

SUSTAINABILITY REPORT

Year 2023



nuova**simat**
near to you.

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LETTER TO STAKEHOLDERS



Dear **stakeholders**,

Over the past year, the company has **strengthened** its leadership position in the market. This was achieved through **investments** like acquiring a **new warehouse**, investing in **machinery and equipment**, and offering **training courses** for all staff.

This has enabled us to **expand our workforce**, highlighting our readiness to provide more services while maintaining high standards of **quality** and **safety**.

The current scenario presents challenging tasks. In 2023, we faced several, including achieving the **UNI PdR 125 certification**, culminating in obtaining it at the start of 2024. The new year demands our focus on new topics like analyzing our company's **sustainability**, while continuing to uphold the goals already achieved.

In the near future, we aim to enhance our services and products with a focus on **sustainability**.

We must never overlook the relationships the company builds with its **stakeholders**, who play a crucial role. Without them, defining a **sustainable development** strategy that considers everyone's needs and the impact of our actions would be impossible.

Both external and internal stakeholders are a driving force, and we are truly honored that our bond with them strengthens year after year, signaling mutual trust built on solid foundations.

CORPORATE IDENTITY

NUOVA SIMAT: A STORY OF EXCELLENCE THAT BEGAN 30 YEARS AGO

Simat is a company established in 1989 by Domenico Zicchino, a pioneer in the use and sale of hydraulic torque wrenches, a product previously unfamiliar.

From its inception, the company stood out for its innovation and dedication to providing **high-quality industrial maintenance solutions**. With the involvement of the Zicchino brothers, Domenico's sons, "**Nuova Simat**" evolved into a global leader in the industrial maintenance sector, operating worldwide.

OUR MISSION AND VISION

The mission of **Nuova Simat** is clear: **to enhance the quality of life**, both within and outside the company, by providing on-site industrial maintenance and repair solutions. The company aims to be a **global benchmark** by offering products and services that meet the highest standards of quality, efficiency, and safety. The vision of **Nuova Simat** is to continue growing and innovating while prioritizing customer satisfaction, team well-being, and supporting local organizations dedicated to making the world a better place, all expressed through the slogan "**Near to you**".

Nuova Simat offers a broad range of services and products mainly for the **Oil&Gas and Power Generation** sectors but can meet maintenance needs in **any industrial sector**. The company specializes in **Site Operations** related to industry, setting standards for on-site work and industrial assembly. With the **EVO** brand, **Nuova Simat** has introduced highly technological and customized solutions, designed and assembled internally, representing the evolution of on-site operations.

QUALITY AND SAFETY

Quality is a cornerstone for **Nuova Simat**. The company has implemented an **Integrated Management System (IMS)** that encompasses quality, environment, safety, and health. This system not only ensures regulatory compliance but also aims to prevent accidents and occupational diseases, demonstrating a strong commitment to employee safety and environmental sustainability. Recently, it also achieved the **PDR 125 certification** on the topic of **gender equality**.



Domenico Zicchino demonstrating the use of a hydraulic torque wrench

OUR HEADQUARTERS

The headquarters of **Nuova Simat** is strategically located in Livorno, at the heart of Italy and Europe. Close to major air logistics hubs (Pisa Airport) and sea logistics hubs (Port of Livorno), the company can reach any destination worldwide at short notice, ensuring prompt and effective interventions.

OUR CLIENTS

Over the years, **Nuova Simat** has gained extensive experience, serving major entities both nationally and internationally. Clients' trust has been earned through the high quality of services and the ability to respond effectively to their needs.

NUOVA SIMAT IN THE COMMUNITY

Nuova Simat supports various local associations. We believe it's important to invest in **solidarity**, especially in nearby activities to create **value in the community** and broaden our perspective on the world around us. We partner with associations focused on inclusion (Children of the Fairies, Strabilianti, In Association APS, SIL Sport Together, combating gender violence (Francescasonoio, and ensuring safety with defibrillator installations (Cecchini Heart. Alongside the Sante Malatesta Association, we contribute to creating university scholarships for international students, fund scientific research through a program linked to the University of Siena, support a volunteer clown association in pediatrics (Oliver Lights Up a Smile, and the excellence of the Italian Meyer Children's Hospital.

GOVERNANCE



In addition to the principles of **responsible Governance**, which are essential for ensuring conscious and respectful actions, it is becoming increasingly important for companies to focus on creating long-term value and setting goals that integrate the economic, environmental, and social impacts generated or indirectly experienced in their business.

As a company, we fully understand the importance of Governance in achieving these goals, guiding us towards **responsible choices** not only in the **economic-financial** sphere, but also in the **social** and **environmental** areas, thereby building legitimacy with our stakeholders.

In this context, it is essential to steer corporate aspirations towards greater **awareness** and respect for **environmental** and **social impacts** over economic ones, assessing risks and protecting stakeholder interests, while carefully calculating the financial effects of the related decisions.

9 IMPRESE,
INNOVAZIONE
E INFRASTRUTTURE



16 PACE, GIUSTIZIA
E ISTITUZIONI
SOLIDE



KEY SUSTAINABILITY THEMES

Sustainability topics are crucial for any company aiming to operate responsibly and long-term. Considering these topics enables companies to tackle global challenges like climate change, natural resource scarcity, and social inequalities while creating opportunities for **innovation, growth, and competitiveness**.

