit:** Ever Motion Solutions reserves the right to request documentary evidence of the fulfillment of the aforementioned requirements (e.g., ISO 14001, ISO 45001 certifications or SAQ questionnaires) and/or to carry out direct audits to ascertain compliance with the aforementioned sustainability standards.
- 5. Non-compliance:** Failure to comply with the requirements listed above will be considered a serious breach of contract and may lead to the immediate termination of the supply relationship.

Lodi, March 2026

Felice Caldi / CEO

1.2.2. Reference and Historic Brand Customers

The technological solidity inherited from the parent company has allowed EMS to consolidate relationships with primary industrial groups and OEMs (Original Equipment Manufacturers). Among the historic brands and reference customers that use the motion control technologies developed at the Lodi production site are internationally prominent companies such as:

Packaging machines: Ricciarelli S.r.l., Stima Machinery S.p.A, Marchesini S.p.A, IMA S.p.A., ACMA S.p.A.

Labeling heads: Novexx GmbH, Promark U.S.A., Enos S.r.l., Arca Etichette S.r.l

Paper processing/Converting machinery: Petratto S.r.l., Lombardi S.r.l.

Packaging and filling machines: Arol S.p.A., TwinPack Macchine Automatiche

X-ray/Radiographic machines: Sirona GmbH, Ralco S.r.l., IMS S.r.l., Duerr Dental SE

Tobacco packaging: G.D. S.p.A.

Office machinery: Arca Technology, Coges S.p.A.

Ceramic machinery: SACMI Group Gaiotto S.p.A., Barbieri & Tarozzi S.p.A.

Textile machinery: Savio S.r.l., Lonati S.p.A.

Measurement systems: Soc. Coop. Bilanciai S.r.l., Microrep S.r.l.

Woodworking machinery: SCM Group S.p.A., Omec S.r.l.

Complex labeling machines: IMA S.p.A., Arca Etichette, Tirelli S.p.A

Electronic assembly/testing machines: Spea S.p.A., Aurel Automation S.p.A., TWS Automation S.r.l.

Medical systems: In.p.e.co S.r.l., Pfizer Latina S.r.l., D.A.S. S.r.l

Flexographic and Converting: Uteco S.p.A., Grafikontrol S.p.A., Saldoflex S.r.l.

Wire and cable processing: Curti Costruzioni Meccaniche S.p.A., Samp S.p.A.



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2. Sustainability Statement from Management (CEO Letter)

Subject: Company commitment towards VSME (ESRS) voluntary reporting

In an increasingly interconnected global electronic market, the competitiveness of **EVER MOTION SOLUTIONS** is no longer measured solely through the precision of our SMT and THT production lines, the quality of ICT or FCT testing of our products, or the quality of our customer services, but also through our ability to responsibly manage environmental and social impacts.

With the regulatory evolution introduced by the CSRD directive and the Omnibus decree, we have chosen to voluntarily adopt the simplified **VSME (Voluntary SME Standard)** developed by EFRAG. This choice stems from the desire to offer our commercial and financial partners maximum transparency on standardized and comparable data at a European level.

Our commitment focuses on three strategic pillars for the EMS sector:

- **Energy Efficiency and Decarbonization:** We constantly monitor the consumption of our production plants to reduce the carbon footprint of the products we assemble, supporting our customers in achieving their Scope 3 objectives.
- **Responsible Resource Management:** We guarantee rigorous management of waste divided by EER code (RENTRI portal), operating in full compliance with environmental regulations (ARPA), RoHS, and REACH to ensure the safety of the final product.
- **Valorization of People:** The quality of our products and services depends on the technical skills of our team. We constantly invest in specialized training and workplace safety, promoting an inclusive and meritocratic environment.

This sustainability disclosure is not merely a bureaucratic fulfillment for us, but a governance tool that allows us to mitigate operational risks and consolidate our role as a strategic and reliable partner in the electronics supply chain.

Lodi, March 2026

The Managing Director / CEO Felice Caldi

VSME EFRAG Standard – Basic Module

Section 1: General Information (B1 – B2)

B1 – Basis for preparation (VSME EFRAG Standard)

This Sustainability Disclosure for the 2025 financial year has been prepared, on a voluntary basis, by **EVER MOTION SOLUTIONS srl** in accordance with the **VSME ESRS** (Voluntary Small and Medium-sized Enterprises – European Sustainability Reporting Standards) developed by EFRAG.

Specifically, the company has adopted the "**Basic Module**", structured to provide transparency on the main environmental, social, and governance (ESG) impacts without the complex burdens required of large enterprises.

- **Reporting scope:** The reported data refer to activities carried out at the two operational sites in Via del Commercio 4/2 and 9/11, 26900 Lodi, and cover the entire company perimeter.
- **Reference period:** January 1st – December 31st, 2025.
- **Methodology:** Information was collected and processed internally starting from accounting and management data (ERP) and technical production evidence (energy bills, waste registers, HR data).

B2 – Business practices and Sustainability Governance

In EVER MOTION SOLUTIONS srl, sustainability is not considered a separate activity but is integrated into our decision-making and operational processes. The management of risks and opportunities related to ESG factors is structured as follows:

- **Management Responsibility:** The Managing Director has ultimate responsibility for the supervision of sustainability issues. Operational decisions regarding energy efficiency and waste management are shared with the Production Manager and the Purchasing Office.
- **Policies and Codes of Conduct:** The company operates in compliance with current laws and is inspired by principles of fairness and transparency. We have adopted company regulations and a Quality and Environment policy that guides the behavior of all collaborators and external partners.
- **Certified Management Systems:** To guarantee maximum reliability of EMS processes, the company maintains active **ISO 9001** certification for the quality management system.
- **Product Compliance:** We actively manage compliance with technical sector regulations (RoHS, REACH, Conflict Minerals) by collecting certificates from our electronic component suppliers.

3. Environmental Section (Environment)

B3 – Energy Consumption and Renewable Sources

The energy monitoring of consumption primarily concerns the production lines (reflow ovens, pick & place machines), testing stations, and environmental conditioning systems. It also extends to the energy fed into the national grid from the production of the company's photovoltaic systems.

Energy Indicators - 2025

Indicator	Energy Description	Unit of Measure	2025 Value
D2	Total Energy Consumption	Mwh	377.985
D3	- of which self-produced Electricity (FTV)	Mwh (100% renewable)	94.885
D4	- of which purchased Electricity	Mwh (27.7% renewable)	128.881
D5	- of which Fossil Fuels (Methane Gas)	Mwh	154.219
D6	Share of Energy consumed from Renewable Sources	$(D3+D4*0.277) : D2$	34.55%
D7	Energy fed into the public grid from FTV plant	Mwh	50.276
D8	Share of Energy to the environment from Renewable Sources	$(D3+D4*0.277+D7):D2$	47.85%
-	Environmental benefit from avoided CO2 (TCO2e)	$(D3+D7) * 0.257$	37.306

B4 – Greenhouse Gas Emissions (GHG - Scope 1 and 2)

Emissions calculated to allow our customers to monitor their supply chain carbon footprint (Scope 3).

Emission Category	Unit of Measure	2025 Value
Scope 1 (Direct from stationary combustion)	tCO2e	28.595
Scope 1 (Direct from mobile combustion)	tCO2e	13.699
Scope 2 (Indirect from Energy) (Market Based Calculation)	tCO2e	58.899

B5 – Pollution (Air, Water, Soil) and Mitigation

To mitigate the impact of chemical and soldering processes, the company adopts:

- **Fume Filtration:** Soldering fume abatement systems with certified filters.

- **Containment:** Collection vessels for the storage of chemical products in the warehouse area for subsequent disposal.

B6 – Waste Management and Material Recovery

Focus on the separation and recovery of electronic production residues.

Waste Classification	Unit of Measure	2025 Value
Total Waste Produced	Tons	8.52
- Non-Hazardous Waste (Paper, Cardboard, Plastic)	Tons	6.28
- Non-Hazardous Waste (Wood)	Tons	2.24
- Hazardous Waste (According to EER/CER Code classification)	Tons	0

4. Social Section (Social)

Human Resources Management and Family Identity

In Ever Motion Solutions, the family-run nature of the enterprise deeply shapes the management of human resources, distinguishing us from purely corporate models:

- **Fiduciary Relationship and Accessibility:** The constant presence of the owners guarantees a direct and informal dialogue.
- **"Open Door Policy":** This allows for the timely resolution of individual employee needs, increasing the sense of belonging.
- **Stability and Retention:** We consider our technicians and operators as an integral part of the company family. This approach translates into strong employment stability and extremely low turnover, preserving the specialized know-how necessary for the quality of EMS processes.
- **Flexibility and Proximity Welfare:** The family structure allows for greater sensitivity toward work-life balance, with flexible management that responds promptly to the personal needs of collaborators.

B7 – Workforce (Composition and FTE Data)

The company maintains a stable workforce entirely composed of permanent contracts.

Type	Men	Women	Total
Total Employees	36	11	47
- of which with permanent contracts	36	11	47

B8 – Occupational Health and Safety and Personal Protective Equipment (PPE)

In Ever Motion Solutions, health protection is an integral part of the production process. We promote a culture of active prevention through two pillars:

- **Continuous Training:** Every collaborator receives specific and updated training on the risks related to electronic assembly activities, including the use of SMT/THT machinery and safe management of chemical substances.
- **PPE and Technical Protection:** We provide and verify the constant use of specific Personal Protective Equipment:
- **ESD Protection (Electrostatic Discharge):** Antistatic lab coats, footwear, and wristbands.
- **Chemical and Respiratory Protection:** Specific PPE for handling fluxes and cleaning solvents.
- **Thermal Protection:** Devices for the safe handling of circuits exiting reflow ovens or wave soldering systems.

Safety Performance: The number of workplace injuries and the injury frequency rate are both **zero**.

B9 – Training and Development of Technical Skills

Training is the engine of innovation and quality. Our plan is divided into four main axes:

1. **Specialized Technical Skills:** Constant updates on electronic assembly acceptability standards (e.g., IPC-A-610 standards) and latest generation technologies.
2. **Quality and Regulatory Compliance:** Training on the management of restricted substances (RoHS, REACH) and component traceability.
3. **Professional Growth and Family Values:** Promoting growth paths that value experience and versatility, ensuring the transfer of skills from veterans to new recruits.
4. **Reward and Welfare System:** Aimed at recognizing the commitment of collaborators through assistance services, education, or leisure to enhance purchasing power.

(2025 training hours table)

Training Areas / Training Framework	Total Training Hours Delivered	Participants / Attendees
Occupational Health & Safety and PPE	220	[All Employees]
Technical Quality and IPC Standards	48	[Technicians and Operators]
Environmental Management and RoHS/REACH	16	[Purchasing and Quality Department]
New Technologies and ERP Software	358	[Purchasing, Warehouse, Production Department]
TOTAL TRAINING HOURS	642	

5. Governance and Business Integrity

B11 – Ethics, Transparency, and Advantages of Family Governance

Ever Motion Solutions is a family-run medium-sized enterprise that has already addressed its first generational transition to ensure business continuity. This structure constitutes the fundamental pillar of our corporate integrity and long-term strategy. The main governance advantages are as follows:

- **Identity and Personal Reputation:** The founding family's name coincides with the company's commitment to the market. This direct link ensures a natural aversion to ethical risk, as the company's reputation is the family's reputation. This translates into zero tolerance for corruption or fraud.
- **Long-Term Vision (Intergenerational):** Our family governance aims for stability for future generations, ensuring customers (OEMs) a stable industrial partner capable of investing in latest-generation technologies.
- **Agility and Decision-making Speed:** A short chain of command allows for timely responses to crises or new regulatory requirements.
- **Welfare and Collaborator Loyalty:** Treating every employee as part of the "family" results in low technical staff turnover, preserving specialized know-how.
- **Direct Reporting Channels:** An "Open Door Policy" allows any collaborator to report anomalies directly to the owners, ensuring immediate resolution of ethical or operational conflicts.

Ethics Performance Indicators:

- Confirmed cases of corruption or fraud: **Zero**.
- Reports received through Whistle blowing channels: **Zero**.

B12 – Payment Management and Supplier Relations

- Average payment terms to suppliers: 60/90 days.
- Percentage of payments made within agreed terms: 100%.

https://www.evermotionsolutions.com/images/documents/certification/cribis_2025.pdf

6. Conclusions and Contacts

This Sustainability Report, drafted according to the VSME standard Basic Module, represents Ever Motion Solutions' commitment to responsible and transparent growth. The data reported accurately reflect the impact of our operations in the production of motion control systems for the reference year.

For further details, technical clarifications on calculation methodologies, or copies of certifications, please contact:

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Lodi, March 2026

Approved by: Felice Caldi (CEO)