

# SUSTAINABILITY REPORT

YEAR 2024

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nuova**simat**  
near to you.

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# LETTER TO STAKEHOLDERS



Dear stakeholders,  
Over the past year, the company has **secured its leadership position** in the target market. This achievement was made possible through **investments in machinery and equipment**, like the **new ARES-500 EDM machine**, along with **ongoing training** for all staff members.

This demonstrates our commitment to offering an increasing number of **services** in the market, while maintaining **high standards of quality and safety**.

The current landscape presents **formidable challenges**. This isn't only from a geopolitical standpoint, with conflicts in the Middle East and Ukraine, but also regarding **climate change**. Nuova Simat has therefore decided to focus its efforts on **sustainability analysis** and finding new solutions in this regard.

Looking ahead, we plan to **enhance our services and products with sustainability in mind**. Yet, we must never overlook the **relationships** we build with our **stakeholders**, who are crucial for defining a **sustainable development strategy** that considers their needs, requirements, and the **impacts** of our actions.

Both **external and internal stakeholders** are a driving force, and we are truly honored that our bond with them grows stronger each year, a sign of mutual trust built on solid foundations. For this reason, an **internal survey** was conducted this year to explore topics of interest for our **internal stakeholders**.

# CORPORATE IDENTITY

## NUOVA SIMAT: A STORY OF EXCELLENCE STARTED 30 YEARS AGO

**Simat** is a company founded in **1989** by **Domenico Zicchino**, a pioneer in the use and sale of **torque wrenches**, a product then unknown. From the start, the company has stood out for its **innovation** and **commitment** to providing high-quality **industrial maintenance solutions**. With the entry of the **Zicchino brothers**, Domenico's sons, "**Nuova Simat**" evolved into a **global leader** in the industrial maintenance sector, operating **worldwide**.

## OUR MISSION E VISION

The **mission** of **Nuova Simat** is clear: **enhance the quality of life**, both inside and outside the company, by providing on-site industrial maintenance and repair solutions. The company aims to be a global leader, offering products and services that meet the highest expectations in terms of **quality, efficiency, and safety**. The **vision** of **Nuova Simat** is to continue growing and **innovating**, always keeping customer satisfaction, team welfare, and support for local communities at the heart of its activities, as expressed by the slogan "**Near to you.**" **Nuova Simat offers** a wide range of services and products mainly for the Oil & Gas and Power Generation sectors but can meet maintenance needs in any industrial field. The company specializes in industrial Site Operations, setting standards for site work and industrial assembly. With the **EVO** brand, Nuova Simat has introduced **highly technological** and **customized solutions, designed and assembled in-house**, representing the evolution of on-site work.

## QUALITY E SAFETY

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

## OUR HEADQUARTERS

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

## OUR CLIENTS

Over the years, **Nuova Simat** has amassed a wealth of experience, serving key players both **nationally and internationally**. We've earned our clients' trust through the **high quality of our services and our ability to effectively meet their needs**.

## NUOVA SIMAT IN THE COMMUNITY

**Nuova Simat supports various local associations**. We believe in the importance of investing in **solidarity**, focusing especially on nearby activities to create value in the area and broaden our perspective on the communities around us. We partner with associations dedicated to **inclusion** (Bambini delle Fate, Strabilianti, In Associazione APS, SIL Sport Insieme), **fighting gender-based violence** (Francescasonoio), and focusing on **prevention and safety** with the installation of defibrillators (Cecchini Cuore). Together with Associazione Sante Malatesta, we support the creation of university scholarships for international students, **fund scientific research** with a program linked to the University of Siena, back a group of volunteer clowns in pediatrics (Oliver Accende un Sorriso), and support the Italian excellence of the Meyer Children's Hospital.

# GOVERNANCE

Beyond the principles of **responsible Governance**, which are essential for ensuring mindful and respectful actions, it's increasingly important for businesses to focus on **creating long-term value** and setting **goals** that integrate the economic, environmental, and social impacts generated or indirectly experienced in their operations.



As a company, we've fully grasped the significance of Governance in achieving these goals, guiding us towards **responsible choices** not just economically and financially, but also **socially** and **environmentally**, thus **building legitimacy with our stakeholders**.

In this context, it's crucial to steer business ambitions toward greater awareness and respect for environmental and social impacts alongside economic ones, assessing risks and safeguarding stakeholder interests, carefully calculating the financial effects of related decisions.



