



SUSTAINABILITY
REPORT

2025

KINETIC

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LETTER TO STAKEHOLDERS

Dear Stakeholders,

It is my pleasure to introduce our third Sustainability Report, an important annual occasion for reflection throughout our organization. Regularly reviewing our ideas and reporting on the progress made in relation to our plans is always an opportunity for growth, both as individuals and as a team. It also provides us with an opportunity to consider the broader impact of our clinical activities and initiatives aimed at promoting a culture of health worldwide.

Looking back, 2025 was an exceptional year. We completed an extensive phase of growth and entered a phase of consolidation. Over the past three years, we have invested a total of 30% of our annual revenue in the development of new projects. This has been the most significant expansion effort in our forty-year history. It was an investment in the future and in generations to come. The investment revolved around three separate projects.

The first was the establishment of a Campus at our headquarters in Bologna, conceived as a cultural ecosystem for sharing knowledge in Sports Medicine. Surrounded by greenery and inspired by Plato's school of philosophy, it is a place for teaching, learning, and exchanging ideas with colleagues from around the world. The second project was opening a new clinic in Athens, where we hosted the thirty-third edition of our world congress, bringing the international sports medicine community to a city renowned for its connection with culture, sport, and medicine. The third project was the opening of our third facility in Milan, located in Piazza Gae Aulenti within the Portanuova District, an area that shares our strong focus on social and environmental impact. Just a short distance from the Biblioteca degli Alberi, it is a special place in a remarkable city.

These projects were completed during the first half of last year. During the second half, we turned our attention inward, focusing on the services we provide across our facilities.

We explored ways to improve the Patient's Journey, from patients' first contact with us through discharge and follow-up. We referred to this as a phase of consolidation, although it may equally represent another form of growth, one driven by aspiration and challenge. As artificial intelligence continues to advance rapidly, we also asked ourselves how important patient reception, interpersonal relationships, and the more human aspects of the doctor-patient relationship continue to be.

This prompted us to carefully review every step of the patient experience to determine whether our established procedures continue to provide the added value that comes from caring for another human being. This work is currently underway and is being assessed internally before opening it up to wider discussion, while maintaining the balance between our clinical activities and our scientific and educational mission. In this edition of the Sustainability Report, the topic is introduced only briefly. It will likely take years before conclusions can be shared, but the path has been set.

In closing, I would also like to reassure our stakeholders that we remain strongly committed to research, sharing knowledge, and supporting clinical progress in prevention and care through ongoing collaboration with the scientific community, research institutes, and our academic, business, and institutional partners. At the same time, we continue working to make sustainability part of everything we do and we believe this report is the best way to provide a concise overview of our environmental, social, and governance results. Enjoy your reading

Marco Della Villa



CEO

The World Health Organisation defines health as "a state of complete physical, mental, and social well-being, and not merely the absence of disease or infirmity." It is a clear, precise, and challenging statement - one that we at Isokinetic have always strongly believed in. From the very beginning, our focus has been on supporting patients in achieving true health in every sense. Every treatment we provide goes beyond addressing injury or illness. It's an opportunity to enhance fitness and strive for overall well-being. In this light, healing is not just a process, but a transformative experience.



METHODOLOGY OVERVIEW

This document marks the second Sustainability Report by Isokinetic Medical Group S.r.l. (hereinafter "Isokinetic" or the "Group"). It is published voluntarily and on an annual basis and provides an overview of the Group's activities, initiatives, and key achievements in economic, environmental, and social areas from January 1 to December 31, 2025. The report reflects Isokinetic's ongoing commitment to transparency and its intention to openly share meaningful qualitative and quantitative information with stakeholders.

The content of this report was determined through a topic analysis, as described in the section "Stakeholders and Key Topics." The 2025 Sustainability Report follows selected "GRI Sustainability Reporting Standards" from the Global Reporting Initiative (GRI), as listed in the "GRI Content Index." The scope of the report matches that of Isokinetic's Consolidated Financial Statements as

of December 31, 2025. Where possible, data comparisons with the previous year are included to help assess progress and performance over time. To ensure accuracy, estimates were kept to a minimum and are clearly marked throughout the report. When applied, however, the most reliable methodologies available were used. Supporting tables and detailed data can be found in the Appendices, which provide full coverage of the GRI indicators linked to each key topic. The 2025 Sustainability Report has not been independently audited and is publicly available on the Isokinetic website: www.isokinetic.com. For further information, please contact: m.palitta@isokinetic.com.





In carrying out its work and striving for continuous improvement, Isokinetic takes into account the Sustainable Development Goals (SDGs) established by the United Nations. These goals, outlined in the 2030 Agenda, promote sustainable global development and provide a valuable international benchmark for companies committed to responsible growth. Isokinetic recognises the value of contributing to these goals not only in driving its own progress but also in contributing to a better future for people and the planet. Specifically, Isokinetic contributes to achieving the following Sustainable Development Goals: "SDG 3 – Good Health and Wellbeing"; "SDG 4 – Quality Education"; "SDG 5 – Gender Equality"; "SDG 8 – Decent Work and Economic Growth"; "SDG 9 – Industry, Innovation, and Infrastructure"; "SDG 10 – Reduced Inequalities". Further details are provided in the following section.



GOAL 3: ENSURE HEALTHY LIVES AND PROMOTE WELLBEING FOR ALL AT ALL AGES

Isokinetic actively promotes SDG 3 by delivering high-quality prevention, treatment, and rehabilitation services through advanced, personalised recovery protocols. This is achieved via the Isokinetic model of care, which strives for the Maximum Functional Recovery Possible.

- 17,311 patients treated annually
- Green Room: a unique facility for medical assessment and biomechanical re-education



GOAL 4: ENSURE INCLUSIVE AND QUALITY EDUCATION FOR ALL AND PROMOTE LIFELONG LEARNING

Isokinetic promotes SDG 4 by providing extensive training opportunities for its employees and sharing knowledge within the scientific community through the Isokinetic Conference, university partnerships, and the Isokinetic Campus.

- 1,695 hours of training delivered in 2025
- Education and Research Department: responsible for employee training and fostering partnerships with academic institutions globally
- Isokinetic Campus: the group's cultural ecosystem
- 11,185 hours of practical training and mentorship



GOAL 5: ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

Isokinetic actively promotes SDG 5 with a workforce composed of 53,9% women. The Group is dedicated to creating an equitable workplace where all employees are valued and supported regardless of gender and where they can reach their full potential.

- 53.9% of employees are women



GOAL 8: PROMOTE INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, EMPLOYMENT AND DECENT WORK FOR ALL

Isokinetic promotes SDG 8 by generating and distributing economic value among its stakeholders. Furthermore, it ensures decent, dignified, and fair working conditions for all staff and partners and actively encourages the employment of young professionals.

- € 26,776,000 in economic value generated
- € 25,463,000 in economic value distributed



GOAL 9: BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALISATION AND FOSTER INNOVATION

Isokinetic promotes SDG 9 through ongoing scientific research, evidenced by numerous publications and initiatives like the Isokinetic Conference. Over 39 years of research supports its advanced medical technology and avant-garde care processes.

- Hosts the world's largest football medicine conference
- Implements state-of-the-art medical technology



GOAL 10: REDUCE INEQUALITIES WITHIN AND AMONG COUNTRIES

Isokinetic contributes to SDG 10 by striving to reduce inequality and support the inclusion of people, especially those with temporary disabilities. Its innovative rehabilitation approach guarantees that everyone can access high-quality care, making a valuable contribution to this goal.





1

THE ISOKINETIC GROUP

1.1 COMPANY HISTORY, CORE VALUES, AND MISSION

Established in 1987, Isokinetic is an international medical group certified to ISO 9001 standards since 1999 and recognised as a **FIFA Medical Centre of Excellence** since 2009. It specialises in the prevention, treatment, and rehabilitation of orthopaedic and sports injuries.

Its clinical team includes sports doctors, physiatrists, physiotherapists, chiropractors, and administrative staff who provide customised and highly specialised care.

At Isokinetic's ISO 9001 - certified clinics, every treatment pathway begins with a thorough medical assessment to fully understand the patient's needs and develop a Personalised Rehabilitation Programme aimed at achieving the Maximum Functional Recovery Possible.

Exercise, in all its forms, is always at the heart of the rehabilitation plan, respecting tissue biology, biomechanics, and neuromotor functions.

Recognised as a leader in orthopaedic and sports rehabilitation both in Italy and abroad, the Isokinetic network includes **10 private clinics for Sports Medicine and Orthopaedic Rehabilitation** - 8 in Italy, 1 in London, and 1 in Athens - as well as **Virtual+**, a virtual clinic that delivers online services, bringing

expert care worldwide directly to patients' homes. To guarantee cutting-edge services that meet the highest standards, Isokinetic collaborates closely with the international medical community, especially through the Education and Research Department, which is further described in section "**1.2 Group Structure and Governance.**"

CLINIC LOCATIONS

Bologna, London, three facilities in Milan, Rimini, Rome, Turin, Verona and Athens



ISOKINETIC CAMPUS

A new cultural and green space designed to fully experience Isokinetic



ISOKINETIC CONFERENCE

An annual event drawing about 2,500 participants from over 80 countries



ISOKINETIC VIRTUAL+

The Group's virtual clinic providing remote medical and rehabilitation services



VALUES

Values are essential at Isokinetic, guiding choices, shaping decisions, and influencing behaviour. Sharing clear values encourages long-term solutions while fostering a joyful work environment and lasting unity among team members. From this perspective, embracing these values becomes essential to pursuing new growth opportunities with enthusiasm and confidence.

CULTURE

At the heart of the Isokinetic Group lies its medical culture, with success rooted in the continuous exchange of knowledge – both internally among staff and externally with the wider community. This requires thorough onboarding for new team members, constant training for all employees and the scientific analysis of millions of data points collected each year.

GLOBAL PERSPECTIVE

Isokinetic's vision has always been global. Its primary goal is to serve as a benchmark for improving global health, which the World Health Organisation defines as **"a state of complete physical, mental, and social well-being, and not merely the absence of disease or infirmity."** Honouring these values means sharing experiences and research through scientific publications and conferences.

QUALITY OF LIFE

Our patients are at the heart of our work. Our goal extends beyond providing isolated treatments to enabling patients to return to active, fulfilling lives in harmony with their surroundings and communities. Through Personalised Rehabilitation Programmes, we aim for the Maximum Functional Recovery Possible, which is essential following any surgical or conservative treatment.



TEAMWORK

Long-term success at Isokinetic depends on a strong sense of teamwork. This involves sharing common goals, methodologies, and working styles—foundations for lasting unity and strength. It mustn't merely be symbolic but authentic, discouraging individualism and encouraging diverse professionals to work together with integrity. A fitting metaphor is an orchestra, where many musicians come together, listen, and perform in perfect harmony.

THE PURSUIT OF EXCELLENCE

Excellence is the outcome of a lengthy journey of continuous improvement that demands both passion and expertise. In this process, our clinical team is the driving force, while the patient's role is to assess the quality of care at discharge and during follow-up. Having patients leave satisfied is the biggest indicator of lasting success. Much like athletes in competitive sport who strive to continuously improve their performance, Isokinetic fosters a **"culture of high performance,"** creating a work environment where everyone is motivated to commit their energy and passion to achieving the company's mission.



17,311
Patients



71,079
Medical Services



172,214
Rehabilitation Sessions



43
Participation in national and international conferences



2,160
Delegates at the 32nd edition of the Isokinetic Conference in Madrid



80
Countries represented



205
Fellowships from 58 Universities



25
Scientific publications in books and international scientific journals

2025



OUR MISSION

Isokinetic’s mission reflects this philosophy.

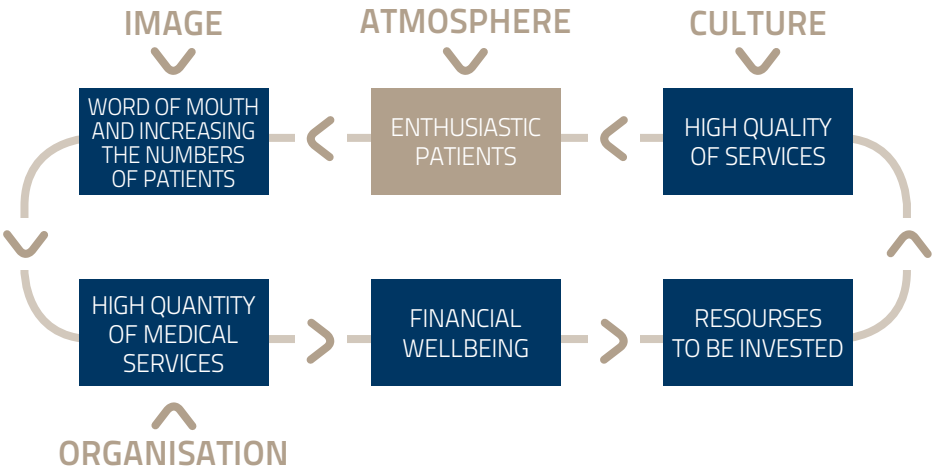
“To be the leading international medical group in sports medicine and orthopaedic rehabilitation, committed to pursuing daily excellence for the benefit of the patient.”

In order to fulfill this mission, Isokinetic focuses on four core pillars, referred to as the “Isokinetic Excellences” which define the Company’s Vision.



As shown in the infographic, having an excellent reputation is essential for global expansion and sits at the top of the model. Excellent profitability forms the foundation by securing the resources needed for development. Maintaining a balance between excellent knowledge and excellent behaviours to ensure the system’s overall stability is equally important.

Furthermore, each Isokinetic clinic carries out ongoing activities designed to fulfill the company’s mission through its vision. This system is represented by what is called the Isokinetic **Virtuous Circle**, composed of the six stages outlined below.



