



SUSTAINABILITY

report 2024

issue January 2026



CARBONVENETA

NESTECH

Foreword

This document represents the first Sustainability Report of Carbonveneta Nestech S.r.l. The objective of the Report is to present the Company's approach to sustainability and to share the main environmental, social and governance information regarding performance during the reference year.

The Report offers a structured overview of the activities carried out, of the results achieved and of the impacts generated. It supports dialogue with stakeholders and expresses the Company's commitment to responsible development.

The Corporate Sustainability Reporting Directive (CSRD) applies to large undertakings and listed companies. Carbonveneta Nestech S.r.l. currently operates outside this scope of application, therefore the drafting of this Report follows a voluntary approach.

The European Sustainability Reporting Standards (ESRS), issued by EFRAG, serve as the reference framework that guides the structure and content of the document. The adoption of the ESRS framework aims to provide clarity, comparability and transparency for the Company's operations.

The information contained in the Report refers to Carbonveneta Nestech S.r.l. and covers the year under review. When available, comparative values support the interpretation of performance. Managers and internal functions collaborated in the preparation of the Report.

The Board of Directors approved the content of the document. External assurance is absent.

Lettera agli Stakeholders

Dear Stakeholders,

We share with great satisfaction the Sustainability Report of Carbonveneta for the year in review. This document highlights the journey carried out during recent years and presents the efforts pursued in line with our values. We observe a business environment that evolves at high speed and encourages companies to adopt sustainable choices. We accompany this evolution through investments, through an attentive approach to people and through the pursuit of reliable and innovative production systems.

Environmental Vision

We advance several actions with the ambition to reduce our environmental footprint. We invest in efficient technologies, we improve the performance of our buildings, we support renewable energy and we pursue careful use of resources.

Attention to People

People represent the core of the organisation. We cultivate skills, safety, teamwork and a collaborative climate. We value inclusion and respect for each individual.

Governance and Values

Transparency, responsibility and long-term vision guide our decisions. Dialogue with clients, suppliers, employees, institutions and the community supports continuous improvement and encourages the creation of shared value.

We express deep gratitude to everyone who contributes to the Company's development.

Ing. Dino Pesavento

Chief Executive Officer

Carbonveneta Nestech S.r.l.

CHAPTER 1

Who we are



CARBONVENETA NESTECH S.r.l.
Innovation and sustainability for a better future

OUR COMPANY

Carbonveneta Nestech S.r.l. includes two industrial business units that work in synergy and share a single vision: to evolve technologically through advanced production processes that support high-performance sectors with innovative and reliable solutions.

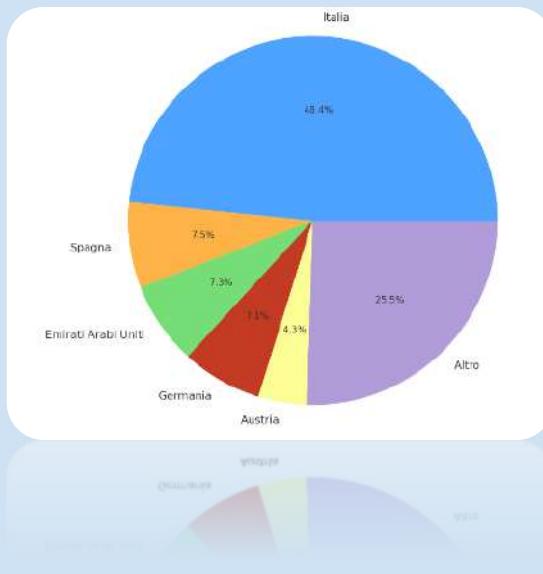
The Company operates in **28 countries**, benefits from the contribution of 36 professionals and records annual revenue of €7.1 million.



Its presence in international markets grows alongside a strong commitment to product innovation, technical expertise and a responsible approach to environmental, social and governance aspects.

The Company designs and manufactures composite materials and electromechanical laminations for multiple industrial applications, always with attention to product quality, process efficiency and long-term client relationships.

TURNOVER BY COUNTRY



7,1 MLN EURO

ANNUAL TURNOVER

28

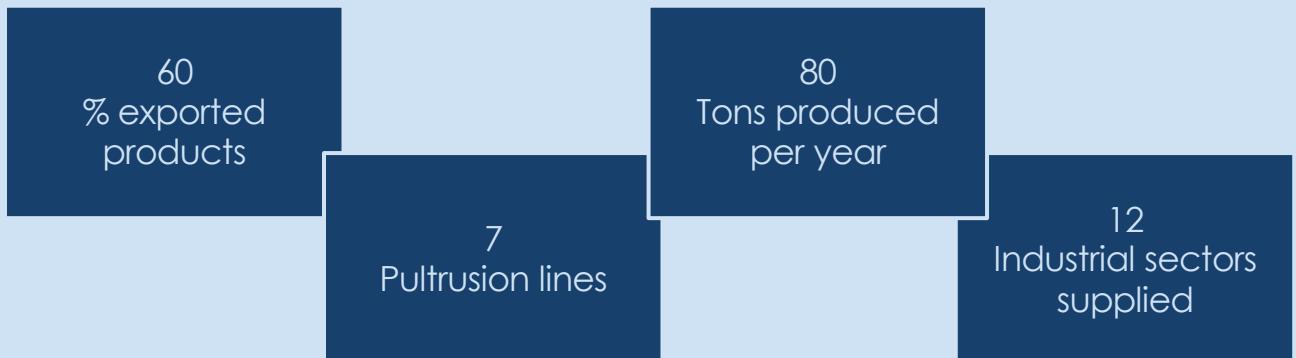
COUNTRIES

36

WORKERS

CARBONVENETA: MISSION AND INNOVATION

Carbonveneta is a leading company in the **design and production of advanced composite components**, with a specialisation in carbon-fibre processing. Innovation, quality and sustainability always represent the pillars on which we build our path of growth..



We operate in strategic sectors such as **automotive, aerospace, industrial design and sports applications**, offering lightweight, durable and high-performance solutions. Through an approach that integrates craftsmanship and advanced production technologies, we meet the needs of a constantly evolving market while placing environmental-impact reduction at the centre of our actions.

Innovation and sustainability inspire Carbonveneta's mission. The Company aims to offer technologically advanced composite solutions with high performance, long durability and light weight, suitable for industrial sectors that require precision and excellent mechanical behaviour.



Carbonveneta grounds its activity on **four core values**:

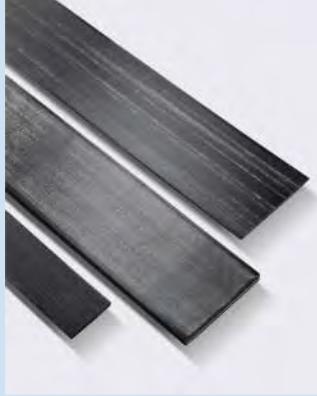
- **Quality** – expressed in rigorous process control and in the reliability of each finished product.
- **Sustainability** – pursued through the efficient use of resources, the search for energy-saving solutions and the adoption of responsible operational practices.
- **Responsibility** – reflected in attention to people, safety, training and respect for the community.
- **Innovation** – expressed in continuous technical improvement, experimentation and the evolution of materials and production technologies.

These values orient every decision and support the development of long-term partnerships.

OUR PRODUCTS

Carbonveneta's products are **advanced solutions made of carbon fibre and composite materials**, designed to offer high performance in terms of strength, lightness and durability. The company stands out for innovation in production processes and for its commitment to sustainability, developing products intended for several high-technology industrial sectors.

Structural reinforcement

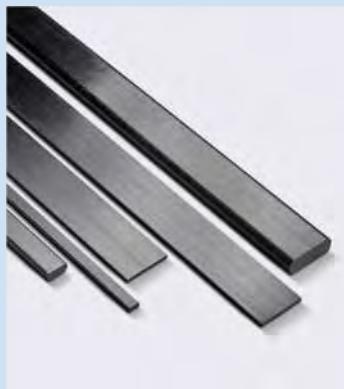
	<p>CARBON LAMINATES</p> <p>Advanced components used in the structural-reinforcement sector to restore and improve concrete, masonry, metal and timber structures.</p>	<ul style="list-style-type: none">• High tensile strength• Variable elastic moduli• Lightness and rigidity• Excellent adhesion• Dimensional stability• Resistance to chemical corrosion• Resistance to saline environments• Vibration absorption• Radiotransparency• High electrical conductivity
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	<p>IMPROVED-BOND REBARS</p> <p>Pultruded carbon-fibre profiles designed for structural-reinforcement applications, offering high performance with reduced-section dimensions.</p>	<ul style="list-style-type: none">• Very high flexural and tensile strength• Variable elastic modulus• Excellent stiffness-to-weight ratio• Compression resistance• Excellent adhesion• Dimensional stability and corrosion resistance• Vibration absorption• Radiotransparency• High electrical conductivity
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	<p>LINKERS</p> <p>Preformed carbon-fibre connectors with single-tow heads, pass-through connectors and double-stem connectors, available for multiple applications, from fabric connection to laminates and meshes.</p>	<ul style="list-style-type: none">• Significant reduction of application costs• Efficient and effective execution• Guarantee and repeatability of the process and of the final characteristics of the reinforcement "system"
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OUR PRODUCTS

Solid-Section Profiles



FLAT SOLID PROFILES

Carbon-fibre components with a solid, flat section, produced through the pultrusion process. These profiles offer high mechanical strength and an excellent stiffness-to-weight ratio. They suit applications that require lightweight and high-performance structural components.