# ESG FACTOR TABLE

The following table highlights the **ESG factors** considered significant for each stakeholder group. The company conducted **surveys with both employees and customers** to better understand the actual needs of its stakeholders.

STAKEHOLDER	KEY ESG ASPECTS
Employees	<div>3 SALUTE E BENESSERE</div> <div>5 PARITÀ DI GENERE</div> <div>8 LAVORO DIGNITOSO E CRESCITA ECONOMICA</div>
Suppliers	<div>12 CONSUMO E PRODUZIONE RESPONSABILI</div>
Consumers and End Users	<div>9 IMPRESE, INNOVAZIONE E INFRASTRUTTURE</div>
Impacted Communities	<div>11 CITTÀ E COMUNITÀ SOSTENIBILI</div> <div>16 PACE, GIUSTIZIA E ISTITUZIONI SOLIDE</div>

# STRATEGY AND BUSINESS MODEL

In the current context, attention to **ESG** issues has become crucial for companies wishing to demonstrate a concrete commitment to sustainability and social responsibility. In this section, we explore our approach to **ESG** issues, highlighting our organizational model and objectives aimed at promoting sustainable growth and a positive impact on society and the environment.

Our company operates in the following sectors: **Mechanical Repair, maintenance and installation of machinery and equipment with ATECO code 33.12**

The main activities of our company are:  
**Equipment sales, rental, and repair. On-site mechanical work. Machine production.**

**As part of corporate sustainability**, it's important to track the environmental, social, and governance goals a company has already achieved or intends to pursue. The following table provides an overview of the goals achieved in the last year and those planned for the coming year, providing a clear vision of the company's sustainability journey.

ESG PILLAR	GOALS ACHIEVED IN THE LAST YEAR	FUTURE YEARS GOALS	BY WHEN
GOVERNANCE	Publication of a sustainability report corporate	Identification of the economic impacts indirect	31/12/2025
	Participation in tenders with ESG-themed projects	Chain analysis of the in-depth value	31/12/2026* postponed by one year compared to previous balance sheet
		Transformation into benefit company	31/12/2026
SOCIAL	Equality Certification gender with variation of the second level agreement implementing supports to parenthood	Implementation of projects in the area with participation corporate	31/12/2025
		Introduction of tools suitable for break down barriers architectural in agency	31/12/2025
ENVIRONMENT	Consumption analysis corporate SCOPE1	Identifying a reduction plan of CO2 emissions	31/12/2025
	Introduction of reduction systems consumption of the water	Identifying a economic plan circular of waste corporate ferrous	31/12/2027
	100% use of certified renewable energy	Solar panel installation and reducing reliance on reduction of energy obtained from non-renewable sources	31/12/2028

The ESG objectives achieved in 2024 are numerous and specifically highlight the actions **Nuova Simat** has taken to reach corporate sustainability. Here are the key initiatives summarized:

- In 2024, Nuova Simat embarked on a reporting process culminating in the sustainability report for 2023. This report stems from the company's efforts to document its work and overall progress on ESG topics. The report was shared with stakeholders through main corporate channels;
- Nuova Simat participated in ESG project tenders, notably the RINASCITA project focused on waste optimization.
- In March 2024, the certification process according to Pdr125 was completed, demonstrating corporate commitment to this cause;
- In 2024, emissions of SCOPE1 and SCOPE2 were identified using tools provided by the OPENES platform. This will enable the development of an emission reduction plan in the coming years;
- With a focus on resource conservation, Nuova Simat introduced water-saving measures in corporate restrooms. These measures will be monitored for their impact on company consumption;

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

The company shares its sustainability performance in our **Sustainability Report**, even though it is not reviewed by a third party. However, we are committed to providing accurate and transparent information about our actions and performance related to sustainability.

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

The information provided by our company is prepared on an individual basis. This approach allows us to offer a **detailed view of performance** and the commitment to sustainability of each operational unit or business division, enabling greater transparency and accountability at the local level.

Our company can provide details on the composition and organization of the administration, 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 company's management bodies have access to consultations with experts, participate in training activities, and are involved in other skill development initiatives related to ESG (Environmental, Social, and Governance). This commitment aims to ensure that our leaders are well-prepared to tackle challenges and seize opportunities related to sustainability, thus contributing to the continuous improvement of our business practices.