Patient satisfaction is a fundamental priority for every member of the Isokinetic team who aims not only to treat a patient’s conditions but also to exceed their expectations and guide them toward the **Maximum Functional Recovery Possible**, a concept that will be further elaborated in this document.

An enthusiastic patient is the one who has a positive experience at Isokinetic and will generally spread the word to others, causing more individuals to come to the clinic. This results in an increased number of services rendered and improved financial performance, allowing for further investment in human resources and advanced technology which in turn improve the quality of care. This cycle leads to even greater patient satisfaction, thus perpetuating and strengthening the virtuous circle. Within this framework, we must focus on the four competitive advantages of Isokinetic, summarised by the acronym “**C.I.A.O.**” (**Culture, Image, Atmosphere, and Organisation**). Every Isokinetic team member must keep these four factors in mind, as they have a very positive impact on the Virtuous Circle.

C

Culture at Isokinetic is the product of ongoing education and professional development for every team member. It follows the Isokinetic model of care and directly impacts the quality of care. It is regularly updated with the latest global advancements by the Education and Research Department.

I

Isokinetic’s **Image** is shaped by both internal and external factors. Internally, through the cleanliness and attention to detail that characterises each clinic; externally, through endorsements, local medical credibility, global scientific credibility, and media presence.

A

The cheerful **Atmosphere** at Isokinetic clinics greatly affects the healing process. Warm greetings from doctors, receptionists, and physiotherapists, combined with bright, harmonious treatment spaces, foster a positive and informal environment that uplifts patients’ spirits and motivation throughout their care.

O

Organisation is what enables Isokinetic to treat a large number of patients while maintaining high standards of care. Efficient management requires a collaborative mindset, with everyone working together to refine processes and achieve shared goals.

OUR STORY

Doctors Stefano Della Villa and Gianni Nanni open the **first Isokinetic Clinic** at the Salus clinic in Bologna, naming it after the new method of muscle strength assessment and training: isokinetics.

Isokinetic earns **ISO 9001 Quality Certification**, affirming its professionalism and commitment to efficiency.

The Isokinetic **Education & Research Department** is established.

FIFA officially designates the Isokinetic Medical Group as a **FIFA Medical Centre of Excellence**, honoring its high-quality sports medicine care.

The **Green Room**, an innovative lab for movement analysis and correction, is launched.

The **30th Isokinetic Conference** is held in London, alongside the launch of **Isokinetic Campus**, a new cultural hub for global exchange.

A third clinic is opened in Milan at **Piazza Gae Aulenti**.

1987

1999

2000

2009

2016

2023

2025

1992

2001 / 2008

2012

2020

2024

Isokinetic organises its **first international conference** to spread scientific knowledge and its passion for sports medicine.

Isokinetic opens medical clinics in **Milan, Turin, Verona, Rome, and Rimini**.

After 25 years in Italy, the Isokinetic Medical Group fulfills its dream by opening a clinic in **London's Harley Street**, the historic street of English doctors.

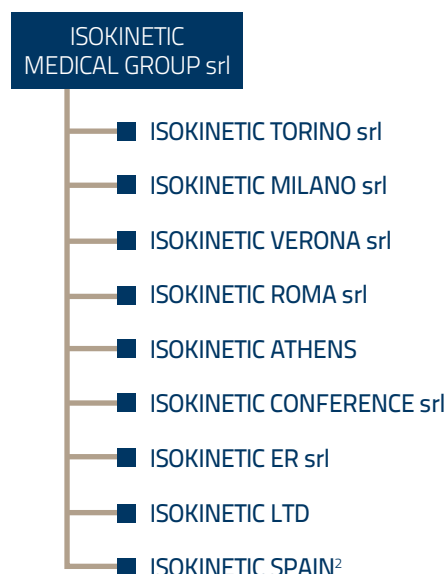
Virtual+ launches as Isokinetic's online clinic offering remote consultations and rehabilitation via video calls.

The Group publishes its **first Sustainability Report** and inaugurates its **Athens clinic**.

1.2 GROUP STRUCTURE AND GOVERNANCE

ISOKINETIC MEDICAL GROUP S.R.L.

Isokinetic Medical Group S.r.l. is the holding company of the Isokinetic Group and has full ownership of its operating subsidiaries: Isokinetic Torino S.r.l., Isokinetic Milano S.r.l., Isokinetic Verona S.r.l., Isokinetic Roma S.r.l., Isokinetic Athens, Isokinetic Conference, and Isokinetic ER S.r.l. Isokinetic Medical Group holds a 100%¹ ownership stake in each of these companies.

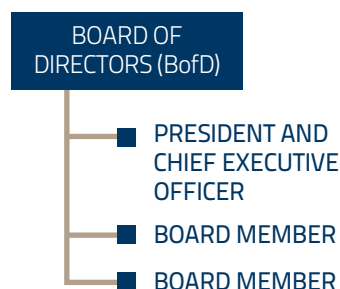


¹ Isokinetic Medical Group holds 80% of Isokinetic LTD (in London).

² Isokinetic Spain was set up to manage the 2024 and 2025 Isokinetic Conferences in Madrid.

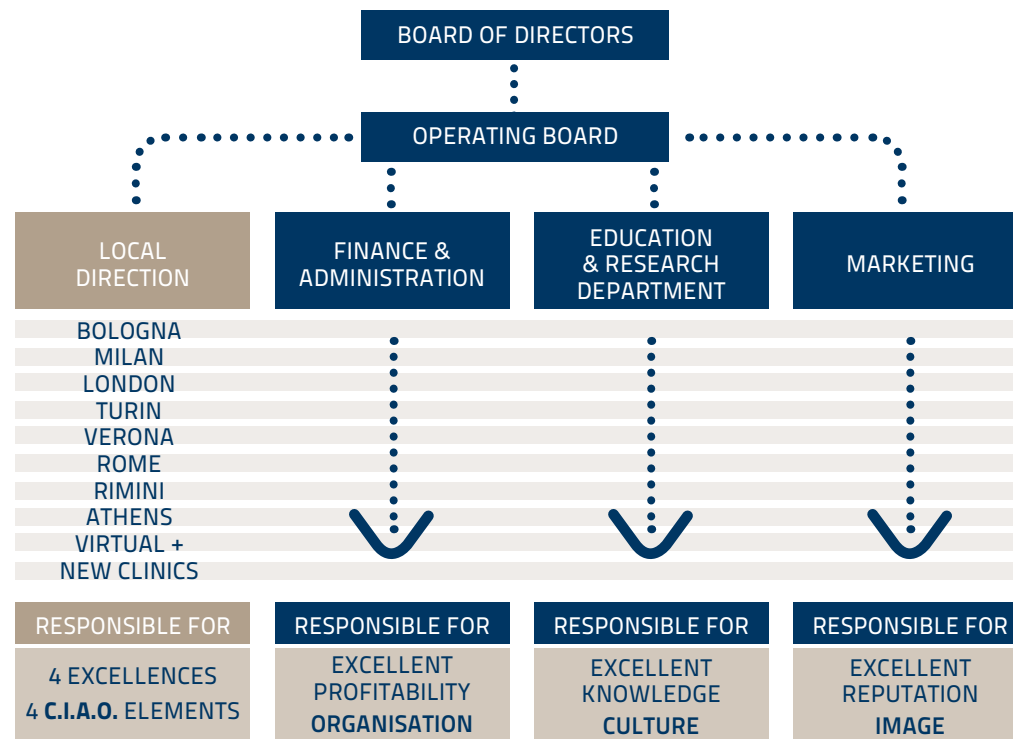
BOARD OF DIRECTORS

The company operates under a traditional governance model, with the Board of Directors responsible for strategic direction and organisational oversight. The Board appoints the President and Chief Executive Officer and may establish specialised technical committees as needed. The Board holds full authority over both ordinary and extraordinary management matters, though certain powers are delegated to the CEO for day-to-day operations. Specific responsibilities may also be assigned to individual board members as needed. The Board consists of three members, occupying the following roles:



THE BOARD OF STATUTORY AUDITORS

The Board of Statutory Auditors is elected by the Shareholders' Meeting and is responsible for supervising the company in accordance with Articles 2423 and following of the Italian Civil Code. It is composed of three standing members and two alternates. The financial audit is entrusted to an external auditing firm. The ten Isokinetic clinics operate as part of a unified network, known as the Isokinetic Network, which operates under a single governing body: the Isokinetic **General Headquarters**. This central body is organised into three areas: **Finance & Administration**, **Education & Research Department**, **Marketing**. These, in turn, are managed by the Operating Board, which convenes monthly to address operational issues.



FINANCE & ADMINISTRATION, headed by the Chief Executive Officer, is responsible for overseeing the Group's financial sustainability and organisational structure, the "O" for Organisation, in C.I.A.O. It includes:

- I) Financial Planning and Budgeting
- II) Human resources and personnel administration
- III) Accounting and financial statements
- IV) Communication Technology



THE EDUCATION & RESEARCH DEPARTMENT is responsible for the Group's scientific expertise, the "C" for Culture, in C.I.A.O. Its core functions are: managing the Group's cultural development by coordinating scientific activities and conferences; coordinating research activities across clinics; ensuring consistent application of the Isokinetic care model; and providing internal training and continuous education for its personnel.



THE MARKETING AREA upholds the Group's excellent reputation and the "I" for Image in C.I.A.O. It manages all digital communication (website, social media, newsletters), and the Institutional image of Isokinetic. Furthermore, it works closely with the Education & Research Department to translate scientific content into patient-friendly language.





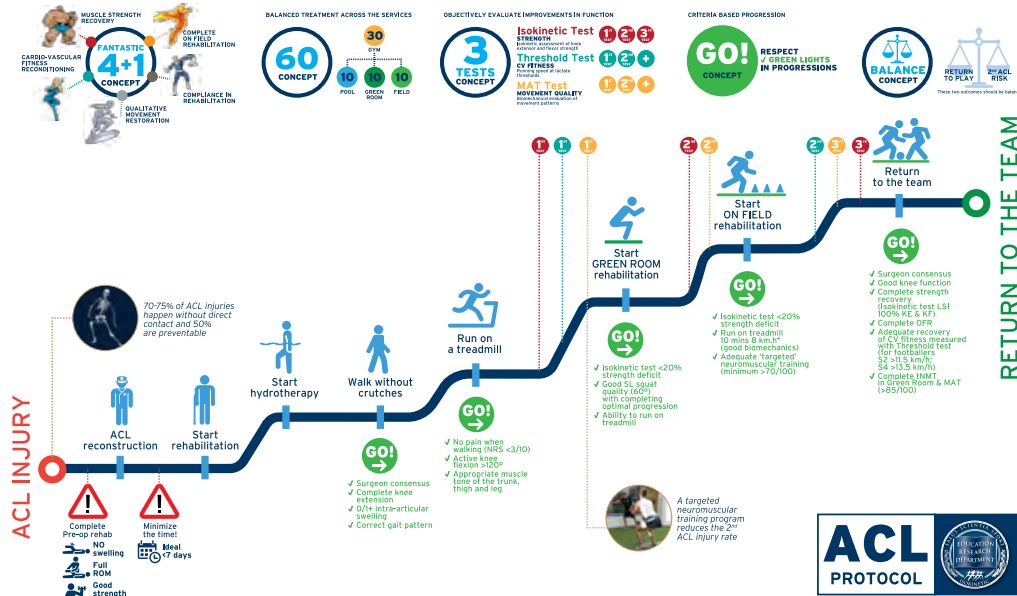
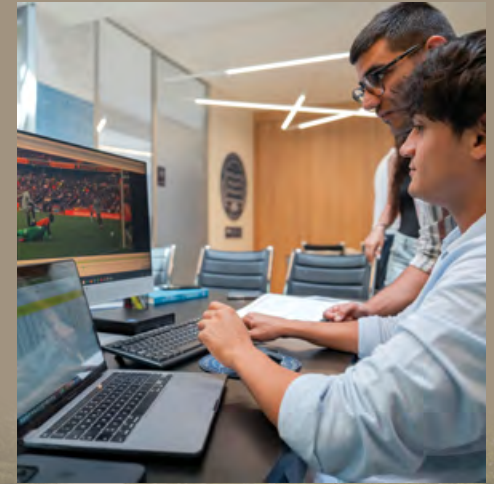
L'EDUCATION AND RESEARCH DEPARTMENT ISOKINETIC

Founded in 2000, the Isokinetic Education and Research Department is responsible for the training and ongoing professional development of all staff members. It offers young professionals the chance to enter the Isokinetic network through specific internships, courses, and exams. Additionally, the Education and Research Department maintains collaborations with national and international academic institutions (see section 3.2, "Our partnerships with Universities and Research Institutions" for more details), helps organise the Isokinetic Conference (see section 3.5, "The Isokinetic Conference:

and facilitates Isokinetic's participation in scientific publications.

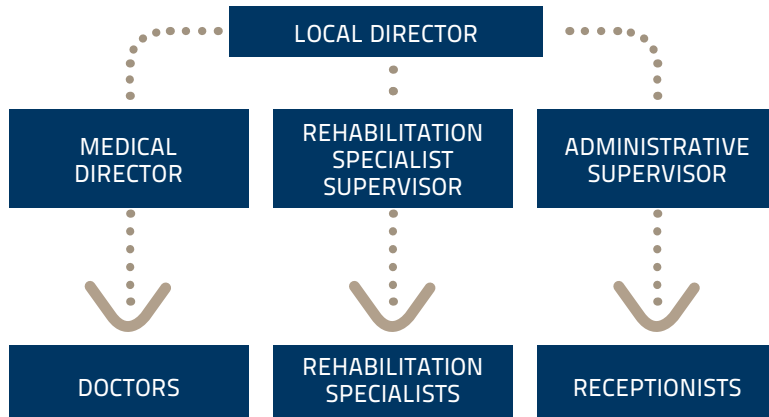
The continuous advancement of medical expertise is driven by experience and knowledge, be it from scientific studies, peer examples or patient interactions. This collaborative and structured approach among professionals can also lead to significant social impact and for this reason, the Education and Research Department is considered the cultural core of Isokinetic.