INNOVATION AND RESEARCH:

Throughout the year **2023**, the company has focused its efforts on:

Structural Expansion: A new building was constructed for **Nuova Simat (EVO)** products, centralizing Research & Development and production activities within it;

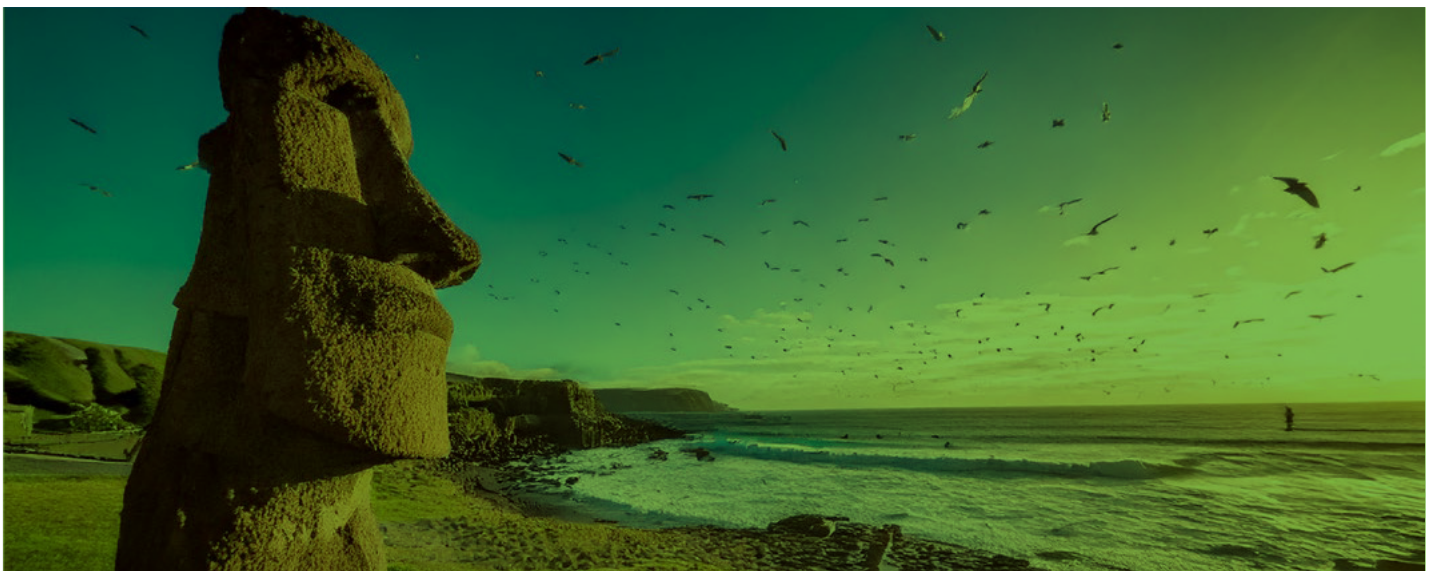
Organizational Opportunities: The relocation of production and Research & Development departments to the new building led to the creation of tailored procedures for managing deliveries, shipping documents, and commercial/service requests to the Production and R&D office. Thus, a team named “POI” was established, holding regular meetings aimed at assessing the financial sustainability, technical feasibility, and especially the internal organizational impact of special requests from our target market through a dedicated analysis format.

Purchase of New Machinery: The setup of the new building included acquiring new work equipment essential for production, thus enhancing the quality efficiency of the department. Additionally, highly efficient heating/cooling machines were purchased for the workshop, improving its overall wellness and health standards.

Funded Training: To enhance the skills of internal human resources, various training courses were conducted on workplace health and safety, environmental management, and specific management skills. Furthermore, a training program was developed by company consultant Massimiliano Rocchiccioli aimed at the entire company, with the goal of increasing mutual understanding and collaboration spirit through personal growth of team members and acquiring knowledge and tools to improve internal relationships.

Anti-corruption: The company is committed to maintaining its regulatory requirements in accordance with legislative decree 81/08 on workplace health and safety and legislative decree 152/06 on environmental matters. To ensure compliance with these laws, a supervisory body was established in 2021 as per legislative decree 231/01, with the drafting of a corporate MOG.

The privacy protection of all stakeholders (suppliers, customers, employees, interested parties) is ensured by a Privacy System developed in accordance with GDPR 679/16. From a physical and structural perspective, **Nuova Simat** has a surveillance system to secure indoor and outdoor spaces from potential intrusions.



ESG ASPECTS TABLE

The following table presents the **ESG aspects** considered **important** for each stakeholder category.

STAKEHOLDER	KEY ESG ASPECTS	
Employees		 <p>3 SALUTE E BENESSERE</p>
Suppliers		 <p>12 CONSUMO E PRODUZIONE RESPONSABILI</p>
Consumers and End Users		 <p>9 IMPRESE, INNOVAZIONE E INFRASTRUTTURE</p>
Affected Communities		 <p>11 CITTÀ E COMUNITÀ SOSTENIBILI</p>
		 <p>16 PACE, GIUSTIZIA E ISTITUZIONI SOLIDE</p>

BUSINESS STRATEGY AND MODEL

In today's world, the focus on **ESG** topics has become essential for companies aiming to show a genuine commitment to sustainability and social responsibility. In this section, we'll delve into our approach to ESG topics, highlighting our organizational model and goals aimed at promoting **sustainable growth** and making a positive impact on society and the environment.