# IMPACTS, RISKS E OPPORTUNITIES

The analysis of **impacts**, **risks** and **opportunities** in the ESG domain is crucial for guiding business decisions, enhancing transparency and accountability, as well as promoting sustainability and long-term success of the company. The table below highlights the direct impacts, risks, and opportunities identified for the year 2024/2025.

## INNOVATION AND RESEARCH

IMPACTS	RISKS	OPPORTUNITIES
<b>New Warehouse</b>	Request for financing substantial, about 7.5% of the company's revenue.	Organizational improvement in focus on R&D projects, detaching them from specific service orders
<b>Equipment upgrade</b>	Organizational risk due to the lack of proximity with the management and other organizational departments	Technological refurbishment with next-generation equipment; improvement of the overall level of well-being and work
<b>Funded training</b>	Loss of corporate know-how	Growth of skills within the company staff

## ANTI-CORRUPTION

IMPACTS	RISKS	OPPORTUNITIES
<b>Regulatory compliance</b>	Administrative and criminal penalties in case of non-compliance with current regulations	Adherence and compliance with binding regulations in terms of safety, health and environment in response to the requirements of Model 231 adopted

## CLIMATE CHANGE

IMPACTS	RISKS	OPPORTUNITIES
<b>Revenue reduction</b>	The United Nations objectives on reducing emissions CO2 lead large companies to ask their supplier base to take action in this direction. Failing to meet these goals will result in exclusion as suppliers.	Anticipating requests and preparing plans to counteract climate change will enable us to be ready and gain market share.

# ETHICS AND INTEGRITY

Ethics and integrity are crucial for any company, as they impact every aspect of its operations and relationships with stakeholders. They define how a company behaves, makes decisions, and manages its relationships with employees, customers, suppliers, and investors.

**Nuova Simat** demonstrates its commitment to stakeholders and ethics by adopting a code of ethics in compliance with Legislative Decree 231/01 regarding the administrative liability of legal entities, companies, and associations, even those without legal personality, as per Article 11 of the Law dated September 29, 2000, no. 300.

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

In the last three years (2022-2024), there have been no reported incidents of corruption within our company, categorized by year.

In 2024, the whistleblowing procedure was enacted, allowing all stakeholders to report any unlawful activities related to 231 to the oversight body.

# VALUE CHAIN MANAGEMENT

The value chain encompasses the entire lifecycle of our products and services, from design and production to distribution and the end of the product lifecycle. Our services are divided as follows: **Sales and Rentals:**

For non-Nuova Simat products: in this case, future efforts will focus on identifying low-emission products that can achieve ambitious goals;

For EVO (Nuova Simat) products: we design and manufacture them with the goal of minimizing environmental impact, thereby reducing company emissions.

## **Product repairs and maintenance:**

Nuova Simat encourages reusing and repairing products to help lower overall emissions.

## **Service:**

In our service activities, design helps pinpoint best practices that cut down on waste and boost company efficiency. On-site visits, which involve personnel traveling outside Italy, are avoided to further reduce emissions.

We aim to conduct an in-depth analysis in the coming years to better identify and streamline the value chain with a focus on sustainability.

# SOCIAL

People are, without a doubt, crucial to our organization: they include employees, workers, customers, suppliers, distributors, salespeople, investors... and their growth – in knowledge, prosperity, and well-being – is central to everyone's success.

Social issues also influence brand reputation and trust, and have a direct impact on our ability to attract and retain talent, promote a safe and inclusive working environment, and contribute positively to the communities where we operate.

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

Focusing on our employees – the essential pillar on which the company builds its activities – we offer them a safe environment with stimulating, merit-based working conditions that respect rights and are free from discrimination. Moreover, the company supports, encourages, and promotes their professional growth and well-being.

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

# NUOVA SIMAT'S SOCIAL COMMITMENT

**Nuova Simat** supports several local associations.

We believe it is important to invest in solidarity, especially by supporting nearby initiatives, in order to create value in the local area and broaden our perspective on the communities around us.