The following image highlights the six main research areas at Isokinetic.



ISOKINETIC CLINICS

Each Isokinetic Clinic operates under a clear organisational structure with defined roles and responsibilities:



Local Director: Responsible for overall Clinic management, including setting budgets, planning annual projects, periodically monitoring performance, and directly overseeing staff. The Local Director works closely with three department heads: the Medical Director, Rehabilitation Specialist Supervisor and Administrative Supervisor.

Medical Director: Oversees medical services, ensuring they align with the Isokinetic care model and are properly planned and monitored.

Rehabilitation Specialist Supervisor: Works with the Local Director to plan and supervise rehabilitation programmes.

Administrative Supervisor: Oversees reception staff and assists the Local Director with administrative tasks such as drafting periodic reports and payroll for employees and third-party contractors.

It's important to note that in 2025, there were no cases of legal or regulatory violations, corruption, anti-competitive conduct, antitrust violations or monopolistic behavior.



ISOKINETIC FIFA MEDICAL CENTRE OF EXCELLENCE

Isokinetic remains one of the leading organizations in global Sports Medicine through its designation as a FIFA Medical Centre of Excellence, a certification awarded exclusively to facilities that meet the highest international standards in clinical practice, scientific research, and rehabilitation. FIFA accreditation is granted to selected centres in recognition of the quality of their medical services, the expertise of their healthcare professionals, their research activities, and their commitment to the prevention and treatment of sports injuries. Being part of this international network means helping to develop the best procedures for safeguarding the health of athletes.

Awarded in October 2009, this recognition reflects nearly forty years of organizational growth, built on innovation, continuous professional education, and a multidisciplinary approach. The centre adopts an integrated model that combines diagnosis, treatment, rehabilitation, and return to sport. Recognition as a FIFA Medical Centre of Excellence further consolidates Isokinetic's position as a point of reference for professional athletes, sports clubs, and patients seeking international standards of care.

FIFA MEDICAL CENTRES OF EXCELLENCE WORLDWIDE



FIFA MEDICAL CENTRE OF EXCELLENCE

**FIFA (Fédération Internationale de Football Association) is the international self-regulatory governing body of association football, beach soccer, and futsal. It organises all major international football tournaments, including the World Cup.*



1.3 STAKEHOLDERS AND KEY TOPICS

For years, Isokinetic has been dedicated to responsible business management, going beyond merely following regulations or minimising negative effects. The company focuses on fostering a corporate culture aimed at creating lasting value for its stakeholders—those groups or individuals with whom Isokinetic engages regularly, who are either directly or indirectly affected

by its activities, or who actively influence its actions. By engaging with them and considering their needs, Isokinetic Medical Group is able to monitor its operating environment closely, integrating stakeholder concerns into decision-making processes and setting economic, environmental, and social objectives that align with their priorities. The key **stakeholder groups** in Isokinetic are:

The following are the **key topics relevant** to Isokinetic, reflecting the company's current and potential positive or negative impacts on the environment, people, and economy. This sustainability report is structured around these topics, which will be elaborated on throughout the document:

-  BUSINESS ETHICS
-  ENERGY CONSUMPTION, PRESERVATION, AND REDUCTION
-  FAIR AND INCLUSIVE WORK ENVIRONMENT
-  HEALTH AND SAFETY IN THE WORKPLACE
-  EMPLOYEE ENGAGEMENT AND SATISFACTION
-  EMPLOYEE INCENTIVES AND BENEFITS
-  PATIENT SATISFACTION
-  HOLISTIC AND PATIENT-CENTERED APPROACH
-  TRAINING AND EDUCATION
-  SAFETY AND QUALITY OF SERVICES OFFERED
-  DATA PRIVACY MANAGEMENT
-  SUPPORT AND DEVELOPMENT OF THE CLINICAL AND SCIENTIFIC COMMUNITY

-  Economic responsibility
-  Environmental responsibility
-  Social responsibility



1.4 ECONOMIC WEALTH GENERATED AND DISTRIBUTED

During the financial year, Isokinetic Medical Group generated nearly 27 million euros in revenue. To enhance transparency and provide a clearer understanding of the value created, the company's economic results are presented through a statement outlining the economic value generated and distributed. This format offers a more straightforward and accessible view of the company's impacts compared to standard financial reports. The economic value produced is broken down as follows:

reclassified operating expenses (primarily raw materials and services), employee compensation (including both direct pay such as wages, salaries, and severance, and indirect pay like social security contributions), payments to financiers (interest and other financial charges), contributions to Public Administration (income taxes), and support for the community (donations and sponsorships). Retained value refers to net profits allocated to reserves, depreciation, and funds.

ECONOMIC VALUE GENERATED, DISTRIBUTED, AND RETAINED (expressed in thousands of euros)

	2024	2025
Economic value generated	24,901	26,776
Economic value retained	1,536	1,312
Breakdown of Economic Value Distributed:	23,365	25,463
Value distributed to suppliers	15,375	16,138
Value distributed to employees	7,246	7,995
Value distributed to financiers	115	142
Value distributed to shareholders	-	500
Value distributed to the Public Administration	498	524
Value distributed to the community	131	165

Specifically, in 2025 Isokinetic generated nearly 27 million euros, distributing approximately 95.1% externally while retaining around 4.9% within the company. Most of the value generated in 2025 was distributed primarily to suppliers and employees, with suppliers receiving 60.3% and

employees 29.9%. The rest was distributed to financiers, the Public Administration through taxes, and local communities through donations.



26,776
Economic value
generated
(thousands of euros)

1,312
Economic value
retained
(thousands of euros)



25,463
Breakdown of Economic
Value Distributed
(thousands of euros)

2025



2

OUR
PATIENTS

2.1 OUR COMMITMENT TO OUR PATIENTS

Since 1987, Isokinetic Medical Group has stood out in the field of sports medicine and orthopaedic rehabilitation by continuously pursuing **excellence in patient care**. All Isokinetic Clinics implement personalised rehabilitation programmes tailored to the individual needs of each patient.



Injury Prevention is based on dozens of scientific video analysis studies conducted over the past five years, exploring the injury mechanisms specific to various sports. Once these mechanisms were understood, we developed and scientifically validated a series of biomechanical tests to identify high-risk movements for each patient. For each type of high-risk movement, neuromotor re-education programmes were then developed, aimed at correcting them to reduce the likelihood of injury.

Diagnosis, following an injury or the onset of symptoms, is the crucial first step in planning the next phase of treatment. It starts with a detailed patient interview and physical examination during the medical consultation, followed by tests such as ultrasound and musculoskeletal MRI. Additional instrumental tests may include isokinetic muscle strength assessments, aerobic and anaerobic threshold evaluations, and movement quality analyses of sports activities.

Treatment varies based on the diagnosis and may include the use of injectable drugs and regenerative medicine devices (PRP), sometimes guided by ultrasound (interventional physiatry). Physical and manual therapies may be combined as needed. Surgery is not performed at Isokinetic facilities; if required, our doctors refer patients to appropriate specialists based on the affected body area and condition.

Rehabilitation, understood as the recovery of physical function, is an essential integration both in conservative (non-surgical) and surgical treatments. It is the most important phase of the recovery process and involves progressively intensive exercise sessions aimed at helping patients rebuild strength and mobility. During this phase, the patient's determination, motivation, and adherence to the programme are crucial for success. Rehabilitation takes place in three dedicated areas: the gym, the pool, and biomechanics labs (Green Rooms), where advanced technologies continuously provide feedback on patient progress. Nutritional counseling and psychological support are also available when needed.

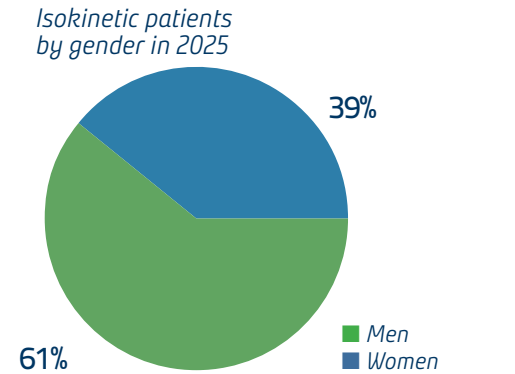
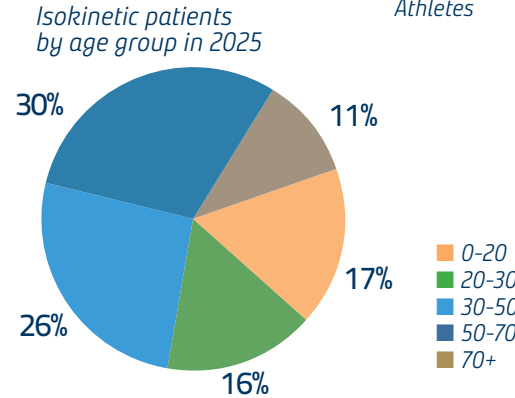
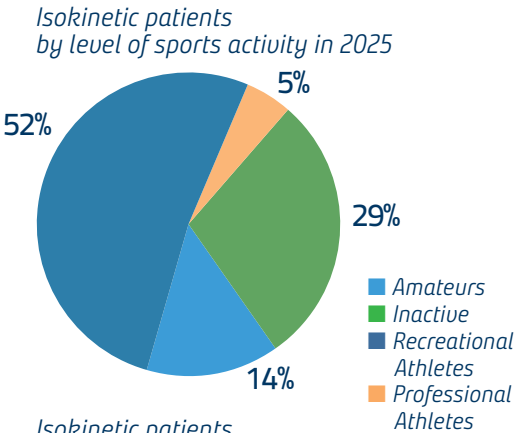
The return to sport is the final stage of recovery. It is fully personalised to fit any sport or level of competition and is also suitable for those aiming to resume an active, outdoor lifestyle. Sessions are held on our sports fields under the supervision of specialised staff who use GPS technology to monitor the workload in each session.

Isokinetic's commitment to preventing, diagnosing, treating, and rehabilitating athletes is evident, as most patients in 2025 were engaged in sports at professional, amateur, or recreational levels.

Isokinetic treats patients of all ages. The following is a breakdown of Isokinetic's patients in 2025 by age group and gender.

Patients who choose an Isokinetic Clinic have opted for a private facility that guarantees not only high standards of expertise, courtesy, and professionalism but also environments suited to meet all therapeutic needs. All rehabilitation clinics are equipped to deliver treatment sessions in five distinct types of settings, depending on the specific needs of the patient.

It should be noted that in 2025 there were no instances of non-compliance with health and safety regulations and/or self-regulation codes concerning the health and safety impacts of the services. Furthermore, no customer data breaches occurred during 2025 or the previous year.



39 YEARS of research and clinical experience in sports injury management using advanced, individualised recovery protocols

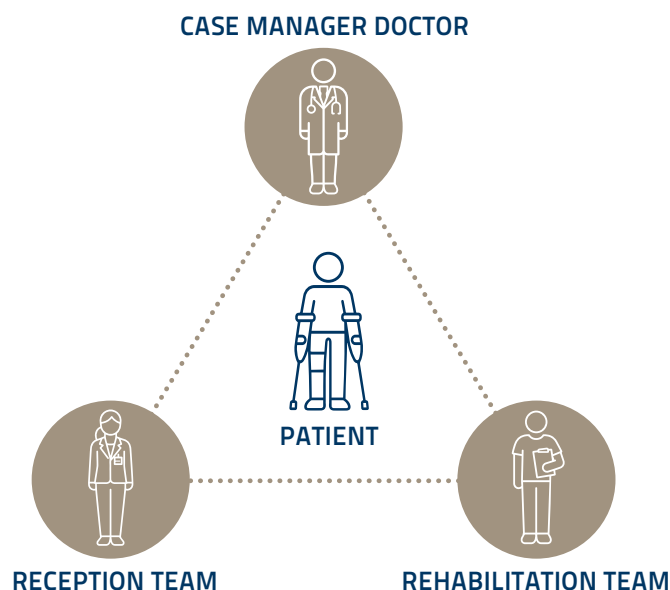
17,311 PATIENTS treated in 2025

71% of PATIENTS participate in professional, amateur, or recreational sports



THE PATIENT FIRST

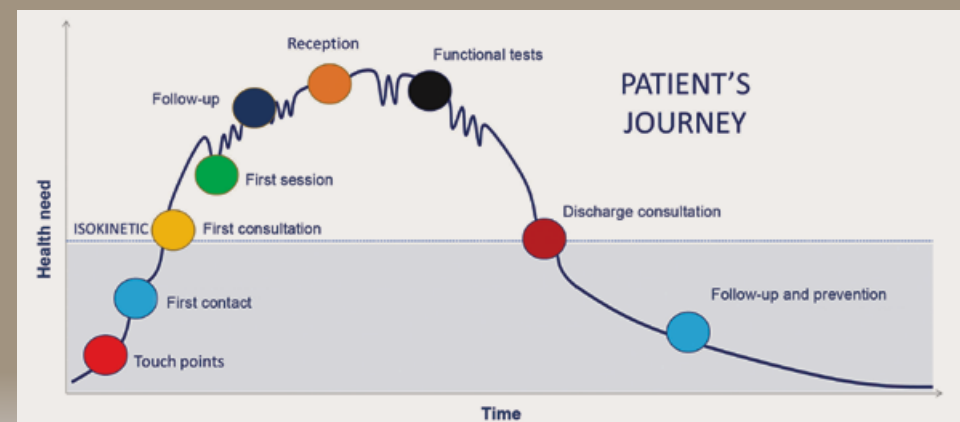
The Patient First approach—meaning that *the patient's needs come above all else*—is a principle embraced by everyone at Isokinetic and is central to all our internal training programmes. It is a true mantra for the entire group. It guides every decision we make, whether clinical or organisational, ensuring the patient's best interest is always the top priority. This is evident in our staff's willingness to help, our extended opening hours, efforts to minimise wait times, the generous time dedicated to each session, and clearly defining and sharing patient goals from the very beginning, to cite a few examples. Patient First is a fundamental value that, practiced consistently, has guided us steadily over the years. When you prioritise the patient, you're most likely doing what's right.



