

# Sustainability Report

YEAR 2025

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nuova**simat**  
near to you.



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# LETTER TO OUR STAKEHOLDERS



Dear Stakeholders,

Over the past year, the company has **strengthened and solidified its leadership position** in its core market. This was made possible through **investments in machinery and equipment**, such as the **new ARES-500 EDM machine**, along with **ongoing training** for all employees.

All of this has reinforced our commitment to offering the market an ever-expanding range of **services**, while maintaining **high standards of quality and safety**.

Today's environment places **demanding challenges front and center—greater than those of previous years**. The geopolitical crisis, both in Ukraine and in the Middle East, has pushed the climate crisis down the list of global priorities, **but not for Nuova Simat**.

Looking ahead, we intend to **enhance our services and products with sustainability in mind**. At the same time, we must never lose sight of the **relationships** the company builds with its **stakeholders**, whose role is essential—without them, it would not be possible to define a **sustainable growth strategy** that reflects each party's needs and expectations, as well as the **impacts** generated by the actions we take.

**Nuova Simat** also achieved a goal this year that it had set from the very beginning: installing a rooftop photovoltaic system, with the aim of significantly cutting CO2 emissions while optimizing energy use.

Our **external and internal stakeholders** are a driving force, and we are truly honored that our relationship with them continues to **grow stronger year after year**—a sign of mutual trust built on a solid foundation.

**Nuova Simat**, lastly, is pleased to share with everyone that it has adopted the **Benefit Corporation** model, underscoring that the social context is central to the company and its business approach.

# CORPORATE IDENTITY

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

**Simat** is a company founded in **1989** by **Domenico Zicchino**, a pioneer in the use and sale of **hydraulic torque wrenches**—a product that was virtually unknown at the time. From the very beginning, the company stood out for its **innovation** and its **commitment** to delivering **high-quality industrial maintenance solutions**. With the transition to the **Zicchino brothers**, Domenico's sons, "**Nuova Simat**" continued to evolve, becoming a **recognized benchmark** in the industrial maintenance sector, operating **worldwide**.

## OUR MISSION AND VISION

Nuova Simat's **mission** is clear: **to improve quality of life**, both inside and outside the company, by delivering on-site industrial maintenance and repair solutions. The company aims to be a global benchmark, providing products and services that meet the highest expectations for **quality, efficiency** and **safety**. Nuova Simat's **vision** is to keep growing and **innovating**, always putting customer satisfaction at the center, supporting the **well-being of its team**, and standing with local organizations that work every day to make the world a better place to live—captured in the tagline "**Near to you**". **Nuova Simat offers** a broad portfolio of services and products mainly for the Oil&Gas and Power Generation sectors, while also meeting maintenance needs across any industrial field. The company specializes in industry-related Site Operations, setting the standard for field work and industrial assembly. With the **EVO** brand, Nuova Simat introduced **high-tech** and **tailor-made** solutions, **engineered** and **assembled in-house**, representing the next step in the evolution of on-site operations.

## QUALITY AND SAFETY

For **Nuova Simat**, **quality** is a core pillar. The company has implemented **an Integrated Management System (IMS)** covering **quality, the environment, safety** and **health**. This system

not only ensures compliance with regulations, but also aims to **prevent workplace injuries and occupational illnesses**, underscoring a strong commitment to employee safety and environmental sustainability. More recently, it also **earned PDR 125 certification** focused on **gender equality**.

## OUR HEADQUARTERS

Nuova Simat's headquarters is **strategically located in Livorno, at the heart of Italy and Europe**. Close to key air logistics hubs (Pisa Airport) and sea routes (the Port of Livorno), the company can **reach any destination worldwide** with minimal notice, ensuring **prompt** and **effective** support.

## OUR CLIENTS

Over the years, **Nuova Simat** has built extensive experience, putting it at the service of leading organizations both **nationally** and **internationally**. Customer trust has been earned thanks to the **high quality of our services and our ability to respond effectively to their needs**.

## NUOVA SIMAT IN THE COMMUNITY

**Nuova Simat supports several local organizations**. We believe it's important to invest in **solidarity**, especially in initiatives close to home, so we can create value in our community and broaden our perspective on the realities around us. We partner with organizations focused on **inclusion** (Bambini delle Fate, Strabilianti, In Associazione APS, SIL sport insieme), **working to end gender-based violence** (Francescasonoio), and promoting **prevention** and **safety** through the installation of defibrillators (Cecchini Cuore). Together with the Sante Malatesta Association, we help create university scholarships for international students, **support scientific research** through a program connected to the University of Siena, back a volunteer pediatric clown group (Oliver accende un sorriso), and **the Italian excellence of the Meyer Children's Hospital**.

# GOVERNANCE

Beyond the principles of **responsible governance**—essential to ensuring thoughtful, respectful conduct—it is increasingly critical for companies to focus **on creating long-term value** and on setting **goals** that incorporate the economic, environmental, and social impacts generated—or indirectly experienced—through their business.



As a company, we fully recognize how essential Governance is to achieving these goals, serving as a compass for **responsible decisions** not only from an economic and financial standpoint, but also from a **social** and **environmental** one, **thereby strengthening our legitimacy with our stakeholders**.

In this context, it is essential to steer corporate ambitions toward greater awareness of—and respect for—environmental and social impacts alongside economic ones, assessing related risks, safeguarding stakeholders' interests, and carefully weighing the financial implications of the decisions involved.



# ESG Topics Table

The table below outlines the **ESG topics** considered most relevant for each stakeholder group. The company **conducted a survey of both employees and customers** to support an analysis of stakeholders' actual needs and expectations.

STAKEHOLDERS	MATERIAL ESG TOPICS
Employees	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="background-color: #4CAF50; color: white; padding: 5px; text-align: center;"> <b>3</b> SALUTE E BENESSERE   </div> <div style="background-color: #F44336; color: white; padding: 5px; text-align: center;"> <b>5</b> PARITÀ DI GENERE   </div> <div style="background-color: #9C27B0; color: white; padding: 5px; text-align: center;"> <b>8</b> LAVORO DIGNITOSO E CRESCITA ECONOMICA   </div> </div>
Suppliers	<div style="background-color: #8D6E14; color: white; padding: 5px; text-align: center; width: fit-content; margin: auto;"> <b>12</b> CONSUMO E PRODUZIONE RESPONSABILI   </div>
Consumers and End Users	<div style="background-color: #E67E22; color: white; padding: 5px; text-align: center; width: fit-content; margin: auto;"> <b>9</b> IMPRESE, INNOVAZIONE E INFRASTRUTTURE   </div>
Affected Communities	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="background-color: #F39C12; color: white; padding: 5px; text-align: center; width: 45%;"> <b>11</b> CITTÀ E COMUNITÀ SOSTENIBILI   </div> <div style="background-color: #2980B9; color: white; padding: 5px; text-align: center; width: 45%;"> <b>16</b> PACE, GIUSTIZIA E ISTITUZIONI SOLIDE   </div> </div>

# STRATEGY AND BUSINESS MODEL

In today's environment, attention to **ESG** topics has become essential for companies that want to demonstrate a real commitment to sustainability and social responsibility. In this section, we outline our approach to **ESG**, highlighting our organizational model and the goals designed to foster sustainable growth and a positive impact on society and the environment.

Our company operates in the following sector: **Mechanical**

Repair, maintenance, and installation of machinery and equipment (ATECO code 33.12)

Our company's main activities include:

**Sales, rental, and repair of equipment. On-site machining services. Machine manufacturing.**

As part of **corporate sustainability**, it is important to track the environmental, social, and governance objectives a company has already achieved or intends to pursue. The table below provides an overview of the goals achieved over the past year and those planned for the coming year, offering a clear view of the company's sustainability journey.

ESG PILLAR	GOALS ACHIEVED IN THE PAST YEAR	GOALS FOR FUTURE YEARS	BY WHEN
GOVERNANCE	Conversion into a benefit corporation	Identification of indirect economic impacts	12/31/2026* postponed by one year compared with the report
	Participation in public calls for proposals with ESG-focused projects	In-depth value chain analysis	12/31/2026* postponed by one year compared with the previous report
SOCIAL	Gender equality certification with updates to the second-level agreement by strengthening support for parents and caregivers	Review of the second-level agreement	12/31/2026
	Rollout of local community projects with active company involvement	Rollout of optional training on safety	12/31/2026
	Introduction of tools designed to break down barriers to accessibility in the workplace		
ENVIRONMENT	Review of company energy use (SCOPE 1)	Defining a reduction plan for CO2 emissions	12/31/2026* postponed by one year compared to the prior year
	Introduction of systems to reduce water consumption	Defining a circular economy plan for scrap metal waste	12/31/2027
	Installation of solar panels and use of certified 100% renewable energy		

Throughout 2025, the company continued to move forward with determination in integrating ESG principles—strengthening initiatives already underway and launching new actions focused on sustainability, social responsibility, and stronger governance.

## Governance

On the governance front, the year marked a particularly important milestone: the company's transition into a **benefit corporation**, formalizing its commitment to create value not only economically, but also socially and environmentally. In parallel, the company took part in several **calls for proposals** focused on projects with ESG impacts, expanding opportunities for sustainable innovation. Looking ahead, strategic objectives were set that will further strengthen the governance structure. By 2026, the **identification of indirect economic impacts** and an **in-depth value chain analysis** will be completed—activities postponed by one year compared with the original plan to ensure a more accurate and comprehensive approach.

## Social

2025 was also a year of strong growth on the social front. The company reaffirmed its **gender equality certification**, alongside an update to the second-level agreement that introduces new measures to support parenthood. This achievement reflects a tangible commitment to fostering a fair, inclusive workplace that genuinely responds to people's needs.

In addition, **local community projects** were launched with the company playing an active role, strengthening ties with the surrounding community. This was complemented by the introduction of **tools to remove architectural barriers**, with the goal of making company spaces increasingly accessible for both employees and visitors.

Lastly, near-term goals include improving the second-level agreement compared with the current one and organizing additional safety training, on top of what is required under the State-Regions agreement.

## Environment

On the environmental side, 2025 marked the launch of key initiatives supporting the company's ecological transition. The **Scope 1 consumption analysis** was completed—an essential step to understand the emissions footprint and set reduction strategies. Systems were introduced to **reduce water use**, and the company invested in the **installation of photovoltaic panels**, while also adopting **100% certified renewable energy**.

Looking ahead, goals include developing—by 2026—a **CO<sub>2</sub> emissions reduction plan**, and by 2027 defining a **circular economy plan** focused on managing ferrous scrap, with the aim of further enhancing resource value and reducing waste.

Our company has put **internal information flows** in place to collect, measure, and report on our sustainability goals, but at this time we do not use a dedicated technology platform for this purpose.

The company reports its sustainability performance in our **Sustainability Report**, even though it is not reviewed by an independent third party. Even so, we are committed to providing accurate, transparent information about our sustainability actions and results.

In addition, the company can clearly describe its business model, including the main features of the value chain and our position within it. This in-depth understanding enables us to identify **opportunities** and sustainability-related challenges **across the entire value chain** and to take concrete steps to improve our performance.

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

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

Finally, members of the company's governing bodies have access to consultations with experts, take part in training activities, and are engaged in other initiatives to build ESG (Environmental, Social, and Governance) skills. This commitment is designed to ensure our leaders are well prepared to tackle sustainability-related challenges and seize opportunities, thereby supporting the ongoing improvement of our business practices.



# IMPACTS, RISKS, AND OPPORTUNITIES

Analyzing **impacts**, **risks** and **opportunities** within the **ESG** framework is essential to inform business decisions, strengthen transparency and accountability, and support sustainability and the company's long-term success. The table below summarizes the direct impacts, risks, and opportunities identified for FY 2024/2025.

## INNOVATION AND RESEARCH

IMPACTS	RISKS	OPPORTUNITIES
<b>New facility</b>	Requesting significant financing substantial, about 7.5% of company revenue.	From an organizational standpoint, an improvement in focus on R&D projects R&D projects, decoupling them from the specific service contract;
<b>Equipment renewal</b>	Organizational risk due to no longer being in close proximity to management and other departments within the organization	Technology upgrade with next-generation equipment; improved overall level of well-being and work
<b>Funded training</b>	Loss of company know-how	Skills growth across company staff

## ANTI-CORRUPTION

IMPACTS	RISKS	OPPORTUNITIES
<b>Regulatory compliance</b>	Administrative penalties and criminal sanctions in the event of noncompliance with applicable regulations	Compliance and adherence to mandatory regulations in the areas of safety, health, and the environment, in response to the requirements of the 231 model that has been adopted

## CLIMATE CHANGE

IMPACTS	RISKS	OPPORTUNITIES
<b>Revenue reduction</b>	The United Nations' targets for cutting emissions of CO2 are leading large companies to ask their supplier base to take action accordingly. Failing to meet these targets will result in being excluded as a supplier.	Getting ahead of requirements and putting plans in place to address climate change will make it possible to be ready and capture additional market share.

## ETHICS AND INTEGRITY

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

**Nuova Simat** demonstrates its commitment to stakeholders and to ethical conduct by adopting a Code of Ethics drafted in compliance with Legislative Decree 231/01, as amended, governing the administrative liability of legal entities, companies, and associations, including those without legal personality, pursuant to Article 11 of Law No. 300 of September 29, 2000.

All personnel receive training on anti-corruption policies and procedures at the time of hiring.

Over the last three-year period (2023–2025), no incidents of corruption occurred within our company, broken down by year.

During 2025, the whistleblowing procedure was implemented, allowing all stakeholders to report any unlawful activities related to Legislative Decree 231 to the Supervisory Body.

## VALUE CHAIN MANAGEMENT

The value chain covers the entire life cycle of our products and services, from design and manufacturing through distribution and end-of-life for the product.

Our services are organized as follows:

**Sales and Rental:**

For non–Nuova Simat products: in this case, we will take action in the future by identifying low-emission products that can help us meet ambitious goals;

**EVO Products (Nuova Simat):** these products are designed and manufactured with the goal of minimizing environmental impact, thereby reducing company emissions;

**Product repairs and maintenance:**

Nuova Simat promotes product reuse and repair to help reduce overall emissions. **Service:**

In service activities, the design phase helps identify best practices, cutting waste and improving operational efficiency. On-site inspections—which require staff travel, including to locations outside Italy—are avoided in order to reduce emissions.

In the coming years, we will work to conduct a more in-depth analysis to better map our value chain and improve its efficiency with sustainability in mind.

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## SOCIAL

People are, without a doubt, essential to our organization: they include employees, workers, customers, suppliers, distributors, sales teams, investors, ... and their growth—in knowledge, prosperity, and well-being—is key to **everyone's success**.

Social issues also shape our brand's reputation and trust, and they directly affect our ability to attract and retain talent, **foster a safe and inclusive workplace**, and **make a positive contribution 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, abilities, skills, ...) and social capital (for example, sharing norms, values, ...).

With employees— the essential foundation on which the company builds its operations— at the center, we provide them with a **safe environment, engaging working conditions, merit-based opportunities, respect for rights** and **a non-discriminatory culture**. In addition, the company supports, encourages, and invests in their professional growth and **promotes their well-being**.

We firmly believe that a strong commitment to social responsibility is not only the right thing to do ethically, but also a driver of competitive advantage and long-term value for our company.



Throughout the year, **Nuova Simat** hosted several on-site visits for the associations the company supports, giving employees a firsthand look at their work and the initiatives being funded, and helping build awareness across the workforce.



# Diversity and Inclusion

**Diversity** and **inclusion** play a vital role within **ESG** for companies focused on creating long-term value. **Fostering an inclusive workplace culture, one that welcomes and values differences in gender, age, race, abilities and backgrounds**, not only reflects our business values—it also helps strengthen productivity, innovation, and our company’s reputation.

We are actively committed to **promoting diversity, inclusion** and **equal opportunity** across our workforce. We have adopted a clear policy in this area, shared not only internally but also externally through public materials such as our website and other communication channels. This policy was updated accordingly at the end of 2023.

Ensuring equal opportunity for all employees—across hiring, training, development, and promotions—regardless of gender, race, or age, is a core priority we are committed to, to support stronger inclusion throughout the labor market.

The following workforce data shows the percentage breakdown of employees by gender.

	MEN %	WOMEN %
<b>Employees by gender</b>	77	23

Our company **continuously tracks trends in new hires** and employee turnover. This allows us to carefully evaluate our human resources strategy and, when needed, implement corrective actions to maintain a steady and stable workforce.

Each year, recruiting metrics are calculated and reviewed on a regular basis, broken down by key factors such as gender, age groups, geographic area, background, and more.

Below we present data on our hiring and employee turnover, broken down by gender and age group. This information helps us take a close look at our recruitment process and workforce management, ensuring a thorough and accurate view of our people. In the table, we show the number of employees hired—men and women—grouped by age: under 30, ages 30 to 50, and over 50.

AGE GROUPS	Men hired	Women hired
<b>Age &lt; 30</b>	3	1
<b>30 &lt; age &lt; 50</b>	0	1
<b>Age &gt; 50</b>	0	0

# Diversity and Inclusion

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

The ratio of women’s average pay to men’s average pay falls between 0.1 and 0.2.

Our company also reviews the ratio between the starting salary we guarantee and the local minimum wage, broken out for men and women. This helps us assess pay equity at entry for both genders and reinforces our commitment to offering compensation that fits the local context.

Below, we present the starting-salary-to-local-minimum-wage ratios for men and women.

SALARY RATIO	2025
Ratio between starting salary and salary local minimum (men)	1
Ratio between starting pay and the local minimum wage (women)	1

In 2024, **Nuova Simat** had its **PdR125** management system certified by **DNV**. This further highlights **Nuova Simat’s** focus on this topic. In 2025 as well, Nuova Simat continued its journey toward achieving gender equity within the company.



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# HUMAN RIGHTS

Respect for **human rights** is a cornerstone for any company committed to operating ethically and responsibly. Upholding human rights is not only a **moral duty**, it is also **essential to maintaining trust and protecting our corporate reputation**.

Our company has adopted a policy to manage human-rights-related issues and the risks associated with them. This policy has also been shared externally through public materials, such as our website, demonstrating our commitment to transparency and respect for human rights. We recognize that having a mechanism to identify and report human rights violations is essential to monitor—and, where possible, prevent—these issues from arising.

Next, we will review our company's human rights policy, which covers several stakeholder groups. This helps us assess the impact of our business practices and ensure that 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 upheld in the workplace and fostering a work environment that is safe, fair, and respectful**.

Our company is committed to **engaging** and **respecting the communities affected by our operations**, working to minimize negative impacts and promoting a **collaborative** and **sustainable** relationship.

Our company developed its human rights guidelines through an internal, company-only process. External stakeholders were not involved in their creation. However, this does not diminish our commitment to respecting human rights; it simply means the policy was developed internally without the direct participation of external interested parties.

The company also tracks all information related to the total number of risks associated with respecting human rights that arise from our activities. **For the current year, the number of risks was: 0,00.**

Our company carefully verifies that job candidates meet minimum age requirements. This step is essential to ensure compliance with child labor regulations and to confirm that every hire is made in full respect of human rights and applicable laws.

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

The company regularly conducts reviews to **monitor and/or confirm that employee pay is appropriate**. This process is essential to ensure our employees receive fair compensation that matches their role and responsibilities. We are committed to maintaining **competitive pay standards** in line with workers' rights and applicable regulations.

The company also makes use of overtime and tracks the number of hours worked. This helps us assess how our practices affect employee well-being and working conditions. For this year, the average number of overtime hours worked per month is: **5**

In addition, overtime hours at our company are paid at a premium over the standard hourly rate. This commitment reflects our respect for workers' rights and the importance we place on fair, appropriate treatment of employees.

Another key element is freedom of association, and we actively support our employees' right to organize to protect their workplace interests and negotiate fairer working conditions.

Our company has established a **public channel where anyone can report discrimination or human rights violations**. This channel can be reached in several ways, including the company website, a dedicated email address, or standard mail. It's important to note that this channel is promoted externally and is open to anyone who wishes to report potential violations, underscoring our commitment to transparency and the protection of human rights.

The company has also put policies in place to **protect people who use complaint channels from any form of retaliation**. This reflects our commitment to ensuring a safe, inclusive workplace where employees feel free to report concerns or violations without fear of negative consequences.



# EMPLOYMENT

Promoting **decent work** that is **fair** and **inclusive** not only **improves employees' quality of life**, but also **strengthens** both **social cohesion** and **economic progress**.

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

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

Our company has established dedicated training policies for employees on selected ESG topics. This commitment highlights our focus on key sustainability priorities and our **desire to deepen staff understanding of these issues**, helping to promote more sustainable and socially responsible business practices.

The table below summarizes information on the average number of training hours across different topics delivered to and completed by each employee, broken down by gender.

	Hours	Hours / number of people
<b>Total hours of people in training</b>	2250	59.2
Of which, women	243	27
Of which men	2007	69.2

The topics covered during the training were **wide-ranging** and a brief summary is provided below:

Training topics	Hours	% of total
<b>Required safety training</b>	287	12.76
<b>Workplace well-being</b>	999	44.40
In-house master's programs	232	10.31
<b>Internal technical training</b>	672	29.87
<b>Webinars, soft skills, targeted courses (time management, communication across teams, etc.)</b>	60	2.67

In the context of corporate sustainability, investing in training and development is essential. This average spend reflects the total investments the company makes to strengthen employees' skills and knowledge on topics relevant to our industry, or to build leadership capabilities. This year, the total amount spent on training hours is **23455,09€**, covering training costs only and excluding internal hours and the use of in-house trainers.

The company has a clear commitment and strategy regarding employee well-being policies. We have developed internal guidelines and directions that we also share externally with our stakeholders.

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

# WELL-BEING AT WORK

For several years now, we've brought in an **external instructor** who, throughout the year, leads **training** sessions in our Academy on a wide range of topics every Wednesday. This training is part of our company focus on **Workplace Well-Being**. Topics have included **parenting, mindfulness, yoga** and many more.

We reviewed employee participation in programs related to this topic. This figure reflects our commitment to fostering a healthy, sustainable workplace for our team. Attendance during this weekly one-hour session is very important to the company, and we recorded participation—at least once per year —by **100% of employees**.



# HEALTH

Workplace **health** and **workplace safety** are critically important for every company, regardless of industry. They can't be treated as an afterthought—not only because they're a legal requirement, but also because a safe, healthy workplace builds employee trust and engagement, reduces absenteeism and the costs associated with workplace injuries, and helps **build a strong, positive reputation** with the stakeholders the company works with.

The company has a firm commitment and a clear strategy for its policy framework and management rules on occupational health and safety—covering both employees and non-employee workers whose work and/or workplace is controlled by the organization. **Nuova Simat** has had an ISO 45001 management system in place since 2017, embedding non-negotiable health and safety principles into its policy. A STOP WORK policy has also been drafted and shared with customers, and it is always in effect during our activities.

Our company **monitors and assesses worker health and safety using qualitative methods**. We actively track our employees' health and safety, using qualitative approaches to evaluate and improve their well-being in the workplace.

Our company can describe the methods used to help workers access medical and healthcare services not related to work. We recognize **the importance of ensuring our employees have appropriate, affordable access to medical care beyond work-related needs**, through the supplemental **Metasalute** policy.

The table below provides an overview of workplace safety data within the company, broken out for employees. The figures cover fatalities resulting from workplace injuries, workplace injuries with serious consequences (excluding fatalities), and recordable workplace injuries.

Year (year)	Total hours worked (Total Mhs worked)	No. of Incidents	No. of injuries (No. of injuries)	No. of days workdays lost	Number of Fatalities (fatal injuries) (No. of fatalities)	Frequency rate	Frequency severity
2025	58021	0	0	0	0	0	0

No reports of occupational illnesses were filed during the year.

# ENVIRONMENT

As a company, we recognize 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 degradation, and biodiversity loss.

We acknowledge that these issues must be managed effectively to ensure business continuity while avoiding significant harm to ecosystems and the people who depend on them. And this **corporate responsibility must extend across the entire value chain** in order to be truly fulfilled.

Companies must make a firm commitment to embed sustainable practices across every aspect of their operations—for example, by implementing policies and procedures that reduce environmental impact, taking steps to improve energy efficiency, cutting greenhouse gas emissions, **minimizing the use of nonrenewable natural resources** and adopting circular economy models.

We're therefore confident that, as a company, through a concrete and ongoing commitment to environmental priorities, we can make a meaningful contribution to mitigating climate change, conserving natural resources, and advancing sustainable production and consumption practices—helping protect the planet for future generations.



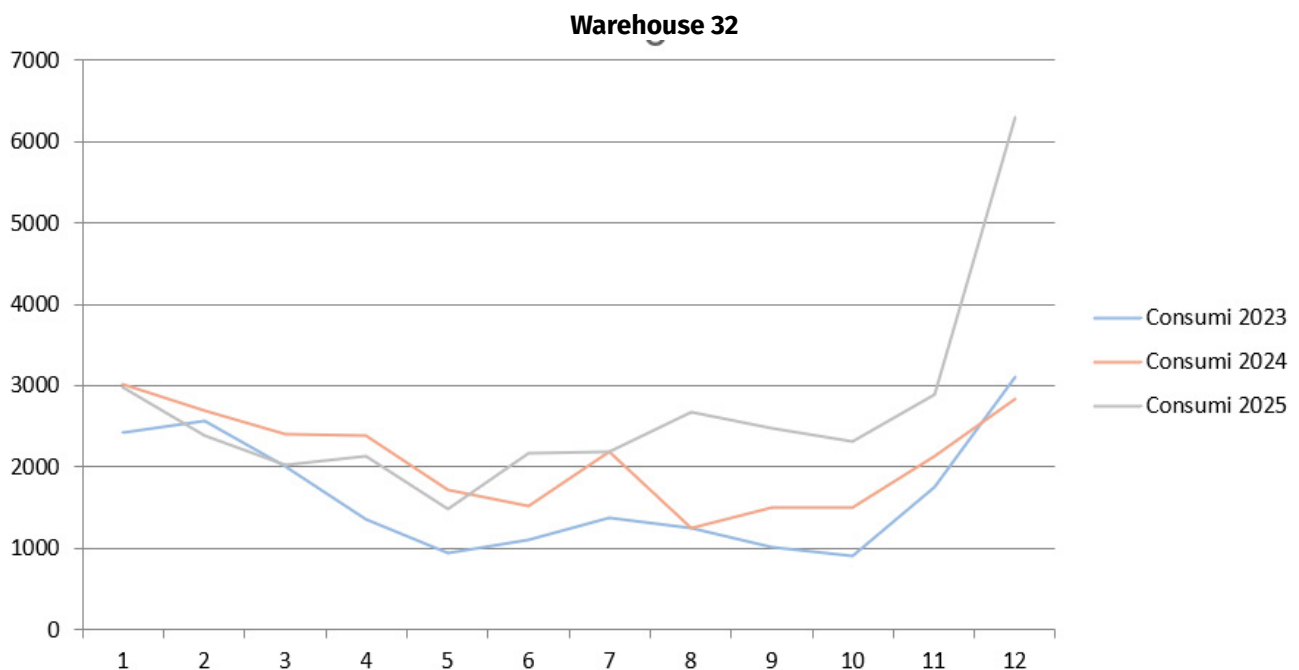
# CLIMATE CHANGE AND ENERGY EFFICIENCY

The latest scientific reports point to **unprecedented shifts in the global climate**. Global warming is driving changes across every region of the world—some of which may even be irreversible. Higher temperatures and extreme weather events also come with significant costs for the economy.

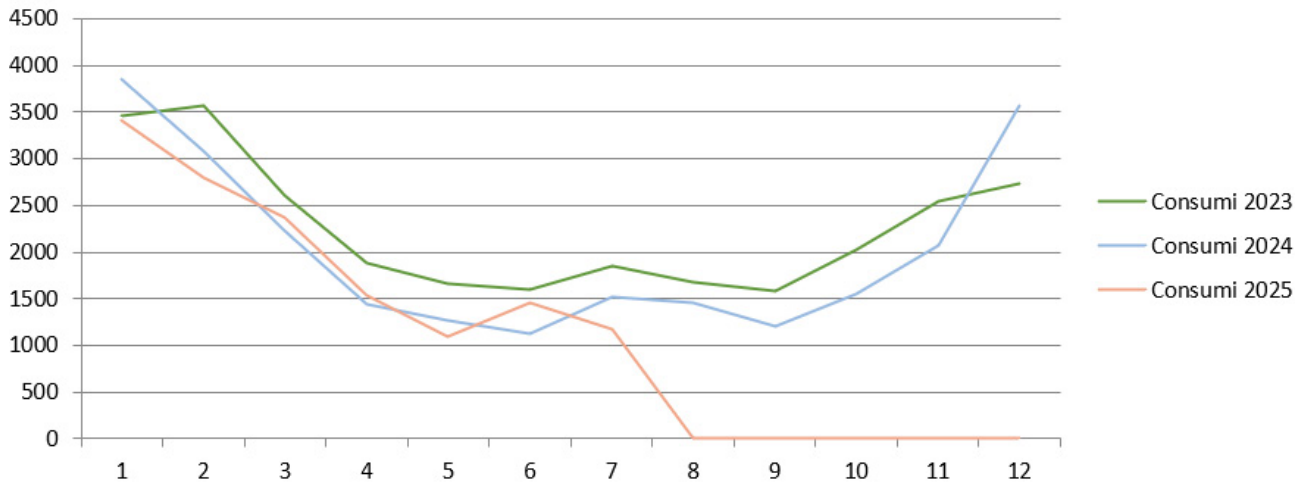
To help lessen these impacts, our company **has adopted a policy to manage issues related to climate change**. The strategy has been clearly defined for each business function and then shared publicly outside the company on our corporate website. Our culture supports the responsible use of the energy needed to deliver our products and services to customers. That’s why we have consistently worked to cut energy use and reduce our environmental footprint.

During the year, the company adopted a policy to manage energy-efficiency matters for offices and production sites.

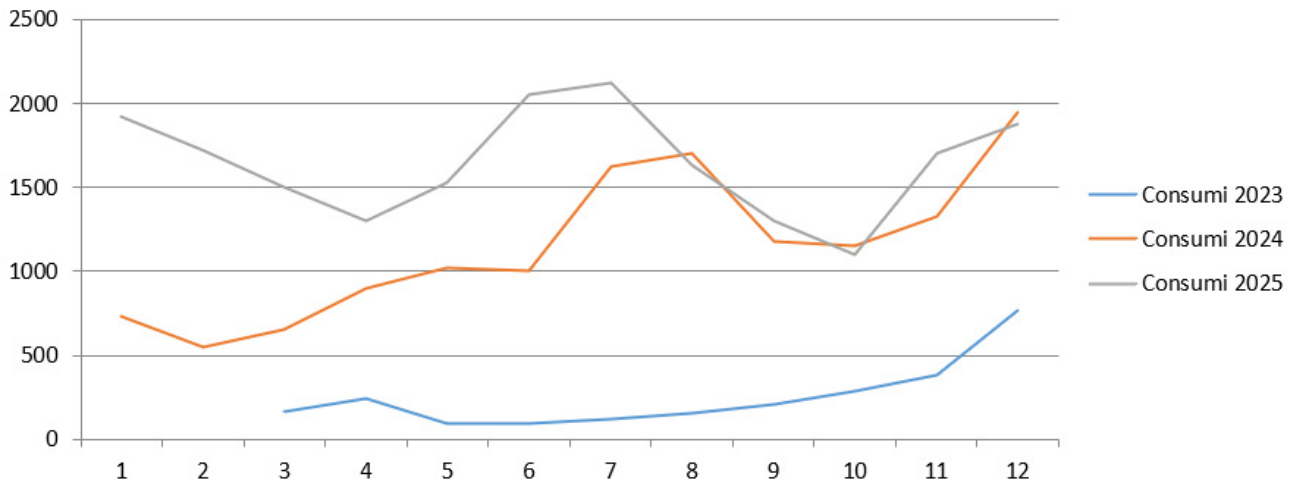
**Nuova Simat** is also actively committed to measuring and closely tracking its energy consumption, demonstrating strong dedication and a positive, sustainability-minded approach to environmental stewardship. Over the course of the year, **Nuova Simat** consolidated the meters at street numbers 32 and 34 to optimize costs and reduce network losses.



### Warehouse 34



### Warehouse 28



Over the course of the year **Nuova Simat**, in addition to committing to using only certified green energy, installed rooftop photovoltaic panels totaling 50 kW.



# BIODIVERSITY AND ECOSYSTEMS

Among the environmental challenges we face, protecting ecosystems and biodiversity plays a leading role. Biodiversity is essential because it supports life on Earth: healthy biodiversity means healthy people, along with food and water security. Biodiversity also strengthens ecosystem resilience, making it a valuable ally in addressing the climate crisis.

We would like to emphasize that our company **is not involved in operations that could have negative impacts on 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 protect, and to that end, we must commit to curbing consumption and reducing environmental impacts on the surrounding area.

For this reason, during the year, the company adopted a policy for managing corporate water resources across offices and production sites. This approach was clearly defined for every business function and then publicly communicated externally.

Our company is committed not only to measuring water use, but also to continuously monitoring it, enabling a clear view of consumption levels and how they change over time.

In this regard, **clear goals tied to water resource management have also been established**, along with the intention to **reduce** water use relative to the orders delivered.

To optimize water use in a sustainable and responsible way, the company has set clear, defined objectives and put in place targeted monitoring processes for internal water consumption, supported by tracking and reporting tools.

The table below summarizes the volumes of water withdrawn, reclaimed, stored, and consumed (in cubic meters) across company operations. It also shows the share of withdrawn and consumed water associated with geographic areas classified as having high or extremely high “water stress,” as well as the estimated volumes of water withdrawn and consumed across the entire value chain.

WATER	In company operations (m3)	In areas with high Water Stress (m3)
<b>Withdrawn</b>	<b>265 m3</b>	<b>265 m3</b>
<b>Consumed</b>	<b>0</b>	<b>265 m3</b>
<b>Recovered</b>	<b>0</b>	<b>0</b>
<b>Stored</b>	<b>0</b>	<b>0</b>

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

# RESOURCE USE AND THE CIRCULAR ECONOMY

We need to rethink production through the lens of **eco-design**, with the goal of extending product life, making recycling easier, and pushing end-of-life disposal as far into the future as possible. Today, however, this topic calls for additional policy efforts to be addressed effectively. It's important to recognize that using raw materials wisely, together with careful waste management, helps reduce the environmental impact of the production process.

In this regard, over the course of the year the company adopted a policy on waste management and the circular economy.

The company put in place methods to measure and track the amount of waste generated. This enables it to pinpoint potential areas for improvement and implement targeted strategies to reduce waste buildup.

Our company has tools and methods to measure the flows of resources entering the production process and day-to-day operations. These provide a complete and accurate picture of company sourcing, helping support responsible resource management and promote environmental sustainability across our operations.

**Nuova Simat** generates both non-hazardous waste, such as iron and similar materials, and hazardous waste, which is sent for disposal in accordance with applicable regulations.

The company also has a separate waste collection program in place, supported by training on proper waste management.

The table below shows the amount (kg) of waste recovered and/or disposed of, broken down by type and destination, as well as the percentage sent for recycling compared with the company's total waste generated.

2025	
Total waste (kg)	2515 kg
<b>Total by type</b>	
Hazardous waste	474kg
Non-hazardous waste	2041kg
<b>Total by destination</b>	
Waste sent for recovery	2254 kg
Waste sent for disposal	100kg

Nuova Simat is therefore pleased to report that **96%** of the waste generated is sent for recovery, underscoring its commitment to this topic.

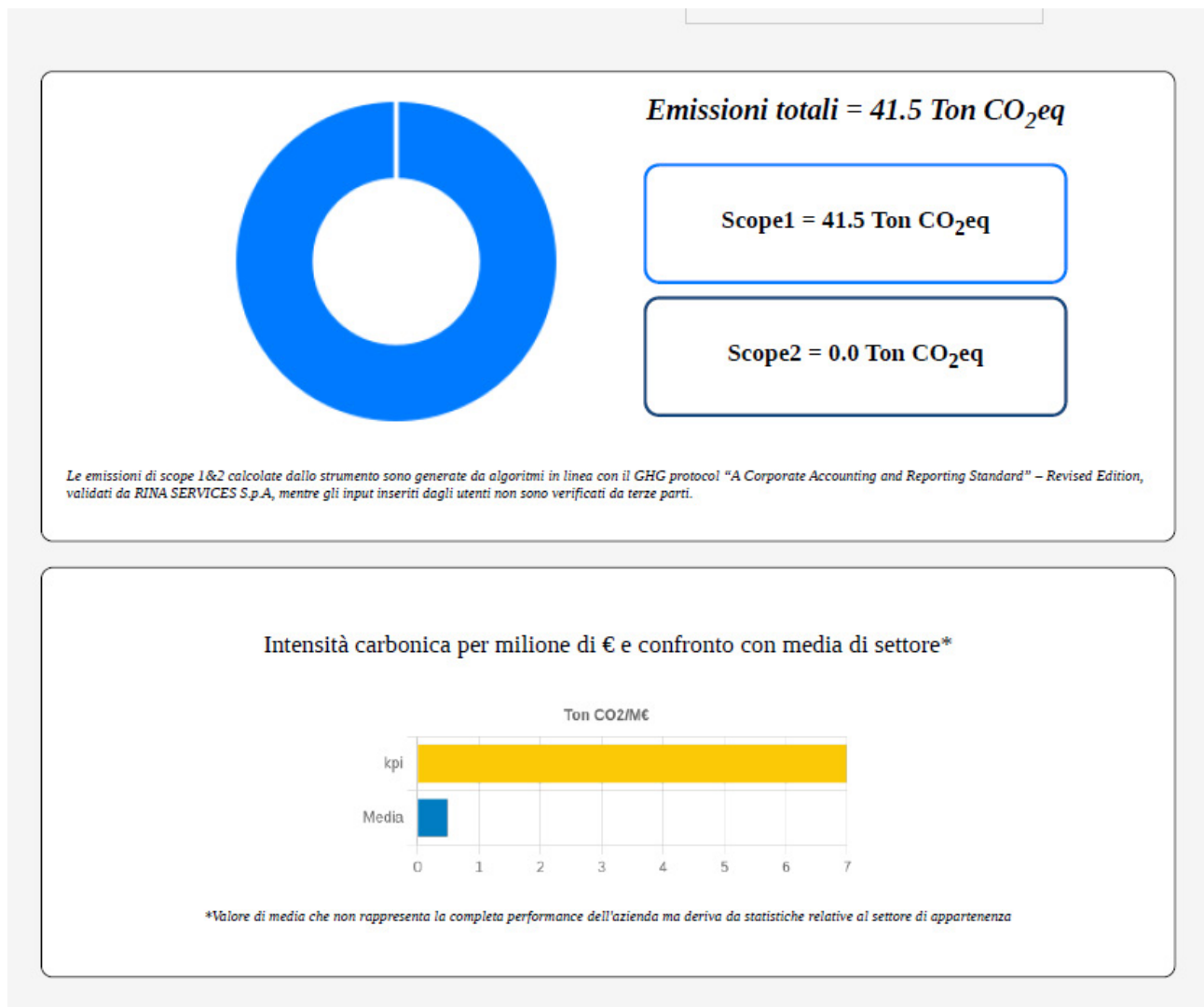
Our company is able to describe the key features of our main products and materials, such as durability, reusability, etc.

# POLLUTION

Environmental pollution is one of the most urgent and complex challenges of our time, with major impacts on human health, biodiversity, and climate change. It's essential for companies to understand and address their environmental footprint to reduce negative effects on ecosystems and help build a more sustainable future.

Starting this year, **Nuova Simat** has begun monitoring emissions to the atmosphere and reporting the **CO2 emitted**. The company's **SCOPE 1** and **SCOPE 2** emissions were tracked, as these are currently considered the most significant.

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



The results are excellent, confirming lower emissions even as headcount has increased.