PROJECT	ACTIVITY	2025 CONTRIBUTION
<b>SANTE MALATESTA ASSOCIATION</b>	Assistance and support for foreign university students in financial difficulty	€2,500.00
<b>SIL – SPORT INSIEME LIVORNO</b>	Amateur sports association for people with disabilities	€1,500.00
<b>CECCHINI CUORE</b>	Purchase and installation of AEDs in the area	€500.00
<b>IN-ASSOCIAZIONE APS</b>	Support for people with disabilities for full social inclusion	€1,500.00
<b>STRABILIANTI Committee (Non-Profit)</b>	Paralympic sports / awareness and promotion of disability sports – ANNUAL EVENT	€2,500.00
<b>OLIVER – Accende un sorriso</b>	Clown volunteering in pediatric hospitals and child support	€2,000.00
<b>FRANCESCA SONO IO!</b>	Fighting all forms of violence against women and minors	€1,000.00
<b>UNIVERSITY OF SIENA (AIDA NETWORK)</b>	"Validation of an app aimed at detecting multidimensional outcome indicators through active involvement of adult and pediatric patients with Behçet's disease"	€1,500.00
<b>MEYER CHILDREN'S HOSPITAL</b>	Pediatric care	€5,000.00
<b>I BAMBINI DELLE FATE</b>	Inclusion of autistic youth in agricultural work	€6,000.00

In November 2024, Nuova Simat carried out a corporate volunteering initiative in collaboration with the association *Strabilianti*, supporting the organization in setting up and managing an event aimed at raising awareness around sports for people with disabilities.



# DIVERSITY AND INCLUSION

Diversity **and inclusion** play a crucial role within **ESG** for companies aiming to create long-term value. Encouraging an inclusive corporate culture **that embraces and values differences in gender, age, race, ability and background** not only reflects business ethics but also enhances productivity, innovation, and company reputation.

Our company is actively committed to **promoting diversity, inclusion and equal opportunities** among our employees. We have adopted a clear policy in this regard, communicated internally as well as externally through public documents like our website and other communication channels. This policy was updated at the end of 2023.

Ensuring equal opportunities for all employees in terms of hiring, training, growth, and promotions, regardless of gender, race, or age, is a fundamental point we are committed to for improving integration within the job market.

The following data regarding our company staff shows the distribution of employees by gender expressed as a percentage.

	MEN %	WOMEN %
<b>Employees by gender</b>	82	18

Our company **consistently monitors the trends of new hires** and employee turnover. This allows us to carefully evaluate our human resources management strategy and take corrective measures as needed to ensure a stable workforce flow.

Indeed, each year we calculate and analyze recruiting metrics periodically, categorizing them by crucial factors like gender, age ranges, geographical area, background, etc.

Below, we provide data related to our hires and employee turnover, broken down by gender and age groups. This information enables us to thoroughly evaluate our recruitment process and personnel management, ensuring a comprehensive and accurate analysis of our workforce. The table presents the number of employees hired and the turnover percentage for men and women, divided into age brackets under 30 years, between 30 and 50 years, and over 50 years.

AGE GROUPS	Hiring Men	Men's Turnover	Hiring women	Turnover women%
<b>Age &lt; 30 years</b>	4	100%	0	0
<b>30 years &lt; age &gt; 50 years</b>	2	0	0	0
<b>Age &gt; 50 years</b>	0	0	0	0

# DIVERSITY AND INCLUSION

Another key metric is **the ratio of average salaries for women compared to men** within our company. This ratio reflects our commitment to ensuring pay equity and fostering an inclusive corporate culture.

The ratio of average salaries for women to men ranges between 0.1 and 0.2.

Our company also assesses the ratio between the starting salary guaranteed within our company and the local minimum wage, broken down by men and women. This information allows us to evaluate salary equity at the entry level for both genders and our commitment to providing fair compensation in relation to the local context.

Below, we provide the values of the entry-level salary ratio compared to the local minimum wage for men and women.

SALARY RATIO	2024
Ratio of starting salary to minimum local minimum (men)	1
Ratio between entry-level salary and local minimum wage (women)	1

In 2024 **Nuova Simat** had its management system **PdR125** certified by **DNV**. This further demonstrates **Nuova Simat's** commitment to this issue.



# HUMAN RIGHTS

Respecting **human rights** is crucial for any company committed to operating ethically and responsibly. Ensuring human rights are respected is not only a **moral obligation**, but also **essential** for **maintaining corporate trust and reputation**.

Our company has implemented a policy to manage issues related to human rights and associated risks. This policy has been shared publicly through documents like our website, reflecting our commitment to transparency and human rights. We understand that having a mechanism to identify and report human rights violations is essential to monitor and potentially prevent these issues.

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

Our company's human rights policy includes specific provisions for employees, **ensuring their fundamental rights are respected in the workplace while promoting a safe, fair, and respectful work environment**.