THE PATIENT'S JOURNEY

With almost forty years of experience and more than 200,000 patients cared for, we've learned that a patient's care path is only truly complete when the results are sustained over time. In medicine, this stage of evaluation, known as "follow-up," is usually done for scientific reasons at set intervals after discharge—such as six months, a year, or longer. So, for the patient, this process is a true journey that begins after the injury or the onset of symptoms and ends with the return to an active lifestyle. At Isokinetic, this journey begins when the patient first interacts with our reception staff, followed by an initial consultation to provide a precise

diagnosis and tailored treatment plan. From there, the journey continues through various phases of care: rehabilitation sessions in different settings, follow-up appointments, functional testing, and a final discharge evaluation. The Patient's Journey doesn't have a clear end because we continue to support them through ongoing follow-up, checking in even months after discharge to simply ask: "How are you doing now?" Our aim is to support the patient throughout their entire journey, providing guidance and consistent support. The journey may last weeks, months, or even years, depending on the severity of the injury and the conservative or surgical treatments undertaken.



THE MODEL OF CARE AT ISOKINETIC

The model of care at Isokinetic provides a structured framework that guides all professionals involved in the patient journey—doctors, receptionists, rehabilitation specialists, and staff—ensuring they know exactly how to act in any scenario and **“never improvise”**. This is made possible through continuous, coordinated training and a strong focus on communication.

That said, the existence of a standardised model of care does not mean applying the same treatment to everyone. Instead, every patient undergoes a detailed clinical assessment that leads to a **personalised treatment** plan which takes into account not only their physical condition and health status, but also their lifestyle, work demands, and athletic activity.

This process requires the patient to be

actively involved in their own therapy, becoming a central player in their own care. Their motivation and engagement are essential in achieving the Maximum Functional Recovery Possible, which Isokinetic defines as: “A world-class diagnostic-therapeutic pathway that fully engages the patient and aims to restore health beyond their expectations by meeting goals across five progressive rehabilitation phases: managing pain, restoring joint mobility, rebuilding strength, recovering neuromotor coordination, and returning to sport-specific movement.

This approach is embodied in what Isokinetic calls the **“Patient Triangle”**, a concept that emphasises **the importance of communication** among all care team members and the patient. Every patient is supported by a dedicated team led and coordinated by their “Case Manager” doctor.

The model is represented as an equilateral triangle, symbolising the central role of the patient and the collaborative efforts of the doctor, rehabilitation specialist, and a receptionist who coordinates appointments to ensure that the patient receives the necessary care.

Furthermore, at Isokinetic, the path to functional recovery focuses not only on relieving symptoms but also on restoring full psychophysical wellbeing. This approach is based on the belief that pain in a shoulder or a knee doesn’t impact more than just movement; it affects a person’s overall health and quality of life. In order to aim for long-term, sustainable recovery, the model of care needs to be broader and holistic. Therapy shouldn’t be limited to a specific pathology

or body part, but should address the patient as a whole person. That’s why the Isokinetic philosophy is:

“We do not treat the knee, but the patient suffering from knee pathology.”

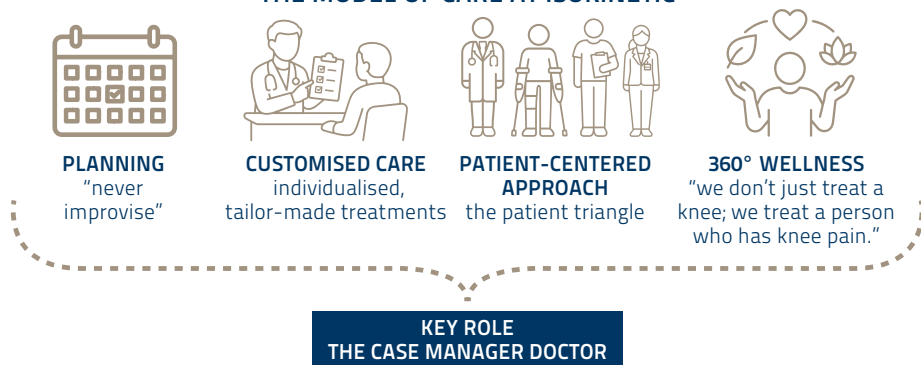
In line with this patient-first philosophy, Isokinetic has introduced over the past few years three innovative services to enhance the care experience:

The Green Room Project;

The World-Class Service for Professional Athletes;

The Virtual+ Telemedicine Service.

THE MODEL OF CARE AT ISOKINETIC





THE MAXIMUM FUNCTIONAL RECOVERY POSSIBLE

At Isokinetic, the ultimate goal is to provide patients affected by injuries or musculoskeletal conditions with the highest quality care - aiming not just for recovery, but for what we define as the Maximum Functional Recovery Possible.

This means helping individuals regain the confidence and freedom to move again, returning to an active lifestyle and resuming sports without restrictions. To make this possible, Isokinetic has developed a **treatment model based on 38 years of experience and research** in the rehabilitation of professional athletes. This model, built around innovative recovery protocols, includes 5 key phases:

- | | | |
|---------|--|--|
| PHASE 1 | PAIN MANAGEMENT | OBJECTIVE: Quickly reduce swelling and other symptoms from injury or trauma, enabling the patient to resume movement comfortably. |
| PHASE 2 | RESTORING JOINT MOBILITY | OBJECTIVE: Prevent complications from injury or immobility while allowing for proper biomechanics, necessary for the recovery of movement patterns. |
| PHASE 3 | REBUILDING MUSCLE STRENGTH | OBJECTIVE: Restore muscle strength, to support correct movement, and protect muscles, tendons, and joints from strain and imbalance. |
| PHASE 4 | RECOVERING NEUROMOTOR COORDINATION | OBJECTIVE: Improve balance, coordination, and motor control. |
| PHASE 5 | RETURNING TO SPORT-SPECIFIC MOVEMENT AND FITNESS | The meaning of this phase varies based on the patient's profile. For someone who is not involved in sports, it means getting back to an active lifestyle. For an amateur athlete, it involves returning to their sport, while for a professional athlete, it means resuming competition at their former level. |

2.2 OUR INNOVATIVE SERVICES

THE ISOKINETIC GREEN ROOM

Isokinetic's high-quality services are the result of using advanced, proven technologies and methods, delivered by a team of carefully trained professionals who fully embrace Isokinetic's strategic vision. Among these resources is an innovative biomechanics lab called the "Green Room," developed with the advice and expertise from leading global experts in movement analysis.

The Green Room originated from research conducted by Dr. Francesco Della Villa between 2013 and 2015, during his time in the United States studying the biomechanics related to common sports injuries. Drawing on this experience, Dr. Della Villa created the Green Room in 2016, incorporating it into Isokinetic's model of care.

Structurally, the Green Room (a dedicated space separate from the rehabilitation gym) and the Green Zone (located within the rehab gym) mark a new era in rehabilitation. They are a new generation of rehabilitation spaces designed to analyse and treat movement patterns, with a particular emphasis on functional training using visual biofeedback displayed on a video wall. Beyond

its physical features, the Green Room can be more holistically defined with the following statement:

“The Green Room is not just a room, but a true philosophy of care.”

The neuroplasticity principles behind the Green Room are also applied across other rehabilitation settings, such as the rehabilitation gym, pool, and sports field. The Green Room combines the latest scientific evidence with cutting-edge technology to offer Isokinetic patients a unique service for medical analysis, evaluation, and biomechanical rehabilitation. The Green Room uses the Movement Analysis Test (M.A.T.) to offer real-time visualisation of an athlete's movement patterns. This allows the Case Manager doctor to design a customised biomechanical rehabilitation plan aimed at correcting dysfunctional movement and retrain motor coordination. Isokinetic's Education and Research Department continually optimises neuromotor training by analysing scientific data to minimise injury and reinjury risks as athletes return to sport.



Ministero dello Sviluppo Economico

Direzione generale per la lotta alla contraffazione

Ufficio Italiano Brevetti e Marchi

ATTESTATO DI BREVETTO PER INVENZIONE INDUSTRIALE

Il presente brevetto viene concesso per l'invenzione oggetto della domanda:

N. 102016000105377

A SERVICE FOR PROFESSIONAL ATHLETES

Since 2023, drawing on more than 37 years of experience in caring for elite athletes, Isokinetic has offered an exclusive programme through its Education and Research Department called the **World-Class Service for Professional Athletes**.

This highly specialised service is designed to provide comprehensive, personalised care, accompanying athletes throughout every stage of recovery—from the onset of injury through to their full return to competition. Its goal is to provide excellence in both medical care and organizational support by offering customised rehabilitation plans together with dedicated assistance tailored

to the specific needs of professional athletes. A distinctive feature of the World-Class Service is the direct, ongoing relationship established between the Isokinetic team, the athlete, and the athlete's professional network, including clubs, coaches, agents, and other stakeholders involved in the rehabilitation process. Special attention is also devoted to managing the logistical and organizational aspects of the athlete's stay, allowing patients to concentrate entirely on achieving their sporting goals. Throughout the recovery process, regular reports and updates based on weekly testing ensure ongoing and clear communication with the technical and medical staff of the teams that have entrusted their athletes to Isokinetic.



ISOKINETIC

World-Class Service for Professional Athletes



THE VIRTUAL+ TELEMEDICINE SERVICE

VIRTUAL+ is Isokinetic's telemedicine and telerehabilitation service, developed to provide patients with remote access to care through computers, tablets, or smartphones while ensuring continuity of treatment and high clinical standards. With its innovative, digital, and highly personalised approach, VIRTUAL+ allows patients to continue their rehabilitation wherever they are—at home, at work, or while on holiday. The aim is to make rehabilitation more accessible, flexible, and sustainable by bringing Isokinetic's high clinical standards to patients across Italy and around the world. The first medical consultation can take place either in person at an Isokinetic clinic or remotely, through telemedicine online. Patients can then continue their rehabilitation from home and, if needed and depending on where they live, combine it with appointments at the clinic. Each rehabilitation programme is tailored to the patient's needs based on the specialist physician's recommendations. During the remote consultation, the physician evaluates the patient's clinical needs, makes a diagnosis, and reviews any medical reports or diagnostic tests provided digitally. Afterwards, specialised physiotherapists guide the rehabilitation programme, monitor progress continuously, and assess the results in ongoing collaboration



with the specialist physician. Through the use of everyday electronic devices and ongoing contact with the VIRTUAL+ healthcare team, patients receive constant support throughout rehabilitation and are accompanied step by step toward functional recovery. VIRTUAL+ physicians, physiotherapists, and reception staff also communicate daily, exchanging clinical information and operational instructions regarding their patients. This constant exchange enhances treatment effectiveness and helps strengthen the relationship of

“Excellent service, even though I was working remotely. I received excellent support throughout my rehabilitation process and achieved excellent results [...] (Riccardo)”

trust with the patient. VIRTUAL+ provides access to Isokinetic healthcare professionals based at both the Medical Group's headquarters and its clinics in Italy and abroad. The service is available Monday through Friday from 8:00 a.m. to 8:00 p.m., facilitating continuity of rehabilitation while accommodating patients' personal, family, and professional commitments. Regular remote consultations enable physicians to monitor clinical progress, revise treatment plans where appropriate, and provide timely clinical guidance without requiring patients to attend in person. VIRTUAL+ represents a modern model of care that combines digital innovation with a strong focus on the individual.



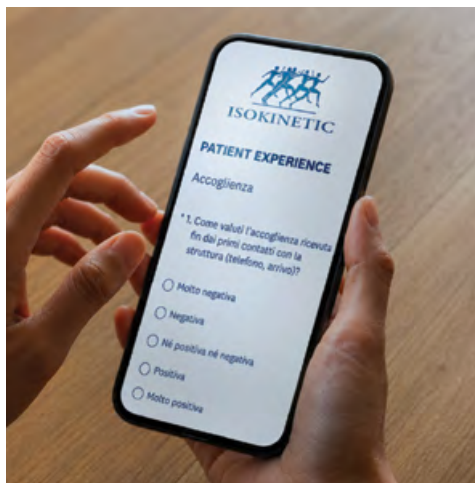
“I didn't think that even by working online and remotely, it would be possible to achieve results like mine!! [...] I felt supported, understood, and put at ease just as much as if we were meeting in person. An experience that combines technology and humanity more than I could have imagined! I'd also like to thank the entire facility—from the impeccable organization to the helpfulness of the appointment coordinators and the medical staff: everything speaks to a sincere concern for people and their health! (Alessandra)”



ISOKINETIC
VIRTUAL+

LISTENING AT ISOKINETIC

Our Medical Group considers the patient experience a core element of its daily practice. For this reason, at the end of each treatment and rehabilitation pathway, patients are invited to complete an anonymous Patient Experience questionnaire to assess their level of satisfaction and provide feedback, opinions, and suggestions. The feedback we receive helps us monitor the quality of our services, understand how patients perceive their experience, and continuously improve our procedures, organisation, and standards of care, enabling us to provide increasingly effective and personalised services. We also place great emphasis on follow-up care, which enables us to monitor patients' clinical progress over time and assess the effectiveness of their treatment. Through listening, ongoing support, and continuity of care, Isokinetic promotes a patient-centred model of care focused on continuous improvement.