Our company operates in the sector: **Mechanical** Operational rental and leasing activities - Repair, maintenance, and installation of machinery and equipment

Our company's main activities include:

Installation of industrial machinery and equipment - Repair of other equipment - Machinery repair and maintenance

In the framework of corporate sustainability, it's important to outline the environmental, social, and governance goals that a company has achieved or plans to pursue. The following table provides an overview of the goals accomplished in the past year and those intended for the upcoming year, offering a clear view of the company's sustainability journey.

Governance	Achievements in the Past Year	Goals for Future Years	Deadline
Governance	Set up a new warehouse with the relocation of the Production and R&D department	Publication of a corporate sustainability report – by 2024	12/31/2024
	Participation in calls for co-financing of organizational improvement and R&D projects	Participation in calls with projects on ESG topics	12/31/2024
		Identification of indirect economic impacts	12/31/2025
		In-depth value chain analysis	12/31/2025
SOCIAL	Increase in budget dedicated to social causes	Implementation of projects in the community with company participation	12/31/2025
	Introduced tools to monitor safety awareness among technicians	Introduction of tools to eliminate architectural barriers within the company	12/31/2025
	Introduction of a gender equality system	Gender equality certification with changes to the second-level agreement, implementing support for parenthood	12/31/2024

Governance	Achievements in the Past Year	Goals for Future Years	Deadline
Environment	Replacing NEON lights with LED lights	Company Consumption Analysis SCOPE1	12/31/2024
		Development of a CO2 Emission Reduction Plan	12/31/2025
		Introduction of Water Consumption Reduction Systems	12/31/2024
		Development of a Circular Economy Plan for Company Ferrous Waste	12/31/2027
		Installation of Solar Panels and Reduction of Non-renewable Energy Sources	12/31/2028

Our company has implemented internal information flows for collecting, measuring, and reporting sustainability goals, although we do not currently use a dedicated technology platform for this purpose.

The company publishes its sustainability performance in our Sustainability Report, even though it is not reviewed by an external entity. However, we strive to provide accurate and transparent information on our sustainability actions and performance.

Additionally, the company can clearly describe its business model, including key features of the value chain and our position within it. This deep understanding enables us to identify opportunities and challenges related to sustainability throughout the entire value chain and take concrete steps to improve our performance.

The information declared by our company is prepared on an individual basis. This approach allows us to provide a detailed view of the

performance and commitment to sustainability of each operational unit or corporate division, allowing for greater transparency and accountability at the local level.

Our company can provide details on the composition and organization of the administrative, management, and control bodies. This includes information about key members of these bodies, their roles, and specific responsibilities within the corporate structure.

Finally, members of the corporate management bodies have access to expert consultations, participate in training activities, and are involved in other skill development initiatives in ESG (Environmental, Social, and Governance) matters. This commitment is aimed at ensuring our leaders are adequately prepared to tackle challenges and seize opportunities related to sustainability, thus contributing to the continuous improvement of our business practices.

IMPACTS, RISKS, AND OPPORTUNITIES

Analyzing impacts, risks, and opportunities in the ESG field is crucial for steering business decisions, enhancing transparency and accountability, and promoting long-term sustainability and success. The table below shows the direct impacts, risks, and opportunities identified for the year 2023/2024.

INNOVATION AND RESEARCH

IMPACTS	RISKS	OPPORTUNITIES
New Warehouse	Requesting a significant loan, approximately 7.5% of the company's revenue. Organizational risk due to no longer close proximity to management and other organizational departments	Organizational improvement focusing more on R&D projects, separating them from specific service contracts
Equipment Upgrade		Technological renewal with new-generation equipment Enhancement of overall well-being and work quality
Funded Training	Loss of Company Know-How	Growth of employees' skills

ANTI-CORRUPTION

IMPACTS	RISKS	OPPORTUNITIES
Regulatory Compliance	Administrative and criminal penalties if current regulations are not adhered to	Compliance with mandatory safety, health, and environmental regulations in response to the adopted 231 model requirements

CLIMATE CHANGE

IMPACTS	RISKS	OPPORTUNITIES
Revenue Reduction	The UN's goals for reducing CO2 emissions prompt large companies to demand their suppliers take action. Failing to meet these goals could result in exclusion as a supplier	Proactively addressing climate change requests and preparing plans will allow capturing market opportunities.

ETHICS AND INTEGRITY

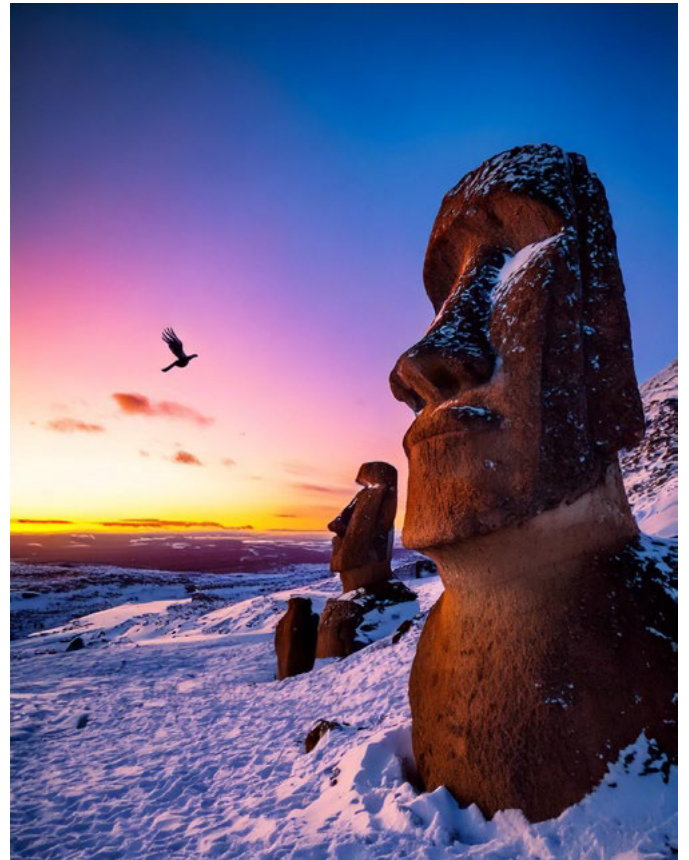
Ethics and **integrity** are crucial for any business as they impact every facet of its operations and relationships with stakeholders. These principles guide how a company behaves, makes decisions, and interacts with employees, customers, suppliers, and investors.

Nuova Simat demonstrates its commitment to stakeholders and ethical standards by adopting a code of ethics in compliance with **D.Lgs.231/01 s.m.i** on administrative liability of legal entities, companies, and associations, even without legal personality, as per **Article 11 of the law dated September 29, 2000, n. 300**

All personnel receive training on anti-corruption policies and procedures upon hiring.

Over the past three years (2021-2023), there have been no incidents of corruption within our company, categorized by year.

In 2023, a **whistleblowing procedure was introduced** allowing all stakeholders to report any unlawful activities related to 231 to the supervisory body.



VALUE CHAIN MANAGEMENT

The value chain encompasses the entire lifecycle of our products and services, from design and production to distribution and end-of-life.

Our services are categorized as follows:

Sales and Rental:

- For non-Nuova Simat products: in such cases, we aim to identify low-emission products in the future to achieve ambitious goals:
- For EVO products (Nuova Simat): these are designed and manufactured to minimize environmental impact and reduce company emissions;

Product Repairs and Maintenance:

- Nuova Simat encourages product reuse and repairs to lower overall emissions.

Service:

- In our service activities, design helps identify best practices to reduce waste and increase company efficiency. Site visits, which require staff travel even outside Italy, are minimized to reduce emissions.

We plan to conduct an in-depth analysis in the coming years to better identify and optimize our value chain.

SOCIAL

People are undoubtedly vital to our organization: they encompass employees, workers, customers, suppliers, distributors, sellers, investors, ... and their growth – in knowledge, prosperity, and well-being – is essential **for everyone's success**.

Social issues also affect **our reputation** and **brand trust**, directly impacting our ability to attract and retain talent, promote a safe and inclusive workplace, and contribute positively to the communities in which we operate.

As a company, we have chosen to **invest in the value of people**, both in terms of human capital (such as individual knowledge, skills, competencies, ...) and social capital (such as shared norms, values, ...).

Focusing on employees, the key pillar on which the company bases its activities, we provide them with a **safe environment**, with **stimulating work conditions**, **meritocratic**, **respectful of rights** and

non-discriminatory. Additionally, the company supports, encourages, and incentivizes their **professional growth** and promotes their **well-being**.

We firmly believe that strong social commitment is not only ethically right but also a source of competitive advantage and long-term value for our company.



NUOVA SIMAT IN THE COMMUNITY

Nuova Simat supports various local associations.

We believe it's crucial to invest in community solidarity, especially in nearby initiatives, to create value and broaden our perspective on the surrounding areas.

We partner with associations focused on inclusion (Bambini delle Fate, Strabilianti, In Associazione APS, SIL sport insieme), who fight **against gender violence** (Francescasonoio) and work on **prevention** and **safety** by installing defibrillators (Cecchini Cuore). Alongside the Sante Malatesta Association, we contribute to **creating university scholarships** for international students, fund **scientific research** with a program linked to the University of Siena, support a volunteer clown association in pediatrics (Oliver accende un sorriso), and back the excellence of the Meyer Children's Hospital.

Here is a brief summary of all the investments made in 2023.

PROJECT	ACTIVITIES	2023
I BAMBINI DELLE FATE	Integrating autistic youth into agricultural work	€6,000.00
ASSOCIAZIONE SANTE MALATESTA	Assistance and support for university students from abroad facing financial difficulties	€3,000.00
SIL-SPORT INSIEME LIVORNO	Sports Association for people with disabilities	€2,000.00
IN-ASSOCIAZIONE APS	Support for individuals with disabilities to fully participate in society	€2,000.00
STRABILIANTI Non-Profit Committee	Paralympic sports awareness and promotion - ANNUAL EVENT	€2,000.00
UNIVERSITY OF SIENA (AIDA NETWORK)	"Validation of an app for tracking multidimensional outcome indicators through the active involvement of adult and pediatric patients with Behçet's disease"	€3,000.00

In 2024, the budget for social activities will be increased, including additional organizations (like those mentioned earlier).