Our company is committed to **engaging** and **respecting the communities affected by our activities**, striving to minimize negative impacts and foster a **collaborative** and **sustainable relationship**.

Our company developed the human rights guidelines through a strictly internal process. External stakeholders were not involved in their creation. However, this does not compromise our commitment to human rights, but rather indicates that the policy was developed internally without direct involvement from external interested parties.

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

Our company carefully verifies the minimum age limits for job applicants. This process is crucial to ensure compliance with child labor regulations and to make sure all hiring is conducted in full respect of human rights and current laws.

Additionally, our company refrains from any form of forced labor. We are strongly committed to respecting the fundamental rights of workers and avoiding any practice that could be considered coercive or abusive. This commitment is reflected in our constant **monitoring of working conditions and adoption of policies that promote a safe, fair, and respectful work environment**.

Our company regularly conducts reviews to **ensure our employees' salaries are fair and appropriate**. This process is crucial for guaranteeing that our staff is compensated fairly for their roles and responsibilities. We are committed to maintaining **competitive salary standards** in compliance with workers' rights and current regulations.

The company also utilizes overtime and keeps track of the hours worked. This helps us assess the impact of our business practices on employees' well-being and working conditions. For this year, the average number of overtime hours worked monthly is: **5**

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

An essential aspect is the importance of union freedom, and we actively support our employees' right to associate in order to protect their work interests and negotiate fairer working conditions.

Our company has established a **public channel where people can report cases of discrimination or human rights violations**. This channel can be accessed through various means, such as the company website, a dedicated email address, or regular mail. It's important to highlight that this channel is promoted externally and is open to anyone wishing to report any violations, demonstrating our commitment to transparency and the protection of human rights.

The company has also implemented policies to **protect individuals using the complaint channels from possible retaliation**. This demonstrates our commitment 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 improves employees' quality of life but also contributes to social cohesion and economic progress.

Our company provides additional social protection measures beyond public programs, including a health insurance policy for all employees. This reflects our commitment to offering extra support to our staff beyond standard government provisions.

We have a clear commitment and strategy regarding employee training policies. This strategy is publicly communicated to all key stakeholders.

Moreover, we have developed specific training policies for employees on selected ESG topics. This commitment highlights our attention to critical sustainability issues and our intention to deepen employee understanding of these matters to promote more sustainable and socially responsible business practices.

Below is a summary of the average number of training hours per employee by gender:

		Hours	Average per person
<b>Total training hours</b>		3301	78,6
	Women	574	95,7
	Men	2727	75,8

The training covered a wide range of topics; a brief summary of these is provided below:

Topic	Hours	% of Total
Mandatory safety training	494	14.97%
Workplace well-being	844	25.57%
Company-sponsored master programs	276	8.36%
Internal technical training	1,080	32.72%
Webinars, soft skills, specific courses (time management, cross-functional communication, etc.)	607	18.39%

In the context of corporate sustainability, investment in training and development is of crucial importance. The average training expenditure reflects the total amount the company invests to enhance employee skills and knowledge on topics relevant to our industry, or to develop leadership capabilities.

This year, the total amount spent on training was €53,700, covering only direct training expenses and excluding internal hours and the use of in-house trainers.

The company is strongly committed to employee well-being and has developed clear strategies and internal guidelines, which are also communicated externally to our stakeholders.

We have defined specific parameters to measure and monitor employee well-being. These indicators may include the number of deaths due to occupational illness, recordable cases of occupational diseases, the most common types of occupational illnesses among employees, the percentage of employees participating in health and wellness programs, best practices adopted by the company, the employee absenteeism rate, the number of smart working days granted per employee, and the welfare initiatives promoted by the company.

# WELLNESS

For several years now, we've brought in an **external trainer** who leads sessions in our Academy every Wednesday throughout the year on a variety of topics. This training is part of our company initiative for **Wellness at Work**. Subjects covered include **parenting, mindfulness, yoga** and many others.

We have reviewed our employees' participation in programs related to this topic. This data showcases our commitment to fostering a healthy and sustainable work environment for our staff. Attendance during this weekly hour is crucial for the company, with **100% of employees** attending at least once a year.



# HEALTH

Health **and workplace safety** are critical topics for all companies, regardless of their industry. They cannot be overlooked, not just due to legal obligations but also because a safe and healthy work environment fosters employee trust and commitment, reduces absenteeism and costs related to workplace injuries, and helps **build a positive reputation** among the stakeholders with whom the company operates.

