

HIGHLIGHTS

SUSTAINABILITY
REPORT
2023



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
IE3 IE4 ENERGY BY C US



PACKAGED PM MOTORS & DRIVES
IE4 IE5 C US



PM MOTORS WITH INTEGRATED DRIVES
IES2 C US



DIRECT DRIVE MOTORS WITH INTEGRATED DRIVE



SERVO MOTORS & DRIVES
TOP PERFORMANCE, REDUCED DIMENSIONS
C US Ex



SMARTRIS
PACKAGED-DRIVE SYSTEM SOLUTION FOR AGV

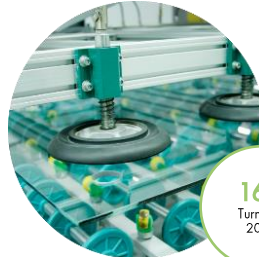
APPLICATIONS OVERVIEW



20%
Turnover
2023

HVAC/R

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



16%
Turnover
2023

AIR TECHNOLOGY

Air compressors, vacuum pumps,
blowers



12%
Turnover
2023

INDUSTRIAL MACHINERIES

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



9%
Turnover
2023

INDUSTRIAL AUTOMATION & ROBOTICS

Antropomorphic, Cartesians,
Collaboratives, Delta, Scara Robots



8%
Turnover
2023

WIND

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



7%
Turnover
2023

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 2023 Lafert 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 2023 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 2023, the new **Organization, Management and Control Model** pursuant to Legislative Decree no. 231/2001 was approved, including also Noventa di Piave, Bologna and Fusignano plants.

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

In 2023, Lafert implemented the Whistleblowing system: an internal digital signaling system that guarantees high standards safety and security, allowing to report violations easily and anonymously.





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



33000 m²

Total area



594

Employees



Activity:
Asynchronous Motors,
PM Synchronous Motors



2318

motors/day

540K

motors/year



NOVENTA DI PIAVE, ITALY



5500 m²

Total area



219

Employees



Activity:
Brushless Servo Motors,
Gearless Machines



893

motors/day

208K

motors/year



FUSIGNANO, ITALY



4200 m²

Total area



65

Employees



Activity:
Asynchronous Motors



949

motors/day

221K

motors/year

PRODUCTION FACILITIES



BOLOGNA, ITALY



800 m²

Total area



12

Employees



Activity:
Servo Drives



20

drives/day

4600

drives/year



SEMPETER PRI GORICI, SLOVENIA



2000 m²

Total area



76

Employees



Activity:
Windings for Asynchronous Motors



1374

windings/day

320K

windings/year



SUZHOU, CHINA



5500 m²

Total area



84

Employees



Activity:
Brushless Servo Motors,
Gearless Machines



266

motors/day

62K

motors/year

FOREIGN BRANCHES



LAFERT MOTEURS SAS

 St. Quentin Fallavier, France
 1996 |  4100 K€



LAFERT ELECTRIC
MOTORS LTD.

 Crewe - Chesire, UK
 2001 |  5500 K€



LAFERT GMBH

 Boblingen, Germany
 2000 |  70000 K€



LAFERT MOTORES
ELECTRICOS S.L.U.

 Cuarte de Huerva, Spain
 1994 |  6000 K€



LAFERT NORTH
AMERICA INC.

 Mississauga, Canada
 1992 |  35000 K€





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.

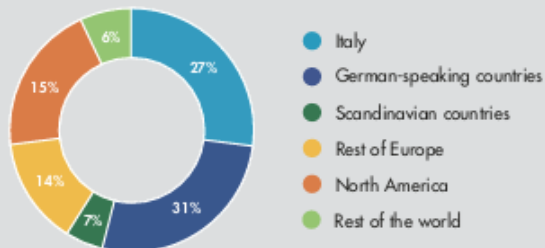
As of December 31, 2023, the Lafert Group can count on one valid patent, two utility models and one design patent.



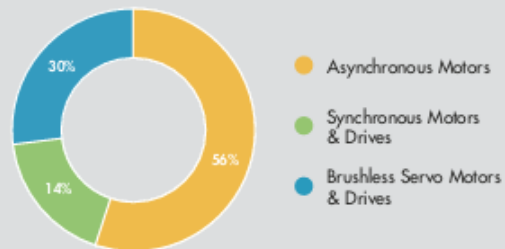
The success of Lafert Group is linked to the strong appreciation of the products by the market, influenced by the high quality and variety of the products offered, the high efficiency of the motors and the strong customization of the proposed solutions, perfectly adaptable to infinite fields of applications.

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.



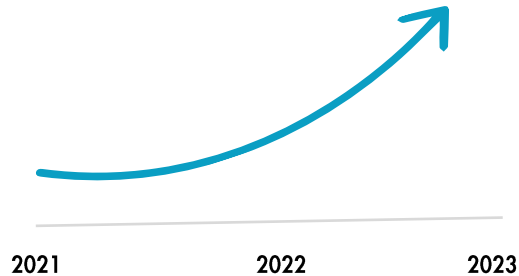
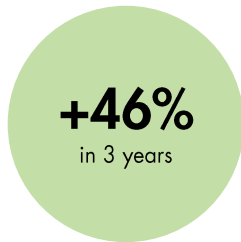
Revenues from sales and services in 2023 according to the reclassified income statement amounted to € 219 million. **-3.4% vs 2022**

Over € 225 million of economic value generated (-7.3% vs 2022) and over € 208 million of economic value distributed (-10.9% vs 2022).

Added value* (Values in k€)	2021	2022	2023
Revenues	198.641	237.970	219.904
Other income	1.146	3.144	4.998
Financial Income	1.610	2.329	784
Total Economic Value Generated	201.397	243.443	225.686
Operating costs	144.004	178.431	149.390
Remuneration of personnel	43.518	50.239	52.220
Remuneration of lenders	901	3.131	4.607
Remuneration of investors	0	0	0
Remuneration of the Public Administration	1.662	1.654	1.792
Charitable contributions	7	4	0
Total Economic Value Distributed	190.092	233.459	208.009
Economic Value Retained	11.305	9.974	17.677

Lafert Group's investments in Research and Development projects almost reached € 3 million in 2023.

Research and Development expenses (Value in k€) *	2021	2022	2023
Research and development expenses	1.948	1.938	2.851

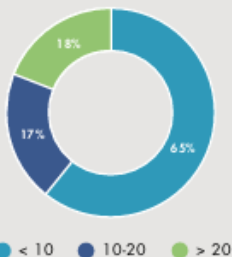


Lafert Group's workforce on 31 December 2023 amounted to 1.060 people, registering an increase of 2.7% compared to 2022.

93% of the workforce has on open-ended contract.

In relation to 2023, the company registered a positive turnover of 28.48% for under 30 men and 47.37% for under 30 women.

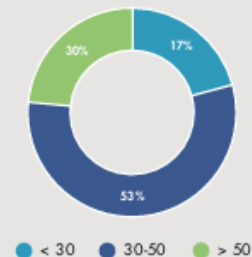
SENIORITY
years in the company



EMPLOYEES
(to 31.12.2023)



AVERAGE AGE
(years)





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 2023, the company recognized all workers the maximum fringe benefit value according to the legislation in force, and almost were provided **3.600 hours of training** to Group employees.

Type of training ¹⁵	2023	
	Hours	Employees
General training	166	82
Specific training	32	8
Other	1.949	316
Total	2.147	406

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.

Data on accidents	2021	2022	2023
Number of deaths following work accidents	0	0	0
Number of work accidents with serious consequences (except deaths)	0	0	1
Number of work accidents	28	31	45
Hours worked	1.697.997	1.595.050	1.689.783
Rate of recordable work accidents¹⁴	3,30	3,89	5,44
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 2023, Lafert created its second **Home-Work Travel Plan** including in the scope the Noventa di Piave plant.

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 continued in 2023.

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)	2021	2022	2023
Third party water resources – water providers (total) - water mains			
Of which freshwater	15,82	10,45	12,41
Of which other types of water	-	-	-
Total water withdrawal	15,82	10,45	12,41

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.