DIVERSITY AND INCLUSION

Diversity and inclusion are vital components within the ESG framework for companies aiming to create long-term value. **Promoting an inclusive corporate culture** that embraces and appreciates differences in gender, age, race, abilities, and backgrounds not only reflects the company's ethics but also helps to **enhance productivity, innovation, and corporate reputation**.

Our company is committed to **promoting diversity, inclusion, and equal opportunities** among our employees. We have implemented a clear policy in this regard, communicated not only internally but also externally through public documents like our website and other communication channels. This policy was updated at the end of 2023.

Indeed, ensuring equal opportunities for all employees in hiring, training, growth, and promotions, regardless of gender, race, or age, is a crucial point on which we focus to improve the integration of everyone within the job market.

The following data about our workforce shows the distribution of employees by gender expressed as percentages.

	Men %	Women %
Employees by gender	85.00	15.00

Below are the data concerning our employees, categorized by contract type and gender. These numbers represent the percentage of men and women employed permanently, temporarily, and with flexible hours in our company.

EMPLOYEE STRUCTURE	Men %	Women %
Permanent employees by gender	76.00	15.00
Temporary employees by gender	9.00	0.00
Employees with flexible hours by gender	0.00	0.00

Our company constantly monitors the progress of new hires and employee turnover. This allows us to carefully assess our human resource management strategy and adopt corrective measures if necessary to ensure a stable staff flow.

In fact, recruitment metrics are calculated and analyzed annually through a breakdown by relevant characteristics such as gender, age groups, geographic area, background, etc.

We provide data related to our hiring and employee turnover, divided by gender and age groups. This information allows us to carefully evaluate our recruitment process and personnel management, ensuring a complete and accurate analysis of our workforce. In the table, we present the number of employees hired and the turnover percentage for men and women, divided into age groups under 30, between 30 and 50, and over 50 years.

AGE GROUP	Men Hires	Men Turnover %	Women Hires	Women Turnover %
Age < 30 years	4.00	100.00	0.00	0.00
30 years < age > 50 years	2.00	0.00	0.00	0.00
Age > 50 years	0.00	0.00	0.00	0.00

DIVERSITY AND INCLUSION

Another key metric is the **average salary ratio between women and men** within our company. This ratio demonstrates our commitment to ensuring pay equity and fostering an inclusive corporate culture.

The average salary ratio between women and men is **between 0.7 and 0.89**.

Our company also assesses the ratio between the **guaranteed starting salary at our company and the local minimum wage**, differentiated by gender. These insights help us evaluate pay equity at the entry level for both genders and our dedication to providing fair compensation relative to the local context.

Below, we provide the values for the starting salary ratio compared to the local minimum wage for both men and women.

SALARY RATIO	2023
Ratio of starting salary to local minimum wage (males)	1.00
Ratio of starting salary to local minimum wage (females)	1.00

We also report the ratio between the CEO's annual compensation and the median total compensation of all employees (excluding the CEO or the figure considered in the numerator). This data gives us important insight into the pay balance within our company and the allocation of financial resources. This ratio is around: 0.89.

In 2023, Nuova Simat achieved a significant milestone by implementing a management system aligned with UNI PdR 125 on gender equality. In 2024, we plan to apply for certification from an accredited body.



HUMAN RIGHTS

Respecting **human rights** is crucial for any company committed to ethical and responsible operations. Ensuring human rights are upheld is not just a moral obligation but also vital for maintaining trust and the company's reputation.

Our company has implemented a **policy to manage human rights-related aspects and associated risks**. This policy has been shared publicly, including on our website, reflecting our dedication to transparency and respect for human rights. As a company, we understand that having a mechanism to identify and report human rights violations is essential for monitoring and potentially preventing these issues.

We will now review our company's human rights policy, which includes different stakeholder categories. This allows us to assess the impact of our business practices and ensure that human rights are respected throughout our entire value chain.

- Our company's human rights policy includes specific provisions for employees, ensuring their fundamental rights are respected at work and promoting a safe, fair, and respectful workplace.
- We are committed to engaging with and respecting communities affected by our operations, aiming to minimize negative impacts and foster a collaborative and sustainable relationship.

Our company **developed human rights guidelines through an internal process**. External stakeholders were not involved in its creation. However, this does not diminish our commitment to respecting human rights, but rather indicates that the policy was developed internally without direct input from external parties.

The company also tracks all information related to the total number of human rights risks stemming from its activities. For the current year, the number of risks is: **0.00**.

Our company carefully checks the minimum age limits for job candidates. This process is key to ensuring compliance with child labor laws and making sure all hires fully respect human rights and current legislation.



Additionally, our company **avoids any form of forced labor**. We are firmly committed **to respecting fundamental workers' rights** and avoiding any practices that could be seen as coercive or abusive. This commitment is reflected in our continuous monitoring of working conditions and the adoption of policies that promote a safe, fair, and human rights-respecting work environment.

HUMAN RIGHTS

The company **conducts regular checks** to assess the adequacy of our staff's salaries. This process is crucial to ensure our employees receive fair compensation that aligns with their roles and responsibilities. We are committed to **maintaining competitive wage standards** while **respecting our workers' rights** and adhering to current regulations.

The company also utilizes overtime work and keeps track of the hours used. This allows us to evaluate the impact of our business practices on employee well-being and working conditions. For this year, the average number of overtime hours worked is: **1.60**.

Additionally, overtime hours in our company are compensated at a higher rate than the standard hourly pay. This commitment reflects our respect for workers' rights and the importance we place on fair and adequate treatment of employees.

Another key aspect is the significance of **union freedom**, and we actively support our employees' right to associate for protecting their work interests and negotiating fairer working conditions.

Our company has established a public channel through which cases of discrimination or human rights violations can be reported. This channel is accessible via various means, such as the company's website, a dedicated email address, or regular mail. It's important to highlight that this channel is publicly advertised and open to anyone wishing to report potential violations, demonstrating our commitment to transparency and human rights protection.

The company has also implemented policies to protect individuals who use the complaint channels from any retaliation. This shows our dedication to ensuring a safe and inclusive work environment, where employees feel free to report issues or violations without fear of negative consequences.



EMPLOYMENT

Promoting dignified, fair, and inclusive employment not only enhances employees' quality of life but also contributes to social cohesion and economic progress.

Our company offers additional social protection systems beyond public programs, including a health policy for all employees. This reflects our commitment to providing extra support for our employees beyond standard government provisions.

The company has a clear commitment and strategy regarding employee training policies. This strategy is publicly shared with all major stakeholders.

Our company has established **specific training policies** for employees on certain ESG topics. This dedication highlights our focus on key sustainability issues and our desire to deepen our staff's understanding to promote more sustainable and socially responsible business practices.

The table below presents information on the average number of training hours on various topics provided to and utilized by each employee, differentiated by gender.

	Men	Women
Average Training Hours by Gender	10.3	22.4

In the context of **corporate sustainability**, investment in training and development expenses is crucial. This average expenditure represents the total investment made by the company to enhance the skills and knowledge of employees on topics relevant to our sector or to develop leadership abilities. For this year, the total amount spent on training hours is: 44,000.00 EUR.

The company has a clear commitment and strategy regarding worker well-being policies. We have formulated internal guidelines and indications that we also communicate externally to our stakeholders.

The company has defined specific parameters to measure and monitor worker well-being. These parameters may include various indicators, such as the number of deaths from occupational diseases, recordable cases of occupational diseases, the main types of occupational diseases among employees, the percentage of employees participating in health and wellness programs, best practices adopted by the company, employee absenteeism rates, the number of remote working days granted per employee, and welfare initiatives promoted.

WELLNESS AT WORK

For several years now, we have brought in an external trainer who conducts various training sessions every Wednesday at our Academy throughout the year.

This training is part of our company-wide initiative on **Wellness at Work**.

Topics covered include **parenting, mindfulness, yoga**, and many more.

We have reviewed our employees' participation in programs related to this initiative. This data highlights our dedication to fostering a healthy and sustainable work environment for our staff. The attendance during this weekly session is crucial for the company, and we have recorded 100% employee participation at least once a year. .



HEALTH

Workplace **health** and **safety** are crucial topics for all businesses, regardless of their field. These aspects cannot be ignored, not only because they are legally required, but also because a safe and healthy work environment boosts employee trust and commitment, decreases absenteeism and costs related to workplace accidents, and helps build a positive reputation among stakeholders.

The company is committed to a clear strategy for health and safety policies and management rules, both for employees and non-employees whose work or workplace is controlled by the organization. **Nuova Simat** has implemented an **ISO45001** management system since 2017, integrating non-negotiable health and safety topics into its policy. A **STOP WORK** policy has also been drafted and shared with clients, ensuring it's active during our activities.

Our company actively monitors and measures worker health and safety qualitatively. We strive to continually assess and enhance our employees' well-being at work through qualitative approaches.

Our company can specify methods used to facilitate workers' access to non-work-related medical and healthcare services. We recognize the importance of ensuring adequate and convenient access to healthcare services beyond work-related needs, through the Metasalute supplementary policy.

The following table provides an overview of workplace safety data within the company, distinguishing between employees. The data includes fatalities due to workplace accidents, serious workplace injuries (excluding fatalities), and recordable workplace injuries.

EVENTS	Number	Rate% per Thousand Hours Worked
Fatalities	0.00	0.00
Serious Workplace Injuries	0.00	0.00
Recordable Workplace Injuries	2.00	36.90
Total Hours Worked	54197	0

The table offers a detailed analysis of occupational disease claims and recordable cases specifically for company employees. Occupational disease claims represent reported cases recognized as work-related. Other cases include diseases officially recognized as work-related, requiring proper documentation and reporting to relevant authorities. As shown in the table, there are no claims for occupational diseases.

OCCUPATIONAL DISEASES	2023
Number of Occupational Disease Claims for Employees Only	0.00
Number of Recordable Occupational Disease Cases for Employees Only	0.00

HEALTH

The table below offers a detailed analysis of workplace injuries, divided between employees and non-employees, and categorized by different types of injuries: temporary, permanent, and fatal.

S-T 11	Employees	Non-Employees
Temporary Injuries	2.00	0.00
Permanent Injuries	0.00	0.00
Fatal Injuries	0.00	0.00

ENVIRONMENT

As a company, we are aware of the **crucial importance of the environment** and the potential negative impacts businesses can have on it, including climate change, pollution, overuse of natural resources, ecosystem destruction, and loss of biodiversity.

We recognize that these issues need to be managed effectively to ensure business continuity while avoiding significant harm to the ecosystem and the people living in it. Such **corporate responsibility must extend throughout the entire value chain** to truly be fulfilled.

Companies must be firmly committed to **integrating sustainable practices** into all aspects of their operations, such as implementing policies and procedures to reduce environmental impact, adopting measures to improve energy efficiency, reducing greenhouse gas emissions, minimizing the use of non-renewable natural resources, and developing circular economy models.

We are therefore convinced that, as a company, through concrete and ongoing commitment to environmental issues, we can significantly contribute to mitigating climate change, conserving natural resources, and promoting sustainable production and consumption practices, preserving the planet for future generations.



CLIMATE CHANGE AND ENERGY EFFICIENCY

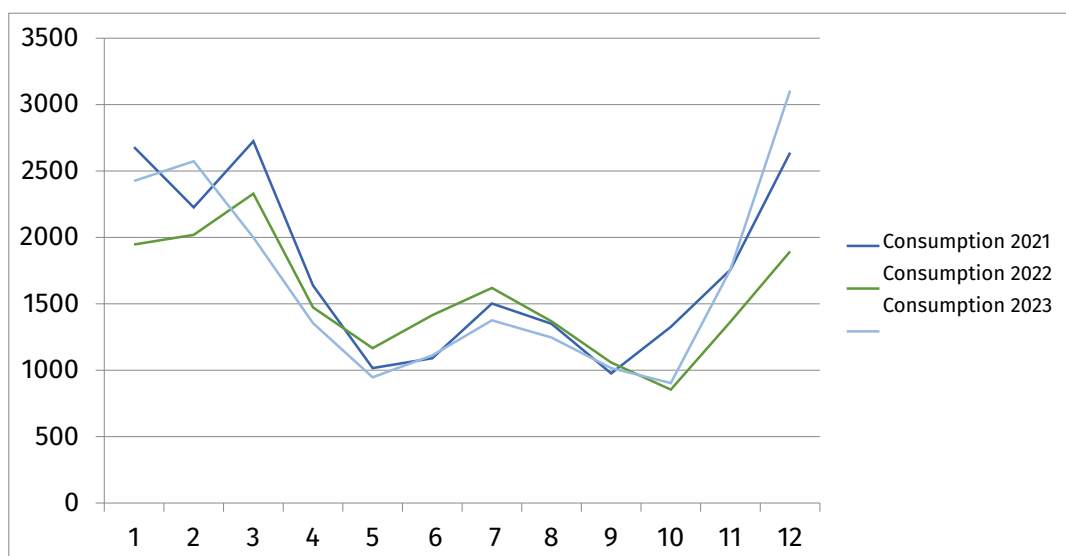
The latest scientific reports highlight unprecedented changes in the global climate. Global warming is causing alterations worldwide, some of which are even irreversible. Additionally, higher temperatures and extreme weather events impose significant costs on the economy.

To help mitigate these effects, our company has implemented a **policy for managing climate change-related issues**. This strategy is clearly defined for every business function and publicly communicated on our corporate website.

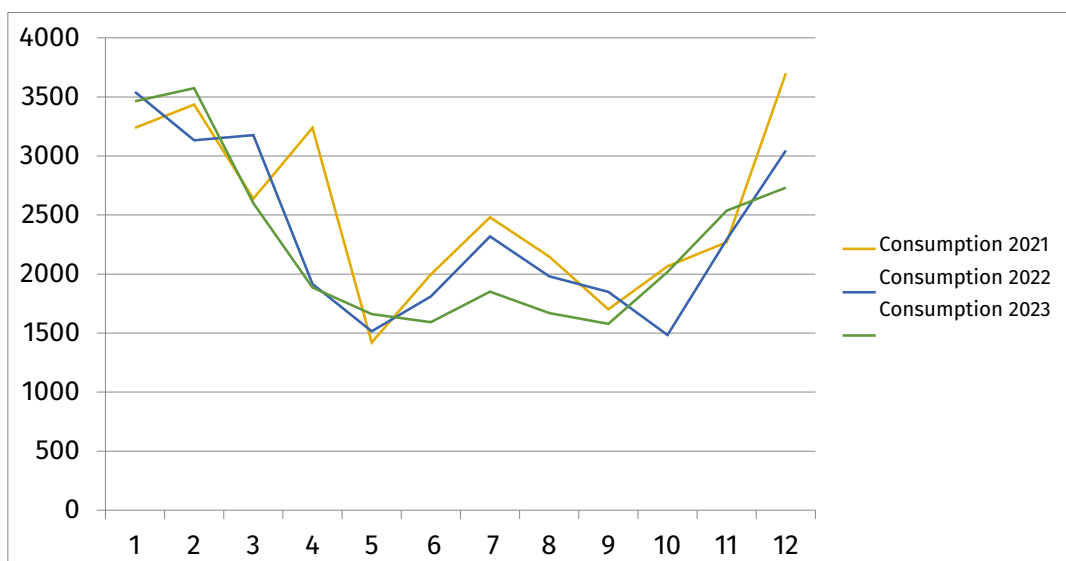
Our culture embraces the rational use of energy to deliver our products and services to customers. We have consistently committed to reducing energy consumption and minimizing environmental impact. During the year, the company adopted a policy for managing energy efficiency-related aspects for offices and production sites.