The company is committed and has a clear strategy regarding the policies and management rules for workplace health and safety, for both employees and non-employees whose work and/or workplace is controlled by the organization. **Nuova Simat** has, since 2017, implemented an ISO45001 management system, incorporating non-negotiable health and safety topics into its policy. Additionally, an active STOP WORK policy, always in effect during our activities, has been drafted and shared with clients.

Our company **monitors and assesses worker health and safety qualitatively**. We are actively committed to monitoring the health and safety of our employees, using qualitative approaches to evaluate and improve their workplace well-being.

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

The following table provides an overview of workplace safety data within the company, distinguishing between employed workers. The data relate to deaths due to workplace accidents, workplace accidents with serious consequences (excluding deaths), and recordable workplace injuries.

Year (year)	Total hours worked (Total Mhs worked)	No. of Accidents	No. of injuries (No. of injuries)	No. of days worked lost	Number of Fatalities (workplace injuries fatal) (No. of fatalities)	Frequency Rate	Frequency Severity
2024	58757	0	0	0	0	0	0

No reports of occupational illnesses were filed during the year.

# ENVIRONMENT

As a company, we acknowledge the **critical 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 must be managed effectively to ensure business continuity without causing significant harm to the ecosystem and the people within it. This **corporate responsibility should extend throughout the entire value chain**, to be truly fulfilled.

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

We are therefore confident that, as a company, through concrete and ongoing commitment to environmental issues, we can make a significant contribution to mitigating climate change, conserving natural resources, and promoting sustainable production and consumption practices, ensuring the planet is preserved for future generations.



# CLIMATE CHANGE AND ENERGY EFFICIENCY

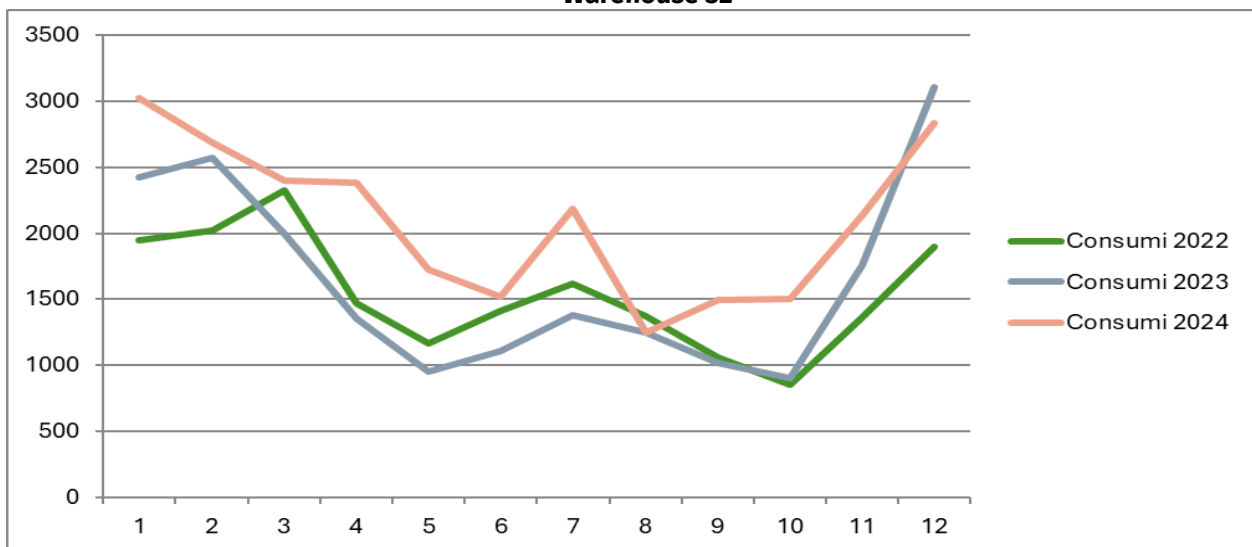
The latest scientific reports highlight **unprecedented changes in the global climate**. Global warming is causing shifts across all regions of the world, some of which are even irreversible. Additionally, higher temperatures and extreme weather events bring significant costs to the economy.