- High tensile strength
- High elastic modulus
- Excellent stiffness-to-weight ratio
- Dimensional stability
- Chemical-corrosion resistance
- Resistance to wear and abrasion
- Vibration absorption



SMOOTH SOLID RODS

Carbon-fibre profiles with a solid circular section, produced through pultrusion, with a smooth surface. They offer high mechanical strength and an exceptional stiffness-to-weight ratio. They suit numerous industrial and technological applications

- Tensile and flexural strength
- Elastic modulus
- Excellent stiffness-to-weight ratio
- Compression resistance
- Excellent adhesion
- Dimensional stability
- Chemical-corrosion resistance
- Resistance to saline environments
- Abrasion resistance



SPECIAL SOLID PROFILES

Carbon-fibre components made with special geometries and shapes. They suit structural and industrial applications requiring high mechanical performance and excellent stiffness-to-weight ratios..

- High tensile strength
- High elastic modulus
- Excellent stiffness-to-weight ratio
- Compression resistance
- Chemical-corrosion resistance
- Resistance to wear and abrasion
- Vibration absorption

OUR PRODUCTS

Solid-Section Profiles



SPAR-CAP LAMINATES

They are used as reinforcement elements inside the blades of wind-turbine rotors, known as "spar caps". These laminates, produced through the pultrusion process, offer stability and consistent quality in large-scale production.

- High tensile strength
- Elastic modulus
- Exceptional stiffness-to-weight ratio
- Dimensional stability
- Chemical-corrosion resistance and resistance to saline environments
- Vibration absorption
- High electrical conductivity

Hollow-Section Profiles



ROUND CARBON TUBES

Hollow components characterized by high mechanical strength and low weight, ideal for applications requiring an excellent stiffness-to-weight ratio.

- High tensile strength
- High elastic modulus
- Exceptional stiffness-to-weight ratio
- Dimensional stability
- Chemical-corrosion resistance
- Resistance to wear and abrasion
- Vibration absorption



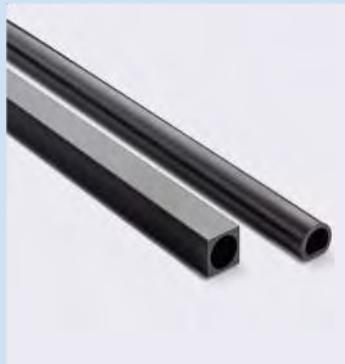
SQUARE AND RECTANGULAR TUBES

Carbon-fibre profiles designed to offer high mechanical strength combined with light weight, ideal for applications requiring an excellent stiffness-to-weight ratio.

- High tensile strength
- High elastic modulus
- Exceptional stiffness-to-weight ratio
- Dimensional stability
- Chemical-corrosion resistance
- Resistance to wear and abrasion
- Vibration absorption

OUR PRODUCTS

Hollow-Section Profiles



SPECIAL HOLLOW PROFILES

Carbon-fibre components made to measure, designed to meet specific customer requirements across various industrial sectors. These profiles offer high mechanical strength combined with lightness, making them ideal for applications requiring an excellent stiffness-to-weight ratio.

- High tensile strength
- High elastic modulus
- Exceptional stiffness-to-weight ratio
- Dimensional stability
- Chemical-corrosion resistance
- Resistance to wear and abrasion
- Vibration absorption

Machined Parts

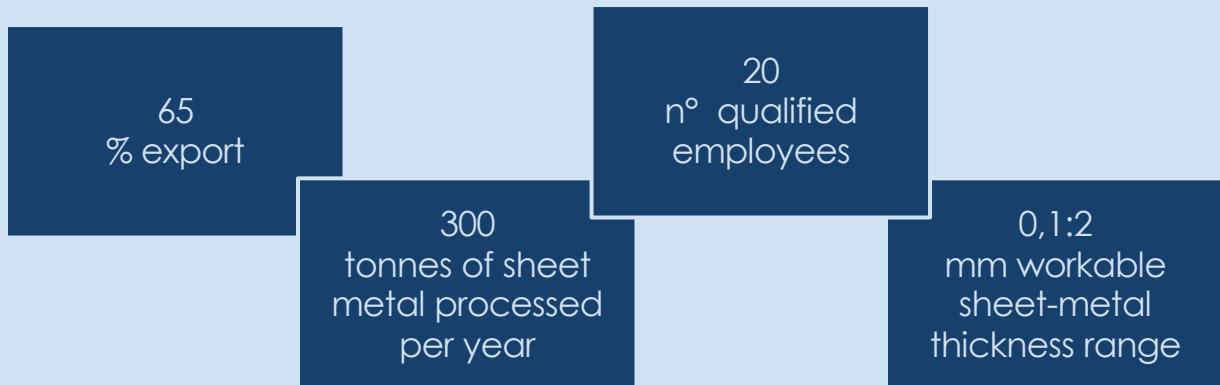


Carbon-fibre components produced through precision machining processes, such as milling and CNC turning. These parts are designed to meet specific customer needs, ensuring high quality, dimensional precision and excellent surface finishes.

- Metal–carbon connection parts
- Bearing housings – rollers
- Telescopic elements – tie rods – plates
- Custom joints for robot construction, moving parts, trusses, stands, lighting structures, frames

NESTECH: TECHNOLOGY AND CONTINUOUS RESEARCH

Nestech is a **highly innovative business unit** specialised in the development of advanced technological solutions designed to improve the efficiency and sustainability of industrial processes. Our mission is to integrate technology and innovation to support the transition toward a more responsible, low-impact economy.



We operate in **strategic sectors such as automotive, aerospace, energy and industrial design**, offering customised solutions that combine innovative materials, automation and process digitalisation.

Through research and development, we anticipate market needs and contribute to the sustainable growth of our partners. In 2024, we strengthened our ESG commitment by implementing strategies aimed at reducing environmental impact, promoting people's well-being and ensuring transparent and ethical governance.

Our solutions are designed to support clients in achieving their sustainability goals through more efficient production processes, resource recovery and the adoption of circular-economy models. We believe that innovation must advance together with social responsibility. This is why we invest in continuous training, enhance diversity and ensure a safe and inclusive working environment.

Nestech represents sustainable technology: we innovate to drive change and build a more responsible future together.

OUR PRODUCTS

Nestech is a company specialised in the **production of components for electric motors and generators**, with particular attention to non-standard geometries.



LASER-CUT LAMINATIONS

Production of individual laminations using high-precision laser cutting, suitable for various applications.



STATOR PACKS

Stator packs of different sizes, assembled, machined and/or turned to ensure tight tolerances.



ROTOR PACKS

Rotor packs of different sizes, assembled and turned to ensure tight tolerances.



PACKS FOR LINEAR MOTORS AND CORES FOR VARIOUS APPLICATIONS

Packs for linear motors of different sizes, with straight or curved profiles, welded or glued, complete with drilling and machining of the support surface.

OUR STRENGTHS

Thanks to its experience and technological innovation, the company is a benchmark in the industrial automation, renewable energy and electromechanical sectors. Our strengths are:

1. Specialisation in carbon fibre

Carbonveneta stands out for the production of high-quality carbon-fibre profiles, offering light and resistant materials that improve performance in various industrial sectors. The use of carbon fibre makes it possible to reduce the weight of structures without compromising robustness, an essential advantage for advanced engineering applications.

2. Design flexibility and customization

One of Carbonveneta's main advantages is its ability to develop tailor-made solutions based on the specific needs of its clients.

The company works in close contact with industrial partners to design and manufacture highly customised components, ensuring high precision and superior performance.

3. Advanced technologies and efficient production

Carbonveneta has seven production lines, five of which are dedicated to the pultrusion of unidirectional profiles and one reserved for pullwinding technology.

This enables it to offer a wide range of high-performance products, maintaining high quality standards and consistent production over time.

4. Innovation in materials: the Levitus system

The company has developed "Levitus", an innovative system that combines carbon fibre with Ergal (a high-performance aluminium alloy).

This technology makes it possible to obtain ultra-light connections, reducing component weight by up to 85% compared to traditional aluminium profiles and significantly improving structural efficiency and component durability.

5. Expertise in the electromechanical sector (Nestech)

Carbonveneta's Nestech business unit specialises in the production of laser-cut laminations and lamination packs for electric motors and generators.

The ability to produce non-standard geometries with high production flexibility is a key advantage for clients operating in the advanced electromechanical sector.

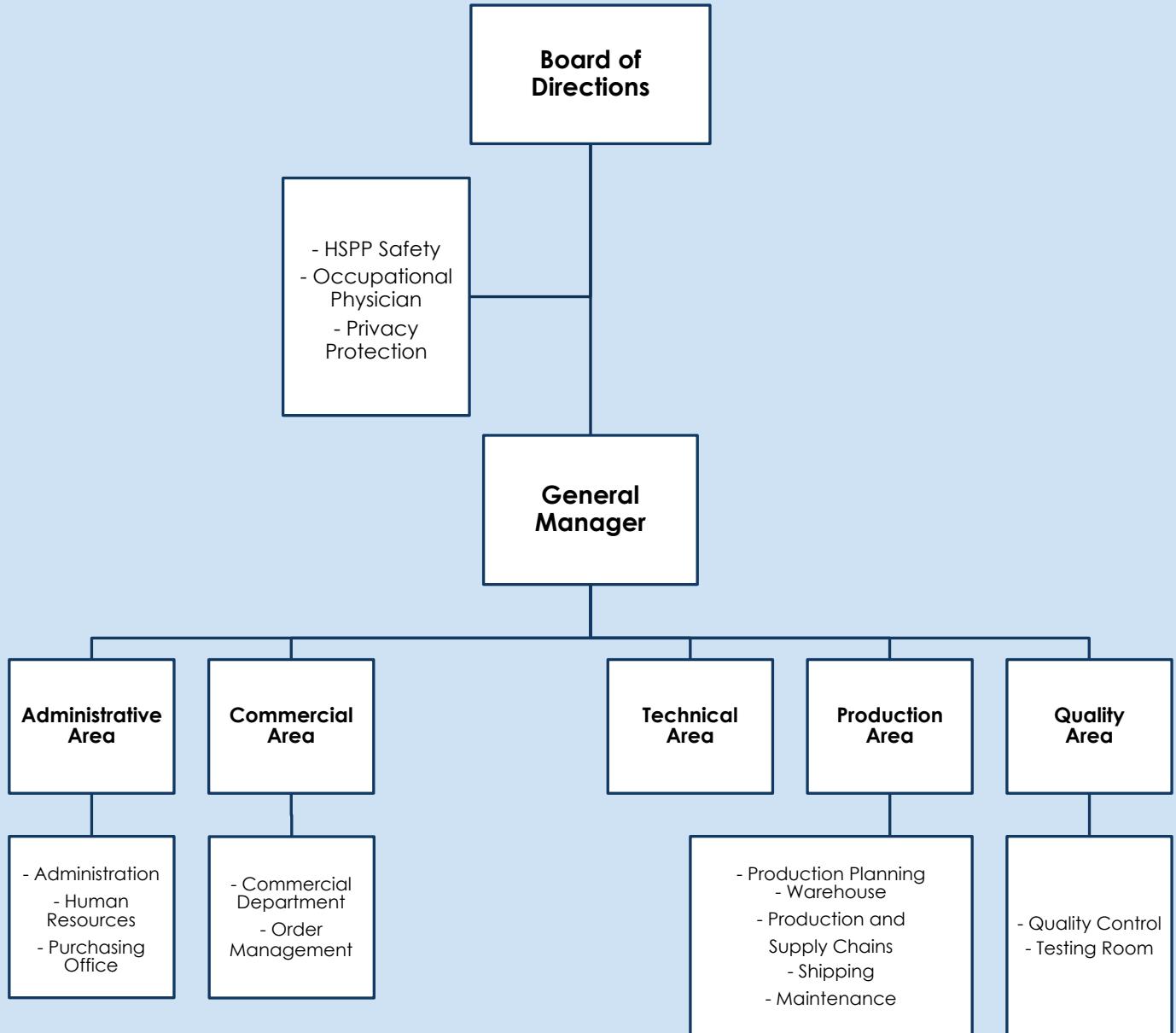
6. Commitment to sustainability

Carbonveneta Nestech Srl acknowledges the importance of sustainability and invests in innovative solutions.

The production of electric-motor components supports the use of more efficient and low-environmental-impact technologies, helping to develop a more sustainable industrial system. Thanks to its continuous commitment to innovation, technological know-how and attention to sustainability, the company positions itself as an ideal partner for clients seeking advanced, reliable and high-performance solutions for their applications.

Organisational structure

The organisational structure expresses the system of functions, powers, delegations, decision-making processes and company procedures, providing a clear identification of each person's tasks and responsibilities with respect to business activities.



SOCIAL GOVERNANCE

Carbonveneta Nestech S.r.l. adopts a solid governance model, based on clear leadership and its family-owned structure.

The Company is led by the Board of Directors with determination and expertise, bringing an innovative strategic vision aligned with the company's growth and sustainability objectives.

Leadership and Strategic Direction

The Board of Directors is responsible for defining and implementing corporate strategies.

A management approach is applied that ensures efficient execution of ordinary and extraordinary operations, supporting consistent growth aligned with economic, environmental and social objectives.

Autonomy and responsibility

With full powers for the governance of the Company, the Board of Directors is responsible for managing not only ordinary business activities but also making fundamental strategic decisions for the future of the company.

It also has the responsibility to improve economic results and performance on environmental and social issues, responding to the needs of stakeholders.

ESG practices in Governance

This governance model reflects the company's integrated approach to ESG (Environmental, Social and Governance) principles, which guide the company's activities not only in compliance with regulations, but also by positively influencing every operational aspect. Carbonveneta continues to pursue responsible, creative and oriented behaviour toward the well-being of all its stakeholders.

Leadership and strategic vision

The Board of Directors, with its deep knowledge of the sector, is responsible for defining and implementing corporate strategies.

Its guidance allows the company to face market challenges with speed and determination, ensuring sustainable growth and the constant improvement of economic and production performance.

Autonomous governance and decision-making

The Board of Directors has the authority and tools necessary to manage both ordinary operations and extraordinary ones, ensuring the achievement of business objectives and compliance with environmental and social regulations.

Control and transparency

To ensure integrity and transparency of the management system, Carbonveneta has an internal control system supported by periodic audits carried out by management and by the external firm.

This approach guarantees effective risk management and compliance with the company's strategic guidelines.

Through its governance model, based on centralised and transparent leadership, Carbonveneta reaffirms its commitment to sustainable management, capable of creating value over time and promoting trust among all stakeholders.

SOCIAL GOVERNANCE

The **Board of Directors** (BoD), appointed and evaluated periodically by the Shareholders' Meeting, consists of **two members who bring specialized skills relevant to our development project**.

The BoD is responsible for managing the Company through the development of business strategies, but also for the responsibility of decisions regarding economic, environmental, and social performance.

The BoD is vested with the broadest powers for the ordinary and extraordinary management of the Company and is granted all the necessary powers for the implementation and achievement of corporate objectives that are not reserved by law or by the Articles of Association exclusively to the shareholders' meeting.

The Company relies on an Auditor who **monitors compliance with the law and the articles of association**, on the principles of correct administration and in particular on the adequacy of the organizational, administrative, and accounting structure and its proper functioning.

Board of Directors	
D. Pesavento	President CEO
L. Pesavento	Board member

Auditors	
D. Tadiello	Auditor

OUR MARKETS

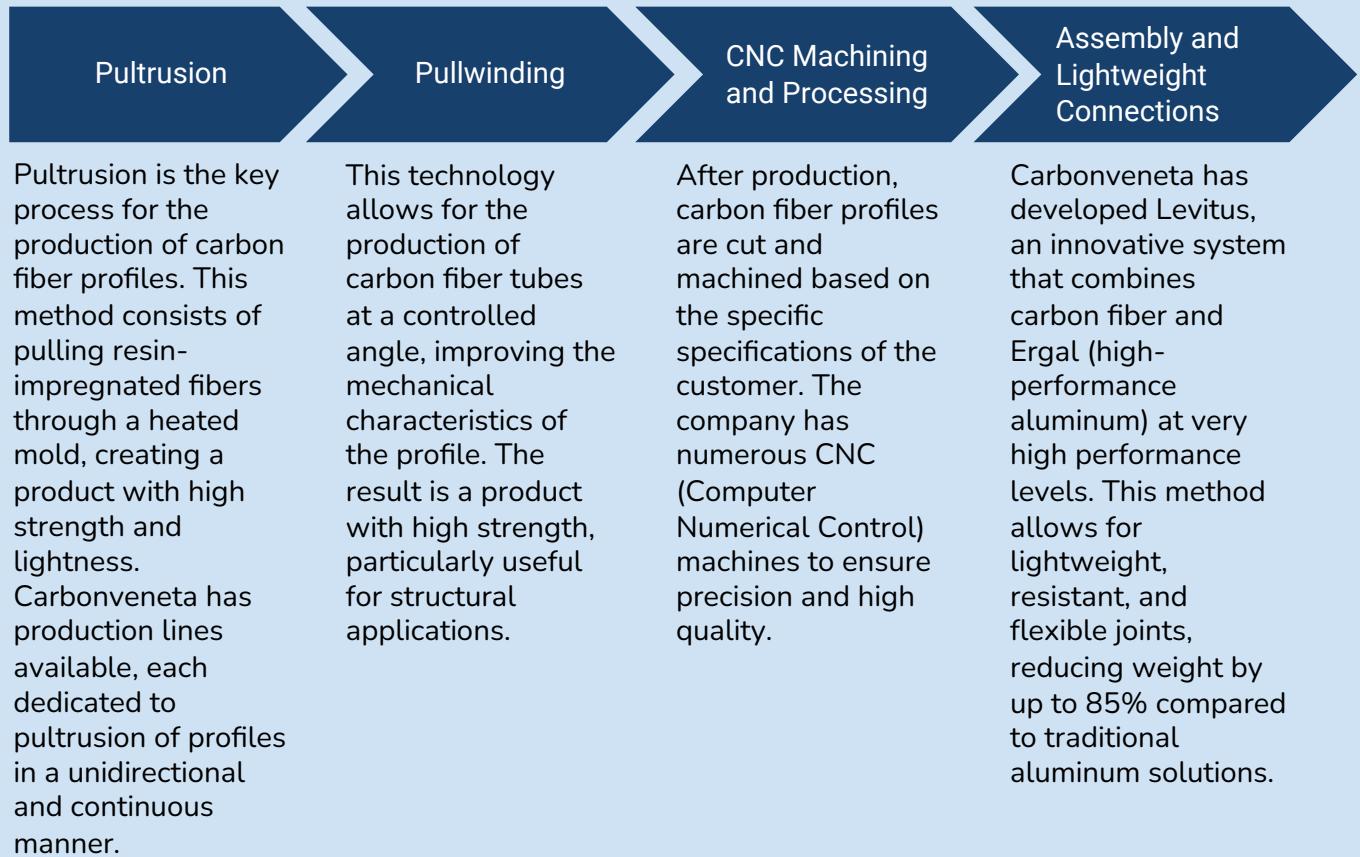
Carbonveneta Nestech S.r.l. operates in all global markets. Annual turnover amounts to 78% within the European Union (of which 62% in Italy) and the remaining 22% in non-EU countries, demonstrating how the company is constantly open to new challenges in the international market.