Furthermore, Nuova Simat actively engages in accurately measuring and monitoring its energy consumption, demonstrating strong commitment and positive awareness towards environmental sustainability.

**WAREHOUSE
32**



**WAREHOUSE
34**



CLIMATE CHANGE AND ENERGY EFFICIENCY

The warehouse located at Via Spagna 28 is not included since it was only introduced halfway through the year. To monitor electricity consumption, we track the "CONSUMPTION INDEX," which is the ratio of kW consumed to the number of orders processed. For 2023, the consumption index is 69.49, compared to last year's 2022 figure of 74.

Here is the consumption and production in Megawatt-hours (MWh) from various renewable and non-renewable sources:

E-T5	Percentage Value
Natural gas	62.32%
Petroleum products	1.66%
Nuclear	2.99%
Other sources	7.05%
Coal	18.96%
Renewable sources	7.02%

Nuova Simat is committed to using 100% renewable energy in the coming years. Additionally, in line with our corporate goals, we will be installing photovoltaic panels in the years ahead.

BIODIVERSITY AND ECOSYSTEMS

Among the environmental challenges we face, the **protection of ecosystems** and biodiversity play a crucial role. Biodiversity is essential because it supports life on Earth: healthy biodiversity means healthy people and secure food and water supplies. Additionally, biodiversity enhances ecosystem resilience, making it a valuable ally in tackling the climate crisis.

We want to emphasize that our company **is not involved in operations that could negatively impact threatened species**. This means our business activities do not pose direct risks to the survival or well-being of vulnerable species.

WATER AND MARINE RESOURCES

Water is a vital resource that must be preserved, and it is essential to work on minimizing consumption and reducing environmental impacts in the region.

For this reason, during the year, the company implemented a policy for managing corporate water resources, covering offices and production sites. This strategy has been clearly outlined in every company function and then communicated to the public.

Our company is committed not only to measuring but also to monitoring water resource usage, allowing for precise identification of usage levels and trends over time.

In this regard, clear objectives have been set for water resource management, along with the intention to reduce water use, relative to the services provided.

To optimize water resource usage sustainably and responsibly, the company has established clear and defined goals and implemented targeted monitoring processes regarding internal water consumption.

- by adopting tools for **monitoring** and **reporting**

The table below shows the amounts of water withdrawn, recovered, stored, and consumed (in cubic meters) in corporate activities. It also includes the percentage of water withdrawn and consumed that pertains to areas classified as high or extremely high water stress and the estimated value of water withdrawn and consumed for the entire value chain.

WATER	In Corporate Activities (m3)	In High Water Stress Areas (m3)
Withdrawn	230.00	230.00
Consumed	0.00	230.00
Recovered	0.00	0
Stored	0.00	0

The water consumed is used exclusively for sanitary purposes and does not enter the production cycle.

RESOURCE USE AND CIRCULAR ECONOMY

We need to rethink production with **eco-design** in mind, aiming to extend product life, make recycling easier, and delay final disposal as much as possible. However, this topic requires additional policy efforts to be effectively addressed. It's important to recognize that using raw materials wisely and managing waste carefully helps minimize the environmental impact of production processes.

This year, the company adopted policies or guidelines for **waste management** and **circular economy** and shared them publicly.

The company implemented methods to measure and track waste production, enabling identification of improvement areas and strategic actions to reduce waste accumulation.

Our company uses tools and methods to assess resource flow in production and operations, providing a comprehensive and accurate view of procurement, supporting responsible resource management, and promoting environmental sustainability in business operations.

Nuova Simat produces both non-hazardous waste, like iron and similar materials, and hazardous products that are disposed of according to regulations.

The company also practices waste sorting and provides training on proper waste management.

The following table shows the amount (KG) of waste recovered and/or disposed of, categorized by type and destination, along with the percentage of waste intended for recycling compared to the total waste produced by the company.

E-T9	2023
Total Waste (Kg)	4187Kg
Breakdown by Type	
Hazardous Waste (Kg)	392Kg
Non-Hazardous Waste (Kg)	3795Kg
Radioactive Waste (Kg)	0Kg
Breakdown by Destination	
Waste for Recovery (Kg)	4150Kg
Waste for Disposal (Kg)	392kg

Nuova Simat is thrilled to announce that 99% of the waste produced is recovered, demonstrating its commitment to this issue.

Our company can describe the features of key products and materials, such as durability and reusability.

POLLUTION

Environmental pollution is one of the most pressing and complex challenges of our time, affecting human health, biodiversity, and climate change. It's crucial for companies to recognize and address their environmental footprint to minimize negative impacts on the ecosystem and contribute to a sustainable future.

Our processes do not release waste residues into the air or environment (atmospheric emissions, water discharges with production by-products), so it is not necessary to analyze this point.





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near to you.

**SUSTAINABILITY
REPORT**

YEAR 2023