To help mitigate these effects, our company **has implemented a policy for managing climate change-related aspects**. The strategy has been clearly defined for each business function and then publicly shared on our company website. Our culture embraces the rational use of energy employed to deliver our products and services to customers. We have consistently committed to reducing energy consumption and minimizing environmental impact.

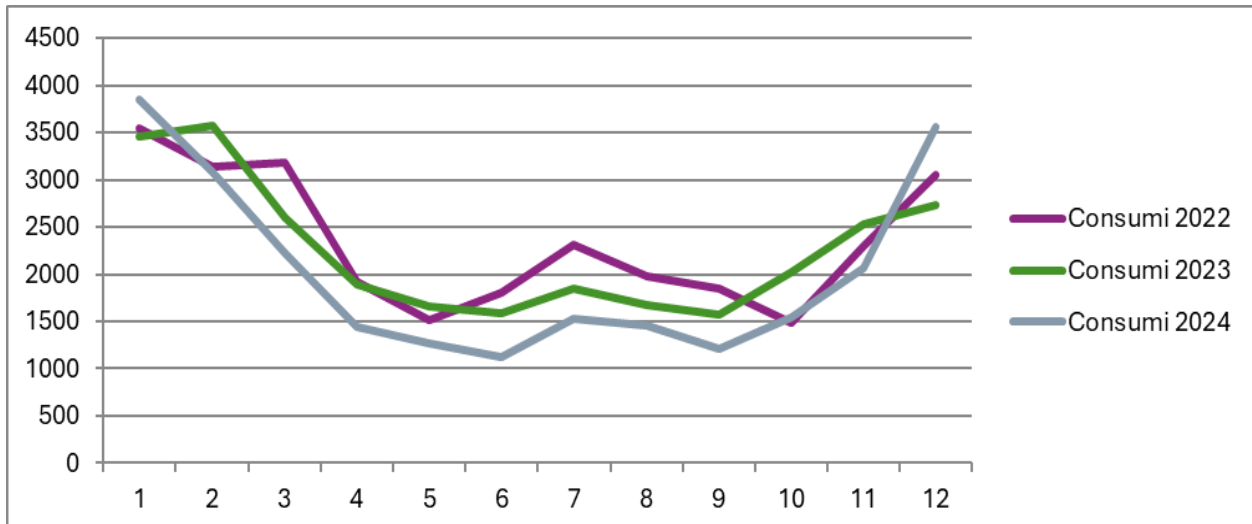
Throughout the year, the company has implemented a policy for managing energy efficiency aspects for offices and production sites.

**Nuova Simat** is also actively committed to accurately measuring and monitoring its energy consumption, demonstrating a strong dedication and positive awareness towards environmental sustainability.