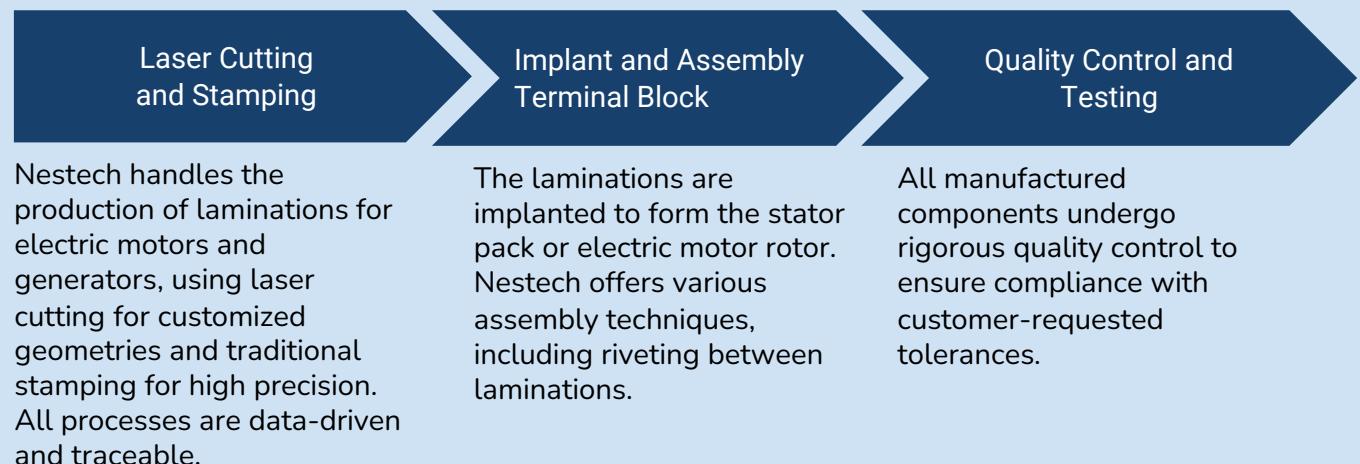
OUR PRODUCTION PROCESS

The production process of Carbonveneta Nestech Srl is based on advanced technologies for processing carbon fiber and the production of components for electric motors. The company operates with **two main divisions**: Carbonveneta, specialized in the production of carbon fiber profiles, and Nestech, focused on the production of laminations for electric motors.

Carbonveneta Production Process (Carbon Fiber):



Nestech Production Process (Laminations for Electric Motors)



OUR IDEA OF SUSTAINABILITY

For Carbonveneta, the **continuous improvement of environmental performance** is a priority. We commit to **minimising our impact and respecting the environment and emission regulations** through efficient energy sources, proper waste management and infrastructure upgrades.

Our commitment to sustainability also extends to social and governance aspects. Carbonveneta's management team is aware of its role and responsibilities and recognises the importance of human resources as an added value.

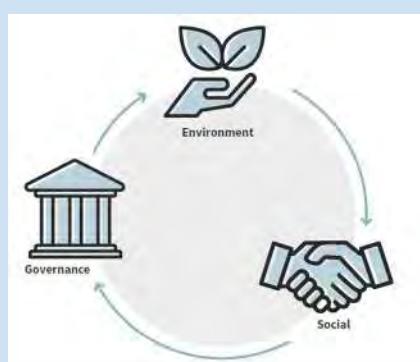
In line with this vision, the company seeks to support the local community where Carbonveneta was founded and continues to operate, as well as the people who work within the organisation every day and contribute to the creation of economic results, so that these may become a source of further progress, innovation and continuity.

SUSTAINABILITY STRATEGY - KEY PILLARS -

Sustainable innovation to guide our choices towards a more responsible management of the legal risks associated with climate change

Opportunities for creating value for our core business

Creating shared value through virtuous relationships with all parties involved in our business, with particular attention to local communities.



Well-being of the community and stakeholders

with those who contribute to the success of the company (employees, suppliers, customers, institutions, territory)

OUR PROCESSES ARE CERTIFIED

in every single detail

At Carbonveneta we adopt a quality management system compliant with the ISO 9001 standard, which represents an essential pillar of our organisational approach. This certification allows us to rigorously and efficiently oversee every phase of our activity, ensuring high standards in processes, products and services.

ISO 9001 provides us with a methodological framework through which we define roles, responsibilities, procedures and control criteria along the entire value chain.

We apply the model to traceably manage material quality, optimise operational flows, structure internal audits and consolidate relationships with clients and suppliers.

We use risk and opportunity analysis to strengthen the robustness of our processes and to enhance organisational potential.

This approach enables us to intervene promptly, adopt improvement actions and generate value in the medium to long term.

Every year we define quality objectives consistent with our industrial strategy, measurable through precise indicators and continuously monitored.

The quality system involves all company functions transversally.

Internal audits, document management and Management Review summaries are central tools in our continuous improvement journey.

We constantly invest in personnel training and promote a widespread culture of operational excellence, with the aim of increasing skills, awareness and the sense of responsibility of every employee.

ISO 9001 certification also represents a commitment to transparency and reliability towards our stakeholders. By complying with this standard, we strengthen market confidence, enhance our reputation and support the sustainable development of the company.

Quality is a strategic lever for us. Every day we work to keep it alive, concrete and oriented toward continuous improvement, in line with our values and long-term business vision.



OUR ENVIRONMENTAL POLICY

At Carbonveneta we adopt an integrated policy that places at the centre the quality of products, the safety of workers and the sustainability of processes. This vision translates into a management system inspired by the principles of the ISO 9001:2015 standard, through which we structure, monitor and systematically improve all our operational and managerial activities.

We consider customer satisfaction to be the primary objective and the necessary condition for the continuity of our company.

For this reason, we commit to fully understanding market expectations and responding with technical and organisational solutions capable of ensuring reliability, innovation and value.

We develop consolidated products and introduce new solutions through experimental activities aimed at the concrete resolution of the problems posed by our clients.

In planning activities, we systematically assess risks and opportunities, considering the external context – such as market dynamics, regulatory developments and technological progress – and the internal context – such as staff skills, resource availability and work organisation.

We constantly monitor the effectiveness of the actions undertaken, with the aim of consolidating what works and improving what can be optimised.

We actively promote technological growth, production efficiency and the adoption of new operational techniques, integrating product quality with process excellence.

Every year we define measurable objectives, aligned with our policy, and we carry out systematic monitoring to evaluate the level of achievement and activate corrective actions where necessary.

Our commitment to quality is accompanied by constant attention to the safety, health and well-being of the people who work with us.

We guarantee a healthy, safe and comfortable working environment, investing in training, continuous updating and the dissemination of a culture of prevention.

Our objective is "Zero accidents".

We consider internal personnel as a key factor for continuous improvement.

We encourage motivation, responsibility and active participation, offering paths for professional growth, involvement in decision-making processes and adequate tools to operate in an aware and competent manner.

Suppliers also play a strategic role in our value chain.

We collaborate with them to improve quality, reduce costs, shorten lead times and increase safety along the entire supply chain.

We share common objectives and promote an integrated vision that enhances environmental, social and safety performance.

From an ethical standpoint, we fully recognise ourselves in the values described in our Code of Values and in the Code of Ethics.

Our conduct is based on respect for people, transparency, legality and environmental protection.

With this approach, we pursue a sustainability policy that is reflected in daily choices, in relationships with stakeholders and in our commitment to the community.

Our management system is periodically reviewed by Management to ensure its effectiveness and promote its evolution.

Every initiative is evaluated according to criteria of strategic alignment, organisational impact and value for the customer.

Through this integrated policy, we resolutely pursue a corporate vision geared towards continuous improvement, the safety of our people, the sustainability of operations, and the quality of results. This is our way of doing business in a responsible, forward-looking manner, consistent with ESG principles.

CHAPTER 2

Methodological approach



CARBONVENETA AND NESTECH
Innovation and sustainability for a better future

CRITERIA FOR THE PREPARATION OF THE REPORT

The contents of the Report were prepared taking inspiration from the structure of the new European **ESRS** standards, adopted by the European Commission in July 2023 and applicable to all companies required to draw up the sustainability report according to the CSRD starting from January 2024. The ESRS specify the information that a company must communicate regarding its material impacts, risks and opportunities in relation to environmental, social and governance sustainability matters.

The ESRS introduced the principle of double materiality for identifying the information subject to reporting, as they require companies to disclose:

- the impact of business activities on people and the environment (inside-out materiality);
- the impact of ESG aspects on the company's performance, development and situation (outside-in materiality).

Two other important innovations introduced are that companies:

- i) must identify and report impacts, risks and opportunities along the entire value chain; and
- ii) must provide detailed information on their policies, action plans and medium-long-term objectives for all relevant topics.

NON-SECTOR-SPECIFIC STANDARDS

Cross-Cutting-Standards	Topic- Specific Cross Sector Standards		
	Environmental	Social	Governance
ESRS 1	ESRS E1	ESRS S1	ESRS G1
ESRS 2	ESRS E2	ESRS S2	ESRS G2
	ESRS E3	ESRS S3	
	ESRS E4	ESRS S4	
	ESRS E5		

OUR STAKEHOLDERS

Sustainable growth is closely linked to an organisation's ability to identify and respond to changes in the market and in society.

The identification, engagement and enhancement of those relationships that can reasonably influence Carbonveneta Nestech S.r.l.'s ability to successfully implement strategies and achieve objectives are in fact crucial in defining priorities.

Establishing and maintaining an ongoing dialogue with stakeholders makes it possible to identify the most relevant sustainability issues and assess how to integrate them at operational and managerial level.

Regular dialogue with stakeholders and transparent reporting of performance create shared value and support the sustainable growth of Carbonveneta Nestech S.r.l., in line with the expectations of its stakeholders.

For these reasons, **the categories of stakeholders relevant to our Company** have been identified and mapped: these coincide with those who are or may be influenced, directly or indirectly, by the company's activities.

To identify the ESG topics of greatest interest to our stakeholders and determine their relevance, in this Report we chose the method of indirect engagement, which consists of selecting and analysing documentation useful to reconstruct opinions and positions related to our priority topics.

Stakeholder	Expectations	Impact on Stakeholders
Employees	Job stability, safety, training, professional development	Job creation, work safety, skills development
Partners	Economic growth, sustainability, environmental return	Economic value generated, corporate reputation
Customers	Innovative products, quality, punctual delivery, technical support	Supply of advanced materials, influence on the quality of final products
Suppliers & Partners	Long-term relationships, punctual payments, collaboration on projects	Economic stimulus for the supply chain, fairness in payment of services
Local Community	Local economic development, respect for the environment, opportunities for young people	Local employment, environmental impact, community involvement
Educational Institutions	Collaboration on research projects, internship opportunities for students	Contribution to research, practical training for students
Authorities & Regulators	Regulatory compliance, transparency, environmental responsibility	Respect for laws, environmental and safety protection
Banks	Timely repayments, financial solidity, reliable partnership	Access to credit for sustainable investments, economic stimulus
Public Administration	Regulatory compliance, transparency, contribution to local development	Tax payment, contribution to local economy, sustainable support to the territory

MATERIALITY ANALYSIS

To strengthen our path toward a more sustainable future, we developed a **questionnaire to gather the opinions, expectations and priorities of our stakeholders** regarding ESG topics (Environmental, Social, Governance).

Through this tool, we were able to better understand the needs of our partners, clients, suppliers and employees, integrating their perspectives into our sustainability strategy. The results obtained are essential for improving our initiatives in terms of environmental impact, social responsibility and corporate governance, in line with the principles of transparency and innovation that guide Carbonveneta.

Topic	Importance for our stakeholders			
Reduction of greenhouse gas emissions	7.1% priority	92.9% significant	0% not very significant	100%
Innovation of products to reduce energy use	7.1% priority	92.9% significant	0% not very significant	100%
Use of energy from renewable sources	14.3% priority	85.7% significant	0% not very significant	100%
Use of sustainable practices in production	28.6% priority	64.3% significant	7.1% not very significant	100%
Guarantee and invest in the safety and health of our own workers and collaborators	64.3% priority	35.7% significant	0% not very significant	100%
Investment in continuous training and professional growth of all personnel	42.9% priority	57.1% significant	0% not very significant	100%
Adoption of policies on ethics, transparency and integrity in our own operations	35.7% priority	57.2% significant	7.1% not very significant	100%
Involvement of customers, suppliers and communities in defining our own sustainability policies	14.3% priority	71.4% significant	14.3% not very significant	100%

MATERIALITY ANALYSIS

The materiality analysis is **the methodological core of every sustainability report** and the starting point for selecting the topics related to the most significant impacts of an organisation on the economy, the environment and people.

During 2024 Carbonveneta Nestech S.r.l. carried out the first materiality analysis exercise with the aim of identifying the most relevant sustainability topics (material topics).

As this was the first approach to the subject, **the Company focused mainly on the impact of business activities on people and the environment (inside-out materiality)**.

The analysis involved the Management Team of Carbonveneta Nestech S.r.l. and internal stakeholders, with the objective of sharing the Company's strategic priorities and better aligning the topics with the specific corporate context, thus leading to the consolidation of sustainability themes.

The purpose of this matrix is to support the Company in a reasoned selection of the most important aspects on which to focus in terms of strategic direction and reporting.

Medium-term objectives and the actions to be implemented to achieve them were also defined, with the aim of giving our small contribution to the society and environment around us.

In defining the priority ESG topics, the United Nations Sustainable Development Goals (SDGs) and the related targets of the 2030 Agenda were also taken into consideration, as they represent an important reference for guiding the organisation's efforts toward ambitious and globally shared objectives.

7 SDGS THAT IMPACT ON MATERIALITY

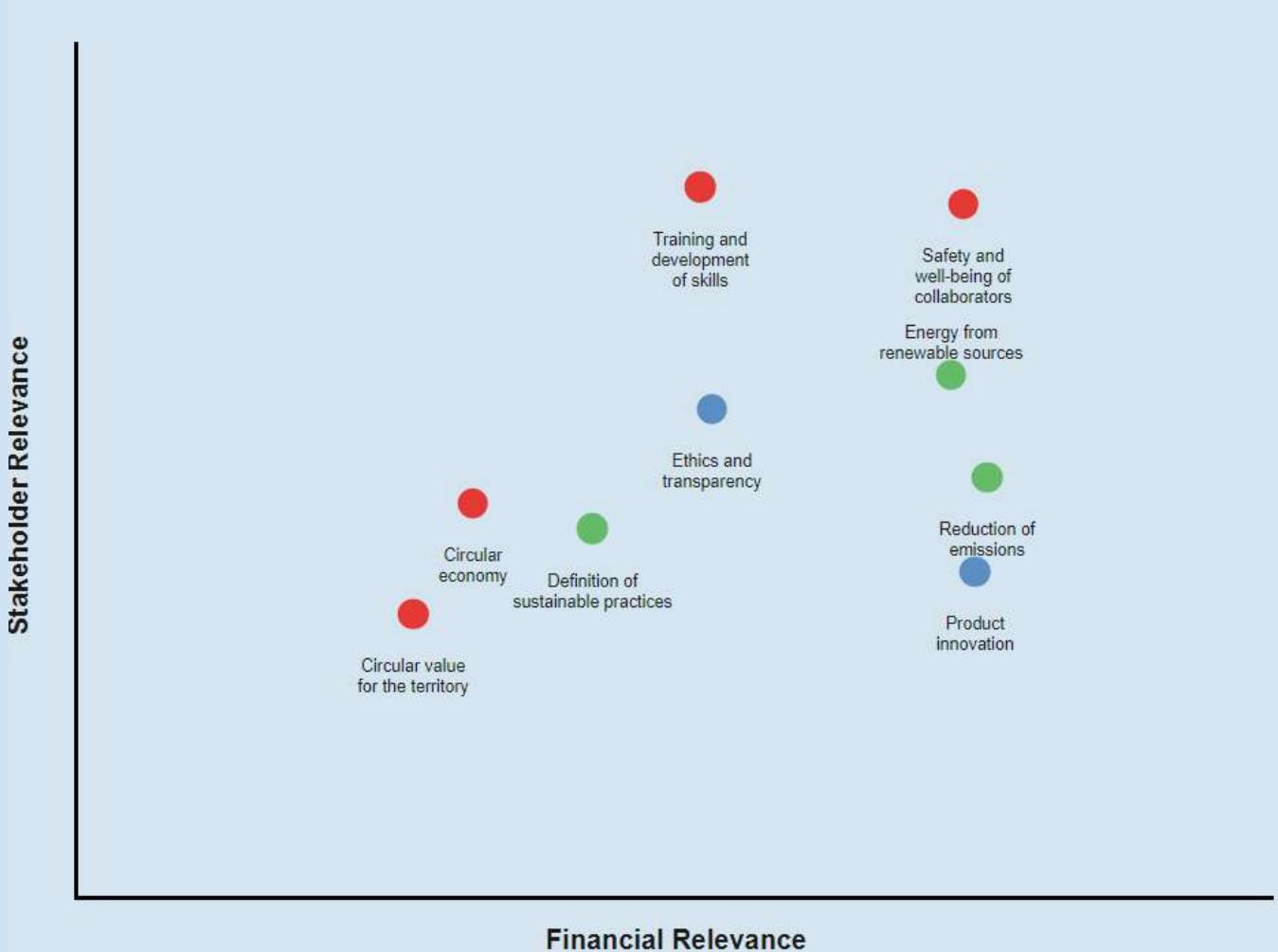
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Guarantee sustainable production and consumption models (Target 12.2, 12.4, 12.5)
8 DECENT WORK AND ECONOMIC GROWTH	Encourage lasting, inclusive and sustainable economic growth, full and productive employment and decent work for all (Target 8.2, 8.5, 8.8)
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Build resilient infrastructure and promote innovation and fair, responsible and sustainable industrialization (Target 9.4)
7 AFFORDABLE AND CLEAN ENERGY	Ensure access to affordable, reliable, sustainable and modern energy systems for all (Target 7.2)
6 CLEAN WATER AND SANITATION	Guarantee everyone the availability and sustainable management of water and hygienic-sanitary structures (Target 6.4)
4 QUALITY EDUCATION	Ensure quality, fair and inclusive education, and promote lifelong learning opportunities for all (Target 4.3, 4.4, 4.5)
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Promote peaceful and more inclusive societies for sustainable development; offer access to justice for all and create efficient, responsible and inclusive organizations at all levels (Target 16.5, 16.6, 16.7)

SUSTAINABILITY MATTERS

● Governance ● Environment ● Social

Material Topic	SDGs	Description	Impact
Compliance and legality	16 PEACE, JUSTICE	Management of differences in respect of the laws in force and compliance with international standards that regulate our sector and define our operations through organizational models that include and sanction the professional conduct, rewarding and sanctioning behaviors based on ethical values and principles. Contributing through tax payment.	Impact generated when a company starts, or intends to start, operating in conformity with laws and regulations (ex. Ethics Code). The scope of this impact extends indirectly to stakeholders, people directly or indirectly benefiting from actions of legal and regulatory compliance.
Legality and transparency	16 PEACE, JUSTICE	Ensure transparency in corporate conduct in terms of performance reporting and provision of information regarding the company's activities through clear and accessible communication channels.	Impact generated by communicating relevant data to stakeholders on performance attained by the company (e.g. employees, investors, suppliers, customers, local community etc).
Energy efficiency and sustainable production	9 INDUSTRY 7 ENERGY	Promote the adoption of an adequate energy management of the company's activities and operations, identifying actions for the containment of greenhouse gas and atmospheric emissions.	Impact generated by climate change effects on the environment (eg. global warming, drought, floods, etc). Identification and implementation of actions with the aim of reducing and improving energy efficiency, of processes such as reducing consumption of water, energy and raw materials.
Safety and well-being of workers and collaborators	8 DECENT WORK	Promote a work environment characterized by cooperation, listening and continuous improvement where welfare for everyone is guaranteed; and actions aimed at strengthening dialogue between people, safeguarding worker health, safety and well-being.	Implementation of a culture of prevention and education in workplaces and daily actions. Development of a welfare system to people. Development of practices and policies that do not represent or lead to worker dignity at work.
Training and development of skills	8 DECENT WORK	Contribute to human capital enhancement through training courses that broaden the skills and develop the individual's potential for growth.	Implementation of continuous professional development training activities aimed at company personnel. Positive impacts on economic and social conditions of workers both inside and outside the company.
Stability, protection and value creation	8 DECENT WORK	Ability to generate economic value for shareholders and stakeholders by distributing added value.	Generation of economic results in terms of revenues with impacts on the ability to retain and attract human resources, investments in research and development and community development activities, etc.
Circular economy	12 RESPONSIBLE CONSUMPTION	Promote conscious and responsible consumption of materials, raise awareness and encourage a starting point for the gradual replacement of materials in the next future based on the principles of Circular Economy.	Reduction of waste materials, by encouraging maximum use and recycling of materials according to sustainable production criteria and waste management.
Quality and integrity in relationship with customers and services to Clients	9 INDUSTRY	Ensure a quality standard in quality performance through certifications issued by third parties according to strict and standardized requirements shared with all customers through complete and transparent information.	Constant impact generated on customers and retention of market share through compliance and maintenance of high quality standards including waste results.
Innovation of process and product	9 INDUSTRY	Research and development of products with strategic elements to increase knowledge and competitiveness of the company and to respond to the growing of clients and consumer needs by evaluating innovative methods and technologies.	Aimed at finding increasingly sustainable solutions through continuous investment in research and development of the product; thus contributing to the use of innovative technologies.

Materiality Matrix



RISK ANALYSIS

Given the complexity of our production activities, we considered it essential to outline a process for identifying and mapping the main risk factors, with the aim of defining appropriate preventive actions and developing effective strategies for their management.

Risk	Description	Preventive Actions	Management Strategies
Environmental risk	The growing attention to environmental regulations (e.g., emissions and stakeholder pressure) may influence future regulations and environmental compliance.	<ul style="list-style-type: none">Implementation of continuous monitoring systems for emissions.Investment in decarbonization technologies, such as low-emission production plants.	<ul style="list-style-type: none">Create partnerships with sustainable suppliers to guarantee a low environmental impact supply chain.Plan gradual investments to adapt to future regulations, minimizing unforeseen costs.
Economic and market risk	Increased raw material costs, international competition, and economic instability may reduce business competitiveness.	<ul style="list-style-type: none">Diversification of suppliers to reduce dependence on unstable markets.Monitoring of market trends to anticipate changes in raw material prices.Increase in operational efficiency to reduce costs.	<ul style="list-style-type: none">Constant analysis of profit margins to optimize prices without losing competitiveness.
Regulatory and legal risk	Failure to comply with national and European regulations may lead to financial and reputational penalties and damages.	<ul style="list-style-type: none">Establishment of an internal team for regulatory monitoring.Periodic training for employees on environmental compliance and workplace safety.	<ul style="list-style-type: none">Create an internal audit system to promptly identify any areas of non-compliance.Collaborate with industry associations to influence regulations favorable to the sector.

RISK ANALYSIS

Risk	Description	Preventive Actions	Management Strategies
Operational risk	Interruptions in production due to defects, incidents, or operational inefficiencies may negatively impact productivity.	<ul style="list-style-type: none"> Predictive and preventive maintenance of machinery and plants. Adoption of technologies for remote monitoring of production processes. 	<ul style="list-style-type: none"> Creation of an emergency plan to address potential production blocks. Increased resilience through standardization of production processes.
Reputational risk	Poor management of environmental or social impacts could damage the company's image and stakeholder trust.	<ul style="list-style-type: none"> Strengthening of transparent communication practices towards clients and stakeholders. Promotion of social responsibility initiatives, such as investments in local communities. 	<ul style="list-style-type: none"> Monitoring of public perception of the brand through media and social analysis. Preparation of a crisis management plan to respond quickly to potential critical events.
Safety risk	CarbonVeneta operates in an industrial sector that may present risks related to workplace safety, such as accidents involving production plants, exposure to hazardous materials, and machinery. Potential incidents may affect workers' health, company continuity, and operational efficiency.	<ul style="list-style-type: none"> Implementation of safety protocols with rigorous procedures and periodic mandatory training for workers. Use of personal protective devices (PPE) suitable for each operation. Regular and rigorous inspections of machinery safety. 	<ul style="list-style-type: none"> Creation of a Safety Committee dedicated to continuously monitoring safety regulations and identifying emerging risks. Periodic inspections and audits to ensure compliance with safety regulations and identify emerging risks.

TRANSITION PLAN

ENVIRONMENTAL OBJECTIVES	
1. Reduction of emissions and improvement of energy efficiency	<ul style="list-style-type: none"> Invest in low-consumption technologies and renewable sources to reduce CO₂ emissions by 10% within 5 years. Purchase of a new laser machinery with reduced consumption of 15% compared to the machinery currently in the company. Optimize production processes to improve the overall energy efficiency of the establishment. Implementation of the MES system for the control of machinery and processes in real time.
2. Optimization of water consumption and waste management	<ul style="list-style-type: none"> Implement circular economy practices: reduce, reuse, and recycle materials and waste, with the objective of reducing production waste by 10% in 3 years.
3. Environmental certification and monitoring	<ul style="list-style-type: none"> Conduct periodic meetings to verify the effectiveness of the actions implemented.

SOCIAL OBJECTIVES	
1. Health and safety at work	<ul style="list-style-type: none"> Technologies and systems for real-time monitoring of safety conditions in the facility. Refurbishment of surfaces and floors both in the facility and in outdoor areas to increase worker safety.
2. Training and skills development	<ul style="list-style-type: none"> Create training pathways on sustainability and new technologies for all staff, raising awareness among employees about more responsible use of consumable materials and water.
3. Engagement of the local community	<ul style="list-style-type: none"> Develop social responsibility initiatives that enhance the Valdastico area through partnerships with schools, associations and local institutions. Promote projects supporting the area, encouraging employment and local development.
4. Inclusion and diversity	<ul style="list-style-type: none"> Strengthen internal policies to ensure equal opportunities, promoting an inclusive work environment and valuing diversity. Certification of gender equality by 2027.

TRANSITION PLAN

GOVERNANCE OBJECTIVES	
1. ESG governance structure	<ul style="list-style-type: none">•Establish an internal ESG Committee, with representatives from the Board and management, with the task of monitoring and reviewing ESG objectives by June 2026.
2. Transparency and accountability	<ul style="list-style-type: none">•Publish an annual ESG report, in line with international standards, to transparently communicate progress and areas for improvement.•Implement dedicated communication channels for internal and external stakeholders (newsletter, social media).
3. Integration of ESG aspects into strategic decisions	<ul style="list-style-type: none">•Integrate ESG criteria into all strategic and operational decisions, ensuring that the choices made reflect a sustainable and responsible vision.•Periodically update the code of ethics and compliance policies to include ESG risks and opportunities

CHAPTER 3

Environmental



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ENVIRONMENTAL MATTERS

Carbonveneta Nestech S.r.l. regards environmental protection as a cornerstone of its corporate identity and directs all its activities toward a development model that integrates economic growth with careful attention to environmental impacts. **The company promotes an approach based on responsibility, transparency, and technical quality, adopting advanced practices and encouraging collaboration with partners and suppliers who share the same vision.** This commitment is grounded in compliance with applicable regulations, the professional awareness of its personnel, and the selection of a supply chain attentive to the traceability of raw materials and to the quality of countries of origin.

The company's environmental management includes continuous oversight of internal processes, with **particular attention to waste reduction, pollution prevention, and the adoption of disposal methods in line with current regulations.** The use of natural resources and energy follows principles of efficiency and restraint, supported by monitoring systems that allow for effective control of environmental aspects and their evolution over time.

Within this framework, the **program for the upgrading of company facilities aims to improve the thermal quality of production environments and manage energy in a more rational manner.** The interventions involve structural insulation and the installation of suspended ceilings, which support more stable temperature distribution and reduce thermal dispersion. This investment enables more efficient use of energy for heating and cooling, with positive effects on consumption levels and the company's emissions profile.

The **mobility policy** develops along the same path of environmental responsibility. The adoption of a hybrid company vehicle supports operational mobility with lower emissions and represents a foundation for future choices oriented toward even more advanced technologies.

Human resource management also values the relationship with the local area: the company favors the employment of workers residing nearby, encouraging short commutes that can be made on foot or by bicycle. This approach reduces environmental impacts associated with commuting, enhances people's well-being, and fosters a stronger connection with the local community.