SHARING INFORMATION AT ISOKINETIC

Communication plays a strategic role at Isokinetic, both within the organisation and in its engagement with external audiences. Every two months, we publish Isokinetic Scientific Journal, our online publication for internal scientific communication, featuring research activities, publications, clinical projects, congress participation, scientific updates, and corporate news. By promoting the sharing of knowledge and experience, it contributes to the professional development of our teams. Externally, Isokinetic Magazine provides news from our clinics, corporate updates, and content related to the annual Congress. In addition, newsletters for current and former patients provide regular information on activities, services, and health and prevention topics, fostering a transparent and ongoing relationship built on trust.



CONTINUOUS UPDATES FROM ISOKINETIC

Each year, Isokinetic organises various events for its patients to foster connection, engagement, and shared experiences across its clinics. We believe that the care pathway extends beyond clinical treatment, through activities that support information and participation. These initiatives include soirees in Bologna, Milan, Verona, and Turin, where Isokinetic professionals present common medical conditions and related rehabilitation pathways while answering participants' questions. At the Bologna Campus, meetings with sports clubs also bring together athletes, coaches, and club managers to discuss sports health and injury prevention. Sports Medicine Nights are held in London and Athens, while social and recreational events are regularly organised across all centres.



2.3 THE NEW ISOKINETIC CLINICS

THE NEW ATHENS CLINIC

On 16 October 2025, Isokinetic inaugurated its new Athens clinic, a milestone that, following the opening of the London clinic, further strengthened the Group's international presence. Located within OAKA (Olympic Athletic Center of Athens), the modern sports complex built for the 2004 Olympic Games, the facility is just a short distance from the Maroussi tennis courts. Established to serve professional athletes, amateurs, and patients, the clinic combines advanced technologies with a multidisciplinary approach.

This expansion further consolidates Isokinetic's position as an international network dedicated to health, functional recovery, and performance, while promoting innovation, scientific research, and a culture of movement. The opening of the Athens clinic also marked an important strategic step in strengthening collaborations.



ISOKINETIC'S THIRD CLINIC IN MILAN

The ribbon-cutting ceremony for Isokinetic's third Milan clinic took place on October 2, 2025. The new facility, which joins the existing clinics in Via Vivaio and Via Morimondo, is located in the heart of Milan's business and innovation district, within Portanuova–Gae Aulenti, one of the most emblematic symbols of Milan's contemporary and international identity. It is situated in Piazza Gae Aulenti 4, next to the Unicredit Tower and the Portanuova business district, an area that hosts multinational companies, financial institutions, tech companies, and iconic examples of modern Milanese architecture. Covering approximately 1,000 m², the clinic is designed to provide an innovative, technologically advanced environment focused on quality of care, and bring together multidisciplinary expertise in physiatry, rehabilitation, and performance

with personalised pathways dedicated to prevention, functional recovery, and return to sport. Isokinetic Gae Aulenti represents a modern vision of healthcare, based on scientific research, innovation, and a patient-centred approach.



2.4 OUR CONTRIBUTION TO THE SPORTS COMMUNITY

ISOKINETIC'S CONTRIBUTION TO DUCATI, TECHNOGYM AND PORTANUOVA

The Isokinetic Medical Group has long established strategic partnerships with leading international organizations such as Ducati and Technogym, sharing values of innovation, research, and a culture of movement. These partnerships are a clear example of the integration between sports medicine, technology, and the best practices in health and performance. The collaboration with Ducati is driven by a shared commitment to supporting athletes and professionals through advanced pathways of prevention, functional recovery, and physical performance optimisation. The Group's extensive experience in caring for elite athletes complements Ducati's technological innovation and focus on high performance, establishing the brand as a global benchmark for excellence. With Technogym, a global leader in wellness and fitness equipment, Isokinetic shares a vision focused on scientific innovation and the importance of therapeutic exercise as a key tool for health. The synergy between Isokinetic's clinical expertise and Technogym's technological solutions allows for the creation of advanced rehabilitation environments, offering personalised programmes and high-quality standards. As further evidence of this synergy, on February 15, 2025 the President of Isokinetic, Dr. Stefano Della Villa, shared the company's mission and vision at the 25th Technogym Wellness Congress in Cesena during an interview on stage by television presenter Michelle Hunziker.



The event brought together more than two thousand collaborators from all over the world. The collaboration between Isokinetic and Portanuova represents the intersection of sports medicine, urban innovation, and contemporary wellbeing in Milan's most international district. Isokinetic Milan Gae Aulenti is located within the Portanuova development, one of Europe's leading hubs for business, architecture, technology, and urban quality of life.



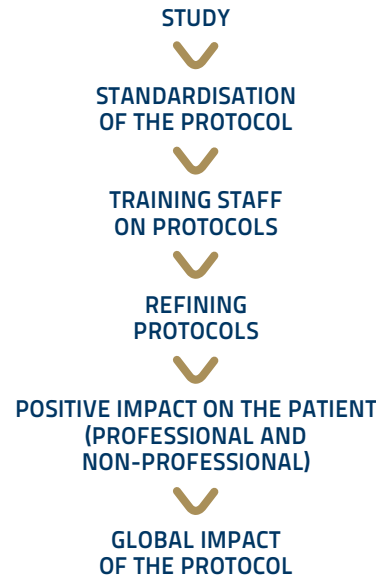


3

SCIENTIFIC AND EDUCATIONAL
ACTIVITIES TO IMPROVE
THE QUALITY OF CARE
WORLDWIDE

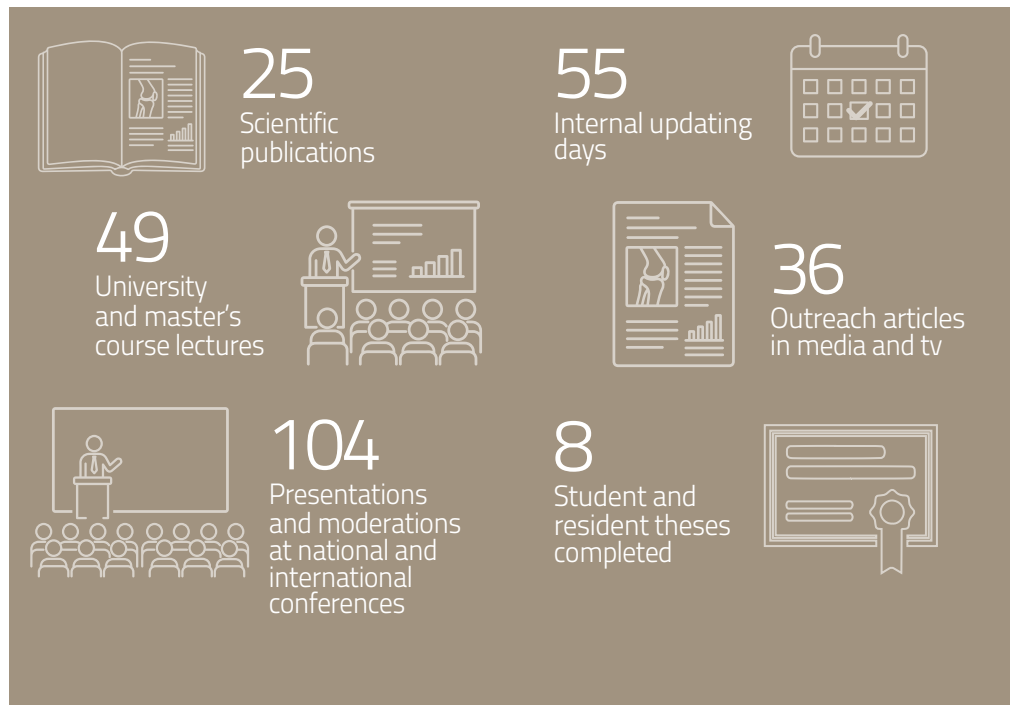
3.1 SCIENTIFIC ACTIVITIES

As mentioned earlier, the Isokinetic Group is centered on culture, meaning its success relies heavily on the exchange of knowledge, both internally among its staff and externally with the broader community, so that the expertise developed over time can benefit others. For this reason, from the very beginning, Isokinetic has focused heavily on studying patient outcomes after discharge to identify which procedures truly affect recovery results. This has led to original research that has been published in indexed international journals, presented at hundreds of conferences worldwide, and included in numerous book chapters. Over the years, research has evolved from studying muscle strength and metabolism, to exploring the role of exercise in tissue healing combined with regenerative medicine, then to biomechanical analyses of sports movements and common injuries, and more recently to investigating neuromotor training, neuroplasticity, and neurocognitive factors for injury prevention. This journey has spanned from physiology and biology to biomechanics and neuroscience. For each research area, the goal is to first turn findings into practical benefits for patients and then publish solid outcome data in scientific journals for broader impact. At Isokinetic, the process follows the scheme shown to the side.



Isokinetic's commitment to culture transforms clinical experiences into scientific and educational resources for the benefit of society locally and globally. Since its inception, the Isokinetic Group has embraced cultural exchange, believing that medical knowledge should cross borders freely. While knowledge initially flowed mostly inward, over the past 20 years the trend has shifted toward sharing expertise outward, establishing Isokinetic as a major training centre for physicians, physiotherapists, and motor science graduates. This has contributed to raising the standard of education both in Italy and abroad. To support this mission, in June 2000, Isokinetic's founder Dr. Stefano Della Villa (physiatrist) and Prof. Giulio Sergio Roi (sports medicine and exercise physiology expert) created the Education and Research

Department, which coordinates all cultural and educational initiatives. Each year, over 200 young doctors and physiotherapists worldwide join Isokinetic for fellowships and internships. Some extend their fellowship for up to a year to engage in research and write their theses. In 2025, 8 students **graduated with theses** based on data from Isokinetic's Education and Research Department. While Isokinetic occasionally hires some of these graduates, most continue to **enrich the broader medical community** beyond the Group—a testament to Isokinetic's **social commitment to nurture and inspire new talent** in Sports Medicine and Sports Science. In addition to fellowships, Isokinetic shares knowledge through **scientific publications** (25 indexed articles published in 2025) and by contributing **chapters to sports medicine and orthopaedics books**. To complete the scope of its scientific work, Isokinetic also has its specialists actively participate in numerous **national and international conferences**, delivering 104 scientific presentations and moderations in 2025. The Group maintains extensive **partnerships with Universities** both in Italy and worldwide. Besides offering internships and thesis supervision, many Isokinetic clinicians hold teaching roles in medical, physiotherapy, and motor science degree programmes, as well as in psychiatry and sports medicine specialty schools.



3.2 OUR PARTNERSHIPS WITH UNIVERSITIES AND RESEARCH INSTITUTIONS

Over the years, Isokinetic has built strong partnerships with several universities, beginning with Alma Mater Studiorum University of Bologna, where many of the doctors and physiotherapists who have contributed to the growth of Isokinetic received their education. It is here that the Group's deepest roots lie. The University of Bologna shaped its values, approach to hospitality, and global perspective. Since the establishment of the Education and Research Department in 2000, alongside the opening of new clinics in Italy, UK

and Greece, and the growth of the International Conference in partnership with FIFA, Isokinetic has expanded its academic partnerships. These include educational internships and joint research initiatives with various universities. In September 2024, a comprehensive review of all existing partnership agreements was launched with three objectives: to unify contract terms, simplify operational procedures, and resolve any critical points. The list of partnerships, current as of 2025, continues to grow and evolve.

EDUCATION AND RESEARCH DEPARTMENT: Francesco Della Villa, Davide Fazzini, Giovanni La Rosa, Marco Zanolli

BOLOGNA CLINIC: Andrea Cattani, Gianni Nanni
ROME CLINIC: Giovanni Maria d'Orsi, Giovanni De Sario

TURIN CLINIC: Fabrizio Tencone

VERONA CLINIC: Matteo Azzini, Matteo Baroli

MILAN CLINIC: Stefano Comi, Furio Danelon, Davide Pisoni, Stefano Respizzi

LONDON CLINIC: Matthew Buckthorpe.

Isokinetic works with the **UNIVERSITY OF BOLOGNA (UNIBO)** by hosting the Master in "Communication and Marketing of Sport," created in partnership with Bologna FC 1909 and supported by CONI, the Emilia-Romagna Region, the City of Bologna, Virtus Basket, Fortitudo Basket, and Sassuolo Calcio. Through this partnership, Isokinetic offers two annual internships to introduce students to the healthcare world connected to sports and rehabilitation.

ITALY



EUROPE & INTERNATIONAL

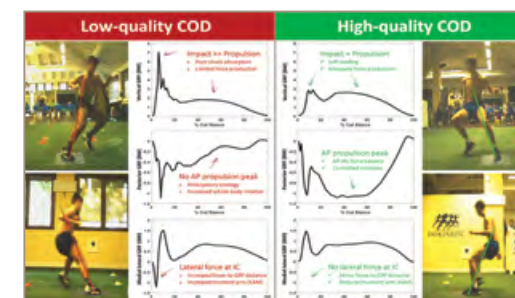
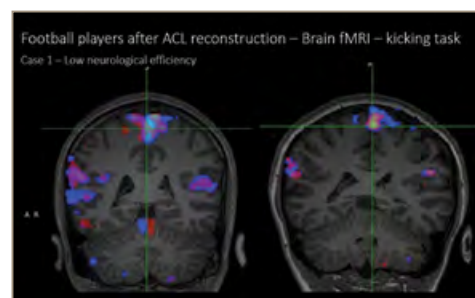


3.3 THE RESEARCH AGREEMENT WITH THE RIZZOLI ORTHOPAEDIC INSTITUTE



The Rizzoli Orthopaedic Institute, home to the university orthopaedic clinic of the University of Bologna's School of Medicine, is a scientific research and treatment hospital and an internationally acclaimed centre of excellence in orthopaedics and traumatology. Since 2017, our Educational and Research Department has collaborated with the institute, resulting in 25 scientific articles published in international journals. Among these, the most socially and scientifically significant is a study focused on preventing anterior cruciate ligament injuries in young athletes, titled the "CUT THE ACL STUDY." Launched in 2022, this prospective study includes more than 1,000 young football players (average age 16) from the youth divisions of 40 male and female football teams throughout Italy. The goal is to identify, through sport-specific movement tests, the characteristics that distinguish risky movements linked to anterior cruciate ligament (ACL) injuries in young players. ACL injuries are a significant problem in youth soccer, with increasing frequency and earlier onset. Such injuries during adolescence have serious impacts on our youth, who often stop playing sport and develop physical and psychological side effects documented in the scientific literature. This is the largest study of its kind in the scientific literature, analysing over 6,000 movements prospectively and gaining

international media attention. Using artificial intelligence algorithms, researchers identified specific movement profiles or "phenotypes" that increase the likelihood of ACL injury. These phenotypes are detected through qualitative evaluation of directional changes—the main movement linked to ACL injury—and include factors like motor control and intensity. At Isokinetic, this evaluation is carried out using 2D video analysis and strength platforms. Identifying risk profiles allows for targeted corrective interventions, both postural and dynamic, to reduce injury risk. With this study, Isokinetic has not only assessed the quality of movement of hundreds of young athletes from various youth programmes but also fostered a preventive approach to ACL injuries by involving players, their families, and team representatives from professional and amateur levels. The project includes education on injury prevention, ongoing phone support for two years post-assessment, and free specialist consultations for injured participants.



3.4 ACADEMIC PARTNERSHIPS WITH BOCCONI UNIVERSITY AND ALMA MATER STUDIORUM

Over the years, the Isokinetic Medical Group has built strong partnerships with leading Italian and international universities, beginning with Alma Mater Studiorum – University of Bologna, where the physicians and rehabilitation specialists who supported the Group's development from its earliest years received their education. Isokinetic's cultural and professional heritage is rooted in the experience gained within the University of Bologna. This historic relationship was further recognised when Alma Mater honoured President Stefano Della Villa during a special event at the Department of Medical and Surgical Sciences for his contribution to the international development of sports medicine and orthopaedic rehabilitation. Receiving the award was an important institutional and personal moment for the entire Group.

The partnership between Isokinetic and Bocconi University in Milan brings together sports medicine, international education, and sport. One clear example of this collaboration is the partnership with Bocconi Sport Team, through which Isokinetic became the Medical Partner of the Bocconi sports community.



Bocconi

An Isokinetic physician is present every week at the Bocconi Sport Center, and members can access the Milan clinics for diagnostics, prevention, and rehabilitation. The goal of the collaboration is to create an ecosystem where organisations connected with sport work together to improve services for a young, international community. The relationship with this prestigious university also includes academic collaboration.



3.5 THE ISOKINETIC CONFERENCE: THE EVENT FOR INNOVATION AND RESEARCH

Since 1992, Isokinetic Medical Group has hosted the largest football medicine conference in the world by attendance—the **Football Medicine Conference**—partnering with FIFA since 2011. This annual event gathers top global experts in sports medicine, orthopaedics, physiotherapy, and sports science, establishing itself as a leading reference point in the field. It also provides hundreds of young researchers from around the world a unique chance to collaborate with these experts and share their work. Alongside FIFA and UEFA, prominent international scientific organisations such as ISAKOS, ESSKA, and ICRS contribute through specialised symposia. Typical conference figures include:



The conference's growth over the past thirty years reflects the strong need for exchange within the international Sports Medicine community. In this regard, it is a sort of cultural hub where not only its own experts but also the wider scientific community share their insights. The significant expansion of the conference inspired Isokinetic's leadership to define a specific mission for the conference:

“To inspire the international Sports Medicine community through Culture, Image, Atmosphere, and Organisation, encouraging everyone to pursue excellence in improving global health.”

This conference-specific Mission complements Isokinetic's broader Group Mission:

“To be the leading international medical group in sports medicine and orthopaedic rehabilitation, committed to pursuing daily excellence for the benefit of the patient.”

When comparing these two missions, it becomes clear that while the conference marks a major achievement towards the Group's mission, its own mission raises expectations further, driving Isokinetic to contribute to a larger, more social purpose: inspiring the global community to enhance health worldwide. Such an ambitious goal can only be achieved with the support of the international community.

A journey that has taken another significant step forward thanks to the two most recent events in Madrid, as reflected in an excerpt from the letter sent by Andrew Massey, FIFA Medical Director:

“Your vision is only matched by your tremendous leadership in this field and a lot of people owe gratitude to you for providing these opportunities. The conference continues to grow in stature and truly is the biggest and the best.”

FIFA
Andrew Massey
FIFA Medical Director

It confirms that the pursuit of excellence is a message Isokinetic has extended beyond its own group, laying the groundwork for cultural advancement across the whole sector.



Isokinetic Conference Showcase

1992 GARDALAKE	1993 ROME	1994 FLORENCE	1995 RIMINI	1996 BOLOGNA	1997 BOLOGNA	1998 BOLOGNA	1999 BOLOGNA	2000 BOLOGNA	2001 BOLOGNA	2002 BOLOGNA	2003 MILAN	2004 MILAN	2005 BOLOGNA	2006 TURIN	2007 MILAN	2008 BOLOGNA
2009 BOLOGNA	2010 BOLOGNA	2011 BOLOGNA	2012 LONDON	2013 LONDON	2014 MILAN	2015 LONDON	2016 LONDON	2017 BARCELONA	2018 BARCELONA	2019 LONDON	2022 LYON	2023 LONDON	2024 MADRID	2025 MADRID	2026 ATHENS	2027 MILAN



4

THE ISOKINETIC CAMPUS

4.1 THE ISOKINETIC CAMPUS: THE GROUP'S CULTURAL ECOSYSTEM

The Campus is a strategic pillar of the Isokinetic Medical Group and an established space dedicated to training, research, and the sharing of international scientific culture. Located within the Group's headquarters, the Campus integrates buildings, gardens, and outdoor classrooms designed to deliver an immersive, multidisciplinary learning environment oriented towards innovation. It is the operational core of the Education and Research Department and welcomes university students, young professionals, visiting professors, researchers, and specialists from all over the world every year. Its facilities are designed for both classroom teaching and hands-on training, promoting exchange between different generations, skills, and professional cultures. The Isokinetic Campus reflects the Group's



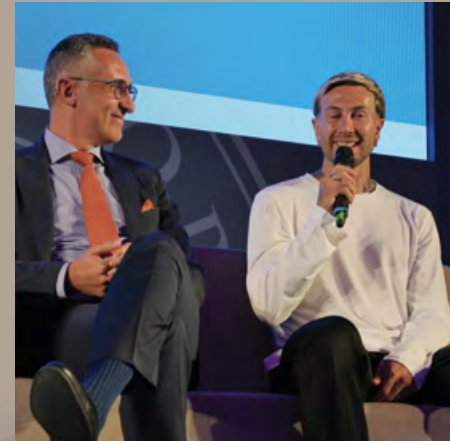
vision of health and well-being based on the integration of people, technology, movement, and nature. Through congresses, fellowships, training activities, scientific publications, and collaborations with universities and international institutions, it functions as a platform for cultural exchange and continuous professional development. Research and development are also central to the Campus, supported by facilities dedicated to biomechanics, neuroscience, and regenerative medicine. The Campus is recognised today as a centre of excellence that translates scientific knowledge into shared competencies, contributing to the ongoing development of the Isokinetic international network.



4.2 EVENTS AT THE ISOKINETIC CAMPUS

Each year, the Isokinetic Campus hosts numerous high-profile events involving healthcare professionals, scientific societies, sports federations, and professional clubs from all over the world. Among the most prestigious are ESSKA (European Society of Sports Traumatology, Knee Surgery & Arthroscopy) events, which focus on clinical innovation, research, and best therapeutic practices. The Campus also collaborates with FIGC (Italian Football Federation) and a wide range of professional sports clubs, establishing itself as a dynamic environment where medicine, performance, and sport come together on a daily basis.

Doctors, physiotherapists, athletic trainers, and researchers regularly participate in workshops, courses, and hands-on training sessions. One of the most appreciated initiatives is the "Sports Medicine Rounds", scientific meetings dedicated to clinical case discussions, rehabilitation protocols, and new evidence in athlete treatment. Each session features invited speakers from both Isokinetic and the international healthcare community. Through this intense congress and training activity, the Isokinetic Campus confirms itself as a centre of excellence for health culture and sports medicine.



4.3 INITIATIVES FOR THE COMMUNITY

BOLOGNA STUDENT LEAGUE

Isokinetic partners with the Bologna Student League, engaging around 700 high school and university students with health and injury prevention messages. During a dedicated event at Isokinetic, our rehabilitation specialists provided hands-on instruction on exercises specifically designed to help prevent injuries.

THE LIBELLULE

Isokinetic was involved in the "SCHERMA in ROSA (FENCING IN PINK) – Oncological Rebirth Pathway" project, promoted by Fondazione Libellule Insieme and Accademia Scherma Milano. The initiative is dedicated to supporting women who have undergone breast cancer surgery, helping them regain a good quality of life, specifically focusing on Health-Related Quality of Life (HRQoL). Among the specialists involved in the project were several doctors from Isokinetic Milan, who evaluated the patients both from a medical-physiatric perspective and in the Green Room.

THE SKY SPORT PROJECT

Starting in October 2024, Sky Sport 24 launched "Sky Sport Doctor", a weekly segment focused on sports injury prevention. Created with the scientific expertise of Isokinetic, the programme explored the most common injuries using detailed data and anatomical videos, offering the general public accessible insights into modern prevention and rehabilitation techniques in sports medicine. The series featured eleven episodes covering topics such as: anterior cruciate ligament (ACL) injuries; meniscus damage; Achilles tendon issues; muscle injuries; ankle sprains; pubalgia; patellofemoral pain syndrome; general injury prevention. All episodes were later published on the Sky Sport website.

The Sky Sport Doctor project, which involved extensive planning and shooting at the Isokinetic Campus, reinforced the Group's mission to promote scientific knowledge and share expertise in the field of sports medicine.



5

OUR
EMPLOYEES AND
COLLABORATORS



5.1 THE STAFF AT ISOKINETIC MEDICAL GROUP

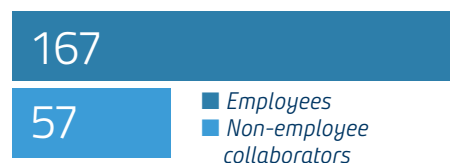
The success of the Isokinetic Group is primarily driven by its personnel. At Isokinetic clinics, services are provided by:

- **Employees**, primarily administrative staff, receptionists, and rehabilitation specialists, employed under the National Collective Labour Agreement (CCNL),
- **Non-employee collaborators**, typically Case Manager doctors or consultants³.

As at 31 December 2025, the Group had 167 employees, an increase on the 160 employees recorded at the end of 2024. Of these, approximately 11.4% work at the Isokinetic centre in London, 3.6% at the centre in Athens, whilst the remainder are spread across the eight centres located in Italy.

Specifically, as at 31 December 2025, there were 90 women, accounting for 53.9% of the workforce, whilst there were 77 men, accounting for 46.1% of employees. Furthermore, in the 2025 financial year, 100% of employees were on permanent contracts. As regards the breakdown of staff by age group, 40.7% of employees fall into the under-30 age group (36.9% in the 2024 financial year), 43.7% of staff fall into the 30 to 50 age group (45% in the 2024 financial year), whilst the remaining 15.6% of employees are over 50 years of age (18.1% in 2024)⁴. Furthermore, as at 31 December 2025, 57 non-permanent staff were working at Isokinetic, the majority of whom are doctors.

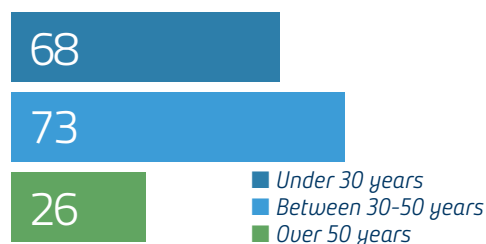
Workforce



Employees by gender



Employees by age group



³ Isokinetic identifies two categories of doctors: those who manage patients throughout the entire rehabilitation process, from initial consultation to final discharge (Case Manager doctors), and those who provide specific consultations, such as ultrasounds, without managing the full rehab treatment (Consultant doctors).

⁴ Percentages are rounded to one decimal place, so totals may slightly differ.

RECRUITMENT PROCESS

Each Local Director appoints a recruitment manager for the administrative, medical, and rehabilitation areas - the Administrative Supervisor, Medical Director, and Rehabilitation Specialist Supervisor, respectively. These managers assist the Local Director in drafting an annual recruitment plan for roles such as Receptionists, Doctors, and Rehabilitation Specialists, based on the Development Plan and staff turnover. They independently execute the recruitment plan, regularly reporting progress and collecting job applications to submit to the Local Director.