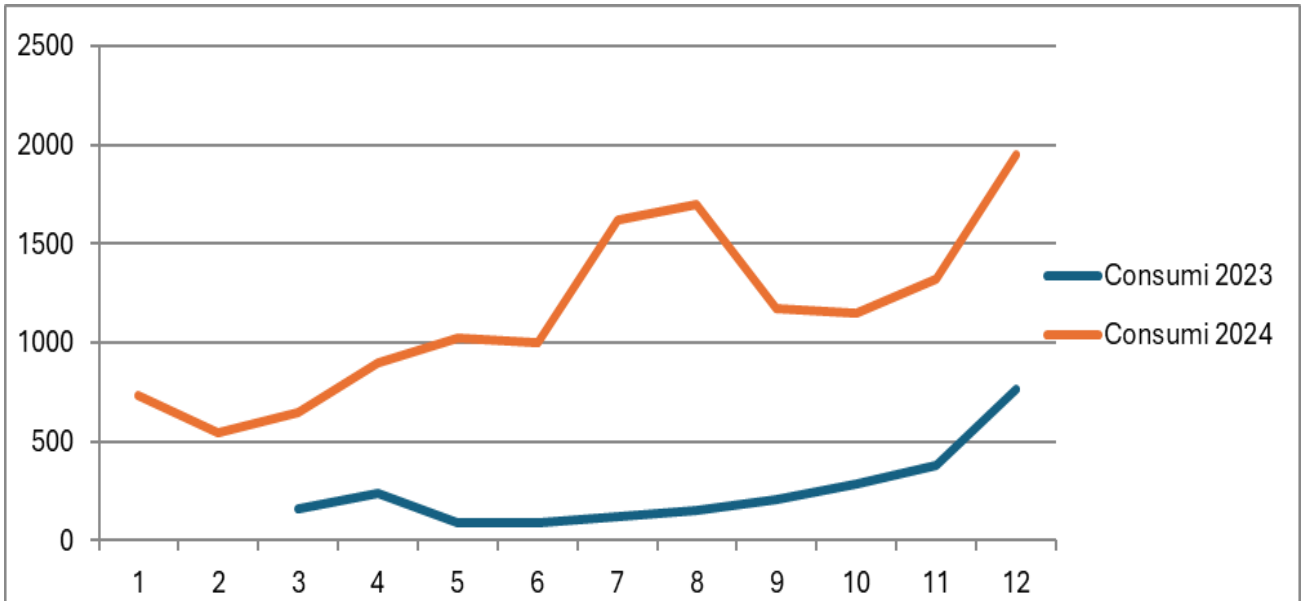
**Warehouse 32**



**Warehouse 34**



### Warehouse 28



To track electricity consumption, the **“CONSUMPTION INDEX”** is recorded, defined as the ratio of kW used to the number of orders processed. For 2024, the consumption index stands at **88.10**, compared to the previous year 2022, which was around **70**.

**This year, Nuova Simat is pleased to announce to all stakeholders that the energy we use is certified green with certificate no. 202502280001176.**

# BIODIVERSITY AND ECOSYSTEMS

Among the environmental challenges we face, protecting ecosystems and biodiversity plays a prominent role. Biodiversity is crucial because it supports life on Earth: healthy biodiversity means healthy people, and ensures food and water security. Furthermore, biodiversity enhances ecosystem resilience, making it a valuable ally in addressing the climate crisis.

We want to emphasize that our company **is not involved in activities 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 to conserve, and in this regard, it is necessary to commit to reducing consumption and minimizing environmental impact on the region.

For this reason, throughout the year, the company adopted a policy for managing corporate water resources, for offices and production sites. This strategy was clearly defined within each company function and then publicly communicated externally.

Our company not only actively measures but also monitors the use of water resources, allowing for precise identification of usage levels and trends over time.

In this regard, **clear objectives have been established related to water resource management** along with the aim to **reduce** water consumption relative to the services provided.

To optimize water resource use sustainably and responsibly, the company has set clear, defined goals and implemented targeted monitoring processes concerning internal water consumption by adopting monitoring and reporting tools.

The table below shows the quantities of water withdrawn, recovered, stored, and consumed (in cubic meters) in corporate activities. Additionally, it includes the percentage of water withdrawn and consumed in areas classified with high or extremely high 'water stress' and the estimated value of water withdrawn and consumed across the entire value chain.

WATER	Incorporate activities (m3)	In high water stress areas (m3)
Extracted	185 m3	185 m3
Used	0	185 m3
Recovered	0	0
Stored	0	0

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

# RESOURCE USE AND CIRCULAR ECONOMY

We need to reimagine production with an **eco-design** approach, aiming to extend product lifespan, simplify recycling, and delay final disposal as much as possible. However, this requires further policy efforts to be effectively addressed. It's important to acknowledge that rational use of raw materials, along with careful waste management, helps reduce the environmental impact of production processes.

In this regard, the company adopted a waste management and circular economy policy during the year.

The company has put in place methods to measure and monitor the amount of waste produced, allowing it to identify potential areas for improvement and implement targeted strategies to reduce waste accumulation.

Our company has tools and methods to measure resource flows entering the production process and business operations. These provide a complete and accurate picture of company supply, supporting responsible resource management and promoting environmental sustainability within business operations.

**Nuova Simat** produces both non-hazardous waste, like iron and similar materials, as well as hazardous products that are disposed of in accordance with regulations.

The company also includes separate waste collection, with 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 set aside for recycling compared to the total waste produced by the company.

2024	
Total waste (kg)	2463 Kg
<b>Total by type</b>	
Hazardous waste	71 Kg
Non-hazardous waste	2392Kg
<b>Total by destination</b>	
Waste designated for recovery	2454 Kg
Waste designated for disposal	9 Kg

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

Our company is capable of describing the features of key products and materials, such as durability and reusability, etc.

# POLLUTION

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

Starting this year, **Nuova Simat** has begun tracking emissions into the atmosphere by reporting the **CO2 released**. The company is monitoring both **SCOPE 1** and **SCOPE 2**, which are currently considered the most significant.

The tool used is provided by the **OPEN-ES** platform, and the output is shown below:

