

HIGHLIGHTS

SUSTAINABILITY
REPORT
2022



Lafert Group is leader in Europe in the designing and manufacturing of customized electric motors and drives, used primarily in the fields of industrial automation and energy saving.

The company's core business is represented by asynchronous and permanent magnet synchronous motors, servo motors and motor-drive packages, to offer maximum energy efficiency in the most diverse application sectors.

PRODUCT RANGE OVERVIEW



THREE-PHASE MOTORS
FIRST IN ENERGY SAVING
ENERGY
IE3 **UL** **US**



**PACKAGED
PM MOTORS & DRIVES**
IE4 **IE5** **UL** **US**



**PM MOTORS WITH
INTEGRATED DRIVES**
IE52 **UL** **US**



**DIRECT DRIVE MOTORS
WITH INTEGRATED DRIVE**



SERVO MOTORS & DRIVES
TOP PERFORMANCE, REDUCED DIMENSIONS
UL **US** **Ex**



SMARTRIS
PACKAGED-DRIVE SYSTEM SOLUTION
FOR AGV

APPLICATIONS OVERVIEW

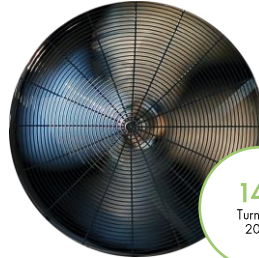


25%

Turnover
2022

HVAC/R

Water pumps, pool pumps,
heating, burners, refrigeration,
ventilation, air treatment



14%

Turnover
2022

AIR TECHNOLOGY

Air compressors, vacuum pumps,
blowers



7%

Turnover
2022

WIND

Yaw & Pitch drive, cooling
and ventilation, hydraulics e Powerpacks,
elevators and cranes



11%

Turnover
2022

AUTOMATION

Industrial machinery, packaging and
labelling, plastic moulding,
textile machinery



10%

Turnover
2022

ROBOTICS

Antropomorphic, Cartesians,
Collaboratives, Delta, Scara Robots



6%

Turnover
2022

MATERIAL HANDLING

Conveyors,
automated warehouses, AGV

The Lafert Group consists of twelve branches in Europe, North America and Asia, including six production and sales units, and five sales offices.



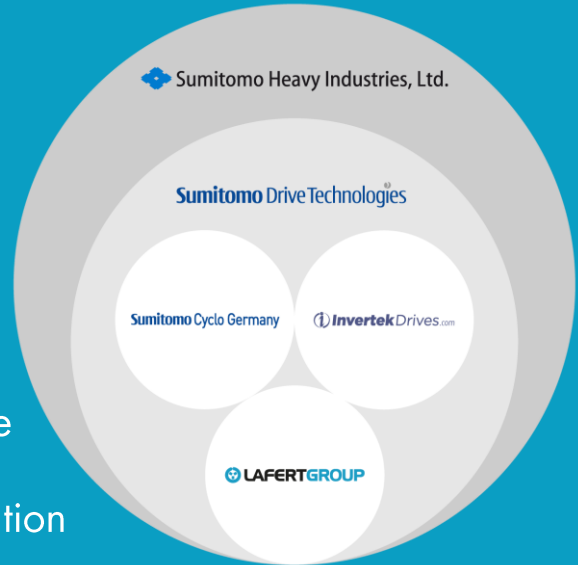


In 2022 Lafert crossed the milestone of the 60th anniversary and, with the occasion, strengthened itself as a Group:

through an agreement, all the Italian companies (Lafert Servo Motors S.p.A., ICME S.p.A. and Lafert Servo Drives S.r.l.) were merged under the leadership of Lafert S.p.A., thus, simplifying internal relations.

Thanks to the strategic role assumed by Lafert in the PTC (Power Transmission & Control) division of the Sumitomo Group, the production area is booming:

during 2022 the new plant adjacent to the San Donà di Piave headquarters was inaugurated, and the agreement for the acquisition of a large area, over 67,000 m², in front of the headquarters was concluded.



As evidence of the Group's commitment to sustainable development and strategic growth in favor of **ESG (Environmental, Social and Governance)** issues in business activities, in 2022 Lafert drafted the 2023-2026 Sustainability Plan, aimed at continuous monitoring of projects and results.



The combination of Innovation & Environment themes together with People Engagement one is the basis of the nine pillars that Lafert aims to pursue also through the Sustainable Governance policies and systems that regulate the processes and operations of the company.

PEOPLE ENGAGEMENT

- 1. DIVERSITY & INCLUSION
- 2. EDUCATION & CULTURE
- 3. HUMAN RESOURCES
- 4. COMMUNITY ENGAGEMENT



GOVERNANCE

- 5. SUSTAINABLE GOVERNANCE



INNOVATION & ENVIRONMENT

- 6. INNOVATION & DIGITAL TRASFORMATION
- 7. QUALITY & ESG SERVICES
- 8. ENVIRONMENT
- 9. SUSTAINABLE ECONOMIC GROWTH





Lafert strongly believes that the definition of specific procedures aimed at regulating the management of the Group by creating added value is fundamental to pursue the responsible and sustainable success of the Company.

Added to this, the influence by the Sumitomo Group, which is highly sensitive to sustainable issues, has led Lafert to create, on a voluntary basis, the Sustainability Report, the Sustainability Plan and the Home-Work Travel Plan.

In March 2023, Lafert set up a Sustainability Committee and intends to raise awareness of sustainability themes within the Group through periodic newsletters and specific training courses, dealing with issues such as transparent governance, gender equality, discrimination, and inclusion, etc.



During 2023 Lafert undertook several projects for the acquisition of new certifications and the extension of existing certifications in the various Italian plants.

In 2022, the new **Group Code of Ethics** was created, together with the implementation of the new Organization, Management and Control Model pursuant to Legislative Decree no. 231/2001.

The specific Suppliers' Code of Ethics has also been created and already signed starting from 2023.



Lafert Group consists of six production units: four in Italy, one in Slovenia and one in China, with an extension of over 50,000 m².

To these is added the acquisition of the over 67,000 m² area in front of the headquarters in San Donà di Piave which will be progressively built for a maximum of 33,891 m².

PRODUCTION FACILITIES



SAN DONÀ DI PIAVE, ITALY



33.000 m²

Total area



600

Employees



Activity:
Asynchronous Motors,
PM Synchronous Motors



2.905

motors/day

677K

motors/year



NOVENTA DI PIAVE, ITALY



5.500 m²

Total area



219

Employees



Activity:
Brushless Servo Motors,
Gearless Machines



769

motors/day

179K

motors/year



FUSIGNANO, ITALY



4.200 m²

Total area



70

Employees



Activity:
Asynchronous Motors



1.338

motors/day

307K

motors/year

PRODUCTION FACILITIES



BOLOGNA, ITALY



800 m²

Total area



13

Employees



Activity:
Servo Drives



38
drives/day

8.700
drives/year



SEMPETER PRI GORICI, SLOVENIA



2.000 m²

Total area



90

Employees



Activity:
Windings for Asynchronous Motors



1.430
windings/day

333K
windings/year



SUZHOU, CHINA



5.500 m²

Total area



74

Employees



Activity:
Brushless Servo Motors,
Gearless Machines



243
motors/day

58K
motors/year

FOREIGN BRANCHES



LAFERT MOTEURS SAS

St. Quentin Fallavier, France
 1996
 € 4.251K
 +45,8% | 2022 vs 2021



LAFERT ELECTRIC MOTORS LTD.

Crewe - Chesire, UK
 2001
 € 3.723K
 +11,8% | 2022 vs 2021



LAFERT GMBH

Boblingen, Germany
 2000
 € 569K
 +23,3% | 2022 vs 2021



LAFERT MOTORES ELECTRICOS S.L.U.

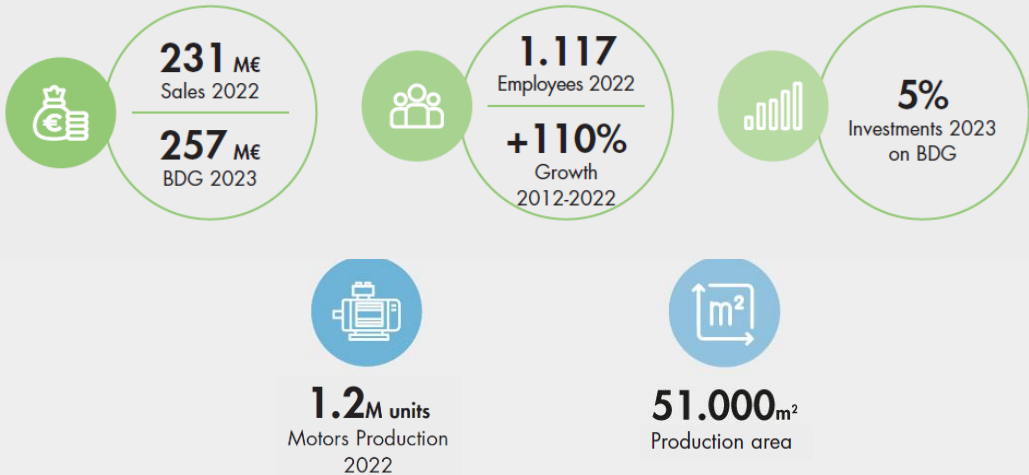
Cuarte de Huerva, Spain
 1994
 € 4.447K
 +58,1% | 2022 vs 2021



LAFERT NORTH AMERICA INC.

Mississauga, Canada
 1992
 € 40.620K
 +53,4% | 2022 vs 2021





For its dimension, the Group performance is inevitably related to an accurate management of the production process, to a correct implementation of all phases of the production cycle and to a planned management of the tools and resources available, in particular the maintenance of the machinery fleet.

Innovation and digitalization are the basis of the constant improvement of both the company's production capacity and its positioning in the market in terms of offered competitive advantage.



The R&D Department follows and anticipates the main market trends by designing and testing new and increasingly innovative solutions, especially in synergy with the other companies of the Sumitomo Group.

Over the last few years, it has activated several collaborations with Universities, Consortia and other Research Institutes.

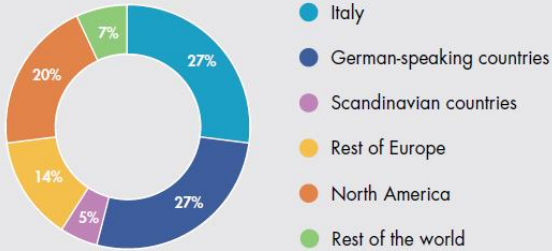
As of December 31, 2022, the Lafert Group can count on one valid patent, two utility models and one design patent.



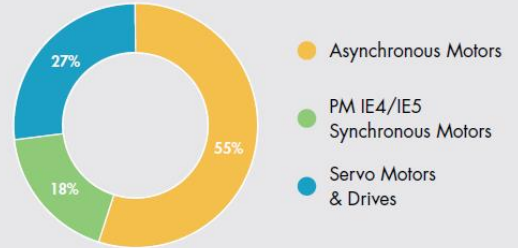
The success of Lafert Group is linked to the strong appreciation of the products by the market, influenced by the high quality and variety of the products offered, the high efficiency of the motors and the strong customization of the proposed solutions, perfectly adaptable to infinite fields of applications.

The Group adopts a co-engineering approach with the customer, developing a very strong relationship and mutual trust that favors fruitful and long-lasting collaborations.

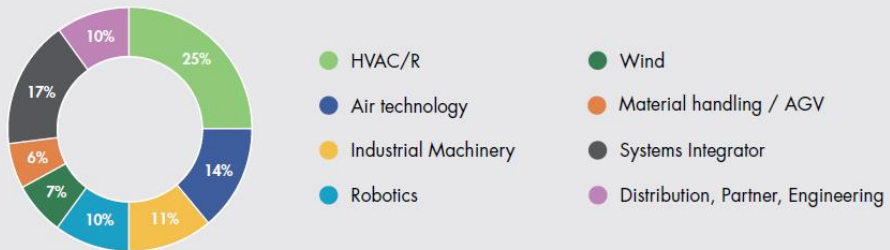
SALES BY GEOGRAPHIC AREA



SALES BY PRODUCT RANGE



SALES BY APPLICATION



The quality, safety and reliability of Lafert motors are guaranteed by the ISO 9001: 2015 Certification – "Quality Management System" which covers all management processes, from design to shipment through the very important testing phase.



All motors produced are subjected to test and control at all stages of the production cycle, and to final testing before delivery to the customer.

For its products, Lafert has both **safety and efficiency certifications** to guarantee compliance with national, European and global directives.





The Group's commitment to improving environmental impact has been recognized by the Ecol Design Award 2022, which rewards the most virtuous companies in sustainability.

445 Kg

reduced waste generation

7.726 l

liters of water preserved

24 Kg

carbon dioxide not produced

75%

recovery material

592 Kg

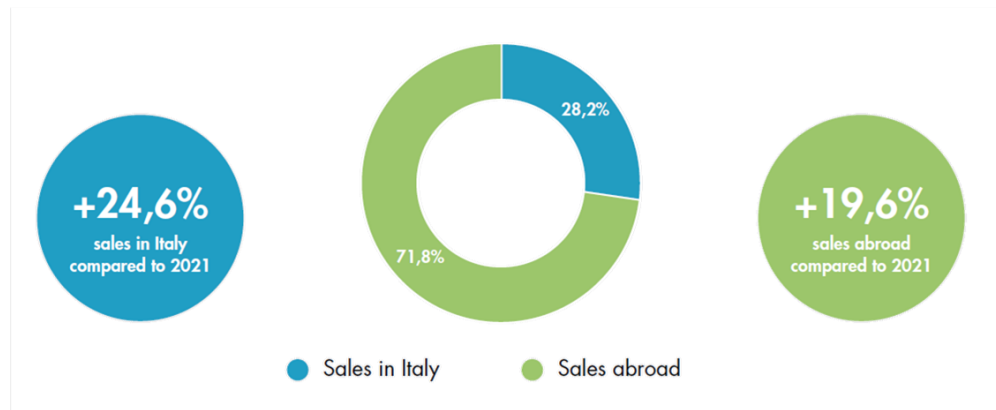
fossil fuel saved

The link with the territory and the involvement of the local community were the basis of the celebrations of the 60th anniversary organized by Lafert Group in September 2022, to which all employees and their families, local authorities and main Sumitomo stakeholders were invited.



Revenues from sales and services in 2022 according to the reclassified income statement amounted to € 227,547 thousand.

+21% vs 2021



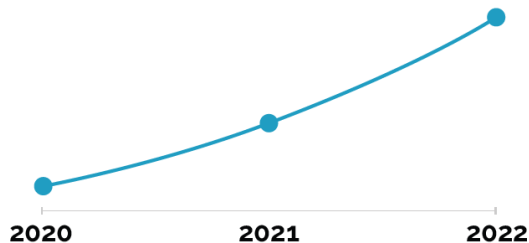
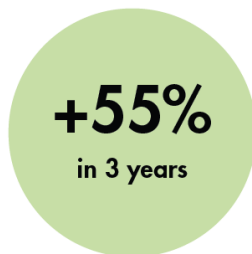
During 2022 the following are highlighted:

- over € 243,443 thousand of economic value generated (+20.9% vs 2021) and
- over € 233,459 thousand of economic value distributed (+22.8% vs 2021).

Added value ⁶ (Values in k€)	2020	2021	2022
Revenues	143.885	198.641	237.970
Other income	425	1.146	3.144
Financial Income	464	1.610	2.329
Total Economic Value Generated	144.774	201.397	243.443
Operating costs	96.153	144.004	178.431
Remuneration of personnel	35.870	43.518	50.239
Remuneration of lenders	1.293	901	3.131
Remuneration of investors	0	0	0
Remuneration of the Public Administration	997	1.662	1.654
Charitable contributions	8	7	4
Total Economic Value Distributed	134.321	190.092	233.459
Economic Value Retained	10.453	11.305	9.974

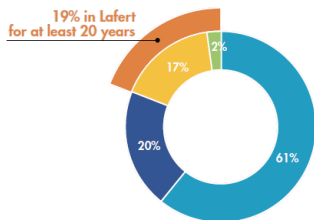
Lafert Group's investments in Research and Development projects almost reached € 2 million in 2022.

Research and Development expenses (Value in k€) ⁷	2020	2021	2022
Research and development expenses	1.249	1.948	1.938



Lafert Group's workforce on 31 December 2022 amounted to 1,117 people, registering an increase of 7.1% compared to 2021.

SENIORITY
(years in the company)

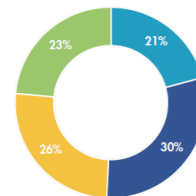


- 0-9
- 10-19
- 20-29
- 30-44

EMPLOYEES
(to 31.12.2022)



AVERAGE AGE
(years)

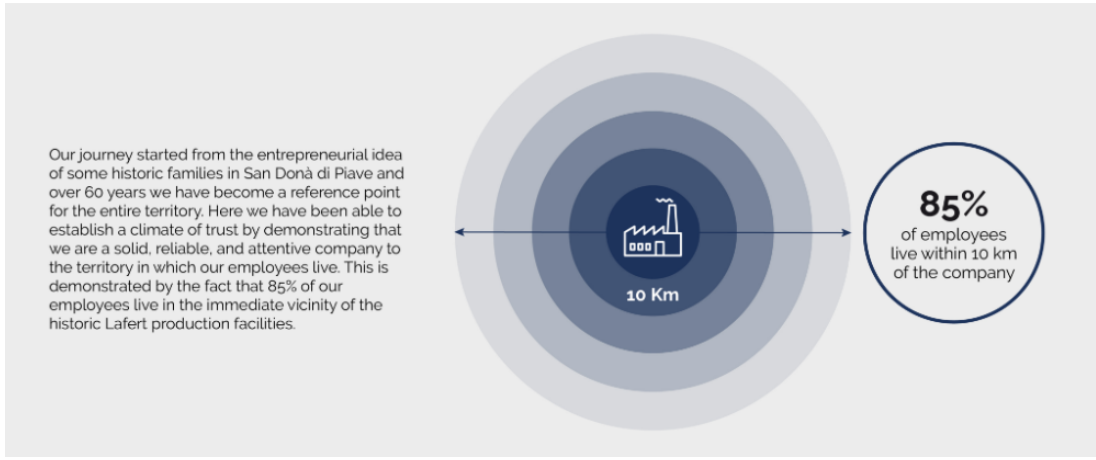


- 20-29
- 30-39
- 40-49
- 50-64



87.4% of the workforce is hired on open-ended contract.

In relation to the year 2022, the company registered a positive turnover of 72.9% for under 30 men and 95.8% for under 30 women.





People growth is one of the most pursued corporate values, from the recruiting phase and throughout the stay in the company, as well as the well-being of people pursued through the organization of initiatives aimed at strengthening the link between the company and employees.

Lafert adopts **Smart Working** as a new approach to business organization, in which the individual needs of the worker are considered as complementary with those of the company.

In 2022, the company recognized all workers the maximum fringe benefit value according to the legislation in force, and almost were provided **4.000 hours of training** to Group employees.

Type of training ¹³	2022	
	Hours	Employees
General training	162	79
Specific training	62	22
Other	3311	936
Total	3535	1037

Lafert Group adopts an **Occupational Health and Safety Management System – ISO 45001:2018**. This system is adopted and certified for the parent company Lafert S.p.A. and applicable to all other plants.

During 2022, there were no deaths as a result of accidents at work nor accidents with serious consequences.

Data on accidents	2020	2021	2022
Number of deaths following work accidents	0	0	0
Number of work accidents with serious consequences (except deaths)	0	0	0
Number of work accidents	37	28	31
Hours worked	1.293.900	1.697.997	1.595.050
Rate of recordable work accidents¹⁴	5,72	3,30	3,89
Number of deaths derived from occupational disease	0	0	0

During 2023, Lafert Group undertook for the Italian companies the project to acquire the Gender Equality Certification pursuant to UNI/PDR 125:2022 and at the same time the issue of ISO 30415:2021 Certification - Human Resources Management - Diversity and Inclusion.



Lafert is aware that the development of high efficiency and high performance motors is not enough to reduce the impact on the environment and the territory. Therefore, it has started a series of improvement activities looking at internal processes and collaborations with partners and suppliers.



Lafert Group adopts the Environmental Management System according to the UNI EN ISO 14001: 2015 standard.

During 2022, Lafert created its first **Home-Work Travel Plan** within San Donà di Piave perimeter, launching a sustainable mobility project aimed at reducing the home-work journeys of its employees.

A first **photovoltaic system of 381,000 KWh/year** has been installed in the new plant in San Donà di Piave, and in 2023 the installation of an additional **247,000 KWh/year system** is planned at the Noventa di Piave plant.

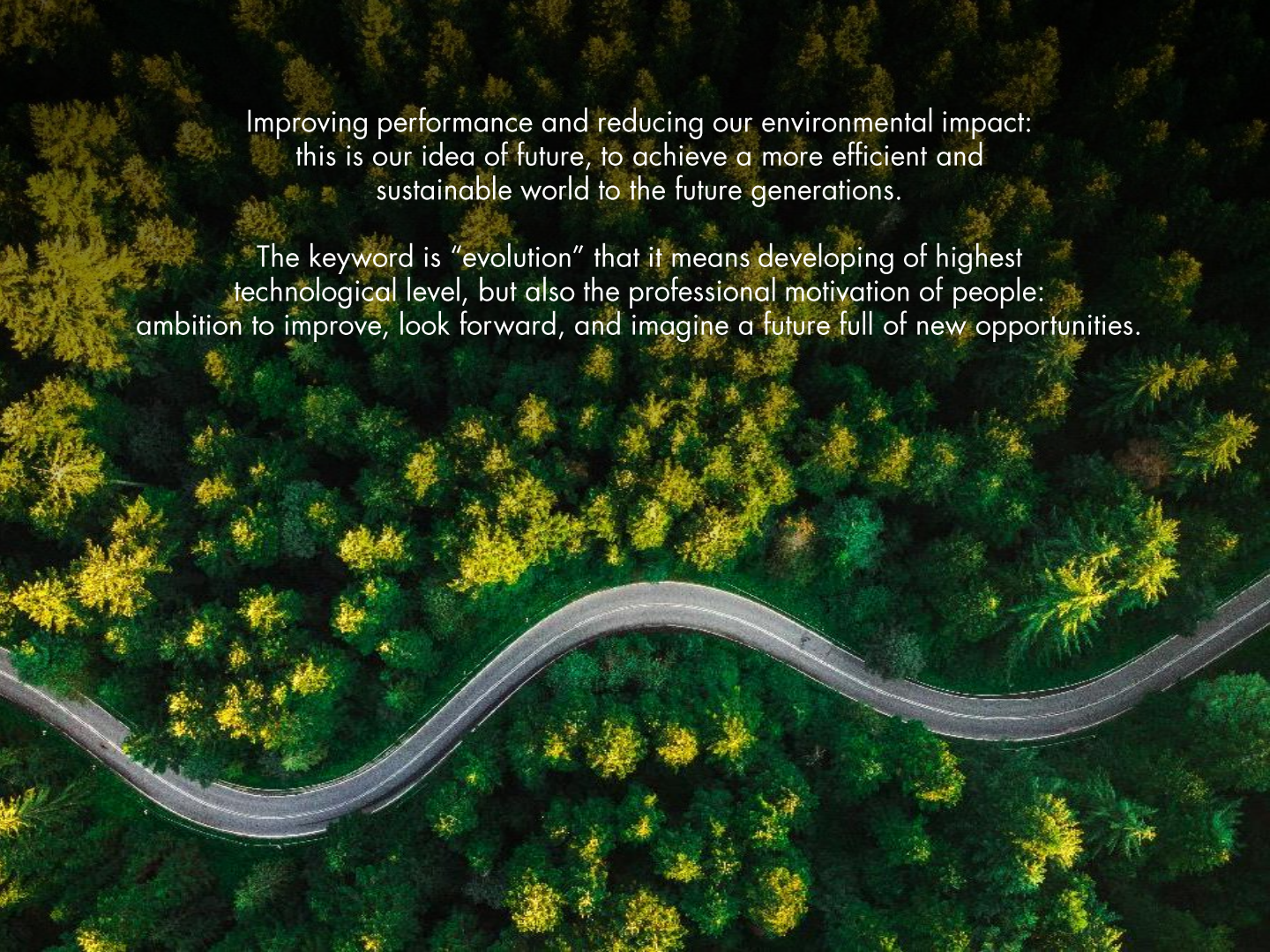
The project to replace petrol and diesel company cars with plug-in models has begun.

Lafert adopts a virtuous mechanism for managing emulsified water that allows the collected water to be reused in the production process.

Water withdrawal by source by type (in mega-litres)	2020	2021	2022
Third party water resources – water providers (total) - water mains			
Of which freshwater	12,43	15,82	10,45
Of which other types of water	-	-	-
Total water withdrawal	12,43	15,82	10,45

In 2023, a project was launched to analyze and study the life cycle of Lafert products in collaboration with the University of Trento, which will lead to the identification of areas for improvement with a view to increasing the sustainability of the Group's business model.



An aerial photograph of a winding asphalt road that curves through a dense, lush green forest. The road is the central focus, with white dashed lines marking its edges. The surrounding trees are a mix of dark green and bright yellow-green, suggesting a healthy, diverse ecosystem. The lighting is soft, creating a serene and natural atmosphere.

Improving performance and reducing our environmental impact:
this is our idea of future, to achieve a more efficient and
sustainable world to the future generations.

The keyword is “evolution” that it means developing of highest
technological level, but also the professional motivation of people:
ambition to improve, look forward, and imagine a future full of new opportunities.