STAFF SELECTION PROCESS

This process ensures a standardised and fair approach to selecting new hires, providing equal opportunity to all candidates. Local Directors receive internship applications, screen them to confirm candidates meet the minimum requirements, and conduct structured interviews to determine candidate suitability. Candidates who pass the interview are assigned a mentor and observe their daily work activities. At the internship's conclusion, the Local Director evaluates the candidate's suitability based on feedback provided by the mentor.

TRAINING AND ONBOARDING PROCESS

This procedure is designed to standardise the training and onboarding of all new employees, ensuring each candidate acquires the necessary theoretical knowledge and practical skills for the smooth operation of every Isokinetic Clinic. Candidates deemed suitable after their internship enter a structured training programme combining practical and theoretical learning. Upon passing a final exam, they become permanent members of the clinic's staff. The onboarding programme includes further theoretical and practical training sessions on the Isokinetic model of care organised by the Local Director in collaboration with the Education & Research Department.

Isokinetic values diversity as a key source of inspiration and fosters an inclusive workplace culture. No discrimination cases were reported in 2025.



5.2 COMMITMENT TO THE DEVELOPMENT AND WELLBEING OF OUR EMPLOYEES AND COLLABORATORS

Isokinetic Medical Group believes that a safe, pleasant, and supportive workplace that promotes professional and personal growth and fairly rewards employees is essential for ensuring high standards of well-being and quality of life. With this in mind, Isokinetic continually works to train highly qualified and motivated professionals who contribute to making the organisation a sector leader. Furthermore, Isokinetic promotes various initiatives to boost the well-being of its employees and collaborators by fostering an inclusive and fair culture, guaranteeing equal opportunities in training and compensation, and actively preventing any form of discrimination.

THE TRAINING PROGRAMME

The Isokinetic training programme is a mandatory phase for anyone aiming to become a permanent member of the Isokinetic team. To uphold its status as a leading international group in sports medicine and orthopaedic rehabilitation, Isokinetic requires highly qualified personnel. As such, each professional role has a minimum required training period during which candidates, after passing their internship, spend time at one or more Isokinetic clinics **to develop the necessary theoretical knowledge and practical skills.**

In 2025, Isokinetic provided 1,695 hours of training to employees. This includes mandatory training courses such as Basic Life Support and Defibrillation (BLSD), and First Aid, as well as specialised training tailored to various roles including managers, directors, doctors, rehabilitation specialists, and receptionists. Training also includes

participation in the Isokinetic Conference.

During 2025, staff received 11,185 hours of practical hands-on training. Initially, this training covered all care settings - including consultation rooms, rehabilitation pools, sports fields, gyms, green rooms, and reception desks - before focusing on the specific duties relevant to each trainee's profession.

To further encourage professional growth, Isokinetic hosts an **annual company meeting** aimed at fostering a sense of community within the Group and offering opportunities for discussion and professional development. Employees also receive a **bi-monthly journal** from the Education and Research Department, summarising the Group's cultural, scientific, and recreational activities from the previous two months, both locally and globally.



5.3 HEALTH AND SAFETY IN THE WORKPLACE

Isokinetic views protecting employees' physical and moral wellbeing as essential to effective work performance. Protecting staff means prioritising accident prevention and reducing risks. To this end, every Isokinetic clinic is dedicated to safeguarding the health and safety of its employees and collaborators by promoting a culture of safety, raising risk awareness, and encouraging responsible behaviour by all workers.

Although Isokinetic has yet to implement a full occupational health and safety management system, it produces **detailed risk assessment documents** related to work activities. Specific risks – such as exposure to noise, vibrations, radon, and chemicals – are carefully evaluated, with appropriate signage displayed throughout facilities. A company bulletin board provides employees with ongoing access to health and safety information. **Regular meetings** are held to discuss workplace safety matters, complying with legal requirements under Article 35 of Legislative Decree 81/08.

Additionally, a **Prevention and Protection Service team** supports management in maintaining workplace safety by identifying hazards and implementing prevention measures to reduce accident and occupational illness risks. This team includes an external Safety Manager, an Occupational Health Physician, Fire Safety Officers, and First Aid Responders. Enhancing hazard awareness and evaluation is vital for improving prevention efforts. In 2025, Isokinetic provided extensive training to its workers on risk management, delivering general and specialised safety courses according to the 2011 State-Regions Agreement and updates. These courses included Fire Safety, First Aid, and BLSD (defibrillator) training, to improve workplace safety and patient care. **No workplace accidents were reported in 2025**, matching the previous year's record.



5.4 THE ISOKINETIC CAMPUS FOR EMPLOYEES AND COLLABORATORS

The facilities at the Isokinetic Campus have been designed not only for current employees but also for students and trainees outside the Isokinetic Group.

These spaces are intended to be a place where employees and collaborators can update their skills, rejuvenate, and find support and security – a sort of “family home” for those working at current and future Isokinetic locations.

The Campus regularly hosts theoretical and practical refresher courses and training

programmes for new team members. Each year, more than forty scheduled training days take place along with additional sessions, known as the Sports Medicine Rounds which host visiting international professors.

Such activities provide professionals from different clinical sites within the Group with many opportunities to share knowledge and expand their cultural and professional horizons.



ANNUAL CORPORATE MEETING

The event brings together staff from the various locations and operational areas of the Isokinetic network, with the objective of strengthening a sense of belonging and reinforcing the company's core values. Every September, Isokinetic organises a weekend for its employees and collaborators, a much-anticipated event which represents an important moment of connection, sharing, and growing together as a group. Activities revolving around team-building, recreation, and entertainment (sports tournaments, gala dinner, Sunday lunch), are spread out during the meeting to foster collaboration, mutual understanding, and the development of authentic relationships among colleagues.



The programme includes group activities, sporting experiences, and social gatherings which contribute to creating a positive and engaging environment. A key moment of the weekend is the President's speech, where the results achieved, future goals, and Isokinetic's strategic vision are shared. This moment is both inspiring and motivating for all participants, highlighting the importance of teamwork and shared growth. The weekend is a key experience for strengthening company culture and human bonds within the Isokinetic family.



ISOKINETIC CAMPUS

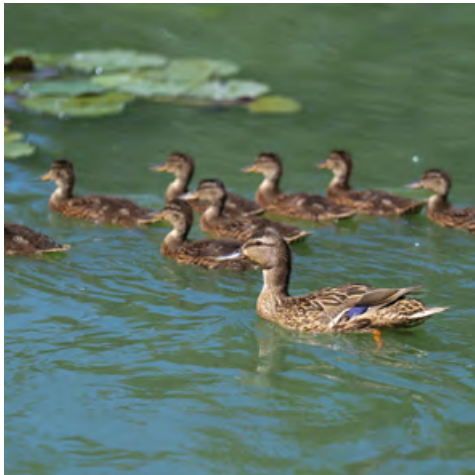
6

ENVIRONMENTAL
RESPONSIBILITY

6.1 THE ROLE OF THE ISOKINETIC CAMPUS IN PROMOTING ENVIRONMENTAL RESPONSIBILITY

We believe that environmental responsibility is demonstrated both through practical actions and through initiatives that promote respect for nature and sustainable professional lifestyles. The green areas of the Isokinetic Campus strongly embody this philosophy, with an investment in 2023 equal to 5% of the Group's annual revenue. This project took eight months to complete, revitalising a 7,010 square meter green area. The work included planting 55 trees and 3,805 plants, shrubs, and flowers, creating 960 square meters of walkways, and installing two outdoor classrooms - a gazebo and an amphitheatre.

 55 TREES
3,805 PLANTS, SHRUBS, AND FLOWERS



The restoration also included renovating an old hemp processing mill, which, alongside a waterfall and a footbridge, enhances the garden's harmony and greatly contributes to the mental wellbeing of those who use the facility.



The design was inspired by Plato's School of Athens, an ancient outdoor space where philosophers met to discuss and reflect on life's big questions - a place of natural beauty and intellectual exchange still admired today.

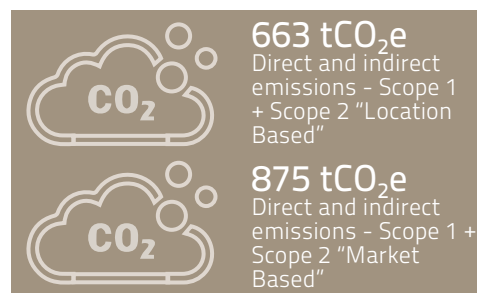


6.2 ENERGY CONSUMPTION AND EMISSIONS GENERATED BY ISOKINETIC

Isokinetic Medical Group considers tracking and monitoring energy consumption critical for identifying opportunities to improve efficiency. The attached tables provide data on energy consumption and emissions by type for the years 2024 and 2025⁵. In 2025, Isokinetic achieved significant results in reducing the environmental impact associated with energy use, recording an approximately 2% reduction in energy consumption compared with the previous year. At the same time, energy consumption from non-renewable sources decreased by 2.1%, while total electricity consumption fell by 14.4%, significantly strengthening the positive efficiency trend already observed in previous reporting periods. This achievement was mainly attributable to the activation of Isokinetic's new photovoltaic system at the Bologna centre at the end of 2023. The system enabled the Group to self-generate more than 124 MWh of electricity during 2025. Thanks to this investment, the use of electricity from non-renewable sources was further reduced, with a decrease of almost 17% compared with 2024, confirming the growing contribution of self-generated energy to the Group's overall energy needs. A significant reduction in natural gas consumption was also recorded (-11.3% compared with 2024), while LPG consumption increased by 14.9%. This variation does not, however, alter the marginal role of this energy source within the organisation's energy mix, as it accounts for only 0.1% of total energy consumption. Overall, the data confirm a positive evolution in the Group's energy profile, characterised by a reduction in overall consumption and a progressive decrease in dependence on non-renewable energy sources, consistently with the energy-efficiency pathway pursued in recent financial years.

⁵ It should be noted that, due to data unavailability, these figures do not include energy consumption associated with the company car fleet. Furthermore, the 2024 data on energy consumption and emissions do not include the Athens and Milan Gae Aulenti centres, as these centres became operational in December 2024 and 2025, respectively.

Based on the energy consumption recorded, Isokinetic has calculated its Scope 1 and Scope 2 greenhouse gas emissions according to the Location-Based and Market-Based reporting methodologies:



Direct emissions (Scope 1) are generated by the consumption of fuel by vehicles and of natural gas, while indirect emissions (Scope 2) result from the consumption of purchased electricity. The reporting standard used provides for two different approaches to calculating Scope 2 emissions: the "Location-based" and "Market-based" approaches. The "Location-based" approach uses average emission factors relating to the specific national electricity generation mixes. The "Market-based" approach uses emission factors defined contractually with the electricity supplier. In the absence of specific contractual agreements between the Organisation and the electricity supplier (e.g. the purchase of Guarantees of Origin), the national "residual" emission factor was used for the "Market-based" approach. In 2025, CO₂ emissions and Scope 1 + Scope 2 Location-based emissions decreased by approximately 16% compared with 2024, while Scope 1 + Scope 2 emissions calculated according to the Market-based approach decreased by approximately 9%. Both changes confirm an improvement in the Group's emissions profile, consistent with the reduction in energy consumption and the growing contribution of self-generated energy from renewable sources, continuing Isokinetic's efforts to improve energy efficiency and progressively reduce its dependence on fossil fuels.

EFFORTS TO MINIMISE ENVIRONMENTAL IMPACT

These days, managing and minimising environmental impact and protecting our planet are essential considerations in decision-making and daily actions. Climate change is a global issue, and it requires collective action—even small, local efforts—to help mitigate its effects. While the Group's energy impact is relatively low—mainly tied to maintaining the operation of its centers—Isokinetic regularly monitors its energy consumption.

In recent years, Isokinetic has taken concrete steps to reduce energy use, such as installing a photovoltaic system at its Bologna headquarters and electric charging stations at the Bologna Isokinetic Clinic. In addition, all Clinics have transitioned to low-energy lighting systems. Isokinetic is also working closely with local companies to identify and implement further strategies for reducing electricity and gas consumption. Upcoming plans at the Bologna facility include installing a pool cover to retain

heat and limit energy waste, replacing all gym lighting with LED systems, and adding another electric vehicle charging station in the parking area.

This Report marks another step forward in increasing awareness of our environmental impact and lays the groundwork for future improvements, in keeping with the Group's commitment to excellence—now extended to the field of sustainability as well.



ANNEXES

HUMAN RESOURCE DATA

DISCLOSURE 2-7 and 2-8: information about employees and other collaborators

EMPLOYEES BY CONTRACT TYPE AND GENDER AS OF DECEMBER 31

Contract Type	2024			2025		
	Men	Women	Total	Men	Women	Total
Permanent	70	82	152	77	90	167
Fixed-term	5	3	8	0	0	0
Zero-hour contracts	0	0	0	0	0	0
Total	75	85	160	77	90	167

EMPLOYEES BY JOB TYPE AND GENDER AS OF DECEMBER 31

Job Type	2024			2025		
	Men	Women	Total	Men	Women	Total
Full-time	67	71	138	69	72	141
Part-time	8	14	22	8	18	26
% Part-time	10,7%	16,5%	13,8%	10,4%	20,0%	15,6%
Total	75	85	160	77	90	167

SELF-EMPLOYED WORKERS BY GENDER AS OF DECEMBER 31

Contract Type	2024			2025		
	Men	Women	Total	Men	Women	Total
Non-employee contractors	39	7	46	44	13	57
Interns	1	0	1	0	0	0
Other collaborators	0	0	0	0	0	0
Total	40	7	47	44	13	57

DISCLOSURE 401-1 New Hires and Turnover

HIRING AND TURNOVER RATE BY GENDER

Percentage of the total	2024				2025			
	Revenues		Expenses		Revenues		Expenses	
	Number	%	Number	%	Number	%	Number	%
Men	14	18,7%	7	9,3%	5	6,5%	3	3,9%
Women	7	8,2%	11	12,9%	14	15,6%	9	10,0%
Total	21	13,1%	18	11,3%	19	11,4%	12	7,2%

HIRING AND TURNOVER RATE BY AGE GROUP⁶

Percentage of the total	2024				2025			
	Revenues		Expenses		Revenues		Expenses	
	Number	%	Number	%	Number	%	Number	%
< 30 years	12	20,3%	15	25,4%	18	26,5%	9	13,2%
30 - 50 years	5	6,9%	3	4,2%	0	0,0%	2	2,9%
> 50 years	4	13,8%	0	0,0%	1	3,4%	1	3,4%
Total	21	13,1%	18	11,3%	19	11,4%	12	7,2%

⁶ Percentages in the table are rounded to one decimal place. Therefore, totals may reflect minor rounding errors.

HUMAN RESOURCE DATA

DISCLOSURE 405-1 – Diversity in Governance Bodies and Employees

COMPOSITION OF THE BOARD OF DIRECTORS BY GENDER AND AGE GROUP AS OF DECEMBER 31

Number of people	2024				2025			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	0	0	3	3	0	0	3	3
Women	0	0	0	0	0	0	0	0
Total	0	0	3	3	0	0	3	3

COMPOSITION OF THE BOARD OF DIRECTORS BY GENDER AND AGE GROUP AS OF DECEMBER 31

Percentage	2024				2025			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	0%	0%	100%	100%	0%	0%	100%	100%
Women	0%	0%	0%	0%	0%	0%	0%	0%
Total	0%	0%	100%	100%	0%	0%	100%	100%

NUMBER OF EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER AS OF DECEMBER 31

Professional Category	2024			2025		
	Men	Women	Total	Men	Women	Total
Executives	4	0	4	4	0	4
Managers	5	1	6	5	1	6
Office Staff	58	80	138	60	83	143
Cleaners and Maintenance	8	4	12	8	6	14
Total	75	85	160	77	90	167

PERCENTAGE OF EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER AS OF DECEMBER 31⁷

Professional Category	2024			2025		
	Men	Women	Total	Men	Women	Total
Executives	100,0%	0,0%	1,3%	100,0%	0,0%	2,4%
Managers	75,0%	25,0%	2,5%	83,3%	16,7%	3,6%
Office Staff	39,3%	60,7%	86,0%	42,0%	58,0%	85,6%
Cleaners and Maintenance	62,5%	37,5%	10,2%	57,1%	42,9%	8,4%
Total	43,3%	56,7%	100,0%	46,1%	53,9%	100,0%

NUMBER OF EMPLOYEES BY PROFESSIONAL CATEGORY AND AGE GROUP AS OF DECEMBER 31

Professional Category	2024				2025			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Executives	0	1	3	4	0	0	4	4
Managers	0	5	1	6	0	4	2	6
Office Staff	59	59	20	138	68	58	17	143
Cleaners and Maintenance	0	7	5	12	0	8	6	14
Total	59	72	29	160	68	70	29	167

PERCENTAGE OF EMPLOYEES BY CATEGORY AND AGE GROUP AS OF DECEMBER 31⁸

Professional Category	2024				2025			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Executives	0,0%	25,0%	75,0%	2,5%	0,0%	0,0%	100,0%	2,4%
Managers	0,0%	83,3%	16,7%	3,8%	0,0%	66,7%	33,3%	3,6%
Office Staff	42,8%	42,8%	14,5%	86,3%	47,6%	40,6%	11,9%	85,6%
Cleaners and Maintenance	0,0%	58,3%	41,7%	7,5%	0,0%	57,1%	42,9%	8,4%
Total	36,9%	45,0%	18,1%	100,0%	40,7%	41,9%	17,4%	100,0%

NUMBER OF EMPLOYEES BELONGING TO PROTECTED CATEGORIES BY PROFESSIONAL CATEGORY AND GENDER AS OF DECEMBER 31

Professional Category	2024			2025		
	Men	Women	Total	Men	Women	Total
Executives	0	0	0	0	0	0
Managers	0	0	0	0	1	1
Office Staff	0	3	3	1	3	4
Cleaners and Maintenance	0	0	0	0	0	0
Total	0	3	3	1	4	5

⁷⁻⁸ Percentages are shown with one decimal place. Therefore, the sum of individual percentages may not be exact due to rounding.

HUMAN RESOURCE DATA

DISCLOSURE 404-1 Average Annual Training Hours per Capita by Gender and Role

TOTAL TRAINING HOURS BY PROFESSIONAL CATEGORY AND GENDER – 2025									
Professional Category	2025								
	Men			Women			Total		
	Hours	Total Em- ployees	N.hours per capita	Hours	Total Em- ployees	N.hours per capita	Hours	Total Em- ployees	N.hours per capita
Executives	0	4	0	0	0	0	0	4	0
Managers	272	5	54,4	48	1	48	320	6	53,3
Office Staff	876	60	14,6	499	83	6	1.375	143	9,6
Cleaners and Maintenance	0	8	0	0	6	0	0	14	0
Total	1.148	77	14,9	547	90	6,1	1.695	167	10,1

TOTAL TRAINING HOURS BY PROFESSIONAL CATEGORY AND GENDER – 2024									
Professional Category	2024								
	Men			Women			Total		
	Hours	Total Em- ployees	N.hours per capita	Hours	Total Em- ployees	N.hours per capita	Hours	Total Em- ployees	N.hours per capita
Executives	0	4	0,0	0	0	0,0	0	4	0,0
Managers	6	5	1,2	10	1	10,0	16	6	2,7
Office Staff	464	58	8,0	523	80	6,5	987	138	7,2
Cleaners and Maintenance	40	8	5,0	15	4	3,8	55	12	4,6
Total	510	75	6,8	548	85	6,4	1.058	160	6,6

DISCLOSURE 403-9– Workplace Injuries Involving Employees and External Collaborators

WORKPLACE INJURIES		
Incident Type	2024	2025
Total number of deaths due to workplace injury		
Employees	-	-
Non-employee workers	-	-
Total number of serious workplace injuries (non-fatal) ⁹		
Employees	-	-
Non-employee workers	-	-
Total recordable workplace injuries		
Employees	-	-
Non-employee workers	-	-

INJURY RATES ¹⁰		
Incident Type	2024	2025
Death rate (employees)		
Employees	-	-
Non-employee workers	-	-
Serious injury rate (non-fatal)		
Employees	-	-
Non-employee workers	-	-
Recordable injuries (employees)		
Employees	-	-
Non-employee workers	-	-

WORK HOURS		
Hours worked	2024	2025
Employees	251.213	272.847
Non-employee workers	38.232	43.328

⁹ Serious injuries refer to incidents resulting in death or injuries that prevent full recovery within 6 months.

¹⁰ Injury rates calculated as: (total injuries / total hours worked) × 200,000.

ENVIRONMENTAL DATA

DISCLOSURE 302-1 – Energy Consumption Within the Organisation

ENERGY CONSUMPTION WITHIN THE ORGANISATION ¹¹					
Type of consumption	Unit of measure	2024		2025	
		Total	Total GJ ¹²	Total	Total GJ
Natural Gas	Smc	191.042	7.687	167.859	6.823
LPG	Smc	262	7	301	8
Purchased electricity	kWh	1.031.718	3.714	1.205.528	4.340
from non-renewable sources	kWh	1.031.718	3.714	1.205.528	4.340
from renewable sources	kWh	0	0	0	0
Self-produced and consumed electricity	kWh	108.129	389	115.377	415
Self-produced and sold electricity	kWh	11.791	42	8.901	32
Total energy consumption	GJ	-	11.798	-	11.586

TOTAL CONSUMPTION WITHIN THE ORGANISATION			
Type of consumption	Unit of measure	2024	2025
Renewable energy	GJ	389	415
Non-renewable energy	GJ	11.408	11.171
Total energy consumption	GJ	11.798	11.586
% of renewable energy on total		3,3%	3,6%

DISCLOSURE 305-1 DIRECT EMISSIONS (Scope 1)

DIRECT EMISSIONS			
	Unit of measure	2024	2025
Natural Gas	tCO ₂ e	390,8	346,9
LPG	tCO ₂ e	0,4	0,5
Emissions from refrigerant gas leaks (R410A)	tCO ₂ e	69,3	5,8
Total Scope 1 emissions	tCO ₂ e	460,4	353,2

DISCLOSURE 305-2 DIRECT EMISSIONS (Scope 2)

INDIRECT EMISSIONS			
	Unit of measure	2024	2025
Total Scope 2 emissions – Location Based	tCO ₂ e	325,0	310,1
Total Scope 2 emissions – Market Based	tCO ₂ e	497,7	521,4

TOTAL EMISSIONS			
	Unit of measure	2024	2025
Total Emissions (Scope 1 + Scope 2 – Location based)	tCO ₂ e	785,4	663,2
Total Emissions (Scope 1 + Scope 2 – Market based)	tCO ₂ e	958,1	874,5

¹¹ It should be noted that, due to data unavailability, these figures do not include energy consumption associated with the company car fleet. Furthermore, the 2024 data on energy consumption and emissions do not include the Athens and Milan Gae Aulenti centres, as these centres became operational in December 2024 and 2025, respectively.

¹² Following a process to improve the reporting system, the data relating to Scope 1 emissions for 2024 have been restated compared with those published in the previous Sustainability Report. For the data published in the 2024 Sustainability Report, please refer to the document available on the Group's website.

¹³ Following a process to improve the reporting system, the data relating to 2024 Scope 1 + Scope 2 Location-Based and Market-Based emissions have been restated compared with those published in the previous Sustainability Report. For the data published in the 2024 Sustainability Report, please refer to the document available on the Group's website.

ENVIRONMENTAL DATA

EMISSION FACTORS FOR ENERGY CONSUMPTION				
	Conversion Unit	2024	2025	Source
Electricity (Location based)	kgCO ₂ /kWh	0,315	0,257	Terna, international comparisons, 2019 and 2024
Electricity (Market based) - ITA	kgCO ₂ /kWh	0,388	0,421	AIB, European Residual Mixes, 2024 e 2025
Electricity (Market based) - GB	kgCO ₂ /kWh	0,5	0,441	
Electricity (Market based) - GR	kgCO ₂ /kWh	0,491	0,367	
Natural Gas	tCO ₂ e/m3	0,00205	0,00207	DEFRA - UK Government - GHG Conversion Factors for Company Reporting, 2024 e 2025
LPG	tCO ₂ e/l	0,00156	0,00156	
Refrigerant gas R410A	tCO ₂ e/kg	1,924	1,924	

CONVERSION FACTORS FOR ENERGY CONSUMPTION				
	Conversion Unit	2024	2025	Source
Natural Energy	GJ/Kwh	0,0036	0,0036	Constant
Natural Gas	GJ/l	0,04024	0,04064	DEFRA - UK Government - GHG Conversion Factors for Company Reporting, 2024 e 2025
LPG	GJ/l	0,02613	0,02613	

GRI CONTENT INDEX

STATEMENT OF USE	Isokinetic Medical Group has presented a report with reference to the GRI Standards for the period from 01.01.2025 to 31.12.2025.	
GRI 1	GRI 1 – Foundation – 2021 version	
GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021		
The organisation and its reporting practices		
2-1	<i>Organisational details</i>	7
2-2	<i>Entities included in the organisation's sustainability reporting</i>	4
2-3	<i>Reporting period, frequency, and contact point</i>	4
2-4	<i>Restatements of information</i>	4 ; 53
2-5	<i>External assurance</i>	4
2-7	<i>Employees</i>	41 ; 50
2-8	<i>Workers who are not employees</i>	41 ; 50
2-9	<i>Governance structure and composition</i>	11
2-22	<i>Statement on sustainable development strategy</i>	3
2-27	<i>Compliance with laws and regulations</i>	13
TOPIC-SPECIFIC STANDARDS		
GRI 201: Economic Performance (2016)		
201-1	<i>Direct economic value generated and distributed</i>	16
GRI 205: Anti-corruption (2016)		
205-3	<i>Confirmed incidents of corruption and actions taken</i>	13
GRI 403: Occupational Health and Safety (2018)		
403-1	<i>Occupational health and safety management system</i>	43
403-2	<i>Hazard identification, risk assessment, and incident investigation</i>	43
403-4	<i>Worker participation, consultation, and communication on occupational health and safety</i>	43

403-5	<i>Worker training on occupational health and safety</i>	43
403-6	<i>Promotion of worker health</i>	43
403-7	<i>Prevention and mitigation of occupational health and safety impacts directly linked to business relationships</i>	43
403-9	<i>Work-related injuries</i>	43 ; 52
GRI 401: Employment (2016)		
401-1	<i>New employee hires and employee turnover</i>	41 ; 50
GRI 404: Training and Education (2016)		
404-1	<i>Average annual training hours per employee</i>	41-42 ; 52
GRI 405: Diversity and Equal Opportunity (2016)		
405-1	<i>Diversity of governance bodies and employees</i>	41 ; 51
GRI 406: Non-discrimination		
406-1	<i>Incidents of discrimination and corrective actions taken</i>	41
GRI 416: Customer Health and Safety		
416-2	<i>Incidents of non-compliance concerning the health and safety impacts of products and services</i>	19
GRI 418: Customer Privacy		
418-1	<i>Substantiated complaints concerning breaches of customer privacy and losses of customer data</i>	19
GRI 302: Energy (2016)		
302-1	<i>Energy consumption within the organisation</i>	48 ; 53
GRI 305: Emissions (2016)		
305-1	<i>Direct GHG emissions (Scope 1)</i>	48 ; 53
305-2	<i>Energy indirect GHG emissions (Scope 2)</i>	48 ; 53



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