Taken together, these actions express an environmental strategy that evolves over time, guided by the intention to improve the company's environmental performance, consolidate sound internal practices, and contribute to the dissemination of a production model that values resources in a responsible manner.

OUR ONGOING COMMITMENT TO ENERGY EFFICIENCY

We believe it is our responsibility and duty, as a company, to contribute to environmental protection by **making conscious use of resources**.

We pursue this objective by working on several fronts: **every day we strive to increase the efficiency of our systems and to promote a sound corporate culture**. We are committed to using the resources required for our activities in the most efficient manner possible, **reducing waste and continuously monitoring our consumption**.



Energy efficiency, in particular, **represents a priority for Carbonveneta**. The Company has long implemented measures aimed at reducing energy consumption and has installed a photovoltaic system of significant capacity, which ensures coverage of the company's energy requirements for part of its needs.

The system has been installed on the roof in order to avoid the use of green land. An extension of the photovoltaic field is planned across nearly all available roof surfaces, significantly increasing the self-production of renewable energy.

In 2024, total energy consumption amounted to 1,568 GJ. Electricity is supplied entirely from renewable sources by the local energy provider.



Energy consumed	2023	2024
Purchased electricity consumption (kWh)	340,648	326,503
A) Electricity consumption in GJ (gigajoules)	1,226	1,175
Natural gas consumption (Mc)	9,827	9,967
B) Fuel consumption in GJ (gigajoules)	387	393
Total energy consumed (A + B)	1,613	1,568

CONSUMPTION OF WATER

In relation to water consumption, **Carbonveneta pursues the objective of limiting the use of water resources** through the use of cutting-edge treatment technologies and the application of management criteria oriented towards conservation.

The **good practices** applied are based on evaluations related to:

- Purpose of the water used and identification of equipment to be cooled;
- Possible need for water pretreatment;
- Continuous monitoring of treated water quality;
- Rational use of chemical products.

The Company's water use is substantially related to sanitary purposes and not to production. Carbonveneta's water withdrawals come from the public aqueduct network.

Water withdrawal from aqueduct (megaliters)

Year	Total ML (megaliters)
2023	0.112 ML
2024	0.091 ML

OUR COMMITMENT TO REDUCE ATMOSPHERIC EMISSIONS

Our production processes require energy and inevitably result in the release into the atmosphere of certain quantities of greenhouse gases (GHGs).

In preparing this first Report, we set ourselves the objective of carrying out an initial assessment and estimate of our Scope 1 emissions (direct GHG emissions resulting from the direct consumption of fuels) and Scope 2 emissions (indirect GHG emissions resulting from energy consumption from the national distribution grid) for the year 2024. In the coming years, we will commit to reporting our atmospheric emissions in greater detail, using a more systematic and accurate approach.

Carbonveneta's total emissions, calculated using the Location-Based approach (which considers, for the calculation of Scope 2 emissions, the average emission factor associated with the national energy mix), amount to approximately 131.70 tCO₂ eq. in 2023 and 127.31 tCO₂ eq. in 2024.

Emissioni GHG (tCO ₂ eq.)	2023	2024
Emissioni legate al consumo di gas naturale	19,7	20,0

A) Totale emissioni Scope 1

Emissioni da en. elettrica acquistata	87,2	70,2
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B) Totale emissioni Scope 2 – Location Based

Totale emissioni di GHG (A + B)

Intensità delle emissioni di GHG (tCO ₂ eq./t)	2023	2024
Totale emissioni Scope 1 + 2 LB (tCO ₂ eq.)	106,9	90,2

EVERY WASTE STREAM IS MANAGED WITH THE UTMOST RESPECT FOR THE ENVIRONMENT

Waste is collected within the production departments in initial collection containers and identified according to the type of material. These containers are then periodically emptied by authorized personnel, and the waste is stored in designated outdoor areas in containers suitable for disposal.

The temporary storage area is periodically cleared, with waste being transferred to selected companies for disposal and/or recovery. In 2024, Carbonveneta generated approximately 243 tonnes of waste. Of this total, 100% consisted of non-hazardous waste.

Waste produced (kg)	2024
Ferrous and non-ferrous metals	240,788
Packaging	1,395
Oils - emulsions	240
Other process waste	260
Demolition waste	830
Total Waste	243,513

Waste produced (kg)	2024
Non-hazardous waste	243,513
Hazardous waste	-
Total Waste	243,513

CHAPTER 4

Social



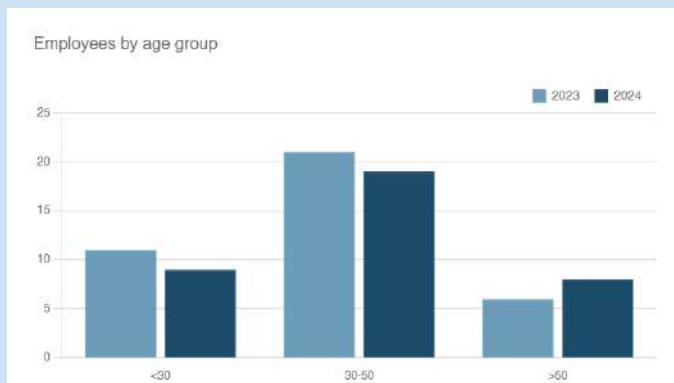
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HUMAN CAPITAL

For Carbonveneta Nestech S.r.l., people represent the key factor in achieving its objectives and therefore its most valuable resource, starting from the selection process and onboarding into the company workforce. For this reason, Carbonveneta Nestech S.r.l. is constantly committed to:

- **Protecting health and safety** at our workplaces and in any other location where we carry out our activities, by adopting all measures required by law and arising from the application of best available techniques.
- **Ensuring fair and impartial treatment in the selection and management of personnel.** We commit to selecting employees on the basis of skills, experience, and potential. We ensure an impartial approach toward workers, who must be guaranteed equal opportunities and fair working conditions. We provide training plans aimed at continuous improvement and professional growth for all employees. We exclude the employment of workers who do not meet the legal requirements for lawful residence and/or other requirements established by law.
- **Not tolerating any discriminatory behavior or conduct that violates personal dignity.** We ensure compliance with all applicable regulations and collective bargaining agreements (as of 31/12/2024, 100% of employees are covered by the national collective labor agreement for metalworking), without any distinction based on political opinions, trade union activities, religious beliefs, gender, sexual orientation, ethnicity or nationality, age, health status, or any other personal characteristic. Anyone is encouraged to report abusive, discriminatory, or defamatory behavior occurring in the workplace or even outside the work context, where such conduct seriously undermines the company's guiding principles.
- **Guaranteeing freedom of association.** Through the designated functions, we engage with Political and Trade Union Organizations and with the RSUs present in our company, with the aim of fostering proper dialogue and cooperation in respect of legitimate interests, without any discrimination or unequal treatment, and in accordance with principles of transparency, confidentiality, independence, and integrity.
- **Respecting work-life balance.** We support a balance between professional and personal life through balanced and flexible working hours and by encouraging shared solutions that enable the social, emotional, and cultural development of the people who are part of our company.
- **Working as a team and collaborating fairly.** We encourage fair collaboration with colleagues and proactive participation in team activities, contributing ideas and solutions that enhance the quality of everyone's work. We support any initiative aimed at fostering information sharing, cooperation, and a spirit of cohesion, including remotely, through any modality and by using both traditional and innovative tools.

Employees by age group



OUR EMPLOYEES: at the heart of our company

At the end of the reporting year, our workforce comprises 36 direct employees. As a manufacturing company, we aim to prioritize the creation of stable and long-term employment contracts; therefore, we resort to temporary agency work only to manage significant orders that require an increase in the workforce for a limited period of time.

All employees are hired exclusively under regular employment contracts, in accordance with the National Collective Labour Agreement for the metalworking sector and in compliance with applicable laws and regulations. We safeguard the well-being of our employees by guaranteeing the rights provided by law. Company management is responsible for defining remuneration policies, in line with principles of fairness related to roles, responsibilities, and prior experience.

The workforce is predominantly male and engaged in manual activities related to machinery assembly (26 men out of 36, equal to 72%). However, Carbonveneta Nestech, aware that the presence of female professionals in its sector remains limited, promotes gender equality and the professional development of women within the company. This commitment is also reflected in the ongoing search for new female employees to be included in the company's departments, ensuring gender balance.

97.2% of employees are hired under permanent contracts, while 94.4% hold full-time positions (with the possibility of flexible working hours and part-time arrangements).

During 2024, five employees were hired (twelve in 2023). The departures recorded during the year include employees who left the company voluntarily or due to retirement.

Type of commitment	2023	2024
Full-time	35	34
Part-time	3	2
Total	38	36

Type of employment	2023	2024
Permanent	36	35
Fixed-term	2	1
Total	38	36

Age group	2023			2024		
	<30	30->50	>50	<30	30->50	>50
Executives	-	-	-	-	-	-
Middle managers	-	-	-	-	-	-
Employees	1	6	1	-	5	2
Workers	10	15	5	9	14	6
Total	11	21	6	9	19	8

COMMITMENT TO THE WELFARE OF OUR WORKFORCE

Among direct employees, several nationalities are represented, and the Company remains open to embracing new ethnicities and cultures, which are viewed as a continuous source of stimulus and growth.

The corporate welfare provided by the Company is that established under the National Collective Labour Agreement.

At Carbonveneta Nestech, flexible working arrangements are encouraged in order to support the management of family life and childcare. Employees may benefit from flexible working hours, part-time arrangements, and parental leave.

Furthermore, during the hottest and most demanding summer periods, the Company allows its employees to adjust their working hours in order to ensure more suitable working conditions. The Company enhances the social dimension of its operations through initiatives aimed both at the local community and at its workforce.

At the territorial level, it supports prevention and well-being programs, including free mammography screening activities for the female population, as well as the sponsorship of events, sports associations, and cultural organizations that promote social cohesion and community life.

Internally, the Company fosters working conditions oriented toward inclusion and the protection of personal needs. The significant presence of women in both office and production roles is supported by organizational flexibility policies: three employees benefit from part-time arrangements to balance work and family responsibilities or to manage specific health-related situations.

The workforce also includes an employee with a disability, integrated into a work environment that is attentive to support and respect for individual needs.

HEALTH & SAFETY

To manage the safety of our employees, who represent the beating heart of our company, we rely on the principles set out in our Code of Ethics. Our primary objective is to achieve zero workplace accidents. To this end, we adopt a proactive approach and make use of all available technologies.

At our production facility, we comply with the applicable national legislation on occupational health and safety (Legislative Decree 81/08), also with the support of external consultants.

As part of our health and safety policy, a Risk Assessment Document ("DVR") has been prepared, identifying the specific potential risk factors related to the relevant operational areas.

We are aware, however, that this alone is not sufficient. Training plays a key role in this area, as it enables us to increase awareness and foster a sense of responsibility among all members of our team.

We use specific metrics to measure our efforts in the field of safety, which are monitored during the annual safety meeting:

- training hours;
- investments made;
- monitoring and reporting of near misses

Accidents	2023	2024
No. of deaths following workplace accidents	-	-
No. of deaths from occupational diseases	-	-
No. of workplace accidents	1	1
<i>of which serious (>60gg)</i>		
No. «quasi accidents» recorded	-	-
Hours worked		
Days of absence due to accident	3	13

Training hours provided on safety topic (mandatory and non-mandatory)		
2024		
	Hours	Hours/emp.
Total	92.25	8.39

Engagement, awareness, and sensitization are central elements of our accident prevention policy aimed at protecting health. Everyone, depending on their role within the company, is required to bring to attention any aspects that may have an impact on the safe performance of activities.

We consider it essential to involve our employees in the management of health and safety protection systems.

We constantly seek to make them an active part of this process, through activities that involve them directly or through the Workers' Safety Representatives ("RLS").

In application of Legislative Decree no. 81/2008, the Company has appointed a Head of the Prevention and Protection Service (RSPP). This role, by coordinating the prevention and protection service, operates within the company and is responsible for managing safety in the workplace and for relations with the various supervisory and certification bodies, working in coordination with the workers' safety representatives and with the Company's Directors.

RESPONSIBLE SUPPLY CHAIN MANAGEMENT:

customers and suppliers as part of the value chain

The success of Carbonveneta Nestech is closely linked to market appreciation of its products, which is driven by the high quality of the solutions offered. This enables the Company to maintain sector leadership in Italy and a significant role in Europe and the Mediterranean area. Carbonveneta Nestech aims to grow in a continuous, sustainable, and ethical manner, becoming the ideal partner for value creation for its stakeholders. To this end, over time the Company has structured its quality management system, certified in accordance with UNI EN ISO 9001:2015, which ensures that the products and services provided to customers comply with specific requirements.

The ability to meet customer needs and anticipate their expectations represents a key driver for the development of Carbonveneta Nestech and is essential for maintaining and strengthening trust in customer relationships. On this basis, and in line with the principles set out in the Code of Ethics, Carbonveneta Nestech, in its relations with customers:

- commits to meeting expectations by acting in good faith, with loyalty, fairness, and transparency;
- commits to ensuring the highest quality standards for the products sold and respects customers' right not to receive services or products that do not comply with agreed terms and that could cause harm to their activities;
- listens to customer requests and any complaints, which may contribute to improving the quality of the services and products offered;
- refrains from engaging in any conduct that could in any way compromise the integrity, reliability, and security of customers' and end consumers' IT or telematic systems and data.

Furthermore, in the processes of selecting, choosing, and evaluating suppliers, impartiality and respect for all counterparts are always ensured.

Company's suppliers are mainly involved in the supply of raw materials, consumables, and finished products.

The search for and selection of new suppliers is typically linked to the need to improve the supplier base with regard to the following key factors:

- reduction of purchase prices;
- improvement in product quality;
- enhancement of service levels (deliveries, supply conditions, etc.);
- opportunities related to supply flexibility;
- reduction of supply risks (business continuity, contingency plans, etc.);
- compliance with sustainability (ESG) aspects.

Based on these needs, the identification of potential new suppliers is autonomously initiated by the Purchasing function, with the possible support of the functions directly involved.

RELATIONS WITH OUR LOCAL COMMUNITY

The local community has always been, and will continue to be, one of the focal points of Carbonveneta Nestech's activities.

This commitment is reflected not only in actions aimed at eliminating, reducing, and/or mitigating environmental impacts, or in initiatives designed to ensure a proper balance between work and private life for its employees, but also in the tangible support of projects intended to improve quality of life within the local community.

Collaboration with several local sports associations is well established and renewed on an annual basis, through financial contributions, forms of volunteering, and participation in multi-year projects.

Carbonveneta Nestech collaborates with local universities and schools, hosting thesis projects and work-based learning programs.

Carbonveneta Nestech's objective is to raise awareness of its presence and role within the local area by organizing, in 2025, a series of meetings at technical institutes within the municipality.

CHAPTER 5

Governance



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VALUE CREATION

In 2024, the Company generated a total economic value of €5.54 million, distributing a significant share to the stakeholders who contribute to the functioning of the production chain and corporate services.

The largest portion, amounting to 66.5%, was allocated to partner suppliers, reflecting an industrial structure based on long-term relationships, qualified sourcing, and continuous investment throughout the value chain. Employees represent the second main beneficiary group, accounting for 27.1% of the total; this share highlights a tangible commitment to stable employment, internal skills development, and the safeguarding of the Company's strategic functions.

Amounts paid to financial institutions account for 1.26%, a limited figure that reflects a balanced financial profile. A total of 5.14% was allocated to the State and Public Administration through taxes and social contributions, confirming the Company's role as an active contributor to local development and administrative sustainability.

Economic results (€/000)	2023	2024
Revenue	7,140	7,052
EBITDA	1,027	1,709
Net Profit	484	891

Economic value distributed (€/000)	2024
Partner suppliers	3,684
Employees	1,501
Credit institutions	70
State and P.A.	285

CYBERSECURITY AND DATA PROTECTION

The protection of personal data and information security are primary objectives for Carbonveneta Nestech. The Company's commitment is reflected in a set of coordinated activities, also supported by external consultants and service providers.

Over time, the Company has established a structured internal governance framework for the collection and processing of personal data, defining and implementing internal procedures on security and data protection, as well as periodic training and information activities for employees.

Decisions and operations that may have an impact on cybersecurity and/or the protection of personal data are carefully assessed by the designated personnel through monthly cybersecurity attack simulations, aimed at testing the resilience of the Company's systems.

The Company is also equipped with appropriate privacy notices, a register of processing activities, privacy and cookie policies on its website, internal procedures for managing key privacy compliance requirements, and protected IT systems that are constantly updated, in order to ensure the highest standards of data security and integrity at all times.

In order to best safeguard personal data, the Company limits data collection as much as possible, in accordance with the principle of data minimization, ensuring that the specific legal basis for the collection and processing of such data is clearly identified in each case and that all necessary information is provided to enable data subjects to exercise their rights.

In B2B relationships, the integrity and confidentiality of any personal data exchanged in the course of commercial contracts are ensured through clauses specifically drafted for this purpose.

GOALS AND TRANSITION PLAN

Carbonveneta is developing its transition pathway with a vision that connects industrial requirements with responsibility toward the environment and people, within a context characterized by increasing pressures related to climate change, energy, and the availability of raw materials. The plan is based on an analysis of the main global risk factors—climate crisis, water stress, energy volatility, and geopolitical complexity—and is shaped through a strategy that integrates the outcomes of the first materiality analysis and dialogue with stakeholders.

The Company has defined an initial set of objectives aimed at strengthening the management of environmental, social, and governance issues, laying the foundations for a structured pathway that will be further refined in the coming years through updates to the materiality matrix, assessment of the financial impacts of ESG topics, and the definition of measurable medium- to long-term targets.

The energy transition represents one of the pillars of this pathway. Carbonveneta has already launched targeted initiatives to increase energy efficiency and expand self-generation from renewable sources, with a photovoltaic system currently being extended and electricity consumption already supplied 100% by renewable energy. In parallel, the refurbishment program for production facilities continues, aimed at improving thermal performance and reducing energy demand through insulation measures and system optimization.

The plan also includes a review of internal processes to reduce waste, improve waste management, and ensure a more systematic control of direct and indirect emissions. The year 2024 marked a first step in reporting Scope 1 and Scope 2 emissions, and in the coming years the Company commits to refining monitoring activities by integrating additional indicators and expanding the information perimeter.

From a social perspective, the transition pathway places strong emphasis on people's well-being, through actions that promote inclusion, safety, and professional development. Attention to the community and the local area is reflected in the choice to establish stable relationships, promote cultural and sports initiatives, and support health prevention programs.

Overall, the plan represents a progressive commitment that combines technological innovation, responsible resource management, and strengthened governance, with the aim of generating lasting positive impact and supporting the Company in building a competitive and sustainable business model over time.

FINAL NOTES

This Sustainability Report has been prepared by Carbonveneta Nestech S.r.l. with the support of ESG Advisors, represented by Dr. Alessandro Genovesi, who supported the Company in data collection, the definition of the ESG framework, and the drafting of the document.

This Report represents the first step in a journey that the Company intends to further develop in the coming years, progressively strengthening its commitment to responsible and transparent management.

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